



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

AGENDA

WEDNESDAY, APRIL 8, 2026 ■ 3:00 PM
1885 Veterans Park Drive ■ Naples, FL 34109

1. Call to Order
2. Pledge of Allegiance
3. Request Approval for Extension of Fire Chief Contract as Provided in the Contract
4. Comments by Commissioners
5. Comments by the Public
6. Adjournment



AGENDA ITEM 3

Meeting Date: April 8, 2026
Prepared by: Ben Van Klingerren, Chief Financial Officer
Subject: Request for Board Approval of two (2) year extension of Fire Chief agreement

Objective

Obtain Board approval to exercise option to extend the current Fire Chief agreement for a two (2) year period under the same terms and conditions.

Background Information

The District executed the current employment contract with Fire Chief Eloy Ricardo on April 10, 2019. The agreement was for a period of seven (7) years beginning on April 10, 2019 and ending April 9, 2026. Per Article 1 "Term of Employment" the agreement provides two (2) options to extend the agreement for a two (2) year period under the same terms and conditions contained therein. The maximum term extension is for four (4) years, or ending April 9, 2030.

Article 1 also includes a provision that *"either party shall give not less than ninety (90) days' notice of intent to exercise this option to extend the Agreement to the other party. The party receiving a notice of intent to extend the Agreement has thirty (30) days from receipt of notice of intent to accept or reject the extension of this Agreement."*

Considerations

It is Chief Ricardo's intent to continue employment as the District's Fire Chief. Notification was provided to the Board Chair prior to the beginning of the current fiscal year. Over the past months, CFO Van Klingerren, Chairman Lombardo and HR Manager Fischbach have started the process to create and compile a new Fire Chief agreement for Fire Chief Eloy Ricardo. Procedurally, staff is recommending today to authorize and approve the two (2) year extension under the same terms and conditions and allow the further creation of a new employment contract to be presented to the Board of Fire Commissioners at a future meeting.

Fiscal Impact

There is no fiscal impact beyond the current terms and conditions of the Fire Chief agreement.

Recommendation

Staff recommends the Board exercise the option to extend the current Fire Chief agreement for a two (2) year period under the same terms and conditions while a new contract is being drafted and will be presented at a future date.



Attachments

Attachment 1: Current Employment Contract – Fire Chief Eloy Ricardo

Proposed Motion

Move to exercise the option to extend the current Fire Chief agreement for a two (2) year period under the same terms and conditions, ending April 9, 2028.