



**NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT
BOARD OF FIRE COMMISSIONERS' MEETING**

AGENDA

THURSDAY, FEBRUARY 26, 2026 ■ 9:00 AM
1885 Veterans Park Drive ■ Naples, FL 34109

- 1. CALL TO ORDER**
- 2. PLEDGE OF ALLEGIANCE**
- 3. APPROVAL, ADDITIONS OR DELETIONS TO AGENDA**
- 4. APPROVAL OF MINUTES**
 - A. January 29, 2026 Board of Fire Commissioners' Meeting
- 5. CHIEF'S REPORT**
- 6. TREASURER'S REPORT**
 - A. January 2026
- 7. LABOR REPORT**
- 8. CONSENT AGENDA**

Table 1: Expenditures for Board Approval

Category	Amount
General Fund Unbudgeted	\$0
General Fund Emergency Purchases	\$0
Addition of Fixed Assets	\$0
Deletion of Fixed Assets	\$38,736
Other	\$0



9. OLD BUSINESS

- A. Procurement of Fire Apparatus and Equipment within Current Industry Trends (Recurring Discussion Item)
- B. Request for Discussion and Possible Action Regarding Committee Formation Following Additional Legal Review

10. NEW BUSINESS

- A. Request Adoption of Resolution 26-001 to Approve Amendment to the North Collier Fire Control and Rescue District Firefighter Pension Plan
- B. Request for Board Approval to Sign Lifeguard Interlocal Agreement Between North Collier Fire Control and Rescue District and Collier County
- C. Request for Board Approval for Real Estate Procurement of 1110 Pine Ridge Road Property
- D. Request for Board Approval for Real Estate Procurement of Vacant Land in Vicinity of Oil Well Road and Desoto Blvd. N.
- E. Request for Board Approval for Ambulance Procurement
- F. 2025-2028 Collective Bargaining Agreement Transition – Memo of Understanding

11. COMMENTS BY COMMISSIONERS

12. COMMENTS BY THE PUBLIC FOR ITEMS NOT ON THE AGENDA

13. ADJOURNMENT



**NORTH COLLIER FIRE CONTROL AND RESCUE DISTRICT
BOARD OF FIRE COMMISSIONERS' MEETING**

MINUTES

THURSDAY, JANUARY 29, 2026 ■ 9:00 AM
1885 Veterans Park Drive ■ Naples, FL 34109

1. CALL TO ORDER

Chairman Christopher Lombardo called meeting to order at 9:00 a.m. With five of five commissioners present (James Calamari, Christopher Crossan, Norman Feder, Christopher Lombardo, and Stephen Popper), quorum was met.

2. PLEDGE OF ALLEGIANCE

3. APPROVAL, ADDITIONS OR DELETIONS TO AGENDA

Commissioner Feder moved to approve the agenda as presented. Commissioner Crossan seconded. MOTION CARRIED 5:0

4. APPROVAL OF MINUTES

- A. December 18, 2025 Board of Fire Commissioners' Meeting
- B. January 16, 2026 Special Meeting to Discuss ITB 25-002

Commissioner Calamari moved to approve both sets of minutes as presented. Commissioner Popper seconded. MOTION CARRIED 5:0

5. CHIEF'S REPORT

Fire Chief Eloy Ricardo, Deputy Chief Michael Jimenez, Deputy Chief Jorge Aguilera, and Assistant Chief Ben Rohde gave verbal updates on various matters. It was noted that North Collier Fire Control and Rescue District won the 2025 Fire Training Center of the Year award at the Florida Fire Chief's Conference.

6. TREASURER'S REPORT

- A. December 2025

Commissioner Calamari read prepared summary of financial highlights for December 2025 Treasurer's Report. Board accepted report as presented into record. Chief Financial Officer, Ben Van Klingerren gave verbal comment.



7. LABOR REPORT

Local 2297 President, Adam Wilson, gave verbal report then introduced Ken LaMotte from Bentley Village to speak about the scholarship program Bentley Village is developing to benefit students of the NCFR/FSW Firefighter Academy.

