Fire Board Meeting - October 21, 2026 - Transcription

00:00:35.300 --> 00:00:44.180
: Being out of nowhere. Believe me, you don't want to.

00:00:46.100 --> 00:00:50.660
: Vicky, are we ready? Okay.

00:00:50.660 --> 00:00:53.780
: Everyone ready?

00:00:53.780 --> 00:00:55.620
Good afternoon everyone.

00:00:55.620 --> 00:01:00.780
Welcome to the Saint Lucie County Fire District Board meeting this Wednesday,

00:01:00.780 --> 00:01:04.440
October 21st at 3:00 PM.

00:01:04.440 --> 00:01:06.320
Madam clerk, please call the roll.

00:01:06.320 --> 00:01:07.840
: Commissioner Fowler here, ma'am.

00:01:07.840 --> 00:01:10.800
Commissioner Hudson present. Commissioner Martin.

00:01:10.800 --> 00:01:11.320
: Here, ma'am.

00:01:11.320 --> 00:01:12.580
: Commissioner Leonard here, ma'am.

00:01:12.580 --> 00:01:14.080
Commissioner Clasby. Yes, ma'am.

00:01:14.080 --> 00:01:15.340
Commissioner Morgan. Yes,

00:01:15.340 --> 00:01:17.260
ma'am. Commissioner Johnson present.

00:01:17.260 --> 00:01:18.780
: Please stand for the invocation.

00:01:18.780 --> 00:01:21.240
Commissioner Leonard, would you please provide us with one?

00:01:21.240 --> 00:01:23.720
: Dear Heavenly Father, thank you for this beautiful day.

00:01:23.720 --> 00:01:27.100
Thank you for those that are in attendance for being here.

00:01:27.100 --> 00:01:31.200
Thank you for the guidance that you have provided for all of us during these tough times.

00:01:31.200 --> 00:01:33.660
Heavenly father, we ask that you press your hands

00:01:33.660 --> 00:01:36.360
upon the Martin family and the loss of her mother.

00:01:36.360 --> 00:01:37.820
Thankful and grateful that she's here.

00:01:37.820 --> 00:01:41.420
Thankful and grateful that you will watch over that family and those that are sick.

00:01:41.420 --> 00:01:42.780
We have many people in this,

00:01:42.780 --> 00:01:45.300
in this area and working for the district that are sick.

00:01:45.300 --> 00:01:49.560
We ask you to continue to look out for our firefighters and look out for our personnel.

00:01:49.560 --> 00:01:51.459
Heavenly father, we just ask that you provide us

00:01:51.459 --> 00:01:54.740
the guidance that we ask for to make the right decisions today.

00:01:54.740 --> 00:01:55.920
In Jesus name, Amen.

00:01:55.920 --> 00:01:57.700
: Amen, Amen. Pledge.

00:01:57.700 --> 00:02:00.540
: Pledge allegiance to the flag of the United.

00:02:00.540 --> 00:02:04.220
: States of America and to the Republic for which it stands.

00:02:04.220 --> 00:02:06.100
One nation under God,

00:02:06.100 --> 00:02:09.980
indivisible, with liberty and justice for all.

00:02:14.300 --> 00:02:21.140
: Okay. Right. We don't have any,

00:02:21.140 --> 00:02:22.980
uh, Proclamations or Special Presentations.

00:02:22.980 --> 00:02:24.980
Correct?

00:02:24.980 --> 00:02:27.320
Correct. Okay. And Commendations.

00:02:27.320 --> 00:02:28.880
: Yes. You'll notice, Madam Chair.

00:02:28.880 --> 00:02:30.180
Commissioners, in your packets,

00:02:30.180 --> 00:02:31.760
there are several letters of appreciation for

00:02:31.760 --> 00:02:33.820
the professionalism that our crews display,

00:02:33.820 --> 00:02:35.560
so those are always good to receive.

00:02:35.560 --> 00:02:37.620
: Thank you so much.

00:02:37.620 --> 00:02:41.420
Okay, on to approval of the board minutes.

00:02:41.420 --> 00:02:44.920
We have, uh, three meetings. Is there a motion?

00:02:44.920 --> 00:02:45.720
: Move approval.

00:02:45.720 --> 00:02:48.720
: Second, have a motion and a second. All those in favor?

00:02:48.720 --> 00:02:54.520
Aye. Any opposed? Motion carries.

00:02:54.520 --> 00:02:57.320
Additions and deletions to the agenda.

00:02:57.320 --> 00:03:00.020
Is there a motion. Madam Chair? Mhm.

00:03:00.020 --> 00:03:03.220
: Uh, as far as additions deletions.

00:03:03.220 --> 00:03:04.460
I don't know if it's appropriate to say,

00:03:04.460 --> 00:03:09.640
but would we be able to move an item to the front of the meeting at this time?

00:03:09.640 --> 00:03:13.480
: I was going to move the Medicaid thing and get that over with.

00:03:13.480 --> 00:03:14.920
What would you like to move?

00:03:14.920 --> 00:03:17.920
: Um, the let's see, which item is this?

00:03:17.920 --> 00:03:19.480
: I was just going to switch it around.

00:03:19.480 --> 00:03:23.320
: 14. I of four.

00:03:23.320 --> 00:03:29.560
: Well, I'd like to get the number three out of the way first.

00:03:29.560 --> 00:03:34.740
Okay. Um, and then if the board is okay with moving,

00:03:34.740 --> 00:03:38.120
um the other one up, that's fine with me.

00:03:38.120 --> 00:03:39.280
: I'm okay with it.

00:03:39.280 --> 00:03:41.020
: Okay. Okay. All right.

00:03:41.020 --> 00:03:49.780
: All right. So we'll move three then four above one and two under new business, right.

00:03:49.780 --> 00:03:52.980
: I'll make a motion to approve with those changes.

00:03:52.980 --> 00:03:53.900
: Second.

00:03:53.900 --> 00:03:54.940
: Second.

00:03:54.940 --> 00:03:57.000
: Motion a second. All those in favor?

00:03:57.000 --> 00:03:58.380
Aye. Any opposed?

00:03:58.380 --> 00:03:59.940
Motion carries. Approval of consent.

00:03:59.940 --> 00:04:01.920
Agenda. Is there a motion.

00:04:01.920 --> 00:04:03.040
: For approval?

00:04:03.040 --> 00:04:03.820
: Second.

00:04:03.820 --> 00:04:05.940
: We have a motion and a second. Any discussion?

00:04:05.940 --> 00:04:09.000
All those in favor? I any opposed.

00:04:09.000 --> 00:04:12.420
Motion carries. Moving on to public comments.

00:04:12.420 --> 00:04:15.580
Each person will have three minutes.

00:04:23.340 --> 00:04:25.760
: Afternoon. Afternoon.

00:04:25.760 --> 00:04:27.980
: Kevin Keen. Uh,

00:04:27.980 --> 00:04:33.040
I just wanted to speak with the board briefly to give you an update on,

00:04:33.040 --> 00:04:35.380
uh, maybe not an update,

00:04:35.380 --> 00:04:37.660
but to make you aware of

00:04:37.660 --> 00:04:44.060
how many actual complaints there are out there with different agencies in the,

00:04:44.060 --> 00:04:49.720
I guess in the realm that maybe you may and may not have been able or been aware of,

00:04:49.720 --> 00:04:54.560
but with the state fire Marshal Law Office,

00:04:54.560 --> 00:05:00.540
there's 24 chapter 633 allegation entities that produce.

00:05:00.540 --> 00:05:03.740
39 statutory references.

00:05:03.740 --> 00:05:05.060
And this gets confusing,

00:05:05.060 --> 00:05:08.360
but it's across six statutory provisions.

00:05:08.360 --> 00:05:13.520
Um, those are currently at the State Fire Marshal's office.

00:05:13.520 --> 00:05:21.140
Their desk been received and they are evaluating and or investigating those,

00:05:21.140 --> 00:05:25.540
those are chapter 633 uh, violations.

00:05:25.540 --> 00:05:30.640
You're the board has 19 official complaints.

00:05:30.640 --> 00:05:36.160
I'm not sure if any of you have got even a chance to see any of them yet,

00:05:36.160 --> 00:05:43.120
but they're involved and they are across 15 different, uh,

00:05:43.120 --> 00:05:46.260
Florida statute violations,

00:05:46.260 --> 00:05:47.580
mostly, uh,

00:05:47.580 --> 00:05:49.160

Florida statute 112,

00:05:49.160 --> 00:05:51.560
313, subsection six,

00:05:51.560 --> 00:05:55.980
which is a misuse of public position.

00:05:55.980 --> 00:06:01.260
The Florida Commission on Ethics has 16 active complaints.

00:06:01.260 --> 00:06:07.220
Uh. They're all associated with the,

00:06:07.220 --> 00:06:09.820
uh, Fire District.

00:06:09.820 --> 00:06:18.340
The Florida bar has one additional complaint against the district's attorney at, uh,

00:06:18.340 --> 00:06:26.180
and the Florida Insurance Commission's has the Marsh letter and also the for claims

00:06:26.180 --> 00:06:29.339
during the recent investigation from

00:06:29.339 --> 00:06:34.880
the district's insurance company that the commissioner's office is investigating.

00:06:34.880 --> 00:06:36.920
So I just wanted to let you guys know.

00:06:36.920 --> 00:06:41.980
I know we're moving into a a new, uh.

00:06:42.060 --> 00:06:47.180
Realm with the board and far as how you're going to,

00:06:47.180 --> 00:06:49.760
uh, address complaints and such.

00:06:49.760 --> 00:06:53.020
Uh, the backlog is already there.

00:06:53.020 --> 00:06:55.360
So good luck. Thank you.

00:06:55.360 --> 00:06:57.660
: Thank you, thank you.

00:07:12.460 --> 00:07:15.700
: Need to flip through my pages.

00:07:16.420 --> 00:07:19.180
Madam chair commissioners,

00:07:19.180 --> 00:07:21.680
I'm George Buddy Emerson, uh,

00:07:21.680 --> 00:07:22.920
retired fire chief,

00:07:22.920 --> 00:07:25.020
Saint Lucie County Fire District.

00:07:25.020 --> 00:07:33.140
I'm the only fire chief in this room that's experienced this whole thing.

00:07:33.140 --> 00:07:35.820
From that chair right there.

00:07:35.820 --> 00:07:38.000
But apparently, I'm not allowed to talk about it.

00:07:38.000 --> 00:07:42.459
I'll share those experiences because in the mail I received

00:07:42.459 --> 00:07:47.380
this letter from a firm that represents the fire district.

00:07:47.380 --> 00:07:49.340
It's a cease and desist letter.

00:07:49.340 --> 00:07:53.840
It says the fire district has determined that statements made in public forums by

00:07:53.840 --> 00:07:58.599
me or on my behalf violate the non-disparagement clause

00:07:58.599 --> 00:08:00.500
of a general release signed as part of

00:08:00.500 --> 00:08:03.860
a workers comp settlement for a line of duty injury that

00:08:03.860 --> 00:08:09.840
I suffered when I fell off the roof at Fire Station 515 years ago.

00:08:09.840 --> 00:08:13.900
It says that I'll be subject to legal action if I or

00:08:13.900 --> 00:08:18.700
any other party like my wife, continue speaking out.

00:08:18.700 --> 00:08:23.520
I would like to know who authorized it and why.

00:08:23.520 --> 00:08:30.180
In any case, I'll try to choose my words carefully and not be disparaging.

00:08:30.180 --> 00:08:35.040
My purpose is to tell the truth and shine the light on the way forward.

00:08:35.040 --> 00:08:38.240
When I interviewed for the position of fire Chief,

00:08:38.240 --> 00:08:45.380
I told each of the commissioners at that time that I would not play politics.

00:08:45.380 --> 00:08:49.120
Instead, I would value performance over

00:08:49.120 --> 00:08:54.380
politics for the benefit of our employees and the people that we served.

00:08:54.380 --> 00:08:58.200
It's a core belief that many other people share.

00:08:58.200 --> 00:08:59.680
I've said it before,

00:08:59.680 --> 00:09:02.260
they've heard me say it before and I'll say it again.

00:09:02.260 --> 00:09:08.480
I firmly believe that 90% of our firefighters and paramedics and all the employees

00:09:08.480 --> 00:09:10.740
just want to do their jobs to the best of

00:09:10.740 --> 00:09:15.940
their ability and go home at the end of their shifts to their families.

00:09:16.000 --> 00:09:21.650
: Good firefighters has this leadership quietly destroyed over the years?

00:09:21.650 --> 00:09:26.045
Administration doesn't lead, it retaliates.

00:09:26.045 --> 00:09:31.590

They use termination as a weapon against anyone who dares to speak the truth.

00:09:31.590 --> 00:09:37.800
But this relentless abuse has finally exposed the rot at the top of this organization.

00:09:37.800 --> 00:09:41.710
Jeff Lee's cowardly absence today leaves the spotlight

00:09:41.710 --> 00:09:45.300
exactly where it belongs on the members of this board,

00:09:45.300 --> 00:09:47.705
who have been complicit from the start.

00:09:47.705 --> 00:09:51.030
We've pleaded with you for months to act.

00:09:51.030 --> 00:09:56.685
Instead, you sided with corruption over the firefighters who protect this community.

00:09:56.685 --> 00:10:00.200
Your duty is to the public and the firefighters,

00:10:00.200 --> 00:10:02.505
not to Jeff Lee's ego.

00:10:02.505 --> 00:10:06.565
You allowed his administration to tear this department apart.

00:10:06.565 --> 00:10:09.830
And now you must right the wrongs. You enabled.

00:10:09.830 --> 00:10:13.299
The only acceptable path is the immediate removal of

00:10:13.299 --> 00:10:17.325
both chief Lee and Kim Sabol until they are gone.

00:10:17.325 --> 00:10:20.300
This department cannot begin to heal.

00:10:20.300 --> 00:10:22.045
As you clean up this mess.

00:10:22.045 --> 00:10:26.045
Your first step is appointing an interim chief from within.

00:10:26.045 --> 00:10:29.020
That decision rests solely with this board.

00:10:29.020 --> 00:10:33.925
From there, you must go through a proper and transparent process to

00:10:33.925 --> 00:10:38.950
select the most qualified person to lead this district forward.

00:10:38.950 --> 00:10:41.950
Whether chief Lee is forced out or resigns,

00:10:41.950 --> 00:10:45.565
this board does not get off the hook for failing to act.

00:10:45.565 --> 00:10:48.200
You participated in this cover up.

00:10:48.200 --> 00:10:54.280
You protected the lies and you profoundly failed the people you were elected to serve.

00:10:54.280 --> 00:10:55.760
And rest assured,

00:10:55.760 --> 00:11:01.420
the first responder families of Saint Lucie County will never let you forget it.

00:11:08.500 --> 00:11:12.470
: How are you guys doing?

00:11:12.470 --> 00:11:14.485
Uh, my name is Nicholas Ray Burgos.

00:11:14.485 --> 00:11:17.420
I'm running for Saint Lucie County Commission, district four.

00:11:17.420 --> 00:11:19.020
I am a past military veteran.

00:11:19.020 --> 00:11:21.065
I am a past EMT firefighter.

00:11:21.065 --> 00:11:23.840
This right here is just madness.

00:11:23.840 --> 00:11:25.565
It's embarrassing.

00:11:25.565 --> 00:11:29.540
We got county commissioners that were supposed to protect these individuals.

00:11:29.540 --> 00:11:32.925
The residents. And you guys just sit quiet.

00:11:32.925 --> 00:11:34.850
You run amok, you.

00:11:34.850 --> 00:11:38.765
Cause this is national news that we got going on now,

00:11:38.765 --> 00:11:41.470
and you failed to act.

00:11:44.620 --> 00:11:51.745
So I'm here today because I believe we have failed these three own firefighters.

00:11:51.745 --> 00:11:55.685
These individuals have dedicated their lives to serving and protecting this community.

00:11:55.685 --> 00:11:58.230
I've seen countless pictures of them receiving

00:11:58.230 --> 00:12:01.205
awards and recognition and doing the right thing.

00:12:01.205 --> 00:12:03.020
Not only have they lost their jobs,

00:12:03.020 --> 00:12:04.565
they've lost their reputation.

00:12:04.565 --> 00:12:07.425
And this situation has made national headlines.

00:12:07.425 --> 00:12:09.590
My question is the board. My question to the board.

00:12:09.590 --> 00:12:12.770
In our County Commissioner Lee leadership is simple.

00:12:12.770 --> 00:12:14.685
Why haven't we sat down?

00:12:14.685 --> 00:12:17.550
Why haven't we gone above and beyond to make this right?

00:12:17.550 --> 00:12:19.230
Continuing in this,

00:12:19.230 --> 00:12:20.300

no matter what it is,

00:12:20.300 --> 00:12:21.920
we have to get past it.

00:12:21.920 --> 00:12:24.140
Not one of you guys has sat down and said, hey,

00:12:24.140 --> 00:12:26.325
look, this is what route we need to go.

00:12:26.325 --> 00:12:28.025
The union has spoken,

00:12:28.025 --> 00:12:31.660
but there is numerous opportunities before this to sit down,

00:12:31.660 --> 00:12:34.780
to break bread and to show this county that we care.

00:12:34.780 --> 00:12:36.780
To show these residents that they're not just people.

00:12:36.780 --> 00:12:41.350
They're not just a service in a in a bill that we care about,

00:12:41.350 --> 00:12:43.825
the families we care about the, the, the,

00:12:43.825 --> 00:12:47.020
the mark that we're leaving in this community and in this world.

00:12:47.020 --> 00:12:51.460
And you guys are playing checkers with these individuals lives.

00:12:51.460 --> 00:12:53.749
That's how we want to serve. That's what we want our leadership

00:12:53.749 --> 00:12:56.325
to be known as. You failed.

00:12:56.325 --> 00:12:58.125
But there's a way to fix this.

00:12:58.125 --> 00:12:59.545
There's a way to sit down.

00:12:59.545 --> 00:13:01.350
We're never too far gone.

00:13:01.350 --> 00:13:03.265
From the grace and mercy of the Lord.

00:13:03.265 --> 00:13:06.760
We need to respect the positions that we have.

00:13:06.760 --> 00:13:09.110
We need to honor these individuals and bring them home,

00:13:09.110 --> 00:13:10.485
no matter what it costs.

00:13:10.485 --> 00:13:11.970
They need to be compensated.

00:13:11.970 --> 00:13:14.765
Their reputations have been just just just.

00:13:14.765 --> 00:13:17.020
Can you imagine their kids going to school saying,

00:13:17.020 --> 00:13:22.580
I seen your dad and we sit here and prolong this like it's a game.

00:13:22.580 --> 00:13:25.045
Saint Lucie County deserves better.

00:13:25.045 --> 00:13:27.420
You guys need to step up because if you don't,

00:13:27.420 --> 00:13:29.259
we're going to do this to every single one of

00:13:29.259 --> 00:13:32.110
you elected officials that are not doing your jobs.

00:13:32.110 --> 00:13:35.350
You're going to be voted out. Thank you.

00:13:45.470 --> 00:13:47.360
: Good afternoon.

00:13:47.360 --> 00:13:51.785
: Good afternoon. My name is Ashley Boudrias.

00:13:51.785 --> 00:13:54.990
I thought about coming up here today and rereading some of

00:13:54.990 --> 00:13:57.620
my previous speeches because quite frankly,

00:13:57.620 --> 00:14:00.580
this board continues to tell us you're hearing us.

00:14:00.580 --> 00:14:03.625
But I'm beginning to question whether you're actually listening.

00:14:03.625 --> 00:14:08.365
However, after witnessing what has happened following the recent vote of no confidence,

00:14:08.365 --> 00:14:11.225
I believe there's something more important to address.

00:14:11.225 --> 00:14:13.890
The results of the votes speak for themselves.

00:14:13.890 --> 00:14:17.990
What I find shocking is that the Assistant fire chief is now working even more

00:14:17.990 --> 00:14:23.065
closely with the very firefighters who expressed no confidence in his leadership.

00:14:23.065 --> 00:14:27.965
From my understanding, he has become even more involved in their day to day operations.

00:14:27.965 --> 00:14:29.885
How does that make sense?

00:14:29.885 --> 00:14:32.825
How does Chief Lee justify that decision,

00:14:32.825 --> 00:14:35.950
and how does the board continue discussing leadership and

00:14:35.950 --> 00:14:40.100
accountability while allowing these concerns to go unanswered?

00:14:40.100 --> 00:14:42.020
From my last three speeches,

00:14:42.020 --> 00:14:46.165
I've questioned why Chief Lee and Gonzalez have not been placed on administrative leave.

00:14:46.165 --> 00:14:48.340
While these concerns are investigated.

00:14:48.340 --> 00:14:51.520

And now, even with the possibility of chiefly resigning,

00:14:51.520 --> 00:14:55.379
my question remains does his resignation resignation

00:14:55.379 --> 00:14:59.890
somehow eliminate this board's responsibility for what has happened under his leadership?

00:14:59.890 --> 00:15:01.305
Because it doesn't.

00:15:01.305 --> 00:15:05.280
You are the governing body responsible for overseeing this district.

00:15:05.280 --> 00:15:07.350
If Chief Lee is planning to leave,

00:15:07.350 --> 00:15:10.230
why would this board continue allowing him to make

00:15:10.230 --> 00:15:14.005
decisions that could have lasting consequences for this department?

00:15:14.005 --> 00:15:18.659
You are potentially giving someone who's on his way out the authority

00:15:18.659 --> 00:15:23.530
to further damage a district already struggling with confidence in its leadership.

00:15:23.530 --> 00:15:26.685
As a wife, mother and resident of this district,

00:15:26.685 --> 00:15:28.770
I find this extremely concerning.

00:15:28.770 --> 00:15:31.539
I reached to the point where I genuinely questioned

00:15:31.539 --> 00:15:34.445
whether I even want my husband returning to this type of work.

00:15:34.445 --> 00:15:36.020
Under this leadership.

00:15:36.020 --> 00:15:39.960
And this is heartbreaking, considering how much his career meant to him.

00:15:39.960 --> 00:15:42.885
But my concern extends beyond my husband.

00:15:42.885 --> 00:15:45.545
How many more people need to come forward?

00:15:45.545 --> 00:15:49.765
How many more concerns need to be raised before meaningful action is taken?

00:15:49.765 --> 00:15:54.425
At some point, acknowledging concerns without addressing them is simply not enough.

00:15:54.425 --> 00:15:56.590
And if chief Lee does resign,

00:15:56.590 --> 00:15:58.139
his departure does not erase

00:15:58.139 --> 00:16:01.945
this board's responsibility for the decisions you allowed to continue.

00:16:01.945 --> 00:16:05.185
Because accountability does not end with the fire chief.

00:16:05.185 --> 00:16:07.260
It extends the board responsible,

00:16:07.260 --> 00:16:10.070
overseeing him and the firefighters,

00:16:10.070 --> 00:16:12.710
their families and the residents of this district

00:16:12.710 --> 00:16:15.620
deserve to see that accountability demonstrated,

00:16:15.620 --> 00:16:18.125
not just discussed. Thank you.

00:16:18.125 --> 00:16:20.070
: Thank you.

00:16:26.750 --> 00:16:28.720
: Commissioner.

00:16:28.720 --> 00:16:30.830
: Good afternoon, Aaron Lowry,

00:16:30.830 --> 00:16:33.720
for the record, Madam Chair and members of the board.

00:16:33.720 --> 00:16:35.900

Today, I stand before you, not as a county commissioner,

00:16:35.900 --> 00:16:38.110
but as a wife and a mother who knows firsthand

00:16:38.110 --> 00:16:41.400
devastating aftermath of losing a career in the fire service.

00:16:41.400 --> 00:16:43.180
I want to be clear from the beginning.

00:16:43.180 --> 00:16:45.830
I'm not here to speak about the current administration debate.

00:16:45.830 --> 00:16:49.280
The circumstances of these terminations, or assign blame.

00:16:49.280 --> 00:16:51.590
Instead, I want to speak about something I

00:16:51.590 --> 00:16:54.065
believe has been missing from this conversation.

00:16:54.065 --> 00:16:56.830
What happens to a family when a father wrongfully

00:16:56.830 --> 00:16:59.985
loses a career that defines so much of their life?

00:16:59.985 --> 00:17:02.710
As difficult as it is to share my family's story,

00:17:02.710 --> 00:17:06.885
I believe our experience can shed some light and consequences that are rarely discussed,

00:17:06.885 --> 00:17:08.480
yet last a lifetime.

00:17:08.480 --> 00:17:11.245
The impact on the families, the spouses,

00:17:11.245 --> 00:17:12.350
the stress on a marriage,

00:17:12.350 --> 00:17:15.530
and most importantly, the innocent children.

00:17:15.530 --> 00:17:18.940
For many firefighters, their career isn't simply what they do,

00:17:18.940 --> 00:17:20.830
it's who they are, their identity,

00:17:20.830 --> 00:17:22.465
their purpose, their pride.

00:17:22.465 --> 00:17:24.245
I know because I lived it.

00:17:24.245 --> 00:17:25.830
I watched a confident man,

00:17:25.830 --> 00:17:27.460
an incredible firefighter,

00:17:27.460 --> 00:17:28.550
head of our household,

00:17:28.550 --> 00:17:29.940
our provider protector,

00:17:29.940 --> 00:17:33.080
become a shell of a person he once was.

00:17:33.080 --> 00:17:34.830
While he struggled to find himself.

00:17:34.830 --> 00:17:37.790
I was left holding our family together emotionally,

00:17:37.790 --> 00:17:41.190
financially, and to not let my children see me sweat.

00:17:41.190 --> 00:17:43.265
We lost our family home.

00:17:43.265 --> 00:17:46.180
We raised our children and our savings disappeared.

00:17:46.180 --> 00:17:48.265
Our entire way of life changed.

00:17:48.265 --> 00:17:51.480
And the truth is, we will never fully recover.

00:17:51.480 --> 00:17:54.310
As a spouse, you don't have the luxury of falling apart.

00:17:54.310 --> 00:17:55.460

Your husband is hurting,

00:17:55.460 --> 00:17:56.830
your children are frightened,

00:17:56.830 --> 00:17:59.845
and somehow you're expected to be the rock for everyone.

