

AGENDA – BOARD OF COMMISSIONERS MEETING
Tuesday, September 23, 2025



CONVENE THE SPECIAL MEETING OF THE BOARD
APPROVAL OF AGENDA, ADDITIONS AND DELETIONS
PUBLIC COMMENT ON AGENDA ITEMS ONLY (three-minute limit)
ITEMS TO BE PULLED FOR DISCUSSION

CONSENT AGENDA – None.

ADMINISTRATIVE AGENDA

1. **ACTION REQUESTED:** Approve the renewal for the Medical Director Agreement between Estero Fire Rescue and Dr. Keith Lafferty.
WHY ACTION IS NECESSARY: Board is required to enter into contractual agreements.
WHAT THE ACTION ACCOMPLISHES: Provides Estero Fire Rescue with Medical Direction as mandated by the State of Florida for Advanced Life Support (ALS).
2. **ACTION REQUESTED:** Approve the Collective Bargaining Agreement between EFR and the SW Florida Professional Firefighters and Paramedics, Local 1826, I.A.F.F. District 11, dated October 2025 through September 2028.
WHY ACTION IS NECESSARY: Board approval is required for contracts.
WHAT THE ACTION ACCOMPLISHES: Maintains EFR's compliance with the bargaining unit agreement.
3. **ACTION REQUESTED:** Update pay grade ranges effective October 1, 2025
WHY ACTION IS NECESSARY: Compensation ranges are set by the Board.
WHAT THE ACTION ACCOMPLISHES: Provides update to pay grade ranges.
4. **ACTION REQUESTED:** Approve SOG 228 – Management Benefits
WHY ACTION IS NECESSARY: Board approval is required to change the terms and conditions of employment.
WHAT THE ACTION ACCOMPLISHES: Provides management employees with a competitive benefit package.

WALK-ON ITEMS-
PUBLIC COMMENT (five-minute limit)
ADJOURNMENT

ADA COMPLIANCE: In accordance with Florida Statute 286.26: Persons with disabilities needing assistance to participate in any of these proceedings should contact Estero Fire Rescue at 239-390-8000 at least 48 hours prior to the meeting.

Pursuant to Section 286.0105, Florida Statutes: "If a person decides to appeal any decision made by the board, agency, or commission with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based."