8. CONSENT AGENDA

Table 1: Expenditures for Board Approval

Category	Amount
General Fund Unbudgeted	\$41,000
General Fund Emergency Purchases	\$0
Addition of Fixed Assets	\$0
Deletion of Fixed Assets	\$18,422
Other	\$0

Commissioner Calamari moved to approve Consent Agenda as presented. Commissioner Feder seconded. MOTION CARRIED 5:0

9. OLD BUSINESS

A. Procurement of Fire Apparatus and Equipment within Current Industry Trends (Recurring Discussion Item)

Deputy Chief Kris Thomas noted there were no updates for the month.

B. Request for Additional Board Direction for Formation of Committees

Deputy Director Lori Freiburg gave comment that for the formation of the new committees, The Legislative Committee and the Security & Technology Committee, there are two options for the type of committee they could be: 1) fact finding committee or 2) a recommendation committee. It was noted that the recommendation committees fall under the Florida Sunshine Law, thus requiring proper noticing, minute-taking and agendas. Discussion ensued. Commissioner Feder moved to approve the Legislative Committee and the Security & Technology Committee both be recommendation committees. Commissioner Popper seconded. MOTION CARRIED 5:0



10. NEW BUSINESS

A. Annual Nominations and Election of Board of Fire Commissioner Officers

Deputy Director Lori Freiburg gave comment. Discussion ensued. Commissioner Calamari moved to approve to keep Fire Commission Board Officers the same as calendar year 2025: Chairman – Commissioner Christopher Lombardo; Vice-Chairman – Commissioner Norman Feder; and and Secretary/Treasurer – Commissioner James Calamari. Commissioner Crossan seconded. MOTION CARRIED 5:0

B. Request Acceptance of Florida Department of Financial Services Hazmat Grant Agreement

CFO Ben Van Klingerren gave verbal comment. Commissioner Calamari moved to approve as presented per staff recommendation that the Board approve the 2025-2026 USAR HazMat MARC Grant agreement – Contract Number FM1219 totaling \$55,000 for the period January 29, 2026 through June 30, 2026. Commissioner Crossan seconded. MOTION CARRIED 5:0

C. Request to Open a New FL-FIT Cash Pool Account – Special Revenue Fund

CFO Ben Van Klingerren gave verbal comment. Commissioner Calamari moved to approve as presented per staff recommendation the opening of a new Special Revenue Fund cash pool account with FL-FIT. Commissioner Crossan seconded. MOTION CARRIED 5:0

11. COMMENTS BY COMMISSIONERS

Commissioner Popper, Commissioner Calamari, and Commissioner Crossan gave comment. Commissioner Crossan requested Staff add to the February agenda an item to discuss the possible formation of a Mental Health Committee. Discussion occurred regarding the overtime compensation matter originally raised by Labor at the December 18, 2025 Board of Fire Commissioners' meeting. Chairman Lombardo suggested that individual Commissioners may meet separately with CFO Ben VanKlingerren to review the financial and operational context of the issue to ensure a full understanding. No action was taken.

12. COMMENTS BY THE PUBLIC FOR ITEMS NOT ON THE AGENDA

None

13. ADJOURNMENT

Commissioner Feder moved to adjourn the meeting. Commissioner Popper seconded. MOTION CARRIED 5:0 Meeting adjourned at 10:29 a.m.



AGENDA ITEM 6

Meeting Date: February 26, 2026
Prepared By: Chief Financial Officer Ben Van Klingerren
Subject: Treasurer's Report - January 2026

GENERAL FUND

Revenue

The following is the breakdown of revenue for the period ended January 31, 2026 for the North Naples Service Delivery Area ("NN SDA"), the Big Corkscrew Service ("BC SDA") and North Collier Fire Control & Rescue District. Note that these financial statements reflect the Board approved cost allocation method; per that method, there is no allocation of revenue (except for grant funds) - it remains in the SDA in which it is earned/received.

		NN SDA	% of	BC SDA	% of	North Collier	% of
		1/31/2026	Budget	1/31/2026	Budget	1/31/2026	Budget
Ad Valorem	\$	47,587,364	89.46%	\$ 14,300,117	88.10%	\$ 61,887,481	
Fees	\$	298,484	38.87%	\$ -	0.00%	\$ 298,484	
Other Revenue	\$	1,466,284	43.45%	\$ 174,162	33.49%	\$ 1,640,446	
Total Revenue	\$	49,352,132	86.07%	\$ 14,474,279	86.40%	\$ 63,826,411	86.15%

Expenses

The following is the breakdown of expenses for the period ended January 31, 2026 for NN SDA, BC SDA and the North Collier Fire Control & Rescue District utilizing the cost allocation method approved by the Board.