00:17:59.845 --> 00:18:03.740
I often wonder how different our lives might have been had there been greater oversight

00:18:03.740 --> 00:18:08.105
and awareness of the dangers of concentrating too much power in one leader.

00:18:08.105 --> 00:18:11.125
Accountability should never depend on who you know,

00:18:11.125 --> 00:18:12.220
who you support,

00:18:12.220 --> 00:18:14.245
or your relationship with leadership.

00:18:14.245 --> 00:18:17.900
We need a working environment where policies are applied fairly,

00:18:17.900 --> 00:18:21.005
consistently and equitably to everyone.

00:18:21.005 --> 00:18:23.829
And my husband's case, there were a handful of true brothers and friends

00:18:23.829 --> 00:18:26.550
who remained committed to their relationship with our family.

00:18:26.550 --> 00:18:27.700
And you know who you are,

00:18:27.700 --> 00:18:29.440
and I will forever be grateful.

00:18:29.440 --> 00:18:31.310
That's what the Brotherhood should represent.

00:18:31.310 --> 00:18:33.509
Firefighters standing beside one another without

00:18:33.509 --> 00:18:36.520
fear of retaliation or workplace politics,

00:18:36.520 --> 00:18:40.860
but finding peace with your past doesn't mean you stop living with its consequences.

00:18:40.860 --> 00:18:43.690
I've had to choose to move forward without resentment.

00:18:43.690 --> 00:18:46.220
And that brings me to the children of these families,

00:18:46.220 --> 00:18:48.069
children who had absolutely no part in

00:18:48.069 --> 00:18:50.385
the circumstances that brought their families here.

00:18:50.385 --> 00:18:54.270
Children who may already be hearing frightening conversations about finances,

00:18:54.270 --> 00:18:55.940
their home, and their future.

00:18:55.940 --> 00:18:59.350
Children watching their parents struggle to hold themselves together.

00:18:59.350 --> 00:19:02.460
I can tell you firsthand those wounds run deep.

00:19:02.460 --> 00:19:04.580
Some completely never heal.

00:19:04.580 --> 00:19:06.590
I never met these three families,

00:19:06.590 --> 00:19:08.110
but I know the road they may be facing,

00:19:08.110 --> 00:19:10.325
and I wouldn't wish it on anyone.

00:19:10.325 --> 00:19:14.550
The aftermath of a termination doesn't end when the paperwork is signed. For a family.

00:19:14.550 --> 00:19:17.105
That may be the moment the devastation begins.

00:19:17.105 --> 00:19:20.270
If sharing our experience makes even a small difference for these families,

00:19:20.270 --> 00:19:24.020
perhaps their children can be spared some of the pain my experienced.

00:19:24.020 --> 00:19:26.460
We need to restore faith in this fire district because

00:19:26.460 --> 00:19:29.080
no child should have to lose their sense of security,

00:19:29.080 --> 00:19:33.845
their home, or their childhood because of circumstances beyond their control. Thank you.

00:19:33.845 --> 00:19:35.550
: Thank you.

00:19:39.940 --> 00:19:50.125
: Would anyone else like to address the board? Good afternoon.

00:19:50.125 --> 00:19:51.900
: Good afternoon.

00:20:00.900 --> 00:20:05.690
: Good afternoon. Board. My name is Kimberly Lobsinger Helwig,

00:20:05.690 --> 00:20:09.830
retired driver, engineer and arff engineer with the Saint Lucie County Fire District.

00:20:09.830 --> 00:20:12.970
I retired December 2nd of 2021.

00:20:12.970 --> 00:20:16.900
I spoke with you all at the special meeting in September regarding

00:20:16.900 --> 00:20:19.740
the unfair labor practice of the violation of

00:20:19.740 --> 00:20:23.790
my Weingarten rights by Kim Sabol and this administration.

00:20:23.790 --> 00:20:28.920
I provided you with an update that

00:20:28.920 --> 00:20:35.125
Kim Sabol was not to be involved in interviews of employees and investigations.

00:20:35.125 --> 00:20:38.069
The fact that she was involved in the interview of

00:20:38.069 --> 00:20:43.725
these three employees is a second unfair labor practice violation.

00:20:43.725 --> 00:20:46.830
There is so much I had to say today, I apologize.

00:20:46.830 --> 00:20:48.840
I just got back into town last night,

00:20:48.840 --> 00:20:50.820
but wow, where should we begin?

00:20:50.820 --> 00:20:52.620
Yes, retaliation,

00:20:52.620 --> 00:20:55.310
intimidation and a hostile work environment.

00:20:55.310 --> 00:20:58.920
Categorically existed under the Nate Spera Kim Sabol.

00:20:58.920 --> 00:21:02.140
Bryan. Gonzalez. Jeff Lee and Mike Merritt regime.

00:21:02.140 --> 00:21:06.900
And apparently it continues today with most of those.

00:21:06.900 --> 00:21:09.365
I opened your eyes to the ULP last.

00:21:09.365 --> 00:21:10.950
Last time I spoke.

00:21:10.950 --> 00:21:13.060
It has been five years.

00:21:13.060 --> 00:21:15.405
I have not spoken out.

00:21:15.405 --> 00:21:17.550
I have not had anything to say.

00:21:17.550 --> 00:21:22.385
I retired, I pursued the ULP after I retired,

00:21:22.385 --> 00:21:27.330
it was completed in April 13th of 2022,

00:21:27.330 --> 00:21:28.505
after I retired,

00:21:28.505 --> 00:21:32.869
I pursued that ULP to protect the people standing behind

00:21:32.869 --> 00:21:37.590
you because this administration was retaliatory.

00:21:37.590 --> 00:21:40.979
In my case, I was a witness in an investigation.

00:21:40.979 --> 00:21:43.124
I did not do anything wrong.

00:21:43.124 --> 00:21:45.764
There were no complaints against me.

00:21:45.764 --> 00:21:49.829
I underwent a hostile interrogation.

00:21:50.269 --> 00:21:56.459
: I was removed from the Honor guard six days after the.

00:21:56.459 --> 00:21:58.890
Is filed on my behalf by Nate Spera,

00:21:58.890 --> 00:22:01.049
which was confirmed by the Honor Guard commander.

00:22:01.049 --> 00:22:07.349
I had a battalion chief come to my station while I was on duty after my,

00:22:07.349 --> 00:22:14.310
interview in the hostel interrogation to tell me this is coming from a superior officer.

00:22:14.310 --> 00:22:18.909
This is from my battalion chief up the chain of command.

00:22:18.909 --> 00:22:21.569
Associating with people of not good character leads you to be

00:22:21.569 --> 00:22:24.729
like them and associating with criminals.

00:22:24.729 --> 00:22:26.769
You become a criminal.

00:22:26.769 --> 00:22:29.724
I'm sorry. I was 57 years old at the time of.

00:22:29.724 --> 00:22:33.039
Board voted to seek outside counsel to handle complaints and

00:22:33.039 --> 00:22:37.229
decide all that all the complaints would come to this board in the interim.

00:22:37.229 --> 00:22:39.500
19 complaints have been received,

00:22:39.500 --> 00:22:41.460
not counting what was just turned in.

00:22:41.460 --> 00:22:45.460
How many of of each of these complaints have you all received?

00:22:45.460 --> 00:22:48.439
Mr.. Kevin King and former Chief Emerson

00:22:48.439 --> 00:22:51.419
have both been placed on notice by the outside counsel.

00:22:51.419 --> 00:22:52.979
Directed by Chief Lee,

00:22:52.979 --> 00:22:56.000
concerning their more recent complaints.

00:22:56.000 --> 00:22:58.159
This is a form of harassment,

00:22:58.159 --> 00:23:01.200
retaliation and a violation of their First Amendment.

00:23:01.200 --> 00:23:03.539
This is nothing more than to intimidate people,

00:23:03.539 --> 00:23:05.499
not to get up here and speak.

00:23:05.499 --> 00:23:08.039
And you all are allowing this to happen.

00:23:08.039 --> 00:23:12.840
It's in direct defiance to what you all said.

00:23:12.840 --> 00:23:15.159
And and the taxpayer are paying for this.

00:23:15.159 --> 00:23:19.099
Why did we hire outside counsel to contact them?

00:23:19.099 --> 00:23:23.779
This board has witnessed the sexual harassment and crimes,

00:23:23.779 --> 00:23:27.739
hostile work environment and retaliation from the chief.

00:23:27.739 --> 00:23:32.179
You all are responsible in the buck stops with you all.

00:23:32.179 --> 00:23:36.579
The chief, when he knew what was about to happen,

00:23:36.579 --> 00:23:42.920
he demoted Gonzalez created a position or opened a position on training.

00:23:42.920 --> 00:23:48.739
When the vote of no confidence of 92% of this organization is against him,

00:23:48.739 --> 00:23:50.359
using that criteria,

00:23:50.359 --> 00:23:52.500
why don't you appoint Sabol as the next chief?

00:23:52.500 --> 00:23:57.359
She got 97% unfavorable review.

00:23:57.359 --> 00:23:59.679
You can't fix stupid.

00:23:59.679 --> 00:24:01.559
You all sit there for the most part.

00:24:01.559 --> 00:24:03.039
Look at your screens.

00:24:03.039 --> 00:24:06.699
Gonzalez the motion to create a position on training the vote of no confidence.

00:24:06.699 --> 00:24:07.999
It's just ridiculous.

00:24:07.999 --> 00:24:10.260
I've been told Chief Lee has cleaned out his office,

00:24:10.260 --> 00:24:12.359
has announced he's picked his successor.

00:24:12.359 --> 00:24:14.959

Who the hell is he to pick his successor?

00:24:14.959 --> 00:24:17.119
Isn't that what you all do?

00:24:17.119 --> 00:24:20.020
And neither he or Sabol or here.

00:24:20.020 --> 00:24:22.400
But they're on our payroll there.

00:24:22.400 --> 00:24:24.479
And then we've got management.

00:24:24.479 --> 00:24:27.140
Half of them are corrupt, and the other half are cowards.

00:24:27.140 --> 00:24:30.119
They wouldn't say anything if they had a mouthful.

00:24:30.119 --> 00:24:34.299
They. And he needs to go talking about them.

00:24:34.299 --> 00:24:37.339
Lastly, to admonish citizens

00:24:37.339 --> 00:24:40.980
about addressing this board and maybe running over a little bit,

00:24:40.980 --> 00:24:43.779
because this has been happening for a long time.

00:24:43.779 --> 00:24:47.260
You dumb son of a won't listen to what these people are saying.

00:24:47.260 --> 00:24:48.479
And I'll tell you something.

00:24:48.479 --> 00:24:49.900
It must be cocktail hour.

00:24:49.900 --> 00:24:51.699
: Excuse me. There is no reason for that.

00:24:51.699 --> 00:24:52.359
: Well.

00:24:52.359 --> 00:24:53.999
: There is no reason for that language, sir.

00:24:53.999 --> 00:24:55.479
You've been. Please be respectful.

00:24:55.479 --> 00:24:56.299
: Yeah. Why don't.

00:24:56.299 --> 00:24:57.339
: Y'all be respectful? Us? What?

00:24:57.339 --> 00:25:00.339
: You just. You sit there like stooges and you watch your computers.

00:25:00.339 --> 00:25:02.640
You don't listen to anybody out here.

00:25:02.640 --> 00:25:05.339
Or fire department is being destroyed.

00:25:05.339 --> 00:25:07.719
And y'all just sit here.

00:25:07.719 --> 00:25:11.860
I run a business. If I ran a business like this, I'd be broke.

00:25:11.860 --> 00:25:13.420
And y'all work for us?

00:25:13.420 --> 00:25:14.660
You are the hired help.

00:25:14.660 --> 00:25:16.760
Don't you ever admonish us again.

00:25:16.760 --> 00:25:20.759
Is it cocktail hour or are you waiting for it? Drunk?

00:25:20.759 --> 00:25:21.299
: Hey hey.

00:25:21.299 --> 00:25:24.340
: Hey hey. That is inappropriate.

00:25:24.340 --> 00:25:26.740
: Madam. Madam chair,

00:25:26.740 --> 00:25:29.359
I'm not going to sit here today with this.

00:25:29.359 --> 00:25:32.319
No, this is crazy.

00:25:32.319 --> 00:25:34.680
This is crazy.

00:25:34.680 --> 00:25:36.859
: All right, that's enough.

00:25:36.859 --> 00:25:38.179
: What you going to do? All right.

00:25:38.179 --> 00:25:40.559
: I will have you removed, sir. That is enough.

00:25:40.559 --> 00:25:42.619
: Hey. Excuse me.

00:25:42.619 --> 00:25:44.619
: No, this is the fire board meeting.

00:25:44.619 --> 00:25:46.120
Point of order. Point of order.

00:25:46.120 --> 00:25:46.579
: Fire board.

00:25:46.579 --> 00:25:47.760
: Meeting as it is.

00:25:47.760 --> 00:25:50.239
: To maintain civility, please.

00:25:50.239 --> 00:25:52.399
: My name is CAG Cagnoni,

00:25:52.399 --> 00:25:54.919
and I don't have a dog in this fight.

00:25:54.919 --> 00:26:00.399
I served 42 years in the Navy and 39 were in special warfare.

00:26:00.399 --> 00:26:03.900
I admire the fire department.

00:26:03.900 --> 00:26:07.500
What they do. I admire the individuals.

00:26:07.500 --> 00:26:12.020
And I want to look at you guys because aren't you guys embarrassed?

00:26:12.020 --> 00:26:16.299

Don't you? I I'm just a citizen and I just came out here to go.

00:26:16.299 --> 00:26:18.139
I just read what's going on.

00:26:18.139 --> 00:26:21.959
I served also as a criminal investigator for the United States government.

00:26:21.959 --> 00:26:26.499
Um, and no one's hands are clean here,

00:26:26.499 --> 00:26:28.319
and I just want to look at you guys and say,

00:26:28.319 --> 00:26:29.900
is this what you want?

00:26:29.900 --> 00:26:34.339
I just want good government and that's all I want people.

00:26:34.339 --> 00:26:36.219
And I'm sure that when you guys came,

00:26:36.219 --> 00:26:39.040
you wanted good government to people's.

00:26:39.040 --> 00:26:45.060
These people here, they came to see justice done and it should be done.

00:26:45.060 --> 00:26:47.620
This young lady hasn't even looked at me. So that's pretty funny.

00:26:47.620 --> 00:26:51.299
But guys, we can do better.

00:26:51.299 --> 00:26:53.359
And I'm trying not to be disparaging.

00:26:53.359 --> 00:26:55.299
I didn't receive a letter in the mail.

00:26:55.299 --> 00:26:56.719
Not to be disparaging,

00:26:56.719 --> 00:26:59.299
which I think is it's lawyer talk,

00:26:59.299 --> 00:27:00.940
but, um,

00:27:00.940 --> 00:27:02.199
I was taught be brief,

00:27:02.199 --> 00:27:03.500
be brilliant, be gone.

00:27:03.500 --> 00:27:06.660
And thank you for your time.

00:27:06.660 --> 00:27:08.100
: Thank you.

00:27:13.979 --> 00:27:17.500
: Is there anyone else to address the board?

00:27:23.459 --> 00:27:27.540
: Taylor Baldwin, good evening.

00:27:27.540 --> 00:27:29.459
Meeting after meeting, we have shown up.

00:27:29.459 --> 00:27:31.059
We have presented evidence,

00:27:31.059 --> 00:27:33.900
raised concerns and pleaded for you to listen.

00:27:33.900 --> 00:27:35.479
And yet, here we are again.

00:27:35.479 --> 00:27:37.919
Now, the firefighters himself have spoken.

00:27:37.919 --> 00:27:41.860
The union representing a supermajority of your firefighters have

00:27:41.860 --> 00:27:45.939
voted that it no longer has confidence in Chief Jeff Lee.

00:27:45.939 --> 00:27:49.459
And quite frankly, that doesn't come to a come as a surprise

00:27:49.459 --> 00:27:53.079
to anyone sitting on this board because in my opinion,

00:27:53.079 --> 00:27:57.360
those firefighters finally did what this board has been unwilling to do.

00:27:57.360 --> 00:28:01.279
You have had substantiated findings involving Chief Lee,

00:28:01.279 --> 00:28:07.259
Assistant Chief Gonzalez and District Attorney Sabol since June 5th, 2026.

00:28:07.259 --> 00:28:10.999
And yet there has been no meaningful public accountability.

00:28:10.999 --> 00:28:13.119
You had the opportunity to act.

00:28:13.119 --> 00:28:16.520
You had the opportunity to potentially save taxpayers money.

00:28:16.520 --> 00:28:21.199
You had the opportunity to prevent this very public vote of no confidence.

00:28:21.199 --> 00:28:22.839
And most importantly,

00:28:22.839 --> 00:28:25.400
you had the opportunity to protect the morale,

00:28:25.400 --> 00:28:29.640
trust and confidence of the men and women who serve this community.

00:28:29.640 --> 00:28:31.299
Look around this room.

00:28:31.299 --> 00:28:32.959
Look at everyone wearing yellow.

00:28:32.959 --> 00:28:36.080
These are not people who want to see the fire district fail.

00:28:36.080 --> 00:28:40.420
These are people who love this department enough to stand up and beg you to save it.

00:28:40.420 --> 00:28:44.439
And they should never have had to beg this hard to be heard,

00:28:44.439 --> 00:28:47.279
but yet I'm not standing here tonight to

00:28:47.279 --> 00:28:50.020
condemn this board for what it has or hasn't done.

00:28:50.020 --> 00:28:53.040
I'm standing here to sincerely ask you something.

00:28:53.040 --> 00:28:56.780

Can you please show these people that their voices matter to you?

00:28:56.780 --> 00:29:01.419
Because I cannot imagine a more public or undeniable way for

00:29:01.419 --> 00:29:03.420
your firefighters to tell you that something is

00:29:03.420 --> 00:29:06.400
terribly wrong than what they have just done.

00:29:06.400 --> 00:29:10.159
And this is your opportunity to answer one simple question.

00:29:10.159 --> 00:29:12.360
Do you actually listen to the people?

00:29:12.360 --> 00:29:14.360
Please don't make this complicated.

00:29:14.360 --> 00:29:17.620
Don't turn this into another discussion about investigations,

00:29:17.620 --> 00:29:20.819
legal opinions, or personnel disputes.

00:29:20.819 --> 00:29:24.540
For once, focus on what is standing directly in front of you.

00:29:24.540 --> 00:29:28.340
Your firefighters have voted that they have no confidence in their chief.

00:29:28.340 --> 00:29:29.560
That's the message.

00:29:29.560 --> 00:29:33.279
And they're waiting to see whether you care enough to do something about it.

00:29:33.279 --> 00:29:35.280
So tonight I'm asking you for one thing.

00:29:35.280 --> 00:29:36.420
Not for myself.

00:29:36.420 --> 00:29:37.999
Not even for my husband,

00:29:37.999 --> 00:29:39.500
but for every firefighter,

00:29:39.500 --> 00:29:42.619
every member of the support staff and every dispatcher and

00:29:42.619 --> 00:29:46.460
every family affected by what has happened to this department.

00:29:46.460 --> 00:29:48.780
Please finally listen.

00:29:48.780 --> 00:29:50.180
Show them their voices matter.

00:29:50.180 --> 00:29:53.219
And most importantly, act not at the next meeting,

00:29:53.219 --> 00:29:55.219
not after another investigation.

00:29:55.219 --> 00:29:57.640
Not tomorrow. Right now. Thank you.

00:29:57.640 --> 00:29:59.140
: Thank you.

00:30:06.180 --> 00:30:07.980
: Good afternoon.

00:30:07.980 --> 00:30:10.500
: Good afternoon. How are you? My name is Christopher Baldwin.

00:30:10.500 --> 00:30:14.799
Um, I actually received this today during the meeting from Roberto Tapia.

00:30:14.799 --> 00:30:18.520
His grandmother passed away and he's asked me to give the speech for him.

00:30:18.520 --> 00:30:21.280
The testimony and evidence will be sent to you following this meeting.

00:30:21.280 --> 00:30:25.260
I demand the rights guaranteed under Florida Whistleblower Act for Roberto Tapia and

00:30:25.260 --> 00:30:27.380
complete protection under the fire District's rules and

00:30:27.380 --> 00:30:30.040
regulations from retaliation for his testimony.

00:30:30.040 --> 00:30:32.180
Rocky wrote, and I quote,

00:30:32.180 --> 00:30:36.140
I am writing this because I feel it's important to put my experience into words and

00:30:36.140 --> 00:30:39.940
create an honest record of what happened during the 2025 investigation.

00:30:39.940 --> 00:30:41.660
I have records showing that Chief Gonzalez

00:30:41.660 --> 00:30:44.420
contacted me and asked me to call him on this occasion,

00:30:44.420 --> 00:30:45.959
around 5:15 a.m.,

00:30:45.959 --> 00:30:48.699
we spoke for approximately 40 to 46 minutes

00:30:48.699 --> 00:30:51.580
about the investigation that was happening that morning.

00:30:51.580 --> 00:30:53.819
I felt like I was being pushed to speak

00:30:53.819 --> 00:30:56.579
negatively about certain people and placed blame on others.

00:30:56.579 --> 00:30:58.539
I was uncomfortable with that and ultimately I did

00:30:58.539 --> 00:31:00.760
not do what he was trying to persuade me to do.

00:31:00.760 --> 00:31:04.480
I remember Chief Gonzalez being upset and frustrated with me afterwards.

00:31:04.480 --> 00:31:06.260
On May 20th, 2026,

00:31:06.260 --> 00:31:09.320
Chief Gonzales contacted me several times asking to meet

00:31:09.320 --> 00:31:13.080
on Saturday following the Hodge event at approximately 12:32 p.m.,

00:31:13.080 --> 00:31:15.899
he sent me his address and I went to meet with him.

00:31:15.899 --> 00:31:17.020

During our conversation,

00:31:17.020 --> 00:31:21.420
he wanted me to make sure we were on the same page about.

00:31:21.420 --> 00:31:25.980
When he became aware of the videos and how he received them.

00:31:25.980 --> 00:31:30.260
I was asked to explain why I provided the videos and how I did so.

00:31:30.260 --> 00:31:32.300
I need to be honest about how I felt.

00:31:32.300 --> 00:31:33.780
I felt pressured and coerced.

00:31:33.780 --> 00:31:36.960
I told him multiple times that I did not want to do this,

00:31:36.960 --> 00:31:39.420
and did not want to be involved because of

00:31:39.420 --> 00:31:42.260
my personal relationships with Chief Gonzales and Chief Lee,

00:31:42.260 --> 00:31:44.900
and because of their positions and authority within the department,

00:31:44.900 --> 00:31:49.700
I felt like I felt that saying no could have consequences for me and my career.

00:31:49.700 --> 00:31:53.820
Chief Lee also made promises to me during this time that were not kept.

00:31:53.820 --> 00:31:56.739
That is important for me to document because

00:31:56.739 --> 00:31:59.880
those circumstances affected how I handled the situation.

00:31:59.880 --> 00:32:04.180
I am not writing this out of anger or because a person of a personal disagreement.

00:32:04.180 --> 00:32:06.120
I am writing this because I care about my career,

00:32:06.120 --> 00:32:07.620
my reputation, and the department,

00:32:07.620 --> 00:32:12.280
and I want to make sure I want my actions to be understood and the proper context.

00:32:12.280 --> 00:32:16.839
I do not want to feel that telling the truth could put my career or future at risk.

00:32:16.839 --> 00:32:20.100
I simply want my experience documented honestly and fairly.

00:32:20.100 --> 00:32:22.060
My intention is not to attack anyone.

00:32:22.060 --> 00:32:23.959
I just want the truth of what.

00:32:23.959 --> 00:32:28.560
I just want the truth of what I experienced to be on the record. Thank you.

00:32:28.560 --> 00:32:30.500
: Thank you.

00:32:35.020 --> 00:32:38.579
: Is there anyone else for public comment?

00:32:40.020 --> 00:32:43.579
: How are you doing, everybody? Steve Giordano.

00:32:43.740 --> 00:32:45.959
I'm going to face this way.

00:32:45.959 --> 00:32:46.819
: You have to face the.

00:32:46.819 --> 00:32:51.440
: Board because all you guys are awesome and all you guys are family.

00:32:51.440 --> 00:32:53.080
Point of order. And we work together.

00:32:53.080 --> 00:32:53.680
: Point of order.

00:32:53.680 --> 00:32:53.940
: Yes.

00:32:53.940 --> 00:32:56.120
: Sir. Okay. That's the board, sir.

00:32:56.120 --> 00:32:58.480
: Thank you guys so much for coming together.

00:32:58.480 --> 00:33:01.680
We obviously know there's a lot of corruption in our community,

00:33:01.680 --> 00:33:03.099
and we're here to stop it.

00:33:03.099 --> 00:33:04.620
And remember when we go out and vote.

00:33:04.620 --> 00:33:06.799
: Thank you. Clasby. Yes. Go ahead.

00:33:06.799 --> 00:33:09.359
: Steven, you have to face the the dais.

00:33:09.359 --> 00:33:13.339
: Thank you. So we know there's a lot of corruption in our community.

00:33:13.339 --> 00:33:16.760
And I just want to say thank you very much to each and every one of these people,

00:33:16.760 --> 00:33:19.260
because this is what we do when the right things,

00:33:19.260 --> 00:33:22.020
when we want to come together as we fight corruption.

00:33:22.020 --> 00:33:24.099
And we remember this and we're going to come out and vote

00:33:24.099 --> 00:33:27.260
against the corrupt individuals. Thank you.

00:33:29.540 --> 00:33:32.020
: Anyone else for

00:33:32.020 --> 00:33:33.860
public comment?

00:33:41.540 --> 00:33:43.379
Good afternoon.

00:33:43.379 --> 00:33:46.720
: Michael Jenkins 2204 Grand Oak Avenue.

00:33:46.720 --> 00:33:49.320
32 year veteran of the fire district.

00:33:49.320 --> 00:33:52.140

Uh, retired captain.

00:33:52.140 --> 00:33:54.119
You know, it's time for this to end, y'all.

00:33:54.119 --> 00:33:56.420
This has gone on too long.

00:33:56.700 --> 00:34:01.239
You know, I watched the movie the other night. American Graffiti.

