

Upper Captiva Fire & Rescue District

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servicing the community with pride

Robert Kinniry, Chief: UpperCapFD@aol.com

1
2 BOARD OF COMMISSIONERS

3
4 REGULAR MEETING

5
6 27 October 2017

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8 COMMISSIONERS PRESENT: Zeke McDonald, Tom Jenkins, AJ LaVallie, Steve Sward, Bill Fry (by
9 phone), and Chief Bob Kinniry.

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12 ISLANDERS PRESENT: Karen Sirabian, Sue Ann Cousar, Georgia Murphy, Carolyn Creagh, George
13 Parke, Rich Gross, Horst Eylerts, Joe Miklavcic, Linda Henderson, Erin LaVallie, Arthur Mason,
14 Sherman Cottrell, Travis Parker, JoAnn Beiermeister, Rick Fox, Patricia Hoffman, Bill Byrnes, Evan
15 Kreeple, Ella Jeffries, Bryan Brillhart, Gary Walker, CAPT Ron Givens (by phone), and CAPT Mack
16 McMullen (by phone).

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18 1) CALL TO ORDER: Chairman McDonald called the meeting to order at 10:00 AM.

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20 2) Chair suspended the agenda ~~(1:00—15:40)~~ without objection and stated that:

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22
- 23 • The last couple of months have been amazingly difficult for the Community and District
24 with a house fire destroying 2 houses in mid-August, a flood on the south end of the
25 Community not seen before, Hurricane IRMA in early September that caused the
26 evacuation of the island due to a forecasted 12' high storm surge, and then Hurricane
27 NATE caused high tides and extreme flooding on the north end of the island.
 - 28 • These events and potential disasters caused huge impacts to the District and he is very
29 proud of Chief Kinniry and his team's work during all of these challenges that were met
30 successfully.
 - 31 • Rick Fox has volunteered his time and expertise in heading a community committee to
32 search for a long-term Chief, if he receives permission from his SHC Board of Directors.
 - 33 • Chief Kinniry will continue to act as the Interim Chief when and until a suitable
34 replacement is identified.
 - 35 • Chief has led our team during the transition to a professional fire department with 43
36 part-time firefighters and two contractors (Lawyer and Bookkeeper). Even during the
37 many events of the last 2 months, Chief Kinniry has led our team, with no injuries, loss of
38 life, or loss of property or equipment, other than the unavoidable loss of 2 homes during
39 the fire.
 - 40 • It will be quite difficult to find the kind of Chief that we want out here with our meager
budget and challenges of our island. Chief will remain in the Chief's position until a

41 suitable replacement has been found and will remain as Assistant Chief in order to help
42 a new Chief in understanding the island's unique challenges. Chair is not in any hurry to
43 find a new Chief but the search process will take an extended period of time.

- 44 • Arthur Mason asked the Chair and community to thank Chief for his past service,
45 including a round of applause by the community and Board.

46

47 3) NEW BUSINESS – Search Committee for a New Chief ~~(17:10–28:20)~~:

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- 49 • Rick Fox stated that he would like to begin preliminary discussions with the Chief,
50 Treasurer and others in the Community to get a better understanding of the duties and
51 responsibilities for a new Chief, the funding and resources available for pay & benefits,
52 and plans to provide a recommended path ahead in a logical manner at the November
53 regular meeting.

- 54 • **McDonald moved** that we appoint Rick Fox to form a committee for a nation-wide
55 search for a new Chief as a long-term view, **seconded by Jenkins**.

- 56 • Chief recommended that the search should be focused locally first, state-wide next, and
57 nation-wide if necessary. There were problems before Chief Pepper was selected with
58 national candidates not understanding either Florida firefighter requirements or our
59 local challenges as a barrier island.