GENERAL FUND, CONT'D

		NN SDA	% of	BC SDA	% of	North Collier	% of
Expenses		1/31/2026	Budget	1/31/2026	Budget	1/31/2026	Budget
Personnel	\$	15,486,391	34.71%	\$ 4,367,956	34.71%	\$ 19,854,347	34.71%
Operating	\$	3,680,369	36.61%	\$ 1,038,053	36.22%	\$ 4,718,421	36.53%
Debt Service	\$	667,431	101.26%	\$ 188,250	101.26%	\$ 855,681	101.26%
Capital	\$	126,248	7.59%	\$ 35,608	7.59%	\$ 161,856	7.59%
Total Expenses	\$	19,960,438	35.03%	\$ 5,629,867	34.96%	\$ 25,590,306	35.01%

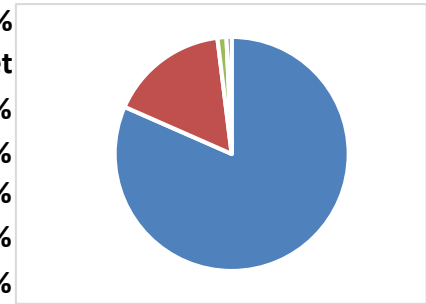
It should be noted that there are four general types of expenditures in terms of payment impact on the fiscal year:

1. Those that are paid monthly at fairly regular and predictable monthly intervals.
2. Those that are paid quarterly or annually so are not reflected in an appropriate percentage.
3. Those that are based on unpredictable need, such as building, equipment or vehicle repairs.
4. Items that were budgeted in the prior year, but were not received or invoiced until this year.

Based on these payment type exceptions, accrual or prepayment adjustments can be made to the actual expenditures, and an adjusted percent of budget determined.

When these adjustments are made, year-to-date expenditures as a percentage of budgeted expenditures, by category, are as follows:

	Adj Amounts North Collier	Adj. % of Budget
Personnel	\$ 18,526,479	32.39%
Operational	\$ 3,737,304	28.93%
Debt Service	\$ 281,671	33.33%
Capital	\$ 161,856	7.59%
Total	\$ 22,707,310	31.07%



As identified above, when adjustments are made to the actual expenses based on known prepaid and accrual adjustments, General Fund expenses are at 31.07% which is reasonable as we have completed 4 months of the 2025/2026 fiscal year (33%).

General Fund Comparison with Prior Year:

Included with the General Fund Financial Statement is a comparison to January 2025 of each service delivery area, noting the percentage of variance. In brief, total revenue in the NN SDA comparison reflects a variance of 9%. Expenses reflect a variance of .5%.

In the Big Corkscrew SDA, a variance in revenue of 18% is reflected. Expenses reflect a variance of .5%.

IMPACT FEE FUND - Comparison with Budget

As of January 31, 2026, NCFR has received \$133,000 in Impact Fund interest income. Expenses total \$21,000. The District has received \$99,000 for Impact Fees for the fiscal year. Payments received are in arrears and are from the previous month.

INSPECTION/PLAN REVIEW FEE FUND - Comparison with Budget

Revenue

As of January 31, 2026, total revenue received is \$657,000 or 26% of budgeted revenue which includes inspection fees, plan review fees and interest. Similar to the Impact Fee Fund, payments received are in arrears and are from the previous month.

Expenses

Expenses total \$624,000 or 25% of the total budget. This is appropriate for this time of the year as we have completed 4 months of the 2025-2026 fiscal year.