00:34:01.239 --> 00:34:03.460
You ever seen it then?

00:34:03.460 --> 00:34:07.100
I'm sure you've seen it. You're about as old as me.

00:34:07.100 --> 00:34:09.659
You remember when the guys driving o Harrison Ford's in

00:34:09.659 --> 00:34:12.700
this movie got his arm around his girlfriend,

00:34:12.700 --> 00:34:17.180
snatching him gears in that 55 Chevrolet.

00:34:17.180 --> 00:34:19.820
He gets caught by the cops,

00:34:19.820 --> 00:34:23.580
cop comes up there and writes him out a ticket,

00:34:23.580 --> 00:34:25.420
hands it to Debra Winger sitting next to him,

00:34:25.420 --> 00:34:27.780
and he said, why did that thing throw it right there?

00:34:27.780 --> 00:34:34.140
And that file c s you want the file C s was about to name it for you.

00:34:34.140 --> 00:34:36.440
Chicken.

00:34:36.440 --> 00:34:38.160
That's what he named it.

00:34:38.160 --> 00:34:44.660
And I could just imagine chief Lee sitting in his desk in his office.

00:34:44.660 --> 00:34:46.140
He gets a complaint.

00:34:46.140 --> 00:34:47.560
And this ain't just fault.

00:34:47.560 --> 00:34:49.040
He's going by the system.

00:34:49.040 --> 00:34:50.720
He gets a complaint,

00:34:50.720 --> 00:34:53.740
a thousand page complaint that he dismissed in 17 hours.

00:34:53.740 --> 00:34:56.180
I bet he did it seven minutes. I would have.

00:34:56.180 --> 00:34:58.420
He wads it up, throws it over.

00:34:58.420 --> 00:35:00.140
And what file?

00:35:00.140 --> 00:35:03.460
CS that's about how this went, y'all.

00:35:03.460 --> 00:35:07.360
That's how this whole thing got so screwed up.

00:35:07.360 --> 00:35:10.100
And everybody got nailed.

00:35:10.140 --> 00:35:13.220
It's got skeletons coming out of the closet now.

00:35:13.220 --> 00:35:17.380
Everywhere. I had no idea all the skeletons in this place.

00:35:17.380 --> 00:35:19.420
There must be a graveyard back there in the back,

00:35:19.420 --> 00:35:21.899
because they're coming out and you're going to have Fright Night right here at

00:35:21.899 --> 00:35:26.100
the fire station. That's a fact.

00:35:26.340 --> 00:35:28.580
It's what needs to be.

00:35:28.580 --> 00:35:32.420
What needs to be realized by everybody.

00:35:32.420 --> 00:35:36.660
As our types of leadership, you know,

00:35:36.660 --> 00:35:40.680
bad leadership worries about who's right,

00:35:40.680 --> 00:35:45.500
who's right, good leadership worries about what's right.

00:35:45.500 --> 00:35:47.460
And that's what we need to do,

00:35:47.460 --> 00:35:51.840
do what is right and fix this problem that we've got here.

00:35:51.840 --> 00:35:55.300
Can't go on anymore because we've got,

00:35:55.300 --> 00:35:59.780
you know, there's all kind of stories going around and these need to stop.

00:35:59.780 --> 00:36:02.140
I don't we don't need no character assassination.

00:36:02.140 --> 00:36:04.260
This needs to be done and let's fix it up.

00:36:04.260 --> 00:36:07.260
And for the district's good, that's it.

00:36:07.260 --> 00:36:09.820
: Thank you. Thank you.

00:36:13.460 --> 00:36:17.180
: Would anyone else like to address the board?

00:36:17.700 --> 00:36:21.900
Seeing no one, I'm going to close public comment.

00:36:21.900 --> 00:36:23.260
Oh.

00:36:37.700 --> 00:36:39.600
Good afternoon.

00:36:39.600 --> 00:36:42.779

: Good afternoon. I'm Dolores Andrews,

00:36:42.779 --> 00:36:48.799
and I'm here today on behalf of the Saint Lucie County Fire Department.

00:36:48.799 --> 00:36:51.300
It's personal for me.

00:36:51.300 --> 00:36:57.619
In 2013, my family suffered a tragedy.

00:36:57.619 --> 00:37:01.219
And in the back here I have my grandson,

00:37:01.219 --> 00:37:05.619
who was the only survivor, Demetrius Galette.

00:37:05.619 --> 00:37:06.739
He's there with the,

00:37:06.739 --> 00:37:08.020
uh, in the back.

00:37:08.020 --> 00:37:10.459
And I lost parents,

00:37:10.459 --> 00:37:12.060
family dog.

00:37:12.060 --> 00:37:13.879
So it's personal.

00:37:13.879 --> 00:37:16.600
We need our firefighters.

00:37:16.600 --> 00:37:18.439
We need them.

00:37:18.439 --> 00:37:25.659
And firefighters have been here for many of the citizens of Saint Lucie County.

00:37:25.659 --> 00:37:27.819
Personally, for my family.

00:37:27.819 --> 00:37:29.579
So this is personal.

00:37:29.579 --> 00:37:33.459
Today, I am asking that you will have

00:37:33.459 --> 00:37:38.959
a heart and that God will touch your hearts and that you

00:37:38.959 --> 00:37:48.460
will find the compassion to do what is right and trust God with your decisions,

00:37:48.460 --> 00:37:51.020
that they are led in the right place.

00:37:51.020 --> 00:37:56.699
So I'm asking for the support of our Saint Lucie County firefighters.

00:37:56.699 --> 00:38:00.240
And this is, like I said before, it's personal.

00:38:00.240 --> 00:38:02.819
I would like to see justice.

00:38:02.819 --> 00:38:08.859
You know, I would like to see things done in order for God is order.

00:38:08.859 --> 00:38:12.120
He dwells in divine order.

00:38:12.120 --> 00:38:19.219
So today I'm asking that you would search your hearts and do the right thing for

00:38:19.219 --> 00:38:26.639
Saint Lucie County in this district and for our families, our firefighters.

00:38:26.639 --> 00:38:28.999
I love them dearly.

00:38:28.999 --> 00:38:34.799
They've been a part of our lives and they stayed on course since 2013,

00:38:34.799 --> 00:38:36.799
since our house fire.

00:38:36.799 --> 00:38:41.699
So please, I ask that you would consider doing

00:38:41.699 --> 00:38:46.959
what is right on behalf of these families and firefighters.

00:38:46.959 --> 00:38:51.420
So I thank you and may God bless you all.

00:38:51.420 --> 00:38:53.699
: Thank you ma'am.

00:38:58.420 --> 00:39:02.819
: Is there any additional public comment?

00:39:02.819 --> 00:39:06.539
Seeing none, I'm closing public comment comments from

00:39:06.539 --> 00:39:08.340
the union rep.

00:39:16.059 --> 00:39:17.900
Good afternoon.

00:39:17.900 --> 00:39:20.600
: Good afternoon, Madam Chair. Members of the board.

00:39:20.600 --> 00:39:22.679
Uh, going back and, uh,

00:39:22.679 --> 00:39:24.880
to the last couple of months, um,

00:39:24.880 --> 00:39:28.900
obviously you're aware of our vote of no confidence that we conducted.

00:39:28.900 --> 00:39:32.979
So, um, I just want to be here today and represent my members and

00:39:32.979 --> 00:39:37.420
come forward with those numbers on September 10th, 2026,

00:39:37.420 --> 00:39:39.779
our membership voted to move forward with a formal vote

00:39:39.779 --> 00:39:42.259
of no confidence concerning Fire Chief Lee,

00:39:42.259 --> 00:39:46.299
Assistant Fire Chief Bryan Gonzalez and Fire District Attorney Kim Sabol.

00:39:46.299 --> 00:39:51.219
Our membership established clear requirements to ensure this process was legitimate.

00:39:51.219 --> 00:39:54.379
At least 75% of our dues paying membership had to

00:39:54.379 --> 00:39:57.940
participate in at least one of the three officials had to receive

00:39:57.940 --> 00:40:02.779

more than 75% of the no confidence vote for the process to be

00:40:02.779 --> 00:40:04.779
valid and for the results concerning

00:40:04.779 --> 00:40:07.919
all three officials to be formally brought before this board,

00:40:07.919 --> 00:40:10.099
I am here to report that our membership met

00:40:10.099 --> 00:40:14.219
those requirements of our 517 dues paying members,

00:40:14.219 --> 00:40:16.960
423 participated in the vote,

00:40:16.960 --> 00:40:21.319
representing approximately 81.8% participation.

00:40:21.319 --> 00:40:23.180
The results were as follows.

00:40:23.180 --> 00:40:29.680
Fire Chief Jeff Lee 314 votes of no confidence and 108 votes of confidence.

00:40:29.680 --> 00:40:32.979
Assistant Fire Chief Brian Gonzalez 390 votes

00:40:32.979 --> 00:40:36.239
of no confidence and 33 votes of confidence.

00:40:36.239 --> 00:40:42.339
Fire district Kim Sabol 413 votes of no confidence and seven votes of confidence.

00:40:42.339 --> 00:40:44.779
Assistant Chief Gonzalez and

00:40:44.779 --> 00:40:48.940
Attorney Sabol each received well over 75% of the votes cast,

00:40:48.940 --> 00:40:50.300
expressing no confidence,

00:40:50.300 --> 00:40:53.940
chiefly received 74.23 of the votes cast.

00:40:53.940 --> 00:40:57.699
Expressing no confidence under the requirements established by our membership,

00:40:57.699 --> 00:40:59.239
the threshold was met,

00:40:59.239 --> 00:41:02.460
the vote is valid and the results concerning all three officials are now.

00:41:02.460 --> 00:41:07.419
Before this board, we are presenting these results transparently and accurately.

00:41:07.419 --> 00:41:11.439
This was not the opinion of one person or a handful of union officers.

00:41:11.439 --> 00:41:14.119
It was the collective voice of our membership.

00:41:14.119 --> 00:41:18.700
With more than 81% of our dues paying members participating in the process.

00:41:18.700 --> 00:41:20.900
As president of local 1377,

00:41:20.900 --> 00:41:22.639
I believe we have done our job.

00:41:22.639 --> 00:41:24.099
We established the process,

00:41:24.099 --> 00:41:25.280
organized the vote,

00:41:25.280 --> 00:41:27.059
gave our members the opportunity to be heard,

00:41:27.059 --> 00:41:28.640
and delivered their results.

00:41:28.640 --> 00:41:32.479
Local 1377 stands firmly with its members.

00:41:32.479 --> 00:41:34.880
We will always be here to protect the rights,

00:41:34.880 --> 00:41:37.599
support them and ensure their voices are heard.

00:41:37.599 --> 00:41:40.260
We have responsibility to to the brave men and women

00:41:40.260 --> 00:41:43.100
of the fire District who serve this community every day,

00:41:43.100 --> 00:41:46.099
and I asked the board to do what is right by them.

00:41:46.099 --> 00:41:48.959
Now the responsibility rests with this board.

00:41:48.959 --> 00:41:50.320
Thank you very much.

00:41:50.320 --> 00:41:51.940
: Thank you.

00:41:56.100 --> 00:41:59.100
: Madam chair, I have a question for Mr. Sapp Bryan.

00:41:59.100 --> 00:42:02.500
Can you can you come back up? Thank you.

00:42:04.540 --> 00:42:08.100
Brian, can you give me an update on the arbitration process?

00:42:08.100 --> 00:42:09.840
Where do we stand with the dates were selected?

00:42:09.840 --> 00:42:11.040
If there's ever a time selected,

00:42:11.040 --> 00:42:14.920
have everyone come to a conclusion as to what dates they will be for arbitration?

00:42:14.920 --> 00:42:17.180
: Um, we're still trying to get both sides.

00:42:17.180 --> 00:42:19.260
There's so many witnesses. There's so many moving parts.

00:42:19.260 --> 00:42:23.460
I do know arbitrators have been selected for two arbitrations,

00:42:23.460 --> 00:42:25.580
one for the two suspensions,

00:42:25.580 --> 00:42:28.200
and then another arbitrator for the three suspensions.

00:42:28.200 --> 00:42:31.100
I think right now we're looking towards

00:42:31.100 --> 00:42:36.200

the end of January or end of February and maybe the beginning part of March.

00:42:36.200 --> 00:42:38.419
I know the attorneys from both sides have been back and

00:42:38.419 --> 00:42:41.200
forth as far as what schedules can be had.

00:42:41.200 --> 00:42:43.720
So it's it's definitely a lengthy process.

00:42:43.720 --> 00:42:45.520
It's unfortunate, um,

00:42:45.520 --> 00:42:50.580
also to give you an update on the unfair labor practice of direct dealing,

00:42:50.580 --> 00:42:53.800
it is being processed and sent forward right now up to perk.

00:42:53.800 --> 00:42:55.900
: So thank you. I would ask if there's a way

00:42:55.900 --> 00:42:58.340
to expedite the arbitration process somehow,

00:42:58.340 --> 00:43:00.680
some way, regardless of what the board's decision does,

00:43:00.680 --> 00:43:02.300
as we move forward on many other things.

00:43:02.300 --> 00:43:06.380
I think the arbitration process rapidly coming closer would be a great idea.

00:43:06.380 --> 00:43:08.060
So yes, sir, I'd appreciate.

00:43:08.060 --> 00:43:09.900
: It 100%. I would want I want it done

00:43:09.900 --> 00:43:12.140
tomorrow if I have my way. So it's trying to get all the.

00:43:12.140 --> 00:43:12.800
: Moving parts.

00:43:12.800 --> 00:43:15.820
: Yes. So. Yes, sir. Thank you.

00:43:18.380 --> 00:43:25.020
: Anyone else? Good. Okay. We have no public hearings.

00:43:25.020 --> 00:43:26.660
We have no unfinished business.

00:43:26.660 --> 00:43:29.000
We're moving on to new business.

00:43:29.000 --> 00:43:31.160
And as I mentioned earlier,

00:43:31.160 --> 00:43:32.260
as we voted on earlier,

00:43:32.260 --> 00:43:36.000
we're going to go with item three Medicaid managed care,

00:43:36.000 --> 00:43:37.660
emergency medical services,

00:43:37.660 --> 00:43:39.500
supplemental Payment program,

00:43:39.500 --> 00:43:41.840
Intergovernmental transfer. Mister Bergeron.

00:43:41.840 --> 00:43:44.220
: Yes, ma'am. This is an annual, uh,

00:43:44.220 --> 00:43:48.060
LOA letter of agreement with the agency for Health Care Administration.

00:43:48.060 --> 00:43:51.580
It allows us to pull in some additional federal dollars through the Medicaid program,

00:43:51.580 --> 00:43:53.360
through our through insurers.

00:43:53.360 --> 00:43:57.700
Um, what's different about this year is we usually get the amount that we have to pay.

00:43:57.700 --> 00:44:00.620
And then the reimbursement estimate in August.

00:44:00.620 --> 00:44:03.240
So the agenda item is usually in September.

00:44:03.240 --> 00:44:05.380
We don't even have the amounts yet.

00:44:05.380 --> 00:44:07.320
And the concern is,

00:44:07.320 --> 00:44:10.100
is they provide the amounts tomorrow,

00:44:10.100 --> 00:44:13.140
next week, and they have a turnaround time of early November

00:44:13.140 --> 00:44:16.480
where we have to submit the LOA before the next board meeting.

00:44:16.480 --> 00:44:18.979
And so we're just requesting authorization to go ahead and

00:44:18.979 --> 00:44:21.700
execute the LOA if that happens.

00:44:21.700 --> 00:44:23.820
If the amounts come out and we have

00:44:23.820 --> 00:44:25.920
time to get it on the agenda and have the board approve it,

00:44:25.920 --> 00:44:28.920
of course this item then would be null and void.

00:44:28.920 --> 00:44:32.200
Um, but it's just to ensure that we can participate in the program next year.

00:44:32.200 --> 00:44:35.420
It's um, estimated to generate around $3 million,

00:44:35.420 --> 00:44:37.140
over $3 million net to us.

00:44:37.140 --> 00:44:39.180
So it's a, it's a big program.

00:44:39.180 --> 00:44:39.640
: Okay.

00:44:39.640 --> 00:44:41.040
: Any questions?

00:44:41.040 --> 00:44:42.160
: Move approval.

00:44:42.160 --> 00:44:42.920
: Second.

00:44:42.920 --> 00:44:44.500
: I have a motion and a second,

00:44:44.500 --> 00:44:45.560
all those in favor?

00:44:45.560 --> 00:44:46.900
Aye. Any opposed?

00:44:46.900 --> 00:44:48.420
Motion carries. Thank you.

00:44:48.420 --> 00:44:50.659
Okay. We're gonna move on to item four discussion

00:44:50.659 --> 00:44:54.620
regarding potential retirement and leadership transition.

00:44:55.900 --> 00:44:59.780
Commissioner Clasby you had said you wanted to move it up.

00:44:59.780 --> 00:45:02.340
Did you have any comments?

00:45:02.660 --> 00:45:04.740
: Yeah, I, um,

00:45:04.740 --> 00:45:08.080
I think that the board needs to consider that, uh,

00:45:08.080 --> 00:45:14.700
we terminate our current fire chief and how we go about doing that,

00:45:14.700 --> 00:45:17.740
whether it's for cause, for no cause.

00:45:17.740 --> 00:45:23.220
If anybody has heard from him since the last meeting in regards to his,

00:45:23.220 --> 00:45:26.360
um, wanting to possibly retire,

00:45:26.360 --> 00:45:29.700
um, would like to have maybe a little bit of information sharing,

00:45:29.700 --> 00:45:33.540

seeing as I haven't talked to you guys about this since the last meeting,

00:45:33.540 --> 00:45:37.260
um, has anybody else heard any of this information?

00:45:37.260 --> 00:45:38.660
I know that, uh,

00:45:38.660 --> 00:45:41.179
sometimes chief Lee has told

00:45:41.179 --> 00:45:45.020
certain commissioners some things and not other commissioners other things.

00:45:45.020 --> 00:45:49.140
So I don't know if I'm in the dark on this and others are in the know.

00:45:49.140 --> 00:45:51.640
So I'm just trying to maybe start with that,

00:45:51.640 --> 00:45:54.100
that maybe there's something I don't know at this point.

00:45:54.100 --> 00:45:58.420
: Madam Chair, if I may. I've had I had a couple of good conversations with, uh,

00:45:58.420 --> 00:46:00.019
with chief Lee and coming from

00:46:00.019 --> 00:46:03.640
the private sector after owning a business for the last 17 years,

00:46:03.640 --> 00:46:05.980
whenever an employee goes ahead and gives a notice,

00:46:05.980 --> 00:46:08.380
as far as I'm concerned, they have already checked out.

00:46:08.380 --> 00:46:10.580
I am ready to terminate his contract.

00:46:10.580 --> 00:46:12.679
As of today, and I'd be willing

00:46:12.679 --> 00:46:15.000
to make that motion to terminate his contract as of today.

00:46:15.000 --> 00:46:16.500
: Second.

00:46:16.500 --> 00:46:20.700
: Can we hear from other board members, please?

00:46:20.700 --> 00:46:24.360
: Yeah. I have a question, Madam Chair. If I may.

00:46:24.360 --> 00:46:28.720
So my colleague here you've made a comment about terminating.

00:46:28.720 --> 00:46:31.380
Um and we've all received the same letter,

00:46:31.380 --> 00:46:34.180
and I think there was some numbers associated with that,

00:46:34.180 --> 00:46:39.780
et cetera.. And one thing I can help the public understand is that we're in a sunshine.

00:46:39.780 --> 00:46:41.619
We don't get a chance to just call each other on

00:46:41.619 --> 00:46:43.880
the phone and have a conversation about things we receive.

00:46:43.880 --> 00:46:45.760
We talked to our three employees,

00:46:45.760 --> 00:46:47.520
and I appreciate that we are not.

00:46:47.520 --> 00:46:49.060
We are in the sunshine, sir.

00:46:49.060 --> 00:46:51.780
So this is the first that we have as a board.

00:46:51.780 --> 00:46:54.660
So I appreciate you wanting to have public comment about this.

00:46:54.660 --> 00:46:56.800
And we get to do it in front of all these people,

00:46:56.800 --> 00:46:58.659
because we don't get a chance to call each other on

00:46:58.659 --> 00:47:01.340
the phone and talk about fire board matters.

00:47:01.340 --> 00:47:03.780

So I received the same letter, much like everybody,

00:47:03.780 --> 00:47:06.920
I read it, it appeared as though, um,

00:47:06.920 --> 00:47:09.320
chief is offering an opportunity,

00:47:09.320 --> 00:47:11.500
which I think we need to have a discussion because

00:47:11.500 --> 00:47:13.940
there was some financial implications to that.

00:47:13.940 --> 00:47:16.800
And so with any of those types of things,

00:47:16.800 --> 00:47:18.740
um, we are allowed,

00:47:18.740 --> 00:47:22.220
I think to have shade meetings to talk about financial matters,

00:47:22.220 --> 00:47:24.060
legal matters, um,

00:47:24.060 --> 00:47:25.540
and have those discussions.

00:47:25.540 --> 00:47:27.340
And I think we need to consider that.

00:47:27.340 --> 00:47:31.600
But my question before that is your comment about termination. Yes, sir.

00:47:31.600 --> 00:47:35.960
So you've made a motion to terminate in lieu of this or despite of this, you're.

00:47:35.960 --> 00:47:36.420
: In spite of.

00:47:36.420 --> 00:47:38.380
: This, sir. Okay. All right. I just want to be clear.

00:47:38.380 --> 00:47:39.100
: Thank you.

00:47:39.100 --> 00:47:41.420
: Madam Chair.

00:47:41.420 --> 00:47:42.540
: Uh, yes.

00:47:42.540 --> 00:47:46.280
I wanted to give everyone an opportunity to speak, but go ahead.

00:47:46.280 --> 00:47:47.720
: Sorry about that. Um,

00:47:47.720 --> 00:47:49.640
as far as the termination goes,

00:47:49.640 --> 00:47:52.260
I we already had a motion and a second at this point,

00:47:52.260 --> 00:47:56.100
but I think that that motion was made openly enough

00:47:56.100 --> 00:48:00.020
that potentially we should consider once a new attorney is on board,

00:48:00.020 --> 00:48:01.880
whether misconduct did occur.

00:48:01.880 --> 00:48:05.660
Um, I believe that there is substantial evidence out there,

00:48:05.660 --> 00:48:07.440
but as of right now,

00:48:07.440 --> 00:48:10.440
there is no attorney sitting here on the dais.

00:48:10.440 --> 00:48:15.620
Um, so I don't want to make any sort of claims without proper legal review.

00:48:15.620 --> 00:48:18.360
I don't think that stops us from termination today.

00:48:18.360 --> 00:48:19.520
I think that,

00:48:19.520 --> 00:48:21.740
uh, you know, that can be determined later.

00:48:21.740 --> 00:48:24.340
As far as what level of termination that is,

00:48:24.340 --> 00:48:27.719
whether it's a termination that allows severance or

00:48:27.719 --> 00:48:31.200
a termination that does not allow severance because misconduct has occurred.

00:48:31.200 --> 00:48:33.700
And I think that, uh,

00:48:33.700 --> 00:48:36.480
absolutely today termination needs to occur.

00:48:36.480 --> 00:48:38.080
And, um, you know,

00:48:38.080 --> 00:48:42.720
all authority access needs to be revoked immediately after that.

00:48:42.720 --> 00:48:43.940
: Uh, Mr. Cosby, again,

00:48:43.940 --> 00:48:45.940
like I stated, I come from the private sector.

00:48:45.940 --> 00:48:48.480
Anytime an employee ever gives their notice to me,

00:48:48.480 --> 00:48:50.260
I terminate them immediately.

00:48:50.260 --> 00:48:52.260
: I agree, especially it's such a high level,

00:48:52.260 --> 00:48:55.220
high trust, high access position.

00:48:56.740 --> 00:49:05.820
: Um, so what is the plan if this vote passes?

00:49:05.820 --> 00:49:07.120
: I believe we would have a discussion.

00:49:07.120 --> 00:49:09.660
Madam chair, not to over talk. We have a discussion.

00:49:09.660 --> 00:49:12.060
We would then vote to have an interim Wile.

00:49:12.060 --> 00:49:14.140
We then go out and look for a permanent chief.

00:49:14.140 --> 00:49:17.740

: So I'm not sure that any fire chief,

00:49:17.740 --> 00:49:21.780
um, from within is going to be able to lead this organization.

00:49:21.780 --> 00:49:23.400
: I believe there is.

00:49:23.400 --> 00:49:25.240
: And so, yeah,

00:49:25.240 --> 00:49:26.320
well, respectfully,

00:49:26.320 --> 00:49:27.500
we I guess we disagree.

00:49:27.500 --> 00:49:28.080
: That's okay.

00:49:28.080 --> 00:49:29.780
: We can. Yeah. Um,

00:49:29.780 --> 00:49:31.460
I think that, um,

00:49:31.460 --> 00:49:35.840
we've got a situation where,

00:49:35.840 --> 00:49:43.080
um, we've got so much animosity built up and so much.

00:49:43.080 --> 00:49:45.720
Um, so many accusations,

00:49:45.720 --> 00:49:47.360
so much out there that,

00:49:47.360 --> 00:49:51.940
um, and nobody's under oath, nobody's under oath.

00:49:51.940 --> 00:49:55.880
So, um, I don't know that we, um,

00:49:55.880 --> 00:50:01.380
if we terminate Jeff Lee that if any other chief picked from this group is going to be

00:50:01.380 --> 00:50:08.600
safe from being a target if they don't do exactly what is wanted, I do not.

00:50:08.600 --> 00:50:09.840
: That's the issue we have right now.

00:50:09.840 --> 00:50:11.300
: Okay.

00:50:11.500 --> 00:50:13.420
: Madam. Madam chair.

00:50:13.420 --> 00:50:17.160
: Hold on a second. Commissioner Clasby are you are you finished?

00:50:17.160 --> 00:50:19.900
Yes. Okay. I want to give everyone a chance to go one time,

00:50:19.900 --> 00:50:22.159
because that's how we really should be following

00:50:22.159 --> 00:50:25.220
the rules and doing that before we keep going with the back and forth.

00:50:25.220 --> 00:50:29.060
Every commissioner should have the opportunity to say something.