- 60 • Fox stated that the first step would be advertising for resumes nationally but could then
61 screen those responses for suitability, without limiting the initial ad or search

- 62 • LaVallie stated that Fox initially proposed providing details about the path ahead at the
63 next meeting in November and it might be premature to discuss any details that are
64 currently incomplete and not fully formed. Fox agreed.

- 65 • Brillhart stated that work needed to be done to identify all of the physical qualifications
66 and certifications for a new Chief and Chair agreed.

- 67 • Murphy suggested that it would be prudent to involve representatives from SHC, NCIC,
68 and other homeowners that aren't members of either club to identify what the
69 community wants and expects for a future Chief.

- 70 • Sward asked whether a recruiter/search consultant was contemplated and Fox stated
71 that he didn't currently envision the need for that but wouldn't rule it out. His
72 experience when he worked in Public Accounting with the largest non-national firm in
73 Florida as the company's Director of Personnel, successfully conducted national searches
74 for CPAs.

- 75 • Chair stated that details will become clearer over the next few months after Fox has had
76 a chance to meet with Chief, Fry, Brillhart, and others in the community.

- 77 • Chair called the question and **all voted aye** to approve the motion.

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79 4) TREASURER'S REPORT ~~(28:40–38:50)~~:

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- 81 • Balance Sheet:

- 82 ○ The Ad Valorem checking account had a 30 September ending accrued balance of
83 \$12,379.01

- 84 ○ The Ad Valorem Money Market Account had a 30 September ending accrued balance
85 of \$328,496.06 (including \$170.37 in interest for September)
- 86 ○ The Friend's account had a 30 September ending balance of \$15,309.79 (including
87 \$8.05 in interest for the quarter)
- 88 ○ The Impact Fee account had a 30 September ending balance of \$2,219.55 (including
89 \$1.17 in interest for the quarter)
- 90 ○ Fry stated that there were no unexpected outstanding liabilities other than the usual
91 transfers of expenses between the General Fund and Special Assessment Fund. As
92 estimated at the 16 September meeting, we did end the year with about \$340,900 in
93 the two operational accounts and, absent another extraordinary event, we shouldn't
94 need to borrow from our Line of Credit this calendar year.
- 95 ● Consolidated Income and Expense Report Ending 30 September: Based on the current
96 data, we underspent the budget by about \$105K (or about 10% of the budget) last year.
97 Pay & Benefits was 95.4%, Operating Expenses at 73%, and Capital Investment at 82.4%.
98 Some of that underspending is explained by the Chief not completing any certification
99 training or conducting the Company Drills that were in the budget at his request last
100 year (and are in the budget again this year), that potentially affected Pay & Benefits, Per
101 Diem, and Training & Education. There appear to be a number of small amounts that we
102 may have seen in October that were against September obligations but we won't see a
103 meaningful update of the year-end report until the auditor's report in May/June 2018
104 such as (Legal Advertising for our September meetings of \$1500-\$2000, installing the
105 new motor on the crew boat for Capital, and possibly the September health insurance
106 premium for Chief).
- 107 ○ Chair asked whether the P&L was completely accurate due to these outstanding
108 obligations and future payments and Fry stated that it is accurate as of 30
109 September. Each year, there are usually minor adjustments as the auditor moves
110 expenditures and obligations between fiscal years and then certifies those
111 statements as part of the audit process, that the Board then approves and are then
112 filed with the State.
- 113 ○ Chair asked whether the reported underspending might be due to IRMA impacts
114 with our bank, County, and our suppliers and Fry agreed that was likely part of it.
- 115 ○ Chair asked whether there was sufficient cash in the bank to get through the end of
116 December and Fry again stated that we spend about \$70K-\$75K/month during the
117 first quarter (needing \$150K-\$200K in the bank to pay those bills before meaningful
118 deposits begin by the County), and with \$340K in the account, we should not need
119 to borrow from the line of credit, unless there are other large, unforeseen events
120 since we have another month of hurricane season remaining).
- 121 ○ Sward asked whether the Governor's Executive Order that pushed back various dates
122 due to IRMA would affect when taxpayers have to pay or slow down our expected
123 receipts and Fry stated that we haven't received anything from the County to
124 indicate that there would be any delay of first tax receipts.
- 125 ○ Chair asked how the \$105K underspent would cover \$150K-\$200K in expected 1st
126 quarter spending before the County starts depositing revenues in December and Fry
127 stated that he was comparing apples to oranges ... the oranges are the \$105K in