North Collier Fire Control and Rescue District
Board of Fire Commissioners
REGULAR MONTHLY MEETING

AGENDA ITEM 8

Meeting Date: February 26, 2026
Prepared By: Chief Financial Officer Ben Van Klingerren
Subject: Consent Agenda

UN-BUDGETED PURCHASES (per policy 213, Section 3, Part 6)

General Fund (Unbudgeted)	(NONE - n/a)	
	TOTAL GENERAL FUND UN-BUDGETED	\$ -

EMERGENCY PURCHASES (per Policy 212, Section 16) - ratify emergent purchase required and processed

	(NONE - n/a)	
	TOTAL EMERGENCY PURCHASES	\$ -

ADDITION OF FIXED ASSETS

DELETION OF FIXED ASSETS

Asset Category:	Firefighter Equipment		
Asset I.D. Number:	various (see attached)		
Description:	Air Compressor, SCBA Unit/2Cyl (qty: 3), Air Pack		
Cost:	\$38,735.67		
Reason for Deletion:	outdated and replaced / not cost effective to repair		
Intended Disposal:	scrapped	Original Cost	\$ 38,736
Additional Information:	n/a	Est Net Book Value	\$ -

	TOTAL DELETION OF FIXED ASSETS (original cost)	\$ 38,736
	TOTAL DELETION OF FIXED ASSETS (NET BOOK VALUE)	\$ -

OTHER

n/a		
	TOTAL - OTHER	\$ -



AGENDA ITEM 9A

Meeting Date: February 26, 2026
Prepared by: Eloy Ricardo, Fire Chief
Subject: Discussion on Procurement of Fire Apparatus and Equipment Within Current Industry Trends

Objective

This agenda item is for discussion only and is a standing item each month.

Background Information

At the May 29, 2025, District Board of Fire Commissioners Workshop on Impact Fees and Millage Rates, the Board discussed concerns about delays in procuring fire apparatus and other essential equipment. The general consensus was that the District should consider alternative procurement options, as industry consolidation by a single company appears to be limiting competition and contributing to these challenges.

Considerations

This item is a standing item each month. Staff will provide updates to the Board each month as needed.

Staff Recommendation

Not Applicable

Attachments

Not Applicable

Proposed Motion

Not Applicable



AGENDA ITEM 9B

Meeting Date: February 26, 2026
Prepared by: Lori Freiburg, Deputy Director
Subject: Request for Discussion and Possible Action Regarding Committee Formation Following Additional Legal Review

Objective

To discuss and possibly provide action regarding committee formation following additional legal review

Background Information

At the December 18, 2025 and the January 29, 2026 Board of Fire Commissioner meetings, the Board directed Staff to establish the following new committees, each consisting of one (1) Board member and staff representation:

1. Legislative Committee
2. Security & Technology Committee
3. Mental Health Committee

At the January 29, 2026 Board meeting, the Board designated the committees as having decision-making (or recommendatory) authority rather than being solely fact-finding with no decision or recommendatory authority.

Considerations

In further discussion with District legal counsel after the January 29, 2026 Board meeting, Staff was advised of the limitations that occur with committees of this type that must strictly adhere to Florida's Public Records Law (Chapter 119, Florida Statutes).

This structure limits the ability of commissioners to engage in discussions with one another, staff, or members of the public regarding matters that are within the jurisdiction of a delegated committee or are reasonably foreseeable to come before the Board for action.

As an alternative, the Board may consider conducting publicly noticed workshops of the full Board to review and discuss these topics. Workshops allow for open discussion among all commissioners without creating the additional communication constraints associated with delegating authority to a formal committee.



Requested Direction

Provide direction to staff on whether to proceed with, modify, or retract the formation of formal committees with delegated authority in light of the communication limitations discussed, and whether to utilize publicly noticed Board workshops as an alternative approach.

Attachments

None

Proposed Motion

Per the Board's direction and decision on this matter.



AGENDA ITEM 10A

Meeting Date: February 26, 2026
Prepared by: Ben Van Klingerren, Chief Financial Officer
Subject: Request for Board Adoption of Resolution 26-001, Amending the Firefighter Pension Plan; Providing for Definition of Salary

Objective

Obtain Board adoption of Resolution 26-001, amending the Chapter 175 Firefighter Pension Plan (“the Plan”); amending Section 2, definitions; providing for the definition of salary to include workers’ compensation payments and exclude short-term and long-term disability payments.

Background Information

At the February 12, 2026 Pension Board meeting, a resolution was presented and discussed pertaining to Section 2 of the Chapter 175 Firefighter Pension Plan – Definitions. Resolution 26-001 has been presented to the Board of Fire Commissioners to ratify updated language clarifying “salary” including workers’ compensation payments and excluding short-term and long-term disability payments received by eligible members.