00:50:29.100 --> 00:50:32.480
Madam chair? Yes. If I.

00:50:32.480 --> 00:50:34.160
: Could read a statement.

00:50:34.160 --> 00:50:35.880
: Sure. Of course you can.

00:50:35.880 --> 00:50:39.300
: Since it is still under discussion.

00:50:41.020 --> 00:50:43.540
: That's correct.

00:50:43.700 --> 00:50:49.400
: I recognize that the Union has presented a vote of no confidence in Jeff Lee,

00:50:49.400 --> 00:50:55.440
and chiefly, and I believe the concerns behind that vote deserve to be heard.

00:50:55.440 --> 00:51:00.000
However, this is not the first vote of no confidence against the chief,

00:51:00.000 --> 00:51:02.740

and without meaningful systemic change,

00:51:02.740 --> 00:51:05.780
it may not be the last.

00:51:05.780 --> 00:51:11.160
A vote of no confidence is an important expression of employee sentiment.

00:51:11.160 --> 00:51:15.860
It should not by itself determine who leads this organization.

00:51:15.860 --> 00:51:19.420
The board has a responsibility to select and

00:51:19.420 --> 00:51:23.400
oversee the chief based on the interest of the district.

00:51:23.400 --> 00:51:27.460
The evidence before us and our obligation to the public,

00:51:27.460 --> 00:51:30.660
not simply the pressure of the moment.

00:51:30.660 --> 00:51:35.139
I am deeply concerned that this controversy has been

00:51:35.139 --> 00:51:39.460
become increasingly personal and divisive.

00:51:39.460 --> 00:51:43.940
Allegations counter-allegations and public criticism

00:51:43.940 --> 00:51:48.500
have overshadowed the more important questions of policy,

00:51:48.500 --> 00:51:51.580
accountability and workplace culture.

00:51:51.580 --> 00:51:54.940
We should not allow unverified claims.

00:51:54.940 --> 00:51:58.439
Speculation about motives or public pressure to

00:51:58.439 --> 00:52:02.920
substitute for a fair and impartial process.

00:52:02.920 --> 00:52:09.940
We have repeatedly acknowledged the need of a culture change within this district.

00:52:09.940 --> 00:52:14.200
That change must apply to everyone, including leadership.

00:52:14.200 --> 00:52:17.659
It must also include a workplace where employees can

00:52:17.659 --> 00:52:21.980
raise legitimate concerns without fear of retaliation.

00:52:21.980 --> 00:52:27.860
Where allegations are investigated independently and fairly,

00:52:27.860 --> 00:52:32.020
and where no one is exempt from accountability.

00:52:32.020 --> 00:52:35.900
Several questions remain central to this matter.

00:52:35.900 --> 00:52:39.879
First, concerns have been raised about the process used to

00:52:39.879 --> 00:52:45.380
investigate complaints involving the chief in his administration.

00:52:45.380 --> 00:52:50.620
If our policies do not provide for an independent review when leadership is implicated,

00:52:50.620 --> 00:52:54.080
then we must correct those policies.

00:52:54.080 --> 00:52:56.880
That is the board's responsibility.

00:52:56.880 --> 00:53:01.459
We should address any procedural deficiencies without presuming

00:53:01.459 --> 00:53:06.080
misconduct or guilt before the facts are established.

00:53:06.080 --> 00:53:11.199
Second, the circumstances surrounding the firefighters dismissals must be

00:53:11.199 --> 00:53:16.980
evaluated on the evidence in through the established arbitration process.

00:53:16.980 --> 00:53:20.420
The district has stated that determinations followed

00:53:20.420 --> 00:53:24.680

an investigation into conduct documented on video.

00:53:24.680 --> 00:53:28.860
The affected firefighters and their union dispute,

00:53:28.860 --> 00:53:32.540
the findings and the disciplinary decisions.

00:53:32.540 --> 00:53:35.500
Those disagreements are precisely why we must

00:53:35.500 --> 00:53:38.960
allow the appropriate process to run its course,

00:53:38.960 --> 00:53:43.060
rather than prejudge the outcome here.

00:53:43.060 --> 00:53:48.260
Third, the argument that the conduct was acceptance because it was

00:53:48.260 --> 00:53:55.820
consensual does not resolve the issue in a paramilitary workplace with a clear hierarchy.

00:53:55.820 --> 00:54:01.940
The power dynamics between supervisors and subordinate employees matter.

00:54:01.940 --> 00:54:06.979
Conduct that some participants consider harmless may still violate

00:54:06.979 --> 00:54:12.320
professional standards or undermine a safe and respectful workplace.

00:54:12.320 --> 00:54:14.600
Those standards must be clear,

00:54:14.600 --> 00:54:17.920
consistent and enforced without exception.

00:54:17.920 --> 00:54:23.540
Nor should the assertion that this behavior has been tolerated for decades.

00:54:23.540 --> 00:54:28.700
Excuse it today if past practices were inappropriate,

00:54:28.700 --> 00:54:30.860
that is a reason to change them,

00:54:30.860 --> 00:54:32.960
not to perpetuate them.

00:54:32.960 --> 00:54:36.580
The same standards must apply regardless of rank,

00:54:36.580 --> 00:54:40.540
tenure or personal relationships, chiefly,

00:54:40.540 --> 00:54:45.420
an assistant chief Gonzalez have devoted decades to serving this community.

00:54:45.420 --> 00:54:47.940
Their service deserves consideration,

00:54:47.940 --> 00:54:54.100
just as the concerns of the employees they lead deserve serious consideration.

00:54:54.100 --> 00:54:57.320
Neither a lengthy career nor a vote of

00:54:57.320 --> 00:55:02.000
no confidence should replace a fair assessment of the facts.

00:55:02.000 --> 00:55:07.499
I have not been presented with sufficient grounds to support removing chiefly from

00:55:07.499 --> 00:55:12.960
his position based solely on the current controversy or the Union's vote.

00:55:12.960 --> 00:55:15.700
I will not support that action without a fair,

00:55:15.700 --> 00:55:20.600
evidence based assessment of his performance and responsibilities,

00:55:20.600 --> 00:55:27.480
but maintaining the status quo is not an acceptable, acceptable answer either.

00:55:27.480 --> 00:55:29.540
This board must act.

00:55:29.540 --> 00:55:34.680
I propose that we publicly affirm our commitment to a fair process.

00:55:34.680 --> 00:55:38.160
Allow the pending arbitration to proceed,

00:55:38.160 --> 00:55:41.340
establish an independent and credible process for

00:55:41.340 --> 00:55:45.500

investigating complaints involving district leadership,

00:55:45.500 --> 00:55:50.380
and work promptly to adopt clear policies that prevent conflicts

00:55:50.380 --> 00:55:55.620
of interest and protect employees who raise legitimate concerns.

00:55:55.620 --> 00:56:02.640
We must also establish clear expectations for professional conduct,

00:56:02.640 --> 00:56:07.820
consistent discipline and respectful treatment throughout the organization.

00:56:07.820 --> 00:56:11.059
Accountability cannot depend on who is

00:56:11.059 --> 00:56:15.420
involved or how much public pressure a situation generates.

00:56:15.420 --> 00:56:18.200
Our responsibility is not to defend,

00:56:18.200 --> 00:56:21.160
defend individuals at all costs,

00:56:21.160 --> 00:56:24.480
nor is it to yield the pressure from any one group.

00:56:24.480 --> 00:56:27.940
Our responsibility is to protect this district,

00:56:27.940 --> 00:56:31.240
its employees and the public it serves.

00:56:31.240 --> 00:56:36.320
We can acknowledge legitimate concerns without prejudging the outcome.

00:56:36.320 --> 00:56:40.740
We can support fair investigations without presuming guilt,

00:56:40.740 --> 00:56:45.119
and we can stand firmly behind the board's responsibility to

00:56:45.119 --> 00:56:50.340
lead while recognizing that meaningful reform is necessary.

00:56:50.340 --> 00:56:56.300
I will not support removing Chief Lee simply to satisfy a vote of no confidence.

00:56:56.300 --> 00:56:58.940
I will support a fair process,

00:56:58.940 --> 00:57:03.940
transparent governance and substantive policy changes

00:57:03.940 --> 00:57:07.320
that address the underlying problems.

00:57:07.320 --> 00:57:10.100
It is time for this board to move beyond

00:57:10.100 --> 00:57:14.620
the conflict and do the difficult work of restoring trust.

00:57:14.620 --> 00:57:16.840
Let us lead with evidence.

00:57:16.840 --> 00:57:20.380
Fairness, consistency and resolve,

00:57:20.380 --> 00:57:26.100
and ensure that this organization emerges stronger than it is today.

00:57:26.500 --> 00:57:30.240
: Thank you, Commissioner Fowler.

00:57:30.240 --> 00:57:31.780
: Thank you, Madam Chair.

00:57:31.780 --> 00:57:34.660
Um, I have.

00:57:36.500 --> 00:57:38.780
My door has been open.

00:57:38.780 --> 00:57:40.420
My phone has been on.

00:57:40.420 --> 00:57:43.659
I've read probably every word in

00:57:43.659 --> 00:57:47.320
every document that I have obtained from the Jackson Lewis report,

00:57:47.320 --> 00:57:49.260
not skimmed it, read it.

00:57:49.260 --> 00:57:53.080
Had a two hour exit interview with our district attorney last week.

00:57:53.080 --> 00:57:55.180
I've had current firefighters,

00:57:55.180 --> 00:57:57.520
former firefighters reach out to me.

00:57:57.520 --> 00:57:59.420
Um, former fire chiefs.

00:57:59.420 --> 00:58:05.380
I've had hundreds of hours worth of conversation over this last little bit.

00:58:05.380 --> 00:58:07.100
Commissioner Leonard, are you shaking your head?

00:58:07.100 --> 00:58:10.660
I know you have put a lot of time into this as well.

00:58:10.660 --> 00:58:18.780
Um, some of the things that I have gleaned is that.

00:58:19.660 --> 00:58:24.180
We need to get our act together all the way across the board.

00:58:24.180 --> 00:58:26.740
We have archaic processes.

00:58:26.740 --> 00:58:29.780
We have a system that makes it

00:58:29.780 --> 00:58:33.620
impossible for people to get the public records that they're trying to request,

00:58:33.620 --> 00:58:34.980
unless they request it.

00:58:34.980 --> 00:58:36.679
Absolutely. You know,

00:58:36.679 --> 00:58:39.060
to the tee what they're looking for.

00:58:39.060 --> 00:58:42.739
Um, retaliation confirmed.

00:58:42.739 --> 00:58:45.319
Inconsistent discipline confirmed.

00:58:45.319 --> 00:58:47.820

And that's not just under this administration. I want to be clear.

00:58:47.820 --> 00:58:55.080
This spans multiple multiple chiefs and have no idea how how far back it's gone.

00:58:55.080 --> 00:58:56.520
Maybe it's always been this way.

00:58:56.520 --> 00:58:58.580
I don't know.

00:58:58.580 --> 00:59:01.460
That being said, um.

00:59:02.980 --> 00:59:06.560
This has become complete chaos.

00:59:06.560 --> 00:59:08.640
This has become a complete mess.

00:59:08.640 --> 00:59:11.460
We're going back and forth like high school kids with

00:59:11.460 --> 00:59:14.539
emails shooting off back and forth all day long.

00:59:14.539 --> 00:59:16.980
Um, no work is getting done.

00:59:16.980 --> 00:59:19.480
Nothing that needs to be done is getting done.

00:59:19.480 --> 00:59:23.580
And while chief Lee has dedicated 30 years,

00:59:23.580 --> 00:59:25.700
almost 30 years to this organization,

00:59:25.700 --> 00:59:30.380
and he has done some some good things for this organization,

00:59:30.380 --> 00:59:33.440
for sure, he can no longer

00:59:33.440 --> 00:59:37.620
be the effective leader that this organization needs at this point.

00:59:37.620 --> 00:59:41.240
Um, it does not come down to a single decision.

00:59:41.240 --> 00:59:43.940
Uh, has nothing to do with that.

00:59:43.940 --> 00:59:50.220
It just means that we have reached a point where confidence has been impacted.

00:59:50.220 --> 00:59:52.300
Relationships have been strained,

00:59:52.300 --> 00:59:57.700
and I believe a change in leadership is necessary for the organization to move forward.

00:59:57.700 --> 01:00:02.900
So I would support the motion for separation. Okay.

01:00:02.900 --> 01:00:04.900
: All right. So, um,

01:00:04.900 --> 01:00:09.700
we have a motion and a second on the floor, which is fine.

01:00:09.700 --> 01:00:17.180
However. Um, we don't have anyone from legal here to help guide us,

01:00:17.180 --> 01:00:22.400
but there is with cause obviously we all know this, right?

01:00:22.400 --> 01:00:23.980
Um, but,

01:00:23.980 --> 01:00:26.660
but when it comes to the contract and,

01:00:26.660 --> 01:00:28.420
and doing a termination,

01:00:28.420 --> 01:00:30.860
there's with cause and without cause,

01:00:30.860 --> 01:00:32.480
and I don't think we can,

01:00:32.480 --> 01:00:35.200
we have to make a determination of what that is.

01:00:35.200 --> 01:00:39.840
We can't just say we're terminating because obviously there is

01:00:39.840 --> 01:00:45.180

a financial obligations that are involved in this as well.

01:00:45.180 --> 01:00:49.020
So we need to have that discussion as we move forward,

01:00:49.020 --> 01:00:50.580
because I heard about terminating,

01:00:50.580 --> 01:00:56.720
but I didn't hear about what form um is being asked to be terminated.

01:00:56.720 --> 01:00:59.920
Obviously we're not having any investigations right now.

01:00:59.920 --> 01:01:04.460
Our next conversation is going to be about selecting a law firm.

01:01:04.460 --> 01:01:13.160
Um, and so you can't make a determination of misconduct without having an,

01:01:13.160 --> 01:01:14.900
a further investigation of that.

01:01:14.900 --> 01:01:18.539
So we need to make a decision of what this is going to

01:01:18.539 --> 01:01:22.420
look like if it moves forward and passes with the vote.

01:01:22.420 --> 01:01:25.739
Um, I will say also that,

01:01:25.739 --> 01:01:30.300
um prior to these,

01:01:30.300 --> 01:01:33.660
the issue with the three firefighters, um,

01:01:33.660 --> 01:01:40.500
that were terminated and in all my years on this board,

01:01:40.500 --> 01:01:43.739
the board has never gotten involved in employee issues

01:01:43.739 --> 01:01:48.260
because those issues with regard to the leadership in

01:01:48.260 --> 01:01:52.380
this paramilitary organization has been

01:01:52.380 --> 01:01:56.660
relegated to the fire chief to deal with his employees.

01:01:56.660 --> 01:01:59.780
But with all the things that have been coming forward,

01:01:59.780 --> 01:02:01.780
all the AI conversations,

01:02:01.780 --> 01:02:05.739
all of the drafts of the complaints and everything else,

01:02:05.739 --> 01:02:10.760
it is evident that major changes need to be made.

01:02:10.760 --> 01:02:16.760
I made comments at a prior meeting about we have a major culture problem,

01:02:16.760 --> 01:02:22.180
and that culture problem is top down and bottom up,

01:02:22.180 --> 01:02:25.680
and unfortunately, um,

01:02:25.680 --> 01:02:27.380
as far as I'm concerned,

01:02:27.380 --> 01:02:31.119
when you have to significantly change a culture,

01:02:31.119 --> 01:02:34.179
the only way you're going to be able to significantly change

01:02:34.179 --> 01:02:38.659
a culture is if you have someone come in who is fresh,

01:02:38.659 --> 01:02:42.120
who has not grown up in the culture or been part of that culture.

01:02:42.120 --> 01:02:44.280
So, um,

01:02:44.280 --> 01:02:49.340
it's going to be very difficult for me to believe that we are going to be able to change

01:02:49.340 --> 01:02:54.679
a culture that has been going on for such a long period of time with,

01:02:54.679 --> 01:02:56.620

um, anyone in,

01:02:56.620 --> 01:02:59.880
in, in, in current leadership role.

01:02:59.880 --> 01:03:01.560
Um, but again,

01:03:01.560 --> 01:03:08.460
the determination of the next chief is the decision making of the entire fire board.

01:03:08.460 --> 01:03:13.900
It is not the decision making of one person or one individual or anyone else.

01:03:13.900 --> 01:03:18.200
It is the board's responsibility to determine then who the next chief will be.

01:03:18.200 --> 01:03:21.119
And the board's responsibility to determine who

01:03:21.119 --> 01:03:26.540
the next new attorney will be for the fire district, as well.

01:03:26.540 --> 01:03:29.320
So with that, um,

01:03:29.320 --> 01:03:33.140
with the makers of the motion and the seconder of the motion,

01:03:33.140 --> 01:03:37.199
um, what was your intent with regard to,

01:03:37.199 --> 01:03:39.000
with or without cause?

01:03:39.000 --> 01:03:41.100
Because the board needs to discuss that.

01:03:41.100 --> 01:03:43.599
: My, my intent for making the motion was,

01:03:43.599 --> 01:03:46.560
uh, without cause I think we just need to move on.

01:03:46.560 --> 01:03:48.320
We need to terminate and we need to,

01:03:48.320 --> 01:03:50.620
uh, go in a different direction.

01:03:50.620 --> 01:03:54.500
And I'm not going, I'm not going to sit here and open up another investigation,

01:03:54.500 --> 01:03:55.680
another law firm,

01:03:55.680 --> 01:03:58.340
another lawsuit, another legality.

01:03:58.340 --> 01:04:02.760
I voted no to not extend his contract seven months ago.

01:04:02.760 --> 01:04:04.719
And I'm I'm voting now.

01:04:04.719 --> 01:04:06.519
I'm making a motion to terminate.

01:04:06.519 --> 01:04:07.260
: Madam Chair.

01:04:07.260 --> 01:04:09.640
: Without cause. Okay. Thank you for the clarification.

01:04:09.640 --> 01:04:11.440
I really appreciate it. Yes.

01:04:11.440 --> 01:04:13.580
: So part of the commentary here, um,

01:04:13.580 --> 01:04:15.280
there are some members that,

01:04:15.280 --> 01:04:17.660
uh, express that without evidence.

01:04:17.660 --> 01:04:19.140
They're unwilling to,

01:04:19.140 --> 01:04:20.980
to side with termination.

01:04:20.980 --> 01:04:22.460
So, um,

01:04:22.460 --> 01:04:24.719
just kind of by a show of hands, you know,

01:04:24.719 --> 01:04:27.960
people in the room who's read the rules and regulations,

01:04:27.960 --> 01:04:31.660
you know, I've, I've read the fire district's rules and regulations.

01:04:31.660 --> 01:04:34.060
Um, there are a ton of them.

01:04:34.060 --> 01:04:36.320
In fact, it would be nearly impossible to go

01:04:36.320 --> 01:04:38.980
one day without violating at least one rule.

01:04:38.980 --> 01:04:40.320
Um, so to,

01:04:40.320 --> 01:04:45.820
to develop a pattern of rule breaking is a fairly low bar, in my opinion.

01:04:45.820 --> 01:04:50.100
Um, I have ten pieces of evidence here.

01:04:50.100 --> 01:04:51.680
I know this isn't quasi-judicial,

01:04:51.680 --> 01:04:53.260
but this record will,

01:04:53.260 --> 01:04:55.380
I'm sure, be examined at some point.

01:04:55.380 --> 01:05:02.460
And I would ask the motion maker to consider termination today and further examination.

01:05:02.460 --> 01:05:04.380
If misconduct is proven to have occurred.

01:05:04.380 --> 01:05:07.540
We do not pay out severance. I'm okay either way.

01:05:07.540 --> 01:05:09.760
But after you hear these ten things,

01:05:09.760 --> 01:05:12.700
um, if the board would indulge me in this,

01:05:12.700 --> 01:05:14.379
it might take a little bit because there are

01:05:14.379 --> 01:05:19.380
numerous instances where misconduct occurred and rules have been violated.

01:05:19.380 --> 01:05:21.640
Uh, first would be the December 5th,

01:05:21.640 --> 01:05:25.040
2025 complaint, closure.

01:05:25.040 --> 01:05:27.140
The documented act is, uh,

01:05:27.140 --> 01:05:30.960
Lee personally reviewed and closed the December 3rd complaint,

01:05:30.960 --> 01:05:33.040
naming him as a respondent.

01:05:33.040 --> 01:05:35.200
He characterized it as duplicative,

01:05:35.200 --> 01:05:38.360
stated that the referral to the fire board would not occur,

01:05:38.360 --> 01:05:41.960
and declared no further internal action would be taken.

01:05:41.960 --> 01:05:46.659
The Jackson Lewis investigation independently substantiated that this created

01:05:46.659 --> 01:05:49.659
an inherent conflict of interest and undermined

01:05:49.659 --> 01:05:53.180
the objectivity of the decision making process.

01:05:53.180 --> 01:05:55.459
The applicable district rules and standards of

01:05:55.459 --> 01:05:58.080
conduct that have been violated with this instance are.

01:05:58.080 --> 01:06:00.800
Rule 8.01 A,

01:06:00.800 --> 01:06:04.019
which can be found on page 24, and it states,

01:06:04.019 --> 01:06:09.360
if the public integrity and efficiency of the fire district is to be maintained,

01:06:09.360 --> 01:06:13.099
allegations of misconduct against the Fire District

01:06:13.099 --> 01:06:17.020
or any employee of the fire district must be fairly thoroughly,

01:06:17.020 --> 01:06:20.240
consistently and expeditiously investigated.

01:06:20.240 --> 01:06:23.579
All inquiries or investigation shall be conducted

01:06:23.579 --> 01:06:26.860
impartially to the benefit of the complainant,

01:06:26.860 --> 01:06:30.739
management personnel and the Fire district employee also

01:06:30.739 --> 01:06:35.640
violated rule 3.03 A found on page ten.

01:06:35.640 --> 01:06:37.940
No employee shall have any interest,

01:06:37.940 --> 01:06:40.060
financial or otherwise, direct or indirect.

01:06:40.060 --> 01:06:42.960
Engage in any business transaction professionally,

01:06:42.960 --> 01:06:45.860
activity or incur any obligations of any nature that is

01:06:45.860 --> 01:06:49.559
substantially conflict with the proper discharge of his duties and public interest.

01:06:49.559 --> 01:06:52.700
Rule 3.03 F, page ten.

01:06:52.700 --> 01:06:55.380
It is improper for any employee to use

01:06:55.380 --> 01:06:59.900
their position with the fire district to obtain or obtain any special preferences,

01:06:59.900 --> 01:07:03.260
privileges or exemptions for the employee or others.

01:07:03.260 --> 01:07:06.740

Rule 3.05 B, page 11.

01:07:06.740 --> 01:07:09.280
The Saint Lucie County Fire District committed to

01:07:09.280 --> 01:07:12.779
fair and equitable treatment of all of its members and to creating

01:07:12.779 --> 01:07:15.139
a work atmosphere that is free of

01:07:15.139 --> 01:07:20.380
both actual and apparent conflicts of interest that could compromise this principle.

01:07:20.380 --> 01:07:25.780
Rule 3.05 h conflict Notification provision, page 12.

01:07:25.780 --> 01:07:32.020
Prior to entering into any personal or business relationship or any circumstance which

01:07:32.020 --> 01:07:35.179
the employee knows or reasonably should know could

01:07:35.179 --> 01:07:39.100
create a conflict of interest or other violation of this policy.

01:07:39.100 --> 01:07:45.300
The employee should promptly notify his or her uninvolved next highest level supervisor.

01:07:45.300 --> 01:07:52.120
Rule 3.01 A page eight Fire District employee shall be considered Goodwill ambassadors.

01:07:52.120 --> 01:07:54.719
Such status involves a degree of duty and

01:07:54.719 --> 01:07:57.380
obligation regarding public and private conduct,

01:07:57.380 --> 01:07:59.980
which is not common to all forms of employment.

01:07:59.980 --> 01:08:02.600
Rule 3.01 B, page eight.

01:08:02.600 --> 01:08:06.420
The attitude and behavior of the Fire District employee shall at all times be

01:08:06.420 --> 01:08:11.520
such to promote goodwill and a favorable attitude towards the public,

01:08:11.520 --> 01:08:12.980
towards the Fire District.

01:08:12.980 --> 01:08:16.340
Rule 3.01 D page eight.

01:08:16.340 --> 01:08:20.739
The Fire District expects compliance from its employees with the rules and regulations,

01:08:20.739 --> 01:08:22.819
state statutes, federal laws, regulations,

01:08:22.819 --> 01:08:26.060
safety rules and standards in the performance of their duties

01:08:26.060 --> 01:08:29.600
and employee who violates any of the standards of conduct,

01:08:29.600 --> 01:08:32.739
of standards of conduct or rules and regulations shall be

01:08:32.739 --> 01:08:36.340
subject to any appropriate disciplinary action.

01:08:36.340 --> 01:08:39.759
Rule 3.11 A, page 15.

01:08:39.759 --> 01:08:45.939
Employees are expected to be aware that they are public service employees

01:08:45.939 --> 01:08:49.060
and to conduct themselves in a manner that will

01:08:49.060 --> 01:08:52.500
in no way discredit the Fire District public officials,

01:08:52.500 --> 01:08:54.919
fellow employees or themselves.

01:08:54.919 --> 01:08:57.599
Violation of this standard shall be subject to

01:08:57.599 --> 01:09:01.899
employee subject the employee to appropriate disciplinary action.

01:09:01.899 --> 01:09:04.739

Rule 3.1 Evan B, page 15.

01:09:04.739 --> 01:09:07.619
Employees shall avoid conduct or speech that

01:09:07.619 --> 01:09:10.540
is contrary to the good order and discipline.

01:09:10.540 --> 01:09:15.300
This shall treat each other with the utmost courtesy and respect at all times,

01:09:15.300 --> 01:09:19.079
and refrain from making any derogatory remarks concerning others.

01:09:19.079 --> 01:09:21.859
Employees shall direct and coordinate their efforts to

01:09:21.859 --> 01:09:26.040
establishing and maintaining the highest level of efficiency, effectiveness,

01:09:26.040 --> 01:09:27.580
morale and achievement,

01:09:27.580 --> 01:09:30.379
and shall conduct themselves in such a manner to bring

01:09:30.379 --> 01:09:34.100
the greatest harmony amongst the Fire District.

01:09:34.100 --> 01:09:36.380
Reason number two.

01:09:37.180 --> 01:09:40.500
April 10th, 2026.

01:09:40.500 --> 01:09:43.960
False description of the counseling discipline.

01:09:43.960 --> 01:09:47.339
Lee told the investigator that discipline for Hutcheson

01:09:47.339 --> 01:09:50.499
and Baldwin's Loudermill notice that had personally that

01:09:50.499 --> 01:09:53.499
he had personally ordered and signed was informal and

01:09:53.499 --> 01:09:56.700
Non-disciplinary his own records contradict the claim.

01:09:56.700 --> 01:09:57.819
His March 17th,

01:09:57.819 --> 01:10:01.220
2026 determination expressly selected

01:10:01.220 --> 01:10:04.400
formal counseling for Jordon Hutcheson and Christopher Baldwin,

01:10:04.400 --> 01:10:07.759
and he signed the March 19th former counseling record.

01:10:07.759 --> 01:10:10.859
Yet in his April 10th final position statement

01:10:10.859 --> 01:10:13.519
to investigator Laurie Mansley stated that based on

01:10:13.519 --> 01:10:16.580
these issues and totality of the situation,

01:10:16.580 --> 01:10:21.060
we proactively mitigated the discipline to a non disciplinary informal counseling

01:10:21.060 --> 01:10:26.120
providing the process was used for instructional correction, not rehabilitation.

01:10:26.120 --> 01:10:31.739
Rule 11.03 explicitly expressly classifies formal counseling as discipline.

01:10:31.739 --> 01:10:33.779
Lee gave the investigator a false account of

01:10:33.779 --> 01:10:36.400
the discipline he had personally imposed and signed.

01:10:36.400 --> 01:10:38.100
I'm not going to reread all the rules,

01:10:38.100 --> 01:10:41.139
but this is in violation of rule 11.03.

01:10:41.139 --> 01:10:45.480
Rule 9.05 A rule 8.01 B.

01:10:45.480 --> 01:10:49.140
Rule 3.01 A rule 3.01 B.

01:10:49.140 --> 01:10:56.960
Rule 3.01 D. Rule 3.11 A rule 3.11 B rule 14.04.

01:10:56.960 --> 01:10:58.979
Rule 14.09.

01:10:58.979 --> 01:11:00.859
Rule 15.01.

01:11:00.859 --> 01:11:03.119
Rule 15.05.

01:11:03.119 --> 01:11:05.939
Reason number three.

01:11:11.740 --> 01:11:15.100
: June 15th, 2026.

01:11:15.100 --> 01:11:17.940
Insult to Commissioner Clasby.

01:11:18.180 --> 01:11:22.660
Documented act Lee personally insulted

01:11:22.660 --> 01:11:24.459
Commissioner James Clasby during

01:11:24.459 --> 01:11:27.980
an official meeting to review an upcoming Fire Board agenda.

01:11:27.980 --> 01:11:30.000
When Commissioner Clasby asked,

01:11:30.000 --> 01:11:32.000
do you think I am ignorant?

01:11:32.000 --> 01:11:34.200
Lee answered, I know you are.

01:11:34.200 --> 01:11:38.460
Lee recorded the exchange in his own June 15th memorandum.

01:11:38.460 --> 01:11:40.380
His account states that he stood,

01:11:40.380 --> 01:11:44.619
walked toward the exit and told Clasby fire Mee Clasby

01:11:44.619 --> 01:11:48.960
ended the meeting and directed Lee to leave Kim Sabol June 17th.

01:11:48.960 --> 01:11:53.240

Email also records Lee telling Clasby he was ignorant.

01:11:53.240 --> 01:11:57.779
Lee's personal insult to a fire board member and public official

01:11:57.779 --> 01:12:00.140
during official board business violated

01:12:00.140 --> 01:12:02.960
the district's courtesy and conduct requirements,

01:12:02.960 --> 01:12:05.940
applicable district rules and standards of conduct for this rule.

01:12:05.940 --> 01:12:10.580
Violation. Rule 3.11 A found on page 15.

01:12:10.580 --> 01:12:15.819
Employees are expected to be aware that they are public service employees to conduct

01:12:15.819 --> 01:12:21.700
themselves in a manner that will in no way discredit the fire district public officials,

01:12:21.700 --> 01:12:24.460
fellow employees or themselves.

01:12:24.460 --> 01:12:27.060
Violation of this standard shall be subject to

01:12:27.060 --> 01:12:30.540
the employee to appropriate disciplinary action.

01:12:30.540 --> 01:12:33.619
Rule 3.11 B employees shall avoid

01:12:33.619 --> 01:12:37.500
conduct or speech that is contrary to the good order and discipline.

01:12:37.500 --> 01:12:42.500
This shall treat each other with the utmost courtesy and respect at all times,

01:12:42.500 --> 01:12:47.100
and refrain from making derogatory remarks concerning others.

01:12:47.100 --> 01:12:50.380
Employees shall direct and coordinate their efforts to establishing

01:12:50.380 --> 01:12:53.780
and maintaining the highest level of efficiency, effectiveness,

01:12:53.780 --> 01:12:55.460
morale and achievement,

01:12:55.460 --> 01:12:57.859
and shall conduct themselves in such a manner to bring

01:12:57.859 --> 01:13:01.780
the greatest harmony amongst all members of the fire district.

01:13:01.780 --> 01:13:07.700
Rule 3.01 A fire district employees shall be considered goodwill ambassadors.

01:13:07.700 --> 01:13:09.879
Such status involves a degree of duty and

01:13:09.879 --> 01:13:12.260
obligation regarding public and private conduct,

01:13:12.260 --> 01:13:16.160
which is not common to all other forms of employment.

01:13:16.160 --> 01:13:23.080
Rule 3.01 B the attitude and behavior of a fire district employee should at all times

01:13:23.080 --> 01:13:26.779
be such as to promote goodwill and

01:13:26.779 --> 01:13:30.640
a favorable attitude of the public towards the fire district.

01:13:30.640 --> 01:13:34.260
Rule 3.01 D The Fire District expects

01:13:34.260 --> 01:13:37.980
compliance from its employees with these rules and regulations.

01:13:37.980 --> 01:13:41.180
State statutes, federal laws and regulations,

01:13:41.180 --> 01:13:44.540
safety rules and standards and performance of their duties.

01:13:44.540 --> 01:13:48.619
An employee who violates any of the standards of conduct or rules and

01:13:48.619 --> 01:13:53.660
regulations shall be subject to appropriate disciplinary action.

01:13:53.660 --> 01:13:57.760
Rule 14.401 Professionalism Requirement

01:13:57.760 --> 01:14:03.140
all employees shall display professionalism at all times and in such act and concert,

01:14:03.140 --> 01:14:05.980
and protect each other in time of danger,

01:14:05.980 --> 01:14:14.100
rule 14.09 every employee of the fire district shall be held responsible for

01:14:14.100 --> 01:14:18.220
the proper performance of their duties assigned and for

01:14:18.220 --> 01:14:23.860
strict adherence on one's part of the rules and regulations.

01:14:23.860 --> 01:14:25.480
Reason number four.

01:14:25.480 --> 01:14:29.180
June 17th, 2026.

01:14:29.180 --> 01:14:35.999
Fos attribution of an investigator finding Lee made this false statement to

01:14:35.999 --> 01:14:38.939
the fire board when he attributed a finding of

01:14:38.939 --> 01:14:43.040
full remediation by Jackson Louis that the report did not make.

01:14:43.040 --> 01:14:44.540
In his June 17th,

01:14:44.540 --> 01:14:47.100
2026, email to the fire board,

01:14:47.100 --> 01:14:52.360
he wrote, full remediation validated, critical.

01:14:52.360 --> 01:14:55.540
Crucially, the independent investigator explicitly

01:14:55.540 --> 01:14:59.760
documented that this issue was fully rectified and resolved.

01:14:59.760 --> 01:15:02.200

When I completely transferred the file to

01:15:02.200 --> 01:15:05.920
Jackson Louis for an independent third party evaluation.

01:15:05.920 --> 01:15:09.540
The June 5th report substantiated the improper conduct,

01:15:09.540 --> 01:15:10.800
conflicts of interest,

01:15:10.800 --> 01:15:15.000
evaluative remarks, post hoc solicitations.

01:15:15.000 --> 01:15:18.260
Lee's emails to Jackson Lewis show he retains

01:15:18.260 --> 01:15:21.840
the authority and determined the scope of this investigation.

01:15:21.840 --> 01:15:24.860
Applicable rules that have been violated here.

01:15:24.860 --> 01:15:27.300
Rule 11.02.

01:15:27.300 --> 01:15:29.340
Group two offense six.

01:15:29.340 --> 01:15:30.560
Page 32.

01:15:30.560 --> 01:15:34.560
Making false, vicious or malicious statements concerning any employee,

01:15:34.560 --> 01:15:38.480
supervisor or the fire district at any time.

01:15:38.480 --> 01:15:44.240
Rule 3.01 Fire District employees shall be considered goodwill ambassadors.

01:15:44.240 --> 01:15:47.300
Such status involves a degree of duty and obligation regarding

01:15:47.300 --> 01:15:52.200
public and private comment that is not common to all other forms of employment.

01:15:52.200 --> 01:15:55.520
I'm going to go through these because some of these have been mentioned several times.

01:15:55.520 --> 01:16:03.040
Rule 3.01 B rule 3.01 D. Rule 3.11 A rule 14.04.

01:16:03.040 --> 01:16:05.200
Rule 14.09.

01:16:05.200 --> 01:16:07.280
Rule 15.01.

01:16:07.280 --> 01:16:10.820
Rule 15.05.

01:16:11.220 --> 01:16:13.780
Reason number five.

01:16:13.780 --> 01:16:16.460
June 17th, 2026.

01:16:16.460 --> 01:16:19.240
Derogatory text message about firefighters.

01:16:19.240 --> 01:16:23.900
Lee disparaged the terminated firefighters and a. June 17th,

01:16:23.900 --> 01:16:29.160
2026 text to a former firefighter who had expressed support for them.

01:16:29.160 --> 01:16:34.180
Lee wrote, I was thinking the same thing about employees who they tormented.

01:16:34.180 --> 01:16:38.220
One I attended the funeral last week. Take care.

01:16:38.220 --> 01:16:40.280
In his September 22nd email,

01:16:40.280 --> 01:16:42.220
Lee acknowledged sending the message.

01:16:42.220 --> 01:16:44.539
I have previously apologized for how

01:16:44.539 --> 01:16:49.540
my June 17th text message was perceived and acknowledged that sending it was a mistake.

01:16:49.540 --> 01:16:54.620
This is a potentially violation of rule 3.1 Evan a.

01:16:54.620 --> 01:16:58.220
Employees are expected to be aware that they are public service employees and conduct

01:16:58.220 --> 01:17:02.060
themselves in a manner that will in no way discredit the Fire District public employees.

01:17:02.060 --> 01:17:03.360
Fellow employees themselves.

01:17:03.360 --> 01:17:05.900
Violation of this standard shall be subject to disciplinary action.

01:17:05.900 --> 01:17:13.860
Also, rule 3.11 B rule 3.01 rule 3.01 B rule 3.01 D rule 14.04.

01:17:13.860 --> 01:17:16.540
Rule 14.09.

01:17:16.740 --> 01:17:19.400
Reason number six.

01:17:19.400 --> 01:17:22.880
: Excuse me. Commissioner Clasby how many reasons do you have?

01:17:22.880 --> 01:17:27.100
: Ten. I have more if you need.

01:17:27.100 --> 01:17:29.660
We said we want evidence and reasons,

01:17:29.660 --> 01:17:31.200
so I'm just trying to give you that.

01:17:31.200 --> 01:17:33.040
Um, rule number six.

01:17:33.040 --> 01:17:35.840
July 24th, 2026.

01:17:35.840 --> 01:17:41.900
Settlement briefing omitted Lee's use of Keynes draft documented act.

01:17:41.900 --> 01:17:46.560
Lee described Keynes Settlement Draft as an unsolicited and rejected

01:17:46.560 --> 01:17:52.800
uh while omitting his own acknowledgment that he changed his proposal after reading it.

01:17:52.800 --> 01:17:58.040
King directly disputed Lee's acknowledgment that he changed his proposal after it.

01:17:58.040 --> 01:18:00.820
Sorry, I got something popping up here.

01:18:04.300 --> 01:18:08.740
Lee described Keynes Settlement Draft as an unsolicited and rejected,

01:18:08.740 --> 01:18:12.720
while omitting his own acknowledgment that he changed his proposal after reading it.

01:18:12.720 --> 01:18:16.300
King direct. Excuse me, did you?

01:18:16.300 --> 01:18:17.740
I'm listening.

01:18:17.740 --> 01:18:19.440
I'm doing this for you.

01:18:19.440 --> 01:18:22.180
: Well, I'm. It's not going to change

01:18:22.180 --> 01:18:25.760
because you're reading something off your computer that to me.

01:18:25.760 --> 01:18:26.980
: Did I need to print it out?

01:18:26.980 --> 01:18:28.720
: Can we speak one at a time, please?

01:18:28.720 --> 01:18:30.180
: So, um,

01:18:30.180 --> 01:18:31.920
in lieu of, I mean,

01:18:31.920 --> 01:18:33.840
you, you can keep on reading.

01:18:33.840 --> 01:18:35.460
: Yeah, I will actually.

01:18:35.460 --> 01:18:37.340
You are stopping me.

01:18:37.340 --> 01:18:38.620

: Wow.

01:18:38.620 --> 01:18:39.880
: We speak one at a time.

01:18:39.880 --> 01:18:40.240
: Wow.

01:18:40.240 --> 01:18:41.000
: Thank you.

01:18:41.000 --> 01:18:46.880
: So the issue here is termination with cause or without cause.

01:18:46.880 --> 01:18:48.540
: I would call the question.

01:18:48.540 --> 01:18:49.800
: And so.

01:18:49.800 --> 01:18:51.060
: Well, I'm.

01:18:51.060 --> 01:18:53.080
: Point of order. Call. The question has been raised.

01:18:53.080 --> 01:18:54.920
That's parliamentarian. Robert. Rules of order.

01:18:54.920 --> 01:18:55.420
: Let's take.

01:18:55.420 --> 01:18:56.320
: The motion to the floor.

01:18:56.320 --> 01:18:58.020
: I was still recognized in talking.

01:18:58.020 --> 01:18:59.440
Still I haven't stopped talking.

01:18:59.440 --> 01:19:01.200
So I feel like I still have the floor.

01:19:01.200 --> 01:19:04.980
Um, and just to kind of to pause my, my reading here,

01:19:04.980 --> 01:19:06.560
um, my, my,

01:19:06.560 --> 01:19:10.660
my request of the motion maker was to terminate today,

01:19:10.660 --> 01:19:14.719
but seemingly that there are substantial reasons to not pay out

01:19:14.719 --> 01:19:19.960
a substantial sum of money to this individual who refuses to retire,

01:19:19.960 --> 01:19:25.520
um, on his own free will and save taxpayers a ton of money here.

01:19:25.520 --> 01:19:28.760
Um, I think that the board should reserve the right to,

01:19:28.760 --> 01:19:30.020
at a future date,

01:19:30.020 --> 01:19:34.880
exercise, the right to change our decision and terminate him for misconduct.

01:19:34.880 --> 01:19:39.140
Should that evidence present itself to a new attorney that could review that evidence.

01:19:39.140 --> 01:19:43.600
: So we do not have a motion and a second that are in alignment with each other.

01:19:43.600 --> 01:19:45.820
: That's actually not true. I'm talking to the motion maker.

01:19:45.820 --> 01:19:47.820
If he would be willing to modify his motion,

01:19:47.820 --> 01:19:51.600
potentially to just keep that as an opening.

01:19:51.600 --> 01:19:53.920
: I am not willing to modify my motion.

01:19:53.920 --> 01:19:56.080
: I stand by my second, then.

01:19:56.080 --> 01:20:02.100
: So then your second is with out cause because the.

01:20:02.100 --> 01:20:02.900
: Motion asked.

01:20:02.900 --> 01:20:04.160

: The motion. My motion? Yes, ma'am.

01:20:04.160 --> 01:20:06.020
: Your motion was without cause.

01:20:06.020 --> 01:20:09.240
And is your second still remaining without cause?

01:20:09.240 --> 01:20:09.900
: That's right.

01:20:09.900 --> 01:20:11.600
: Okay. All right.

01:20:11.600 --> 01:20:15.699
Then we are going to call the question because I want to make sure that section

01:20:15.699 --> 01:20:19.780
seven termination of agreement under the contract states,

01:20:19.780 --> 01:20:21.600
in the event that the board terminates

01:20:21.600 --> 01:20:26.580
Jeff Lee's appointment and employment as fire chief for reasons other than misconduct,

01:20:26.580 --> 01:20:29.080
as defined under section four,

01:20:29.080 --> 01:20:35.140
43.03629, Florida statutes shall be paid all accrued salary,

01:20:35.140 --> 01:20:39.620
earned sick vacation pay and other amounts as specified in section five,

01:20:39.620 --> 01:20:41.840
along with 20 week severance pay.

01:20:41.840 --> 01:20:44.220
Then, at his current salary.

01:20:44.220 --> 01:20:46.940
So just want to make sure it's very clear,

01:20:46.940 --> 01:20:48.680
um, in the contract.

01:20:48.680 --> 01:20:52.340
So with that we are going to do a roll call vote.

01:20:57.140 --> 01:20:59.120
: Commissioner Fowler.

01:20:59.120 --> 01:20:59.760
: Yes, ma'am.

01:20:59.760 --> 01:21:00.940
: Commissioner Hudson.

01:21:00.940 --> 01:21:01.500
: No.

01:21:01.500 --> 01:21:02.020
: Commissioner.

01:21:02.020 --> 01:21:03.540
: Martin yes.

01:21:03.540 --> 01:21:05.939
And I want to state that my decision is

01:21:05.939 --> 01:21:08.880
based on a conversation that I had with chief Lee.

01:21:08.880 --> 01:21:10.200
: Commissioner Leonard.

01:21:10.200 --> 01:21:11.060
: Yes, ma'am.

01:21:11.060 --> 01:21:12.400
: Commissioner Clasby.

01:21:12.400 --> 01:21:15.339
: Yes, ma'am. And I'd like to make the comment that my vote for this

01:21:15.339 --> 01:21:18.540
is because this is the cleanest way that protects taxpayers,

01:21:18.540 --> 01:21:21.580
that gets us moving forward in a healthy direction immediately.

01:21:21.580 --> 01:21:25.820
And I didn't support the contract renewal at the beginning.

01:21:25.820 --> 01:21:29.100
Um, and it was potentially for some of these reasons,

01:21:29.100 --> 01:21:30.600

but my vote is. Yes.

01:21:30.600 --> 01:21:31.980
: Commissioner Morgan.

01:21:31.980 --> 01:21:32.840
: No, ma'am.

01:21:32.840 --> 01:21:33.780
: Commissioner Johnson.

01:21:33.780 --> 01:21:35.340
: No, ma'am.

01:21:38.060 --> 01:21:40.880
: All right. So now,

01:21:40.880 --> 01:21:42.920
um, that is. Yes.

01:21:42.920 --> 01:21:44.200
: Madam Chair, point of order.

01:21:44.200 --> 01:21:47.400
So on that last part of the contract.

01:21:47.400 --> 01:21:49.379
So as a result of what has just occurred

01:21:49.379 --> 01:21:51.559
here over the four three vote that has triggered all of

01:21:51.559 --> 01:21:53.419
that in as far as the compensation for

01:21:53.419 --> 01:21:55.660
Jeff because he's been terminated, is that correct?

01:21:55.660 --> 01:21:56.720
: That is correct.

01:21:56.720 --> 01:22:00.320
: Okay. I just. Without cause,

01:22:00.320 --> 01:22:02.100
without cause, but that's triggered.

01:22:02.100 --> 01:22:03.500
So so I guess,

01:22:03.500 --> 01:22:05.060
uh, Commissioner, uh,

01:22:05.060 --> 01:22:07.220
this has brought forward, um,

01:22:07.220 --> 01:22:10.300
board I, I still stand by my vote.

01:22:10.300 --> 01:22:12.220
There was another way to do this.

01:22:12.220 --> 01:22:17.420
Uh, I am concerned about the culture of this organization moving forward.

01:22:17.420 --> 01:22:22.100
Uh, I think we've done this ill advised without legal and more importantly,

01:22:22.100 --> 01:22:23.380
um, Mr. Bargeron,

01:22:23.380 --> 01:22:27.140
I guess I'll be circling back with you because this floods in

01:22:27.140 --> 01:22:31.660
whatever this financial contribution that we have to now meet as an obligation,

01:22:31.660 --> 01:22:34.420
which I don't know if we have obviously budgeted for.

01:22:34.420 --> 01:22:35.680
So, um,

01:22:35.680 --> 01:22:38.420
that is a concern to me as we as we move forward.

01:22:38.420 --> 01:22:40.500
And I think it should be a concern in this board.

01:22:40.500 --> 01:22:44.380
Um, but action has been stated and the vote has been taken.

01:22:44.380 --> 01:22:46.960
So I'm, we are where we are.

01:22:46.960 --> 01:22:48.280
Okay. Thank you.

01:22:48.280 --> 01:22:50.120
: Unfortunately, we are where we are.

01:22:50.120 --> 01:22:50.920
: Madam chair.

01:22:50.920 --> 01:22:51.500
: Yes.

01:22:51.500 --> 01:22:54.900
: Uh, just to tag on to what Commissioner Johnson saying there,

01:22:54.900 --> 01:22:57.580
I think that it's imperative that as a board,

01:22:57.580 --> 01:23:01.360
we discuss all of the terms of the future contract, um,

01:23:01.360 --> 01:23:06.780
including considering to keep the employee as an at will employee with no severance.

01:23:06.780 --> 01:23:11.180
Uh, it creates a different dynamic when the employee of

01:23:11.180 --> 01:23:16.600
the board knows that there's a high bar that has to be met to remove them.

01:23:16.600 --> 01:23:20.060
They're more likely to not be responsive to the will of the board.

01:23:20.060 --> 01:23:23.340
And I want, moving forward that the board has

01:23:23.340 --> 01:23:27.500
supervision of their employee as the contract states,

01:23:27.500 --> 01:23:31.200
and that the employee is not under any fear of not being

01:23:31.200 --> 01:23:35.020
terminated if they don't follow their contract the way we believe it should be.

01:23:35.020 --> 01:23:36.680
Um, so just in the future,

01:23:36.680 --> 01:23:40.799
and I have evidence that this works because Dan McIntyre worked under

01:23:40.799 --> 01:23:45.580
an in Atwill contract for 40 years for Saint Lucie County and,

01:23:45.580 --> 01:23:48.320

and had really no issues with that the whole time.

01:23:48.320 --> 01:23:49.780
You have a good employee.

01:23:49.780 --> 01:23:51.100
There should be no issues.

01:23:51.100 --> 01:23:53.800
There should be no need to have a severance clause.

01:23:53.800 --> 01:23:55.480
Um, they work for us.

01:23:55.480 --> 01:23:56.840
They work for the people.

01:23:56.840 --> 01:24:01.280
And I think that that's something that should be strongly considered moving forward.

01:24:01.280 --> 01:24:06.540
: Thank you. I think that will come into play once all those discussions,

01:24:06.540 --> 01:24:12.100
once we get to the point with where we have a new chief.

01:24:12.100 --> 01:24:14.460
Um, I don't know that.

01:24:14.460 --> 01:24:19.180
Um, we can discuss that all right now because we don't have an attorney with us.

01:24:19.180 --> 01:24:21.560
So we'll have to talk about that at a later time.

01:24:21.560 --> 01:24:23.720
: Madam chair, just one more quick question.

01:24:23.720 --> 01:24:27.560
Uh, being as this is a paramilitary organization, um,

01:24:27.560 --> 01:24:32.540
could you remind me since number one ranked person was just terminated,

01:24:32.540 --> 01:24:36.280
number two ranked person, the last I knew.

01:24:36.280 --> 01:24:39.420
I think I have the updates of all general orders.

01:24:39.420 --> 01:24:41.000
Uh, is vacant.

01:24:41.000 --> 01:24:43.680
Could you remind me who is number three?

01:24:43.680 --> 01:24:45.840
: Who is number three?

01:24:45.840 --> 01:24:48.080
: Third ranking employee of the district.

01:24:48.080 --> 01:24:50.840
: Will it be a deputy chief?

01:24:50.840 --> 01:24:54.640
: Is is there a specific deputy chief? That is that rank?

01:24:54.640 --> 01:24:59.580
: Yes, we all know is Chief Langel is the third chief.

01:24:59.580 --> 01:25:01.520
: Langel is the. So. So at this point,

01:25:01.520 --> 01:25:03.340
being as we're paramilitary by default,

01:25:03.340 --> 01:25:06.640
Chief Langel would be the highest ranking employee. Is that right?

01:25:06.640 --> 01:25:09.820
: I believe so in this organization.

01:25:09.820 --> 01:25:14.080
Okay. It's up to the board to make a determination of who they would want the,

01:25:14.080 --> 01:25:16.320
uh, interim chief to be.

01:25:16.320 --> 01:25:17.940
In the meantime.

01:25:17.940 --> 01:25:18.880
: Mhm.

01:25:18.880 --> 01:25:19.720
: Thank you.

01:25:19.720 --> 01:25:25.500
: It's up to the board. So now that we've gone through that process, um,

01:25:25.500 --> 01:25:28.900
with the discussion with regard to Chief Lee,

01:25:28.900 --> 01:25:33.880
we need to choose an interim chief.

01:25:33.880 --> 01:25:35.140
: Madam chair.

01:25:35.140 --> 01:25:35.940
: Yes.

01:25:35.940 --> 01:25:38.860
: Um, I think that, uh, paramilitary.

01:25:38.860 --> 01:25:41.900
We have third ranking officer for for the time being.

01:25:41.900 --> 01:25:46.500
Uh, you know, that seems appropriate that that is by default,

01:25:46.500 --> 01:25:49.660
the interim chief. In my opinion.