Considerations

Current language under Section 2 of the Plan is as follows:

“Salary” means a Member's monthly compensation for work performed for the District arising from the Member's employment as a Firefighter, including overtime payments paid from a salary fund, and any accrued leave balances earned prior to October 1, 2012. Any accrued leave earned on or after October 1, 2012 will not be included in the computation of salary.

Updated language is as follows:

“Salary” means a Member's monthly compensation for work performed for the District arising from the Member's employment as a Firefighter, including overtime payments paid from a salary fund, workers’ compensation payments received by a Member and any accrued leave balances earned prior to October 1, 2012. Any accrued leave earned on or after October 1, 2012 will not be included in the computation of salary. Short-term disability and long-term disability payments received by eligible Members will not be included in the computation of salary.

Fiscal Impact

There is no fiscal impact to update the Plan documents as presented.



Recommendation

Staff recommends the Board approve and adopt Resolution 26-001, amending the Firefighter Pension Plan; updating Section 2 “Definitions” as presented.

Attachments

Attachment 1: Resolution 26-001

Proposed Motion

Adopt Resolution 26-001, amending the Firefighter Pension Plan as presented.



North Collier Fire Control and Rescue District
Board of Fire Commissioners
REGULAR MONTHLY MEETING

AGENDA ITEM 10B

Meeting Date: February 26, 2026
Prepared by: Jorge Aguilera, Deputy Chief
Date Prepared: February 13, 2026
Subject: Request for Board Approval to sign the Lifeguard Interlocal Agreement Between North Collier Fire Control and Rescue District and Collier County

Objective

Obtain Board approval to sign the Lifeguard Interlocal Agreement between North Collier Fire Control and Rescue District (“District”) and Collier County.

Background Information

In 2019/2020, the District identified that the County was facing challenges staffing community pools with certified lifeguards. At that time, the District proposed a draft interlocal agreement to assist with staffing two primary pools and provide Ocean Rescue services; however, these discussions were discontinued due to the COVID pandemic.

In February 2025, the County again notified the District of ongoing difficulties in hiring and retaining lifeguards, which threatened the reopening of Sun-N-Fun Lagoon. In response, the District reiterated its prior offer and shared the 2019/2020 draft agreement for consideration.

By March 2025, the District began certifying its first group of Firefighter/Lifeguards to support the reopening of Sun-N-Fun Lagoon. This commitment has provided us with significant experience in managing water park operations. To date, the District has 93 certified lifeguards, 25 part-time lifeguards, 11 lifeguard instructors, and 7 certified swim safety instructors.

Considerations

The Interlocal Agreement formally establishes the District’s role in staffing Sun-N-Fun Lagoon and Big Corkscrew Island Water Park with a defined funding source. Furthermore, this agreement provides the District with official access to county beaches, allowing us to implement the first Ocean Rescue Program in Collier County and the first protected public beach south of Sarasota. An additional benefit of this program is the enhanced ability to recruit future firefighters and individuals interested in Ocean Rescue.

Fiscal Impact

Collier County will reimburse the District on an hour-per-hour basis at an agreed-upon rate of \$20.00 per hour for lifeguard coverage, not to exceed a total amount of \$720,000. This reimbursement will be consistent throughout the terms of the agreement. The agreement also allows for the usage of up to two offices and meeting room space at no cost to the District.



Recommendation

Staff recommends that the Board approve the Interlocal Agreement between the Board of County Commissioners and the District for the provision of lifeguard services. This agreement outlines the collaborative framework for lifeguard services and ensures continued safety and coordination between our agencies.

Proposed Motion

To approve the signing and execution of the Lifeguard Interlocal Agreement between North Collier Fire Control & Rescue District and Collier County.

Attachments

- Attachment 1: Lifeguard Interlocal Agreement between North Collier Fire Control and Rescue District and Collier County
- Attachment 2: Collier County Parks & Recreation Practices and Procedures Manual



Meeting Date: February 26th, 2026
Prepared by: Kris Thomas, Deputy Chief
Subject: Real Estate Procurement, 1110 Pine Ridge Rd

Objective

Obtain Board approval for the purchase of property located at 1110 Pine Ridge Rd for the relocation of District Administrative Offices.

Background Information

The current location for the District's administrative offices is Station 45. Fire Station 45 opened in 1999, becoming the District's fifth Fire Station and Administrative Headquarters. The office space at the time housed Administration, the entire Life Safety and Training Divisions. The Life Safety Division moved to its own building in 2007 because of its own growth, creating room for an ever-expanding Administration and Training Division. The District over the last 20 years has expanded exponentially, to include the operation of the FSW Fire and Paramedic programs. Emergency call volume in 2007 was roughly 10,000 annually and has blossomed to over 30,000 today. This unprecedented growth has required expansion of all divisions to meet the needs of the community. Today, the District is an Advanced Life Support Transport agency. This historic change in emergency services delivery has further expanded our training division requirements to the point where Administration and Training needs can no longer fit in the confines of Station 45. By moving District Administrative offices, we can create the space needed at St 45 (our main training facility) to more functionally accommodate all training aspects (Fire, EMS, Special Teams, FSW Fire and Paramedic classes) and explore additional opportunities. We can dedicate what are now heavily used multi-purpose meeting rooms to educational functions and allocate office space to the Staff that serve those needs.

The District has identified an office space currently owned and occupied by the Collier Community Foundation that has become available for purchase. The property located at 1110 Pine Ridge Road encompasses over 7500 sq. ft, including offices, meeting and conference space. In its current configuration, this space can accommodate a minimum of 16 staff members, with the space providing options for future renovations to accommodate more staff if needed. The building also includes other individually owned office spaces that could be acquired for future growth accommodations as they become available. The office suite is elevated, has hurricane rated impact windows and has secondary power provided by a backup generator. The space is in pristine condition and will require no modifications or improvements for our occupancy. Purchase price for this property is \$3,495,000.00, which represents a Sq. Ft



price of \$466. Similar type offices ready for build out are in the \$600/ft range, plus the average renovation costs estimated at \$200/ft.

The property is under contract with the District pending Board approval, with all other due diligence completed at this time. The District has escrow funds in the amount of \$100,000 deposited with our attorney's office, with an additional \$100,000 due 15 days after the due diligence period is complete. If approved, the balance of the purchase would be due at closing in August 2026. In addition, the District has a separate sales agreement for all furnishings in the amount of \$80,000, pending Board approval.

Staff Recommendation

Staff recommends the Board approve the property purchases as presented

Attachments:

- Attachment 1: Office Plans
- Attachment 2: Appraisal Report
- Attachment 3: Sales Contract
- Attachment 4: Personal Property Sales Contract

Proposed Motion:

Motion to approve the purchase of the property located at 1110 Pine Ridge Rd #206-211 in the amount of \$3,495,000 and the purchase of all furnishings of the same property as described in the personal property sales contract in the amount of \$80,000.



Meeting Date: February 26th, 2026
Prepared by: Kris Thomas, Deputy Chief
Subject: Real Estate Procurement - Parcel 40120480007

Objective

Obtain Board approval for the procurement of Parcel 40120480007, 1.6 acres of vacant land in the vicinity of Oil Well Rd and Desoto Blvd N.

Background Information

On November 20th, 2025, the Board approved the purchase of a 1.5-acre parcel from Collier County for future District use. The property before you (40120480007) is contiguous to that County parcel to the east. The property owner has agreed to sell this parcel to the District, pending Board approval, in the amount of \$105,000. Approval of this purchase will increase the total site from 1.5 acres to 3.1, and increase future use options.

Staff Recommendation

Staff recommends the Board approves this procurement as presented.

Attachments:

- Attachment 1: Property Description and Map
- Attachment 2: Appraisal Report
- Attachment 3: Informal Wetlands Determination
- Attachment 4: Real Estate Sales Agreement

Proposed Motion:

Motion to approve the purchase of Parcel 40120480007 from BHB 131400, LLC. in the amount of \$105,000 as presented.



Meeting Date: February 26th, 2026
Prepared by: Kris Thomas, Deputy Chief
Subject: Apparatus Procurement

Objective

Obtain Board approval for the purchase of a new Ambulance.

Background Information

In 2025, the District initiated Advanced Life Support transport marking an historic change in emergency services delivery in Collier County. Today, the District operates three transport units (Medic Rescues). We have plans to add our 4th unit in the next 90 days, with the expectation to have five unit's in-service by the end of 2026.