01:25:49.660 --> 01:25:51.420
: It's determination by the board.

01:25:51.420 --> 01:25:53.660
The board decides if there's no default,

01:25:53.660 --> 01:25:57.820
the board gets to decide who the next interim chief is.

01:25:57.820 --> 01:25:59.160
: Madam chair and board.

01:25:59.160 --> 01:25:59.940
: Yep.

01:25:59.940 --> 01:26:02.120
: Making that motion did not come lately.

01:26:02.120 --> 01:26:05.920
Making that motion kept me up at night for the last couple of weeks.

01:26:05.920 --> 01:26:08.380
Kept everybody up here at night for the last couple of weeks,

01:26:08.380 --> 01:26:09.940

if not the last couple of months.

01:26:09.940 --> 01:26:12.980
This organization needs to heal and move forward.

01:26:12.980 --> 01:26:17.379
And I pray that whoever takes

01:26:17.379 --> 01:26:23.140
control guides this organization in the right way until we find a permanent chief.

01:26:23.140 --> 01:26:28.020
With that being said, I make a motion for Chief. Interim chief.

01:26:28.260 --> 01:26:31.640
: Okay. I have a motion and a second.

01:26:31.640 --> 01:26:33.080
Any discussion?

01:26:33.080 --> 01:26:36.100
Can I have a roll call? Vote, please.

01:26:36.580 --> 01:26:39.620
: Commissioner Hudson.

01:26:39.700 --> 01:26:41.800
: Um. Yes.

01:26:41.800 --> 01:26:43.140
: Commissioner Martin.

01:26:43.140 --> 01:26:43.920
: No.

01:26:43.920 --> 01:26:45.120
: Commissioner. Leonard.

01:26:45.120 --> 01:26:45.900
: Yes, ma'am.

01:26:45.900 --> 01:26:47.040
: Commissioner Clasby.

01:26:47.040 --> 01:26:47.680
: Yes, ma'am.

01:26:47.680 --> 01:26:48.900
: Commissioner Morgan.

01:26:48.900 --> 01:26:50.500
No, ma'am. Commissioner Johnson.

01:26:50.500 --> 01:26:52.100
: No, ma'am.

01:26:52.100 --> 01:26:54.580
: You left out Commissioner Fowler.

01:26:54.580 --> 01:26:57.100
: Oh, I'm sorry, Commissioner Fowler.

01:26:57.980 --> 01:27:03.100
: Yes, ma'am. But I do just want to comment and say

01:27:03.100 --> 01:27:07.900
that I think whoever is interim should be interim.

01:27:07.900 --> 01:27:16.860
And that's it. But we'll go from there with how it plays out. Okay.

01:27:16.900 --> 01:27:20.980
: So, uh, by the votes,

01:27:20.980 --> 01:27:24.320
uh, Chief Langel will step in as interim.

01:27:24.320 --> 01:27:26.620
Let's also have a discussion on moving forward.

01:27:26.620 --> 01:27:30.300
Since we're here. Uh, we need to go out.

01:27:45.060 --> 01:27:51.020
: We need to start the process and discuss the process for another chief.

01:27:51.020 --> 01:27:51.680
: Yes, ma'am.

01:27:51.680 --> 01:27:54.380
: Um, and as I've stated, um,

01:27:54.380 --> 01:27:57.900
I agree with Commissioner Fowler with regard to interim,

01:27:57.900 --> 01:28:01.500
um, but so we need to discuss what that looks like.

01:28:01.500 --> 01:28:06.060
Um, if you want to do that today or if you want to wait until the next board

meeting,

01:28:06.060 --> 01:28:10.460
we need to have that discussion so that we have clarity going forward.

01:28:10.460 --> 01:28:13.940
: Madam chair yes, raise a couple objections and questions here.

01:28:13.940 --> 01:28:17.980
So first of all, we have a resignation of a district attorney.

01:28:17.980 --> 01:28:19.440
: Well, that's the next item.

01:28:19.440 --> 01:28:21.580
: Okay. Right. I'm getting ahead of myself.

01:28:21.580 --> 01:28:24.999
Um, so I agree with the

01:28:24.999 --> 01:28:27.800
: Comments about interim chief, interim chief.

01:28:27.800 --> 01:28:29.300
Obviously we're going to have an opening.

01:28:29.300 --> 01:28:31.299
It greatly concerns me

01:28:31.299 --> 01:28:34.940
about people that will be qualified to apply at this particular point,

01:28:34.940 --> 01:28:38.660
and I am concerned about the decision that this board has made.

01:28:38.660 --> 01:28:45.220
I am greatly concerned about the leadership of this organization, greatly concerned.

01:28:45.220 --> 01:28:47.520
And so, um, what I will say,

01:28:47.520 --> 01:28:49.300
Madam Chair, um,

01:28:49.300 --> 01:28:51.100
we still have a couple of items on the agenda.

01:28:51.100 --> 01:28:53.739
I just want to confirm we're going to talk about the attorney and

01:28:53.739 --> 01:28:56.680
we're going to talk about hiring of the process.

01:28:56.680 --> 01:28:58.820
Uh. Law firm, the law firm,

01:28:58.820 --> 01:29:02.280
because that is still something that we wanted requested.

01:29:02.280 --> 01:29:04.300
I think it should be followed through on.

01:29:04.300 --> 01:29:06.499
And my other concern is what I heard from

01:29:06.499 --> 01:29:09.060
the fire union representative about the arbitration

01:29:09.060 --> 01:29:14.320
that's still there concerning the the employees.

01:29:14.320 --> 01:29:16.660
And I will say, for the record,

01:29:16.660 --> 01:29:19.739
I will not sit here and entertain a motion to deal with

01:29:19.739 --> 01:29:22.819
employees because that's the clear line that this board

01:29:22.819 --> 01:29:25.759
does not deal with the day in and day out

01:29:25.759 --> 01:29:28.980
hiring and firing of employees that work for the district.

01:29:28.980 --> 01:29:30.719
: Understood. And that's not on the agenda.

01:29:30.719 --> 01:29:32.139
: Okay. Very well.

01:29:32.139 --> 01:29:33.599
: And, Madam Chair, yes,

01:29:33.599 --> 01:29:39.799
I would just like to add that I agree with Commissioner Leonard in terms of arbitration,

01:29:39.799 --> 01:29:43.719

is, is the due process that is built in

01:29:43.719 --> 01:29:48.419
to our system with the union and the administration.

01:29:48.419 --> 01:29:52.979
And I think that continues no matter who's the chief.

01:29:52.979 --> 01:29:56.939
And I think it needs to happen as quickly as possible.

01:29:56.939 --> 01:29:57.959
: Yes, ma'am.

01:29:57.959 --> 01:30:02.419
: And I'm saying that to the new interim chief.

01:30:02.419 --> 01:30:05.539
: Absolutely, absolutely.

01:30:05.539 --> 01:30:06.879
Madam Chair. Yes.

01:30:06.879 --> 01:30:09.960
: Uh, first of all, I'd like to just congratulate Chief Langel.

01:30:09.960 --> 01:30:11.440
Uh, I know that you'll, uh,

01:30:11.440 --> 01:30:13.399
do an honorable job in this,

01:30:13.399 --> 01:30:15.340
however long the interim role is.

01:30:15.340 --> 01:30:17.040
Uh, secondly, um,

01:30:17.040 --> 01:30:18.240
as far as us,

01:30:18.240 --> 01:30:19.699
the question of, uh,

01:30:19.699 --> 01:30:21.340
selecting the process when,

01:30:21.340 --> 01:30:22.739
where that sort of thing,

01:30:22.739 --> 01:30:25.999
I think it's imperative that we wait until after the election.

01:30:25.999 --> 01:30:30.720
Um, there are several important things that need to be left for consideration.

01:30:30.720 --> 01:30:32.519
Number one is amendment three.

01:30:32.519 --> 01:30:34.699
That's, that's kind of guided and been

01:30:34.699 --> 01:30:37.480
the Lenz that I know every government's been looking through.

01:30:37.480 --> 01:30:41.500
It's, um, it's, it's pretty scary for the organization a bit,

01:30:41.500 --> 01:30:43.820
but I know that we'll be able to get through it no matter what.

01:30:43.820 --> 01:30:45.140
There's a lot of people here and,

01:30:45.140 --> 01:30:46.620
and we'll, we'll figure out a way.

01:30:46.620 --> 01:30:48.739
There still has to be a state implementing bill and things in

01:30:48.739 --> 01:30:52.120
the legislature where where it's going to be. It'll be fine.

01:30:52.120 --> 01:30:57.959
But I think it's important to before we get into any kind of process or, uh, you know,

01:30:57.959 --> 01:30:59.060
discussion of terms,

01:30:59.060 --> 01:31:00.160
if we got to where, hey,

01:31:00.160 --> 01:31:02.780
we're negotiating an actual salary for a new chief,

01:31:02.780 --> 01:31:04.460
we need to know how much money we have.

01:31:04.460 --> 01:31:09.559

And I think that that is the number one reason why we should wait until,

01:31:09.559 --> 01:31:12.140
at minimum, the next month's meeting,

01:31:12.140 --> 01:31:14.639
which I believe would that be after the election?

01:31:14.639 --> 01:31:15.680
: Yes, yes.

01:31:15.680 --> 01:31:16.960
: I would say, you know,

01:31:16.960 --> 01:31:19.780
either next month or the month after to give it some time,

01:31:19.780 --> 01:31:24.099
because we've all just been through basically a car crash together.

01:31:24.099 --> 01:31:26.699
And, um, we need a little bit of time to healing and

01:31:26.699 --> 01:31:30.060
clearing our minds to make sure that everybody is, uh,

01:31:30.060 --> 01:31:32.260
making sound decisions on this board,

01:31:32.260 --> 01:31:36.920
especially speaking for myself and just from the emotions I've heard.

01:31:36.920 --> 01:31:39.180
Um, so maybe we, uh,

01:31:39.180 --> 01:31:43.200
delay it even until the first of the year would be my recommendation.

01:31:43.200 --> 01:31:44.999
: Madam chair, if I may,

01:31:44.999 --> 01:31:46.979
I would ask that the clerk actually put that on

01:31:46.979 --> 01:31:49.419
the agenda where we discuss the job description,

01:31:49.419 --> 01:31:50.640
discuss the posting,

01:31:50.640 --> 01:31:52.220
talk about maybe a local recruiter.

01:31:52.220 --> 01:31:55.679
I think that that should be on the agenda for next next month's meeting.

01:31:55.679 --> 01:31:57.879
Have a discussion for that. I would ask for that to be there.

01:31:57.879 --> 01:32:01.539
: I agree with that. Does anyone else do we have consensus for that?

01:32:01.539 --> 01:32:03.139
To put it on the agenda for the next meeting?

01:32:03.139 --> 01:32:03.840
: Absolutely.

01:32:03.840 --> 01:32:09.060
: In November. Yeah. Great. Awesome. Got that solved. All right.

01:32:09.060 --> 01:32:16.440
We are going to move on now and to the selection of law firm Commissioner Fowler.

01:32:16.440 --> 01:32:18.179
: Yes. Thank you, Madam Chair.

01:32:18.179 --> 01:32:22.740
Um, so everyone has a copy of the proposal from the Krisner group.

01:32:22.740 --> 01:32:27.740
Uh, when we were here on October 7th for our special meeting.

01:32:27.740 --> 01:32:33.859
Um, if you recall, I had a phone conference scheduled for 1130 with Taryn Cramer.

01:32:33.859 --> 01:32:37.500
Um, she's an investigator.

01:32:37.820 --> 01:32:40.860
And she's just that an investigator.

01:32:40.860 --> 01:32:43.580
So she's available to do it.

01:32:43.580 --> 01:32:44.780
But if we hire her,

01:32:44.780 --> 01:32:46.560
then we also have to hire a law firm.

01:32:46.560 --> 01:32:49.340
So two separate, two separate things.

01:32:49.340 --> 01:32:54.220
So. This was one of the groups that responded.

01:32:54.220 --> 01:32:58.260
Um, I had a really excellent conversation with Bill.

01:32:58.260 --> 01:33:01.020
They work in 24 counties throughout Florida.

01:33:01.020 --> 01:33:02.340
Unions.

01:33:02.340 --> 01:33:06.120
When I kind of gave them a debrief of what we have going on here,

01:33:06.120 --> 01:33:10.420
there was absolute surety that this is exactly what they handle.

01:33:10.420 --> 01:33:12.160
This is exactly what they do.

01:33:12.160 --> 01:33:17.640
And if we need them to pull someone off of something to get started on us,

01:33:17.640 --> 01:33:21.500
they will absolutely make themselves available to do so.

01:33:21.500 --> 01:33:24.340
Um, so out of all the firms,

01:33:24.340 --> 01:33:26.340
there was another investigator,

01:33:26.340 --> 01:33:28.900
but same thing she.

01:33:29.860 --> 01:33:33.380
Looked at our charter, looked at our policies and whatnot,

01:33:33.380 --> 01:33:37.299
and afterwards said that she was her plate was a little too full.

01:33:37.299 --> 01:33:41.940
Um, and the rest of the rest of the firms never responded back.

01:33:41.940 --> 01:33:44.039

So, um,

01:33:44.039 --> 01:33:49.240
you have in front of you a proposal. Okay.

01:33:49.240 --> 01:33:50.979
: What is the pleasure of the board.

01:33:50.979 --> 01:33:53.740
: Madam chair? Uh,

01:33:53.740 --> 01:33:55.180
Commissioner Fowler, did they?

01:33:55.180 --> 01:33:59.020
Okay, so as far as financial terms that that is in here in the last paragraph, I.

01:33:59.020 --> 01:34:02.300
: See just in the last in the last paragraph. Yes, sir.

01:34:02.300 --> 01:34:04.140
: Madam Chair.

01:34:04.140 --> 01:34:05.040
: Yes.

01:34:05.040 --> 01:34:07.839
: I just have a question for Commissioner Fowler.

01:34:07.839 --> 01:34:12.220
So this is the firm you mentioned something about investigator.

01:34:12.220 --> 01:34:14.700
I kind of I want to make sure I'm clear. This.

01:34:14.700 --> 01:34:18.280
: Absolutely. So we were given multiple references.

01:34:18.280 --> 01:34:21.940
Some were more HR workplace investigators.

01:34:21.940 --> 01:34:23.079
Got it. Um,

01:34:23.079 --> 01:34:24.820
like the Sheri Silberman.

01:34:24.820 --> 01:34:25.620
: Yes. Okay.

01:34:25.620 --> 01:34:27.680
: And Taryn is who she recommended.

01:34:27.680 --> 01:34:29.600
Taryn Kraemer was someone she recommended.

01:34:29.600 --> 01:34:32.999
Okay. However, Taryn is literally just an investigator.

01:34:32.999 --> 01:34:36.979
Okay. So if we were to hire her at $475 an hour,

01:34:36.979 --> 01:34:38.840
she also doesn't do government rates.

01:34:38.840 --> 01:34:41.480
Get it? We'd also still have to hire a law firm.

01:34:41.480 --> 01:34:42.120
: Got it.

01:34:42.120 --> 01:34:42.920
: So you're.

01:34:42.920 --> 01:34:43.500
: So she's.

01:34:43.500 --> 01:34:44.300
: She's a person.

01:34:44.300 --> 01:34:45.660
: Okay, she's over here.

01:34:45.660 --> 01:34:46.979
And then this is another one.

01:34:46.979 --> 01:34:48.939
And I, and I read this here,

01:34:48.939 --> 01:34:51.060
um, had a good chance to scan it.

01:34:51.060 --> 01:34:53.140
And I think what I've just heard from you though,

01:34:53.140 --> 01:34:56.360
is that this firm here is in 24 counties. It is.

01:34:56.360 --> 01:35:00.640
And they do fire in labor and union and can take a comprehensive look,

01:35:00.640 --> 01:35:02.740
even if we want to go beyond where we are right now.

01:35:02.740 --> 01:35:04.320
Correct. Okay. Well,

01:35:04.320 --> 01:35:05.420
board, I'm comfortable with it.

01:35:05.420 --> 01:35:09.280
And I move that we execute this contract with the Krisi group.

01:35:09.280 --> 01:35:11.260
: I second that, okay.

01:35:11.260 --> 01:35:12.620
: I have a motion and a second.

01:35:12.620 --> 01:35:14.420
Any discussion?

01:35:14.420 --> 01:35:17.400
No. Okay. All those in favor?

01:35:17.400 --> 01:35:20.479
Aye aye. Any opposed? Motion carries.

01:35:20.479 --> 01:35:21.440
: Madam Chair.

01:35:21.440 --> 01:35:21.959
: Yes.

01:35:21.959 --> 01:35:23.260
: Miss Commissioner Fowler,

01:35:23.260 --> 01:35:26.140
thank you for taking the time to interview. Uh, it's not easy.

01:35:26.140 --> 01:35:29.860
It's not like we handed you a plate full of 7 or 8 and it got down to one,

01:35:29.860 --> 01:35:32.160
so thank you for doing that.

01:35:32.160 --> 01:35:33.079
: My pleasure.

01:35:33.079 --> 01:35:34.580

: Yes, thank you very much.

01:35:34.580 --> 01:35:36.519
: And when are we going to see?

01:35:36.519 --> 01:35:39.379
When will we begin interacting with this person?

01:35:39.379 --> 01:35:43.900
: So I will he's awaiting the the verdict of this meeting.

01:35:43.900 --> 01:35:45.420
And they're they're ready to go.

01:35:45.420 --> 01:35:50.140
So I will absolutely hop on the phone as soon as this ends and ask them to,

01:35:50.140 --> 01:35:51.980
um, email,

01:35:51.980 --> 01:35:53.899
um, interim Chief Langel.

01:35:53.899 --> 01:35:55.940
I would assume,

01:35:55.940 --> 01:35:57.740
madam, we got to see how we're going to handle that.

01:35:57.740 --> 01:35:59.160
That's a question. Well.

01:35:59.160 --> 01:36:00.460
: Quick question,

01:36:00.460 --> 01:36:02.939
I would assume that this needs to go

01:36:02.939 --> 01:36:05.780
through legal to make sure that we're doing this all correctly.

01:36:05.780 --> 01:36:09.060
And then probably put out for a contract.

01:36:09.060 --> 01:36:10.000
: Correct.

01:36:10.000 --> 01:36:11.680
: So, um right.

01:36:11.680 --> 01:36:17.640
I think the email needs to go to the interim chief and our district attorney because.

01:36:17.640 --> 01:36:18.580
: Correct.

01:36:18.580 --> 01:36:21.220
: We need to make sure everything's up and up and legal.

01:36:21.220 --> 01:36:25.160
And we're following the statutes and our charter and our bylaws.

01:36:25.160 --> 01:36:25.880
: Yes.

01:36:25.880 --> 01:36:27.340
: Yep.

01:36:27.460 --> 01:36:29.020
: Madam chair. Yes.

01:36:29.020 --> 01:36:31.100
: Go ahead. I just wanted to, uh,

01:36:31.100 --> 01:36:35.720
it's kind of a mixture of both this item and the previous, um, if you would.

01:36:35.720 --> 01:36:38.360
So I want to say that, you know,

01:36:38.360 --> 01:36:43.160
I'm uncomfortable operating as a board without legal counsel present.

01:36:43.160 --> 01:36:45.700
However, the action that we just took to terminate the chief,

01:36:45.700 --> 01:36:48.600
I believe was very straightforward in the contract.

01:36:48.600 --> 01:36:50.739
Um, what I was proposing would have been

01:36:50.739 --> 01:36:52.940
more complex and probably would have needed the attorney.

01:36:52.940 --> 01:36:55.220
But I think just a simple reading of his contract,

01:36:55.220 --> 01:36:58.600

what we did pretty cut and dry, black and white.

01:36:58.600 --> 01:37:00.500
So I just to throw that out there.

01:37:00.500 --> 01:37:01.600
And also thank you,

01:37:01.600 --> 01:37:04.100
Commissioner Fowler, for getting us that law firm.

01:37:04.100 --> 01:37:06.900
It sounds like the exact firm we were looking for.

01:37:06.900 --> 01:37:09.180
: I had immediate confidence.

01:37:09.180 --> 01:37:11.180
Um, just a few seconds in,

01:37:11.180 --> 01:37:14.540
I could tell he was the one versus all the other conversations I've had.

01:37:14.540 --> 01:37:17.240
So yeah, I think we'll be in good hands.

01:37:17.240 --> 01:37:19.040
: Thank you. All right.

01:37:19.040 --> 01:37:20.320
Moving on to item two.

01:37:20.320 --> 01:37:22.120
Selection of new attorney.

01:37:22.120 --> 01:37:24.580
Um, typically in the past,

01:37:24.580 --> 01:37:26.500
as has been done here,

01:37:26.500 --> 01:37:28.200
as has been done in the city,

01:37:28.200 --> 01:37:31.700
I'm sure has been done in the county and Fort Pierce.

01:37:31.700 --> 01:37:35.460
Uh, typically you hire a recruiting firm in order to do that.

01:37:35.460 --> 01:37:37.840
I don't know what the pleasure of the board is.

01:37:37.840 --> 01:37:41.880
I know that the city and also the county have used,

01:37:41.880 --> 01:37:43.680
um, Miss Narloch in the past.

01:37:43.680 --> 01:37:45.620
She's been very. And you guys have.

01:37:45.620 --> 01:37:46.680
: Used it. Ah, now.

01:37:46.680 --> 01:37:48.880
: Yes. She has been very inexpensive.

01:37:48.880 --> 01:37:52.540
Yeah. Um I don't know if that's something that the board would like to consider.

01:37:52.540 --> 01:37:52.980
: Using her.

01:37:52.980 --> 01:37:55.120
: Now you're using her now an attorney.

01:37:55.120 --> 01:37:56.880
Yes. Okay. So,

01:37:56.880 --> 01:38:01.480
um I'd like to hear from the board what the pleasure is because,

01:38:01.480 --> 01:38:07.300
um, Miss Sable's contract ends on December 31st.

01:38:07.300 --> 01:38:09.320
Madam chair, a short time period.

01:38:09.320 --> 01:38:10.680
: Yes, madam chair, yes,

01:38:10.680 --> 01:38:12.700
I am in favor of,

01:38:12.700 --> 01:38:14.620
um, uh, having,

01:38:14.620 --> 01:38:15.880
um, staff,

01:38:15.880 --> 01:38:17.120
uh, well, gee,

01:38:17.120 --> 01:38:20.960
I this is step.

01:38:20.960 --> 01:38:24.000
Well, this is something I think the board should undertake.

01:38:24.000 --> 01:38:27.200
And again, I think that we have an experience with Miss Narloch.

01:38:27.200 --> 01:38:32.100
I think someone should reach out to at least see if she has a capacity,

01:38:32.100 --> 01:38:34.700
because she's doing a number of searches, including for the city.

01:38:34.700 --> 01:38:36.780
Um, I think that would be the first thing.

01:38:36.780 --> 01:38:40.040
And I think that if she does have the capacity, um,

01:38:40.040 --> 01:38:44.500
if she would take this upon and understand the timeline,

01:38:44.500 --> 01:38:49.320
um, I would also like to hear back from her what that would look like.

01:38:49.320 --> 01:38:51.660
And I think if we can have that information,

01:38:51.660 --> 01:38:52.980
maybe by the next,

01:38:52.980 --> 01:38:55.100
um, meeting in November,

01:38:55.100 --> 01:38:58.080
that'll give us some semblance of where we can go.

01:38:58.080 --> 01:38:59.780
Um, and I think at that next meeting,

01:38:59.780 --> 01:39:02.700
I'd also like to have on the agenda that we discussed, the,

01:39:02.700 --> 01:39:05.640

the criteria for what we're looking for in a district attorney,

01:39:05.640 --> 01:39:09.420
much like we're going to discuss the chief at that particular point. Okay, okay.

01:39:09.420 --> 01:39:12.400
: I'm sure. Um,

01:39:12.400 --> 01:39:17.219
so this is interesting because I'm very new to being elected yet this would be

01:39:17.219 --> 01:39:22.100
my third process going through hiring a new executive and then potentially a fourth.

01:39:22.100 --> 01:39:24.779
And my comment has been the same on

01:39:24.779 --> 01:39:29.020
this process since I was like 16 years old watching these meetings.

01:39:29.020 --> 01:39:34.000
Um, you know, I don't necessarily like the idea of hiring a consultant myself.

01:39:34.000 --> 01:39:37.720
Um, we have an HR department and, uh, you know,

01:39:37.720 --> 01:39:41.300
I'd like to know what their capabilities are of, um,

01:39:41.300 --> 01:39:44.020
finding a candidates for,

01:39:44.020 --> 01:39:45.940
for us to potentially interview.

01:39:45.940 --> 01:39:49.000
Um, you know, it's not that complicated of a process really,

01:39:49.000 --> 01:39:50.540
especially for an attorney.

01:39:50.540 --> 01:39:52.460
They're bar licensed, um,

01:39:52.460 --> 01:39:54.200
their resume should,

01:39:54.200 --> 01:39:57.660
uh, let us know if they have experience in this area or not.

01:39:57.660 --> 01:39:59.160
Plus a personal interview.

01:39:59.160 --> 01:40:01.220
Um, one on one, I think could,

01:40:01.220 --> 01:40:03.540
uh, really close all the loops.

01:40:03.540 --> 01:40:04.720
That's not in the resume.

01:40:04.720 --> 01:40:08.080
I don't know that our HR department couldn't handle that.

01:40:08.080 --> 01:40:11.940
Um, you know, I think they probably could and it could save us some money.

01:40:11.940 --> 01:40:13.340
And then, uh,

01:40:13.340 --> 01:40:15.140
I understand the idea that it's, it's,

01:40:15.140 --> 01:40:19.420
it's outside, it's independent, but reality.

01:40:19.420 --> 01:40:22.500
We now have hired as governments, including,

01:40:22.500 --> 01:40:26.360
I think Indian River and Martin County on the Treasure Coast.

01:40:26.360 --> 01:40:28.420
We've hired quite a few times.

01:40:28.420 --> 01:40:30.680
Um, the results of her,

01:40:30.680 --> 01:40:31.920
uh, you know,

01:40:31.920 --> 01:40:34.160
search are publicly available,

01:40:34.160 --> 01:40:35.460
to be honest with you.