In support of in-service units, the District must maintain a ratio of available spare units to stay operational during routine maintenance and unexpected breakdowns of front-line trucks. For those considerations, we operate on a 2:1 ratio. For every two in-service units, we try to maintain a minimum of 1 available spare unit. Currently the District has (7) ambulances in inventory. In order to achieve a 5th transport unit, we need to add one to maintain the 2:1 ratio and operational readiness.

Typical lead times for new ambulance projects are in the 30-month range. The District was recently contacted with an available chassis and build schedule opening that would result in the delivery of a new ambulance in November 2026. We have worked quickly with the vendor, utilizing the District's own specifications to design a unit that not only adds the needed unit, but enhances our transport capabilities at the same time due to its uniqueness in relation to our current inventory. The unit is a Braun Super Chief model, built on a 2026 International crew cab chassis. The proposal price is \$529,510.00. A contingency of 3% (\$15,885) is requested to address unforeseen change orders if needed.

Staff Recommendation

Staff recommends the Board approve the request for procurement as presented.

Attachments:

Attachment 1: Proposal

Proposed Motion:

Motion to approve the purchase of the proposed ambulance from Ten-8 Fire & Safety in the amount not to exceed \$545,395.



AGENDA ITEM 10F

Meeting Date: February 26, 2026
Prepared by: Ben Van Klingereren, Chief Financial Officer
Subject: Transition to 2025-2028 CBA – compensation implications

Objective

Obtain Board guidance on recently signed Memorandum of Understanding (“MOU”) between the District and Union regarding the transition to the current 2025-2025 Collective Bargaining Agreement (“CBA”).

Background Information

At the December 18, 2025 Board of Fire Commissioner meeting (during the Labor Report), Local 2297 President Adam Wilson reported to the Board an accusation of overtime underpayment during the transition to the new 2025-2028 CBA in late September and early October. This item was being actively discussed at prior labor management meetings. As of December 18th, no grievance was filed by Local 2297 pertaining to this issue.

As this was not an agended item, no action was taken at the December 18th meeting. Chairman Lombardo subsequently met with CFO Ben Van Klingereren to discuss the details and implications in depth. At the January 29, 2026 Board of Fire Commissioner meeting, Commissioner Popper inquired on the status of the inquiry. Board direction was given at that time for any interested Board members to meet with CFO Ben Van Klingereren to discuss the overtime and other transition-related compensation details.

On February 9, 2026, the District and Union held a Labor-Management meeting. The District presented a MOU to the Union to resolve unintended impacts associated with the transition of the overtime cycle and other compensation under the 2025-2028 CBA.

Considerations

Per Article 13.04 [Shift Overtime Rate of Pay / Overtime Hours] of the prior (2022-2025) CBA, *“During the twenty-one (21) day work period, shift employees’ will be paid overtime at the rate of one and one-half (1 ½) times the employee’s regular rate of for all hours worked in excess of the regularly scheduled 144 productive hours.”* Therefore, overtime hours worked (for shift personnel) during the week of September 21 – 27 were appropriately paid at straight time (1.0 times) as the 144-hour threshold was not met. September 28th started the new pay period in which the implementation of the new CBA started (which included a new 2-week overtime period). However, the unforeseen implication was those hours were never paid at 1.5 rate of pay.



Additionally, two other pay-related items were discovered and discussed between the District and Labor:

- Sick leave payouts for the period October 2024 – September 2025 (paid in October, 2025) were paid at the rates established under the current (2025-2028) CBA.
- Workdays occurring in late September, 2025 (i.e. 9/28/25 – 9/30/25) were compensated at rates established under the current (2025-2028) CBA.

Fiscal Impact

The signed MOU included language that both sides agree that the modification of the overtime cycle was not intended to deprive employees of the additional one-half (0.5) overtime premium reasonably anticipated based on prior practice. The amount sought to be paid totals \$19,011.25 – paid 100% by the District. The District also affirmed that it has not sought recovery of overpayments associated with the transition to the 2025-2028 CBA (totaling \$198,056.83).

Recommendation

n/a – to be discussed and Board Direction sought

Attachments

Attachment 1: signed MOU (dated 2/9/2026)

Attachment 2: one-half (0.5) overtime premium summary – 9/21/25 – 9/27/25

Attachment 3: FY 24/25 sick leave payout (at current CBA rates)

Attachment 4: Early implementation of new CBA (9/28/25 – 9/30/25) – at current CBA rates

Proposed Motion

n/a