01:40:35.460 --> 01:40:39.380
Um, a lot of those lists have the same candidates on them.

01:40:39.380 --> 01:40:44.500
Um, I think that our HR department could potentially,

01:40:44.500 --> 01:40:46.579
you know, look out to those people that

01:40:46.579 --> 01:40:48.520
have somebody else has already paid for it, right?

01:40:48.520 --> 01:40:50.820
So maybe that that's an option.

01:40:50.820 --> 01:40:56.980
Um, the other option is I don't want to have any gap in legal coverage.

01:40:56.980 --> 01:40:59.740
So what are our options for, um,

01:40:59.740 --> 01:41:03.100
you know, an interim attorney should that come to pass?

01:41:03.100 --> 01:41:05.860
Is that something that we would, uh,

01:41:05.860 --> 01:41:10.060
potentially borrow an attorney from the county if the city I don't,

01:41:10.060 --> 01:41:11.340
I don't know the answer to that.

01:41:11.340 --> 01:41:13.680
If there's a law firm that's hired in the short term,

01:41:13.680 --> 01:41:15.700
um, what are those options?

01:41:15.700 --> 01:41:18.220
Because there really is no guarantee that we would have

01:41:18.220 --> 01:41:22.060
a new attorney contracted before that deadline for,

01:41:22.060 --> 01:41:23.660
for any number of reasons.

01:41:23.660 --> 01:41:27.660
Um, what are the board's thoughts on, on number one?

01:41:27.660 --> 01:41:30.500

Uh, maybe not doing external search,

01:41:30.500 --> 01:41:34.220
but utilizing HR and have them do some research before we do that.

01:41:34.220 --> 01:41:36.020
And number two, having a,

01:41:36.020 --> 01:41:38.580
you know, a backup plan should, uh,

01:41:38.580 --> 01:41:43.580
we need to make sure that we have some sort of legal coverage for the district.

01:41:43.580 --> 01:41:47.800
: So what I'll say is that I will,

01:41:47.800 --> 01:41:50.740
I think we need to have a recruiting firm.

01:41:50.740 --> 01:41:54.379
Um, I don't think it's something that our HR department should be

01:41:54.379 --> 01:41:59.680
doing at the HR department doesn't answer to the board.

01:41:59.680 --> 01:42:04.420
Uh, we have done it in the past this way on several different boards,

01:42:04.420 --> 01:42:06.320
and I'm going to stick with that.

01:42:06.320 --> 01:42:08.240
Um, decision.

01:42:08.240 --> 01:42:09.760
I Commissioner Johnson.

01:42:09.760 --> 01:42:11.540
: Yeah, so no slight to the HR department,

01:42:11.540 --> 01:42:13.140
but teacher is the best experience.

01:42:13.140 --> 01:42:16.980
I will not put the employees in a line of fire.

01:42:16.980 --> 01:42:19.120
What we experienced at the city of Fort Pierce.

01:42:19.120 --> 01:42:23.100
I will not have an applicant blame a process.

01:42:23.100 --> 01:42:25.600
Maybe it didn't go through or no,

01:42:25.600 --> 01:42:27.260
we will hire a professional.

01:42:27.260 --> 01:42:29.200
The professional will vet.

01:42:29.200 --> 01:42:34.040
I'm comfortable with the professional asking questions that wouldn't even put the.

01:42:34.040 --> 01:42:38.659
The fire district in jeopardy because they are a hired professional consultant that

01:42:38.659 --> 01:42:43.500
can ask questions that typically HR in our department shouldn't be in this case,

01:42:43.500 --> 01:42:48.180
and more importantly, I want an unbiased look and I want a nationwide search.

01:42:48.180 --> 01:42:50.780
And I want the very best attorney that we can get.

01:42:50.780 --> 01:42:52.340
And I don't care where they come from,

01:42:52.340 --> 01:42:54.340
but we need that and we will get that.

01:42:54.340 --> 01:42:58.419
And I absolutely will not have our HR department be

01:42:58.419 --> 01:43:02.600
put in a situation that I put the city of Fort Pierce HR department in,

01:43:02.600 --> 01:43:04.080
not while I'm sitting here.

01:43:04.080 --> 01:43:06.440
: Thank you. Commissioner. Madam chair, if I may, I.

01:43:06.440 --> 01:43:09.740
Yesterday was my five year anniversary of being on this board.

01:43:09.740 --> 01:43:11.220
This is my. Thank you.

01:43:11.220 --> 01:43:14.540
This is my first time having to go through and hire an attorney.

01:43:14.540 --> 01:43:16.400
Is it the same process in which

01:43:16.400 --> 01:43:19.100
multiple candidates are presented to the board? We have meetings with them.

01:43:19.100 --> 01:43:21.960
We go through a process, interviews and such.

01:43:21.960 --> 01:43:28.460
Yes. Gotcha. And then are we going to be telling the recruiter down the three, four.

01:43:28.460 --> 01:43:30.600
: Typically, typically, typically.

01:43:30.600 --> 01:43:31.560
: Okay. Yeah.

01:43:31.560 --> 01:43:32.320
: Thank you.

01:43:32.320 --> 01:43:32.860
: Yes.

01:43:32.860 --> 01:43:33.560
: Yeah, yeah.

01:43:33.560 --> 01:43:34.640
: I'm sure. Madam.

01:43:34.640 --> 01:43:36.360
: Hold on. Commissioner Clasby.

01:43:36.360 --> 01:43:38.620
Commissioner Fowler. Go ahead.

01:43:38.620 --> 01:43:40.080
: Okay. Um,

01:43:40.080 --> 01:43:42.140
and not to throw a curve ball,

01:43:42.140 --> 01:43:46.180
but again, I've been reading everything and read the charter.

01:43:46.180 --> 01:43:47.940

Obviously we have to have a fire chief.

01:43:47.940 --> 01:43:51.100
We have to have a clerk. Treasurer. Nowhere in there does it

01:43:51.100 --> 01:43:54.460
say you have to have an on staff attorney.

01:43:54.460 --> 01:43:59.100
I know at one point it used to be we had attorneys on retainer.

01:43:59.100 --> 01:44:03.380
Um, if you read um,

01:44:03.380 --> 01:44:04.940
the current contract,

01:44:04.940 --> 01:44:07.820
everything for our current district attorney says,

01:44:07.820 --> 01:44:09.680
upon request of the fire chief,

01:44:09.680 --> 01:44:11.540
upon the request of the fire chief.

01:44:11.540 --> 01:44:15.880
So. I'll just leave it at that.

01:44:15.880 --> 01:44:19.540
Um. As an attorney,

01:44:19.540 --> 01:44:20.800
you can't be, uh,

01:44:20.800 --> 01:44:25.619
you know, a specialist in every different field.

01:44:25.619 --> 01:44:29.100
And we're obviously already using a lot of outside counsels.

01:44:29.100 --> 01:44:32.659
So maybe that is something the board should maybe

01:44:32.659 --> 01:44:36.299
consider in terms of saving a quarter of $1 million in salaries,

01:44:36.299 --> 01:44:38.539
plus all the extras that go with it.

01:44:38.539 --> 01:44:42.619
Um, just a thought.

01:44:42.659 --> 01:44:45.020
: Well, that is a potential,

01:44:45.020 --> 01:44:49.199
but outside firms also also cost a lot of money per hour.

01:44:49.199 --> 01:44:53.079
You're talking anywhere between 300 and 50 an hour to

01:44:53.079 --> 01:44:57.619
700 an hour for a very good attorney, an outside firm.

01:44:57.619 --> 01:44:59.939
So when we're talking about costs,

01:44:59.939 --> 01:45:03.499
I think hiring an A firm versus an attorney.

01:45:03.499 --> 01:45:08.539
And if there's policy things that have to be changed with regards to the our structure,

01:45:08.539 --> 01:45:10.219
we can address that.

01:45:10.219 --> 01:45:12.839
But hiring a firm, um,

01:45:12.839 --> 01:45:17.699
versus an attorney with all the things that come forward, I think, um,

01:45:17.699 --> 01:45:21.779
I don't think necessarily you're going to see much savings there, but, um,

01:45:21.779 --> 01:45:25.219
need to hear from Commissioner Hudson and,

01:45:25.219 --> 01:45:27.219
um, Commissioner Morgan,

01:45:27.219 --> 01:45:28.819
what are your thoughts?

01:45:28.819 --> 01:45:30.439
: Um, Madam Chair,

01:45:30.439 --> 01:45:33.379

I will um, echo that,

01:45:33.379 --> 01:45:35.659
uh, Renee Narloch would be,

01:45:35.659 --> 01:45:37.899
um, someone I think that we should touch base with.

01:45:37.899 --> 01:45:41.719
I would be happy to do it if you want to or if you want staff to do it.

01:45:41.719 --> 01:45:43.839
Um, because we're working with her already.

01:45:43.839 --> 01:45:47.579
Um, but I do think that she's going to need to be in touch

01:45:47.579 --> 01:45:51.180
with the interim chief as well as the HR department,

01:45:51.180 --> 01:45:54.259
because you just have to know basic,

01:45:54.259 --> 01:45:58.060
uh, basic benefits and all the that's involved.

01:45:58.060 --> 01:46:01.639
So. Right. But I would be for a,

01:46:01.639 --> 01:46:05.699
using an outside firm and as far as,

01:46:05.699 --> 01:46:08.739
um, an outside,

01:46:08.739 --> 01:46:10.599
you're talking about outside counsel.

01:46:10.599 --> 01:46:14.519
Commissioner Fowler, is that what you're talking about as opposed to in-house employed?

01:46:14.519 --> 01:46:16.559
: Correct. Potentially having, you know,

01:46:16.559 --> 01:46:19.359
3 or 4 firms on retainer based upon their specialty.

01:46:19.359 --> 01:46:20.499
: Right, right.

01:46:20.499 --> 01:46:24.959
Well, it my experience has been it takes an in

01:46:24.959 --> 01:46:30.479
sometimes your in-house counsel uses outside law firms for different.

01:46:30.479 --> 01:46:32.140
When they need. For different specialties,

01:46:32.140 --> 01:46:35.179
especially in cities, when you're dealing with a lot of different things.

01:46:35.179 --> 01:46:37.859
Um, I'm not saying no to it,

01:46:37.859 --> 01:46:39.659
but I think it,

01:46:39.659 --> 01:46:42.479
I myself personally would like to have an attorney

01:46:42.479 --> 01:46:45.819
who's totally devoted to this district and who is,

01:46:45.819 --> 01:46:50.859
who is the attorney for the fire district and nobody else.

01:46:50.859 --> 01:46:52.079
: Commissioner Morgan.

01:46:52.079 --> 01:46:55.999
: I would echo Mayor Hudson, um,

01:46:55.999 --> 01:47:05.459
going with the firm and also having a dedicated district attorney to represent two large.

01:47:06.899 --> 01:47:08.479
: Yes.

01:47:08.479 --> 01:47:10.939
: So, you know, I guess I'm the new guy here.

01:47:10.939 --> 01:47:13.040
And that's why I think differently than the rest of the board.

01:47:13.040 --> 01:47:15.020
You know, this is the way we've always done.

01:47:15.020 --> 01:47:17.739
It is the worst possible thing you could ever say.

01:47:17.739 --> 01:47:20.739
Maybe right after I'm from the government and I'm here to help.

01:47:20.739 --> 01:47:24.239
So I appreciate Commissioner Fowler's,

01:47:24.239 --> 01:47:25.619
uh, thought on that.

01:47:25.619 --> 01:47:27.259
I, too, have also,

01:47:27.259 --> 01:47:28.739
um, had that thought in the past.

01:47:28.739 --> 01:47:30.859
And I think there is something to it.

01:47:30.859 --> 01:47:33.419
I think that we ought to get some pricing.

01:47:33.419 --> 01:47:36.539
I did hear, um Mayor Martins um,

01:47:36.539 --> 01:47:39.140
you know, thoughts that it's more expensive,

01:47:39.140 --> 01:47:41.459
but I've never seen a pricing on that.

01:47:41.459 --> 01:47:42.539
And, you know,

01:47:42.539 --> 01:47:48.219
there's something to maybe some of the problems is there's an attorney here all the time.

01:47:48.219 --> 01:47:49.619
I don't know, uh,

01:47:49.619 --> 01:47:53.839
I don't want to speculate or anything, but what exactly?

01:47:53.839 --> 01:47:56.040
And if the board could just help educate me,

01:47:56.040 --> 01:47:58.779

what exactly is the attorney's job on a day to day

01:47:58.779 --> 01:48:01.739
basis when there's not an investigation?

01:48:01.739 --> 01:48:03.499
We don't have that many contract.

01:48:03.499 --> 01:48:04.919
We're not like, uh,

01:48:04.919 --> 01:48:07.759
you know, does every contract go to her?

01:48:07.759 --> 01:48:09.259
What exactly or him,

01:48:09.259 --> 01:48:12.999
whichever will be what is the daily job of a district attorney here?

01:48:12.999 --> 01:48:14.819
Do we do we have that?

01:48:14.819 --> 01:48:18.819
: It's my understanding that every contract goes through legal to be reviewed.

01:48:18.819 --> 01:48:24.659
Every single one has to be reviewed for compliance with the law and also for our,

01:48:24.659 --> 01:48:26.679
um, protecting the district.

01:48:26.679 --> 01:48:30.899
So every single thing that comes forward has to go through our legal department.

01:48:30.899 --> 01:48:32.799
: I would, um,

01:48:32.799 --> 01:48:36.659
I would like to entertain that as a alternative choice,

01:48:36.659 --> 01:48:37.999
whether it even be the,

01:48:37.999 --> 01:48:39.839
uh, if, if we are going with Norwalk,

01:48:39.839 --> 01:48:42.180
maybe she could facilitate, um,

01:48:42.180 --> 01:48:46.160
getting pricing on such an agreement and find out if there,

01:48:46.160 --> 01:48:49.059
if that sort of arrangement is in other places.

01:48:49.059 --> 01:48:51.979
Um, you know, being new and innovative can be scary sometimes,

01:48:51.979 --> 01:48:53.839
but it doesn't necessarily mean it's wrong.

01:48:53.839 --> 01:48:57.819
Um, so I would like to see that added,

01:48:57.819 --> 01:48:59.259
uh, to the search.

01:48:59.259 --> 01:49:02.519
And I also just wanted to say that I joined the board because I don't want to,

01:49:02.519 --> 01:49:04.519
I want us to be unanimous on this.

01:49:04.519 --> 01:49:06.239
Um, definitely moving forward.

01:49:06.239 --> 01:49:09.939
And I agree with what you guys have said about the firm.

01:49:09.939 --> 01:49:11.979
We it's fine. We'll go with that.

01:49:11.979 --> 01:49:14.040
But as far as what we're looking for,

01:49:14.040 --> 01:49:18.339
I would ask that we entertain Commissioner Fowler idea that we also include

01:49:18.339 --> 01:49:23.819
the idea of comparing it to a firm and what benefits that may bring.

01:49:23.819 --> 01:49:26.259
: No harm in that at all.

01:49:26.259 --> 01:49:28.519
And one of the things I think, um,

01:49:28.519 --> 01:49:30.759
would be helpful is every month,

01:49:30.759 --> 01:49:34.279
each of our contract employees present a report to us.

01:49:34.279 --> 01:49:38.019
So if you look at all the reports for the last 12 months,

01:49:38.019 --> 01:49:40.619
you kind of know what, what their job is about.

01:49:40.619 --> 01:49:42.479
Like at a high level, right?

01:49:42.479 --> 01:49:45.039
Not every day, but at a high level.

01:49:45.039 --> 01:49:45.999
: Madam Chair.

01:49:45.999 --> 01:49:46.299
: Yes.

01:49:46.299 --> 01:49:49.319
: Go ahead. I had requested the job description from Miss Sabol,

01:49:49.319 --> 01:49:52.819
and I believe every board member did receive that job description from Miss Sabol.

01:49:52.819 --> 01:49:54.559
I think we should take a look at that,

01:49:54.559 --> 01:49:55.699
review it, make some notes to it,

01:49:55.699 --> 01:49:56.739
and come back in the next meeting.

01:49:56.739 --> 01:49:58.559
If we want to add, modify,

01:49:58.559 --> 01:50:00.659
change, delete, we have the opportunity to do that.

01:50:00.659 --> 01:50:03.419
And with respect to Commissioner Fowler statement, um,

01:50:03.419 --> 01:50:06.559
an organization that is almost a quarter billion dollars a year,

01:50:06.559 --> 01:50:08.759

I absolutely could agree if it were a 50,000,

01:50:08.759 --> 01:50:10.339
$50 million a year organization,

01:50:10.339 --> 01:50:12.899
maybe not having legal counsel 100% of the time,

01:50:12.899 --> 01:50:16.339
but I, I want legal counsel 100% of the time here.

01:50:16.339 --> 01:50:17.579
That would be where I'm going from.

01:50:17.579 --> 01:50:21.659
But I love having the opportunity to have a different conversations.

01:50:21.659 --> 01:50:22.319
: Yes.

01:50:22.319 --> 01:50:24.399
: Madam Chair, yes. Go ahead.

01:50:24.399 --> 01:50:28.140
: And, um, I agree with that.

01:50:28.140 --> 01:50:32.539
If and I agree with with everyone's perspective

01:50:32.539 --> 01:50:37.020
as far as going different options for the district attorney,

01:50:37.020 --> 01:50:38.419
one thing I will say,

01:50:38.419 --> 01:50:44.019
I will be adamant about is the contract language has to change.

01:50:44.019 --> 01:50:48.259
District attorney has to answer to us and us alone,

01:50:48.259 --> 01:50:51.059
not answer to the fire chief not answer.

01:50:51.059 --> 01:50:55.779
I'm so contracts are a big thing and that's something that I am going to,

01:50:55.779 --> 01:50:58.139
um, really draw the line in the sand on.

01:50:58.139 --> 01:50:59.559
Okay. Agreed. Oh,

01:50:59.559 --> 01:51:01.679
and then um, I'm sorry, Commissioner.

01:51:01.679 --> 01:51:04.020
Uh, Leonard,

01:51:04.020 --> 01:51:07.519
just because it sounds like you might not be familiar with Renee Norlock,

01:51:07.519 --> 01:51:11.919
just so you're aware, the difference with Renee is she's a headhunter.

01:51:11.919 --> 01:51:14.559
So my only concern is that,

01:51:14.559 --> 01:51:17.259
and this is something we found out because we used her when we did,

01:51:17.259 --> 01:51:19.179
our county administrator search.

01:51:19.179 --> 01:51:22.439
Um, headhunters work a little different, right?

01:51:22.439 --> 01:51:23.739
They have people they know.

01:51:23.739 --> 01:51:28.779
So it's more of picking up the phone and calling people individually and saying,

01:51:28.779 --> 01:51:30.759
hey, there's this position here.

01:51:30.759 --> 01:51:32.119
Are you interested?

01:51:32.119 --> 01:51:38.139
So sometimes that can narrow, um,

01:51:38.139 --> 01:51:40.779
what comes in because it's not a,

01:51:40.779 --> 01:51:45.060
it's not a click this button and apply kind of process.

01:51:45.060 --> 01:51:46.959
So I just wanted to bring that up.

01:51:46.959 --> 01:51:48.059
: Uh, gotcha.

01:51:48.059 --> 01:51:48.999
: Yeah. Thank you.

01:51:48.999 --> 01:51:49.439
: Yes.

01:51:49.439 --> 01:51:51.399
: But she would be familiar, I think.

01:51:51.399 --> 01:51:54.799
: Yes. But we'll also be competing with her pool of people

01:51:54.799 --> 01:51:58.319
because you guys are doing a city or an attorney search too.

01:51:58.319 --> 01:51:59.439
So just okay.

01:51:59.439 --> 01:52:01.899
: So many recruiting firms do do that.

01:52:01.899 --> 01:52:03.060
They reach out to their network,

01:52:03.060 --> 01:52:05.279
but they, they also do the national search part.

01:52:05.279 --> 01:52:06.879
Right? Right. In all my,

01:52:06.879 --> 01:52:08.259
um, um,

01:52:08.259 --> 01:52:09.979
experience, it's been a combination,

01:52:09.979 --> 01:52:12.699
whether it's been using Renee Narloch,

01:52:12.699 --> 01:52:16.079
whether it's been using Colleen Benzinger in the past or any other,

01:52:16.079 --> 01:52:18.080
uh, search firm, it's the same.

01:52:18.080 --> 01:52:21.140

I don't, I don't really see much difference there in that.

01:52:21.140 --> 01:52:23.119
So we need to make a decision.

01:52:23.119 --> 01:52:25.459
Um, so do we want to move forward?

01:52:25.459 --> 01:52:27.100
Which way do we want to move forward?

01:52:27.100 --> 01:52:33.199
I don't know if Renee or you looks to search out law firms.

01:52:33.199 --> 01:52:34.939
I don't think that's her purview.

01:52:34.939 --> 01:52:36.159
So no, but, um,

01:52:36.159 --> 01:52:37.839
are we is that what we want to do?

01:52:37.839 --> 01:52:39.619
Is there a motion to move forward in that regard?

01:52:39.619 --> 01:52:40.979
Or how do we want to move forward?

01:52:40.979 --> 01:52:44.180
: Madam chair, I move that we we have um,

01:52:44.180 --> 01:52:47.879
either you or Mayor Hudson reach out to Miss Narloch to

01:52:47.879 --> 01:52:51.779
see her capacity to come back with what that would look like for our next board meeting.

01:52:51.779 --> 01:52:53.199
So we have that information.

01:52:53.199 --> 01:52:54.999
: Okay. I'd be happy to reach out to her.

01:52:54.999 --> 01:52:55.859
: Okay.

01:52:55.859 --> 01:52:56.939
: Second.

01:52:56.939 --> 01:52:59.799
: Okay. I have a motion and a second.

01:52:59.799 --> 01:53:01.799
Any other discussion?

01:53:01.799 --> 01:53:03.299
All those in favor?

01:53:03.299 --> 01:53:04.939
Aye. Any opposed?

01:53:04.939 --> 01:53:07.379
Motion carries.

01:53:07.379 --> 01:53:11.319
Okay. Chief Cristaldi,

01:53:11.319 --> 01:53:13.419
do you have any comments?

01:53:14.020 --> 01:53:15.479
: Well.

01:53:15.479 --> 01:53:18.639
: It's definitely been a heavy, heavy afternoon.

01:53:18.639 --> 01:53:23.259
Um, this morning I had the opportunity to attend breakfast with a lifesaver.

01:53:23.259 --> 01:53:25.339
We recognized Maria Fernandez.

01:53:25.339 --> 01:53:27.819
Um, Katherine Chambers was here earlier.

01:53:27.819 --> 01:53:30.239
I couldn't even begin to scratch the surface.

01:53:30.239 --> 01:53:31.659
That how amazing.

01:53:31.659 --> 01:53:32.979
Maria is.

01:53:32.979 --> 01:53:36.739
Um, and we have such great people that work for us.

01:53:36.739 --> 01:53:41.939

And I look in the crowd here and it is not lost on anyone in the administration.

01:53:41.939 --> 01:53:44.699
What we've been going through as a fire department,

01:53:44.699 --> 01:53:47.180
as you all are well aware,

01:53:47.180 --> 01:53:50.499
we've all we're all going through it together and we're going to get through it.

01:53:50.499 --> 01:53:56.819
I mean, we're we're a family and I would like to and I'm not sure if it's my place,

01:53:56.819 --> 01:54:00.879
but address some concerns because I don't believe we have a culture problem.

01:54:00.879 --> 01:54:04.699
And we have very competent people in

01:54:04.699 --> 01:54:09.499
staff that know what the issues are and steps that can be taken to mitigate them.

01:54:09.499 --> 01:54:11.399
And, um,

01:54:11.399 --> 01:54:14.899
as opposed to bringing someone out who doesn't understand what we do and how we do it.

01:54:14.899 --> 01:54:21.739
But I have full confidence with who we have here and the candidates that are not here.

01:54:21.739 --> 01:54:25.259
Um, very strong.

01:54:25.259 --> 01:54:27.339
: Well, that's the good part about a selection process.

01:54:27.339 --> 01:54:28.739
: Right?

01:54:35.780 --> 01:54:39.940
: The cream always rises to the top in a selection process.

01:54:39.940 --> 01:54:43.240
Macho man. Clerk. Treasurer.

01:54:43.240 --> 01:54:46.060

: Yes, ma'am. I just wanted to give the board some updates

01:54:46.060 --> 01:54:48.800
on some initiatives that we're kicking off.

01:54:48.800 --> 01:54:52.940
Um, one is we're putting together a request for quotes.

01:54:52.940 --> 01:54:58.400
Proposals for ambulance revenue cycle reimbursement and payer performance assessment.

01:54:58.400 --> 01:55:01.060
Uh, ambulance billing is our second biggest revenue source.

01:55:01.060 --> 01:55:04.100
And I mean, we have nothing to indicate there's any, there are any problems there.

01:55:04.100 --> 01:55:06.260
And as a reminder, we just got a clean audit,

01:55:06.260 --> 01:55:08.240
either August or September board meeting.

01:55:08.240 --> 01:55:09.859
But this is just to make sure that we've got

01:55:09.859 --> 01:55:12.120
somebody with expertise comes in and says, you know,

01:55:12.120 --> 01:55:14.080
you are getting every penny that you are

01:55:14.080 --> 01:55:17.360
deserved in your ambulance, ambulance billing cycle.

01:55:17.360 --> 01:55:20.900
Um, another thing that we're doing is we are working with,

01:55:20.900 --> 01:55:25.620
um, financial institutions to look at implementing a rebate program.

01:55:25.620 --> 01:55:27.880
If we pay by um,

01:55:27.880 --> 01:55:32.980
some people call it a prepaid debit card or a token, something like that.

01:55:32.980 --> 01:55:37.080
Vendors will sign up for that because they get paid much more quickly and they'll,

01:55:37.080 --> 01:55:39.540
you know, pay a fee to the bank for that,

01:55:39.540 --> 01:55:40.940
for the, to the institution for that.

01:55:40.940 --> 01:55:42.820
And we get a piece of that back.

01:55:42.820 --> 01:55:48.000
The initial assessment on what we could generate annually is at least $50,000.

01:55:48.000 --> 01:55:51.140
So we're looking at at that and then kind of linked with that is

01:55:51.140 --> 01:55:54.620
changing our vendor for our P cards.

01:55:54.620 --> 01:55:56.739
With our new software, we believe we can really increase

01:55:56.739 --> 01:56:00.100
some efficiency with some more modern options.

01:56:00.100 --> 01:56:02.540
And so those are some things that we're looking into.

01:56:02.540 --> 01:56:04.300
And, um,

01:56:04.300 --> 01:56:09.480
the final thing is I was really glad to hear if I heard correctly,

01:56:09.480 --> 01:56:13.940
um, our current public records request system was termed archaic.

01:56:13.940 --> 01:56:16.220
Um, couldn't agree more.

01:56:16.220 --> 01:56:22.819
Um, already have sent out um a request to our team to look at a system that

01:56:22.819 --> 01:56:25.939
at a minimum identifies workflow and routing based on

01:56:25.939 --> 01:56:29.440
the type of PRR it tracks that workflow and routing.

01:56:29.440 --> 01:56:31.380

It tracks the responses to the,

01:56:31.380 --> 01:56:34.620
uh, the responses to the original requesters.

01:56:34.620 --> 01:56:38.620
Hopefully allows requesters to view on a dashboard, um,

01:56:38.620 --> 01:56:40.880
where they are in the PRR status,

01:56:40.880 --> 01:56:43.020
just modernize the whole thing.

01:56:43.020 --> 01:56:45.899
Um, and so that's something that hopefully

01:56:45.899 --> 01:56:48.960
we can bring back to you to the board very quickly.

01:56:48.960 --> 01:56:54.740
And, you know, just be even more transparent than we're attempting to be. So thank you.

01:56:54.740 --> 01:56:57.700
: Great. Thank you very much.

01:56:57.700 --> 01:56:59.760
Okay. Board members.

01:56:59.760 --> 01:57:02.900
: Madam Chair, uh, thank thank you.

01:57:02.900 --> 01:57:04.380
Thank you for everyone's patience.

01:57:04.380 --> 01:57:07.780
Thank you for the guidance on this board.

01:57:07.780 --> 01:57:09.980
And thank you everyone having their own opinion.

01:57:09.980 --> 01:57:11.500
And again, we are in the sunshine.

01:57:11.500 --> 01:57:13.100
None of us can talk behind closed doors.

01:57:13.100 --> 01:57:16.240
We wish we could, there's no doubt about that. But we can't.

01:57:16.240 --> 01:57:17.699
And the conversations that take place are

01:57:17.699 --> 01:57:19.900
the conversations in front of each and every one of you.

01:57:19.900 --> 01:57:21.860
And those are and and that's it.

01:57:21.860 --> 01:57:23.720
That being said, we have little feet tomorrow.

01:57:23.720 --> 01:57:25.280
So something on a positive note,

01:57:25.280 --> 01:57:28.880
Miss Vicki has been working her butt off over there. Can only imagine.

01:57:28.880 --> 01:57:30.620
So for those that are that are coming,

01:57:30.620 --> 01:57:31.940
we're going to have an amazing time.

01:57:31.940 --> 01:57:34.580
And I really look forward to all the hard work that everyone put into it.

01:57:34.580 --> 01:57:37.120
This is, I believe, our seventh year in a row

01:57:37.120 --> 01:57:39.060
being the title sponsor of that for my company.

01:57:39.060 --> 01:57:40.700
And we're excited to raise a lot of money.

01:57:40.700 --> 01:57:43.240
I believe last year we raised 60,000,

01:57:43.240 --> 01:57:44.900
close to $60,000 this year,

01:57:44.900 --> 01:57:46.140
which buys a lot of shoes.

01:57:46.140 --> 01:57:48.060
So hope to see everybody there tomorrow.

01:57:48.060 --> 01:57:49.900

: Night.

01:57:49.900 --> 01:57:53.859
: Chair. Um, I'd just like to say thank you to all the firefighters that

01:57:53.859 --> 01:57:58.180
have done work so hard all this time during all this drama,

01:57:58.180 --> 01:58:00.280
who just done their job and,

01:58:00.280 --> 01:58:02.180
um, serve the public.

01:58:02.180 --> 01:58:03.760
And, um,

01:58:03.760 --> 01:58:06.760
I also would like to express,

01:58:06.760 --> 01:58:09.940
uh, an appeal to heal.

01:58:09.940 --> 01:58:13.880
Uh, and I'm glad to hear you say you don't think we have a culture problem.

01:58:13.880 --> 01:58:15.320
I hope you're right.

01:58:15.320 --> 01:58:20.300
Um, certainly some of the ugliness and nastiness that has come forward has,

01:58:20.300 --> 01:58:23.540
has appeared to expose something that is there.

01:58:23.540 --> 01:58:25.000
And maybe it isn't there.

01:58:25.000 --> 01:58:26.860
Um, I, I,

01:58:26.860 --> 01:58:28.500
I think that,

01:58:28.500 --> 01:58:29.580
uh, this is a,

01:58:29.580 --> 01:58:32.140
the firefighters have a hard job and a,

01:58:32.140 --> 01:58:34.120
and a, an emotional job.

01:58:34.120 --> 01:58:36.579
And they, and there's a culture of fitness in

01:58:36.579 --> 01:58:40.380
this organization that is, um, remarkable.

01:58:40.380 --> 01:58:45.540
But I don't know if the cultural fitness extends to mental health and emotional health.

01:58:45.540 --> 01:58:49.300
And I think that's something that we all need to think about for our firefighters.

01:58:49.300 --> 01:58:55.140
And, um, I'm very concerned about that in terms of not only the safety of the public,

01:58:55.140 --> 01:58:57.180
but the safety of our firefighters,

01:58:57.180 --> 01:59:00.040
because just like our police department,

01:59:00.040 --> 01:59:01.780
our job is for them.

01:59:01.780 --> 01:59:05.580
We tell them, your job is to go home safely to your families.

01:59:05.580 --> 01:59:06.220
: Mhm.

01:59:06.220 --> 01:59:08.240
: And in a good frame of mind.

01:59:08.240 --> 01:59:09.300
And if you don't have that,

01:59:09.300 --> 01:59:10.720
you need to seek help.

01:59:10.720 --> 01:59:12.740
So I also want to say,

01:59:12.740 --> 01:59:14.420
in terms of the attorneys,

01:59:14.420 --> 01:59:16.180
I, an attorney,

01:59:16.180 --> 01:59:19.080
will never win a popularity contest.

01:59:19.080 --> 01:59:19.800
: Right.

01:59:19.800 --> 01:59:22.700
: And attorneys have to do hard things.

01:59:22.700 --> 01:59:24.200
And, um,

01:59:24.200 --> 01:59:26.040
so, um,

01:59:26.040 --> 01:59:31.500
I hope that we don't go down this road again for, uh,

01:59:31.500 --> 01:59:32.700
because I believe everybody,

01:59:32.700 --> 01:59:34.120
including the firefighters,

01:59:34.120 --> 01:59:35.420
including the families,

01:59:35.420 --> 01:59:36.940
including everybody in this chamber,

01:59:36.940 --> 01:59:39.040
everybody thinks you're doing the right thing.

01:59:39.040 --> 01:59:42.640
And I think I give you that grace to say,

01:59:42.640 --> 01:59:45.040
I think you think you're doing the right thing.

01:59:45.040 --> 01:59:47.219
And I would like to ask for grace for

01:59:47.219 --> 01:59:50.700
this board we think we're doing we're trying to do the right thing.

01:59:50.700 --> 01:59:55.320
And so I just want to say thank you to all the firefighters for

01:59:55.320 --> 02:00:00.020
doing your jobs and not letting this affect you. Thank you.

02:00:00.020 --> 02:00:00.860
: Okay.

02:00:00.860 --> 02:00:02.600
: Um, Madam Chair.

02:00:02.600 --> 02:00:04.780
Yeah. So, um, just real quickly,

02:00:04.780 --> 02:00:07.840
I want to also extend, um,

02:00:07.840 --> 02:00:10.879
thanks and sincere appreciation to all the firefighters out there

02:00:10.879 --> 02:00:14.180
that still answer their phones when they go off in our, in our county.

02:00:14.180 --> 02:00:15.600
And, um,

02:00:15.600 --> 02:00:22.500
as we begin to still do the hard work because we've not achieved anything here today,

02:00:22.500 --> 02:00:27.760
we have, there's glaring holes and gaps that we need to address.

02:00:27.760 --> 02:00:29.620
We. And that's hard work.

02:00:29.620 --> 02:00:31.460
And we're going to have to make some tough decisions.

02:00:31.460 --> 02:00:34.940
And it's probably not going to be liked by a lot of people. And that's okay.

02:00:34.940 --> 02:00:36.300
I'm okay with tough decisions,

02:00:36.300 --> 02:00:39.260
but I'm trying to prepare us for

02:00:39.260 --> 02:00:43.280
the people that are going to come into this organization that aren't here yet.

02:00:43.280 --> 02:00:46.620
And we have been exposed as a board, uh,

02:00:46.620 --> 02:00:49.420
and that we need to understand our role and what we need to do,

02:00:49.420 --> 02:00:54.820
and we need to do that very expeditiously and very quickly to move that process.

02:00:54.820 --> 02:00:56.640
So I'm looking forward to that.

02:00:56.640 --> 02:01:00.040
Um, I think at our next meeting to,

02:01:00.040 --> 02:01:02.180
um, obviously with the promotion,

02:01:02.180 --> 02:01:04.900
et cetera., we need to get an understanding of where we are.

02:01:04.900 --> 02:01:08.640
Um, when it comes to the new salary of an interim chief, et cetera..

02:01:08.640 --> 02:01:09.740
I'd like an update from you,

02:01:09.740 --> 02:01:11.380
Mr. Bargeron, on what that looks like.

02:01:11.380 --> 02:01:13.120
I think the board needs to be aware of that.

02:01:13.120 --> 02:01:13.720
: Yes, sir.

02:01:13.720 --> 02:01:15.500
: Okay. And, um,

02:01:15.500 --> 02:01:18.140
I think we anything HR related,

02:01:18.140 --> 02:01:20.820
I think we can discuss at that particular point in time.

02:01:20.820 --> 02:01:24.780
Um, I think we need an overall overview as a board.

02:01:24.780 --> 02:01:26.100
What that looks like.

02:01:26.100 --> 02:01:29.200
Um, because that employment I guess starts today.

02:01:29.200 --> 02:01:33.380
Okay. So thank you and everybody have a great weekend and,

02:01:33.380 --> 02:01:35.260
uh, go vote everybody.

02:01:35.260 --> 02:01:36.120
: Yeah.

02:01:36.120 --> 02:01:39.360
: Thank you. Commissioner Fowler.

02:01:39.360 --> 02:01:42.060
: Um, thank you. I just want to say thank you to everyone.

02:01:42.060 --> 02:01:43.460
Thank you for hanging in there.

02:01:43.460 --> 02:01:45.940
Um, believe it or not, I do appreciate you coming.

02:01:45.940 --> 02:01:47.020
Every single meeting.

02:01:47.020 --> 02:01:50.180
And regardless, even if they have not been kind words,

02:01:50.180 --> 02:01:51.500
it's part of the process.

02:01:51.500 --> 02:01:54.720
And so I really do appreciate every single one of you.

02:01:54.720 --> 02:01:59.180
Um, I want to also say to the men and women that have continued

02:01:59.180 --> 02:02:03.580
to serve and will continue to serve how much I respect you and appreciate you,

02:02:03.580 --> 02:02:05.140
as does this community.

02:02:05.140 --> 02:02:08.560
Um, and so I will see you,

02:02:08.560 --> 02:02:10.420

Commissioner Leonard tomorrow at Little Feat.

02:02:10.420 --> 02:02:11.640
And, uh,

02:02:11.640 --> 02:02:14.700
yes, voting does matter.

02:02:14.700 --> 02:02:16.660
Elections have consequences.

02:02:16.660 --> 02:02:17.980
So get out there.

02:02:17.980 --> 02:02:21.120
Let your voice be heard, guys. Have a good night.

02:02:21.120 --> 02:02:23.460
: Commissioner Morgan.

02:02:25.380 --> 02:02:27.680
: Yes. Little feat.

02:02:27.680 --> 02:02:30.620
Rah rah rah.

02:02:30.620 --> 02:02:32.600
Looking forward to tomorrow.

02:02:32.600 --> 02:02:34.460
It'll be a great night.

02:02:34.460 --> 02:02:38.420
Um, I know that, uh,

02:02:38.420 --> 02:02:40.660
some don't like hearing this, but,

02:02:40.660 --> 02:02:43.220
uh, I still continue to be the white cloud.

02:02:43.220 --> 02:02:50.800
I have completed every station some three and four times.

02:02:50.800 --> 02:02:57.080
Uh, to all the firefighters out there that I've visited and tried to ride with.

02:02:57.080 --> 02:03:00.100
Thank you for all that you do.

02:03:00.100 --> 02:03:03.180
It has been absolutely amazing.

02:03:03.180 --> 02:03:04.660
I do have to say,

02:03:04.660 --> 02:03:13.120
on Friday I did spend about 5 or 6 hours out at the EOC sitting with communications.

02:03:13.120 --> 02:03:16.460
They beat you all.

02:03:16.460 --> 02:03:19.500
That is a nonstop.

02:03:19.500 --> 02:03:20.900
And I don't know how they do it.

02:03:20.900 --> 02:03:25.000
And I. I always say there's no such thing as multitasking.

02:03:25.000 --> 02:03:30.760
Well, they are the pure definition of multitasking.

02:03:30.760 --> 02:03:34.820
So kudos to the communications out there.

02:03:34.820 --> 02:03:41.700
Um, and it was interesting because being on the few calls that I did get to go on,

02:03:41.700 --> 02:03:43.500
it was like a lack of information,

02:03:43.500 --> 02:03:45.940
not really knowing what we were going to.

02:03:45.940 --> 02:03:48.899
I get it, it's whatever the callers are

02:03:48.899 --> 02:03:53.920
telling the dispatchers and they're relaying as much as they can.

02:03:53.920 --> 02:03:56.180
So thank you to all.

02:03:56.180 --> 02:03:58.020
I had a wonderful time.

02:03:58.020 --> 02:04:00.840
I think the most exciting was was,

02:04:00.840 --> 02:04:04.320
uh, with Division Chief Michaels.

02:04:04.320 --> 02:04:08.260
I did hang out at 18 this past week and had dinner.

02:04:08.260 --> 02:04:09.680
Well, tried to have dinner,

02:04:09.680 --> 02:04:12.540
and then we got to go on a structure fire.

02:04:12.540 --> 02:04:14.580
So thank you for that one.

02:04:14.580 --> 02:04:18.820
So I guess what I suggest is ride with the division chiefs.

02:04:18.820 --> 02:04:21.340
You'll get a little bit more action.

02:04:21.340 --> 02:04:26.320
And um, it was just amazing to see them all in action out there.

02:04:26.320 --> 02:04:30.380
I don't even remember how many engines and rescues there were,

02:04:30.380 --> 02:04:33.360
but what a team.

02:04:33.360 --> 02:04:35.180
And then afterwards,

02:04:35.180 --> 02:04:41.340
having the recap of everything but everybody was safe and they even saved the cat.

02:04:41.340 --> 02:04:43.520
So that was amazing.

02:04:43.520 --> 02:04:46.740
So thank you all for everything that you do.

02:04:46.740 --> 02:04:52.260
Um, it is definitely a passion and very much appreciated.

02:04:52.260 --> 02:04:55.600
And a big shout out to the communications.

02:04:55.600 --> 02:04:57.320

: Mr. Clasby.

02:04:57.320 --> 02:05:00.440
: Madam chair, I just want to start my comments by saying, you know,

02:05:00.440 --> 02:05:02.900
all glory to God because quite frankly,

02:05:02.900 --> 02:05:05.280
I don't know how we all got through this with,

02:05:05.280 --> 02:05:06.680
uh, the way that we did.

02:05:06.680 --> 02:05:08.939
I mean, it's by the grace of the Holy Spirit that

02:05:08.939 --> 02:05:11.540
we were all able to get through this in one piece.

02:05:11.540 --> 02:05:13.299
And, you know, now it's time to bring it

02:05:13.299 --> 02:05:15.140
back into landing and start the healing process.

02:05:15.140 --> 02:05:16.640
And I think that, uh,

02:05:16.640 --> 02:05:18.660
he's going to grant that grace to this district.

02:05:18.660 --> 02:05:20.840
And, um, you know,

02:05:20.840 --> 02:05:26.100
Commissioner Morgan probably gave me this idea because I wanted to be more like her

02:05:26.100 --> 02:05:31.160
in that I have now been to 12 of the fire stations going in order.

02:05:31.160 --> 02:05:33.660
Um, somehow I keep going to be shipped.

02:05:33.660 --> 02:05:35.420
I don't know how that happens, but, uh,

02:05:35.420 --> 02:05:40.180
we scheduled it out ahead of time and we've gone just this morning we were at station 12.

02:05:40.180 --> 02:05:41.400
Um, you know,

02:05:41.400 --> 02:05:44.620
and I don't know how it took me, you know,

02:05:44.620 --> 02:05:46.540
a couple hours into being there, I was like, wow,

02:05:46.540 --> 02:05:50.300
this station looks a lot like the last station because it is.

02:05:50.300 --> 02:05:52.779
And so it's just interesting to see

02:05:52.779 --> 02:05:56.240
the evolution of the design of our stations throughout the years.

02:05:56.240 --> 02:05:57.640
And, um, you know,

02:05:57.640 --> 02:05:59.840
going back even to trailer ten, you know,

02:05:59.840 --> 02:06:01.740
that trailer, if you're not aware,

02:06:01.740 --> 02:06:04.980
station ten will be going to that ribbon cutting sometime soon.

02:06:04.980 --> 02:06:09.160
Um, and I think that the trailer is actually working out pretty nice.

02:06:09.160 --> 02:06:10.780
Each one of them get their own room.

02:06:10.780 --> 02:06:13.620
Uh, you know, there's nice outdoor breeze in the bay.

02:06:13.620 --> 02:06:16.060
Uh, but either way, it's,

02:06:16.060 --> 02:06:19.860
it's been a profoundly good experience going out and getting some,

02:06:19.860 --> 02:06:22.440
some face time with, with firefighters,

02:06:22.440 --> 02:06:23.780

lieutenants, captains,

02:06:23.780 --> 02:06:25.600
battalion chiefs, whoever else stops by.

02:06:25.600 --> 02:06:28.160
But I love the idea of also, uh,

02:06:28.160 --> 02:06:31.600
now I'm going to have to go bug the chiefs and go,

02:06:31.600 --> 02:06:34.500
go spend the day with them a couple times because that you're right,

02:06:34.500 --> 02:06:36.060
they, they do go to all of the,

02:06:36.060 --> 02:06:37.240
uh, the big stuff, right?

02:06:37.240 --> 02:06:38.840
So that would be really neat.

02:06:38.840 --> 02:06:41.900
Um, and I just wanted to thank everybody that works here.

02:06:41.900 --> 02:06:44.060
I know that, um, it's a passion job.

02:06:44.060 --> 02:06:46.060
And, and also my fellow board members,

02:06:46.060 --> 02:06:47.580
this is, uh, there's no thanks.

02:06:47.580 --> 02:06:50.700
There's no specific pay for this position.

02:06:50.700 --> 02:06:52.080
And, uh, you know,

02:06:52.080 --> 02:06:53.320
it's something that,

02:06:53.320 --> 02:06:56.580
um, it's a constant learning process for all of us, including myself,

02:06:56.580 --> 02:06:58.740
because I'm new to this, but, uh,

02:06:58.740 --> 02:07:02.780
just thank you to everybody and I hope everybody has a great evening.

02:07:02.780 --> 02:07:08.020
: Thank you. So I agree with a lot of the comments that my colleagues have made here.

02:07:08.020 --> 02:07:10.460
Um, and as I mentioned,

02:07:10.460 --> 02:07:13.060
being the longest serving member of this board,

02:07:13.060 --> 02:07:15.280
um, this entire,

02:07:15.280 --> 02:07:19.980
I'd say the last year or so has been the most difficult I've ever witnessed.

02:07:19.980 --> 02:07:22.819
Um, and it has been extremely

02:07:22.819 --> 02:07:26.200
challenging to see all the different things coming forward.

02:07:26.200 --> 02:07:30.480
I really hope that we can start the process of healing here.

02:07:30.480 --> 02:07:32.900
In my 16 years on this board,

02:07:32.900 --> 02:07:34.500
which is oftentimes,

02:07:34.500 --> 02:07:36.500
and I've said to, uh,

02:07:36.500 --> 02:07:40.539
prior commissioners who have been on this board and even the commissioners

02:07:40.539 --> 02:07:44.860
here that even though I do love my city council very,

02:07:44.860 --> 02:07:46.300
very, very much,

02:07:46.300 --> 02:07:48.700
this has always been my favorite board.

02:07:48.700 --> 02:07:53.799

And it has been my favorite board because of the fact that I

02:07:53.799 --> 02:07:58.940
have had such a passion for serving all the firefighters,

02:07:58.940 --> 02:08:00.940
EMTs, paramedics,

02:08:00.940 --> 02:08:05.000
every employee because of what you guys do and girls do.

02:08:05.000 --> 02:08:08.180
Ladies do every single solitary day.

02:08:08.180 --> 02:08:11.820
And I've always said that we are the best of the best,

02:08:11.820 --> 02:08:13.820
and we have the best of the best.

02:08:13.820 --> 02:08:16.659
And to see what has transpired in

02:08:16.659 --> 02:08:20.320
the last year again has been very disheartening, very challenging.

02:08:20.320 --> 02:08:22.540
And we do have issues.

02:08:22.540 --> 02:08:26.660
And for anyone to say that we don't have issues, that's wrong.

02:08:26.660 --> 02:08:30.539
We've the issues have been exposed here and we need

02:08:30.539 --> 02:08:34.740
a very concerted effort and everyone together to heal.

02:08:34.740 --> 02:08:36.740
We need to make sure our leadership,

02:08:36.740 --> 02:08:40.240
future leadership in place is true.

02:08:40.240 --> 02:08:42.460
Leadership. Without politics,

02:08:42.460 --> 02:08:46.099
we need policies in place with regard to internal affairs

02:08:46.099 --> 02:08:51.420
that are standardized and followed correctly, because I,

02:08:51.420 --> 02:08:55.180
based on all the things that have been thrown at us in

02:08:55.180 --> 02:08:57.939
this last year and trying to read

02:08:57.939 --> 02:09:01.340
between lines and trying to see what's AI and what's not,

02:09:01.340 --> 02:09:05.260
and what may be real and what may be not real or perceived to be real,

02:09:05.260 --> 02:09:11.500
or people perceiving to be attorneys because AI tells them something is correct.

02:09:11.500 --> 02:09:14.320
Right. Um, it's,

02:09:14.320 --> 02:09:18.060
uh, if all of that information right,

02:09:18.060 --> 02:09:21.760
wrong or doesn't say that there is an issue,

02:09:21.760 --> 02:09:23.640
then I don't really know what is,

02:09:23.640 --> 02:09:26.780
um, but there definitely are issues here.

02:09:26.780 --> 02:09:28.660
We do have great leadership,

02:09:28.660 --> 02:09:33.300
but we need to make sure the leadership this board puts in place goes forward,

02:09:33.300 --> 02:09:34.859
make sure that we're addressing all of

02:09:34.859 --> 02:09:38.460
these things and straightening out some of these issues.

02:09:38.460 --> 02:09:41.380
And I still believe that we have the best of the best.

02:09:41.380 --> 02:09:44.740
I put our team, our firefighters,

02:09:44.740 --> 02:09:50.900
up against anyone in the entire nation for what you guys do every single solitary day.

02:09:50.900 --> 02:09:53.940
Um, and I'm going to continue to believe in that.

02:09:53.940 --> 02:09:55.540
And hopefully, um,

02:09:55.540 --> 02:10:02.040
we can all really continue to do the right thing.

02:10:02.040 --> 02:10:08.120
Reburn back together as a family and heal this organization,

02:10:08.120 --> 02:10:10.400
not for our own benefits,

02:10:10.400 --> 02:10:11.780
but for the benefits,

02:10:11.780 --> 02:10:15.200
more importantly of our entire Saint Lucie County community.

02:10:15.200 --> 02:10:16.960
That's what it's about.

02:10:16.960 --> 02:10:22.400
Um, and then we have to make sure that we're putting our citizens first always.

02:10:22.400 --> 02:10:25.979
Um, but if our family is continuously

02:10:25.979 --> 02:10:30.380
splintered and dysfunctional and not working properly,

02:10:30.380 --> 02:10:33.579
and we're letting all these things interfere with

02:10:33.579 --> 02:10:38.880
the good work or the great work that I know that gets done every single day.

02:10:38.880 --> 02:10:43.260
Um, then we're not going to be able to continue to serve our citizens the best we can.

02:10:43.260 --> 02:10:45.300
And that's, again, what it's about.

02:10:45.300 --> 02:10:48.020
So I'm looking forward to seeing that happen.

02:10:48.020 --> 02:10:52.100
I know that everyone's going to be committed to doing so on this board.

02:10:52.100 --> 02:10:54.300
And also with the organization.

02:10:54.300 --> 02:10:56.900
Um, and so that's how we're going to move forward.

02:10:56.900 --> 02:10:59.620
That's what our people deserve and that's what everyone deserves.

02:10:59.620 --> 02:11:01.920
So thank you all very much.

02:11:01.920 --> 02:11:04.220
I don't know that we have any, um,

02:11:04.220 --> 02:11:07.260
we had any absences in September.

02:11:07.260 --> 02:11:11.440
Does anyone remember? If not we can always come back and deal with that next month.

02:11:11.440 --> 02:11:13.080
: Well I'll just excuse them. Whatever.

02:11:13.080 --> 02:11:14.280
: Okay. Whoever it was.

02:11:14.280 --> 02:11:15.540
: If anyone's excused,

02:11:15.540 --> 02:11:17.800
if absent, they're excused.

02:11:17.800 --> 02:11:18.320
: Yeah.

02:11:18.320 --> 02:11:21.700
: Is that good? Board. All right, we are adjourned.