128 underspending (that will actually increase our actual reserves) while the apples are
129 the \$340K in bank accounts that would cover 1st quarter expenses.

- 130 • **LaVallie moved** to accept the Treasurer's Report, **Jenkins seconded**, **all voted aye**.

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132 5) CHIEF'S REPORT ~~(38:50—1:03:00)~~:

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- 134 • Calls: 76 calls year-to-date in August, 81 calls through last month, and as of today 86
135 calls for the year

- 136 • Equipment:

- 137 ○ High Volume/High Pressure Pump:

- 138 ▪ 10-8's original proposal for the Grant Application that was disapproved by FEMA
139 was about \$49K and a competing on-line cost from Fire Penny for the pump only
140 was \$39K; the difference in cost for the pump is about \$3K higher from 10-8 but
141 it includes a better primer pump that isn't available from Fire Penny ... and that
142 less robust primer pump is what failed on the new pump during the February
143 2013 fire and had to be replaced afterwards.
- 144 ▪ Fry asked whether Chief had gone back to 10-8 to seek a reduced price or even a
145 match of the on-line price and Chief said that he had not and Sward and Chair
146 agreed that negotiation needed to occur with 10-8 before the order was placed.
- 147 ▪ Chair also stated that the proposal included a new trailer and that our old trailer
148 had become rusted and unreliable. LaVallie asked whether we had storage space
149 for another trailer-mounted pump and Chief said he would make room for it. Fry
150 stated that if Chief was going to make room for it, it begs the question of why the
151 old trailer has been outside for the last 1-1/2 years rusting and Chief stated that
152 it was because the pump was torn down in an attempt to fix it and it was left
153 outside out of the way. Fry said that meant it was left outside to further
154 deteriorate, it might not have needed to be replaced, and probably lost a larger
155 resale value on GovDeals.com because of that outside storage.
- 156 ▪ **Chair moved** that we approve purchase of the trailer-mounted pump, **seconded**
157 **by Sward**, directing the Chief to bargain for best price, **all voted aye**.

- 158 ○ GovDeals.com: The motor on the crew boat was replaced and the old motor was
159 sold for \$4,000, with that check arriving soon

- 160 ○ Utility Vehicles:

- 161 ▪ High flooding has taken a toll on our vehicles and parts are on order for two of
162 them with one unusable for steering and the other is marginal
- 163 ▪ Chief rented a golf cart for routine patrols while the 2 utility vehicles are down
- 164 ▪ Since the first rescue 6x6 utility vehicle was purchased, the District has tried
165 multiple products to "rust proof" the underbodies of our utility vehicles with
166 poor early results but it appears the latest product that we are using has reduced
167 damage on the new R191 and it appears that the new product does work and
168 will be used on all future purchases before they are placed in service.
- 169 ▪ With the lack of manufacture of 6x6 utility vehicles, the next R191 may need to
170 be installed on a compact pick-up rather than a utility vehicle

- 171 ▪ Chief has ordered a new utility vehicle to replace U191 with another 4-
172 wheeled/short bed that is unusable for anything but pulling a trailer
- 173 ○ E191 Engine/Pumper: The loaner was returned to San Carlos Park with NO cost for
174 repairs after CAPT McMullen cleaned, detailed, and refilled the truck before return
- 175 • Fire Break Maintenance: No update from Chief or LaVallie
- 176 • The Board accepted the Chief's Report

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178 6) COMMISSIONER REPORTS:

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180 A) Sward-Legal Representation ~~(1:03:00 – 1:04:00)~~: Attorney Pringle will attend the 17
181 November 2017 meeting

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183 B) LaVallie-Community Committee Update ~~(1:04:00 – 1:58:22)~~:

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- 185 • Pathway maintenance tabled until the November meeting, when we select a new legal
186 advisor, and determine a path forward
- 187 • NEW BUSINESS – IRMA Debris Chipping: Chair troubled by the amount of debris that is
188 still piled along the sides of our roads that is continuing to dry out and becoming a
189 greater fire hazard each day. After speaking with the County EOC, Crowder Gulf has the
190 clean-up contract for the entire County.
- 191
- 192 ○ Brillhart/NCIC spoke with Crowder Gulf to become a sub-contractor to them to
193 accomplish on-island chipping. In early October, Brillhart took out the Regional
194 Manager of Crowder Gulf and FEMA, surveying the roads in the entire community,
195 with GPS coordinates identified and cubic yard estimates completed, with Crowder
196 Gulf paying \$2/cuyd and \$0.30 for management. What that meant was that for all of
197 Seair, they estimated payment of only \$400, with only \$2000 - \$3000 to chip the
198 piles on the whole island, a woefully inadequate reimbursement.
- 199 ○ Fry asked, based on those reimbursement rates, why we haven't told Crowder Gulf
200 to send out their equipment and complete the chipping themselves, since an on-
201 island subcontractor can't do the job for that amount?
- 202 ○ Murphy asked why this isn't the property owner's responsibility and Chair stated
203 that most of the piles were initially created by clearing pathways, piling debris unto
204 just a few owners' properties and that the costs for the District to pay and then re-
205 bill property owners is more costly and time-consuming, with \$10,000 in first year
206 special assessments still unpaid from 2014, according to Fry.
- 207 ○ Mason and Fry asked why Chief didn't request written cost proposals BEFORE this
208 meeting? This requirement has been known since 12 September that the District
209 might have to prepay for chipping and request FEMA-reimbursement after the fact.
210 Fry stated that we CONSTANTLY discuss issues without having cost details or
211 alternative options IN WRITING provided before each meeting. Then we vote to
212 spend money anyway.

- 213 ○ Byrnes stated that Kennedy/Clean Cut is willing to come back out to chip debris
214 and/or clear the roads like last year
215 ○ **Fry moved** that we ask on-island and off-island contractors to provide cost proposals
216 by 7 November to chip the existing piles along the sides of the road and award the
217 contract or contracts at the 17 November regular meeting, **seconded by LaVallie**.
218 ○ **Chair proposed a friendly amendment** that we authorize the start of chipping
219 existing debris piles immediately, up to a \$7,500 limit against the lowest-cost
220 proposal that the Chief selects, which was **agreed to by Fry and LaVallie**. Then the
221 discussion morphed into starting chipping immediately without a written cost
222 proposal approved by the Chief in advance.
223 ○ Sward stated that it sounded like we need to divide this into two motions; first to
224 approve \$7,500 for Cottrell to work over the next 2-3 weeks and then ask for bids for
225 whatever is left after that initial chipping has been completed.
226 ○ Sward asked the Chair to call the question to the original motion for bids by 7
227 November, with the award of a contract on 17 November. **Vote was 2-3 (McDonald,**
228 **Jenkins, and LaVallie opposed) and motion failed.**
229 ○ **Sward moved** that the Board authorize \$7,500 to pay Cottrell for chipping of existing
230 piles over the next 2-3 weeks and the Board will revisit any remaining debris piles at
231 the 17 November meeting, **seconded by Jenkins. Vote was 4-1 (Fry opposed).**
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233 7) OLD BUSINESS ~~(1:58:22 – 3:20:00)~~:

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- 235 A) Repair or Replace the Station Generator: Tabled until January when Chief provides
236 further information about alternatives, costs, and whether building a wooden/tin-roofed
237 shelter will protect the generator sufficiently.
238
- 239 B) Officer Chain of Command/Organization Chart: Tabled until 17 November when Chief
240 provides further detailed information about duty descriptions, what the 3 officers'
241 additional duties will entail and how frequently those duties will need to be performed.
242
- 243 C) Sol Vista Fire After Action Review (AAR) – All documents are posted on line (links
244 provided below):
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- 246 • Final Fire Incident Report Discussed at 16 September meeting at
247 http://ucca1.com/images/Incident_Report_Approved.pdf (Enclosure 1)
 - 248 • Chief's Narrative read into the minutes during today's meeting at
249 http://ucca1.com/images/08112017_Chief_Narrative.pdf (Enclosure 2)
 - 250 • Detailed AAR Discussion read into the minutes at
251 http://ucca1.com/images/08112017_After_Action_Review_Final.pdf (Enclosure 3)
 - 252 • Detailed AAR Issues & Solutions read into the minutes at
253 http://ucca1.com/images/08112017_Issues-Solutions_Final.pdf (Enclosure 4)
 - 254 • Questions and Discussion:
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- LaVallie asked what the next steps were and Chief stated that he will be discussing with his officers and will identify what actions that can be taken without funding, what will require funding, and what solutions they recommend to reject
 - Sward stated that the blockage of the pathways really stood out to him, indicating that the Chief and his team need to survey the island every day to identify blockages and work with the property owners and their contractors to resolve (or reporting the property to Code Compliance)
 - Sward asked the Chief to bring the list to the next meeting
 - Public Questions:
 - Are roads leading to the Gulf of Mexico authorized draft points? Chief stated that the Gulf is not a preferred draft point to move the 750 gal/minute down to the beach or drafting the saltwater.
 - Doesn't the District have the authority to pull up pilings, cut trees, or remove concrete walls that block access to water draft points? Chair stated that is a legal question and we already have people say that we can't maintain or clear the roads on documented easements, so that remains an open question.
 - Does the District maintain a file of daily reports that can be reviewed after an incident, so that we can hold Chief and our fire fighters responsible? Sward stated that he wants those daily inspections filed either on paper or scanned to computer, along with a report at the next meeting to the Board on blockages that can't be solved by the Chief.
 - Fry stated that the detailed answer to LaVallie's question 15 minutes ago is that the Board needs to direct Chief to create more detail about each of the potential solutions, identify his timeline for implementing the no cost solutions, identify costs of solutions that require funding to implement for Board decision, and for those solutions that are too expensive, what replacement solutions might be available that are cheaper or mitigate the problem/risk in a different way. And that process is an on-going Board update at every monthly meeting until all of the problems and potential solutions are implemented or rejected.

286 D) IRMA After Action Review:

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- Chief's Narrative read into the minutes at http://ucca1.com/images/Hurricane_Irma_Response_Narative_10222017.pdf (Enclosure 5)
 - Detailed AAR Discussion read into the minutes at http://ucca1.com/images/Hurricane_Irma_AAR_10132017.pdf (Enclosure 6)
 - Detailed AAR Issues & Solutions read into the minutes at http://ucca1.com/images/Hurricane_Irma_Issues-Solutions_10132017.pdf (Enclosure 7)
 - Chief stated that there was a letter to the State that complained that the District closed the Station, even though it was the only concrete storm shelter on the island. The Station has never been designated as a storm shelter by the District or the County since it is a wooden structure with stucco on the equipment bay walls, no different than any

299 other building here on the island built in the 1990s. Even though it was used during
300 Hurricane Charley, it was only because Charley was initially forecast as a Category 1
301 hurricane headed towards Tampa and it only swerved towards the island and increased
302 to Category 5 within hours of hitting the island, too late for islanders that hadn't
303 previously evacuated the island. Those that sheltered there made a mistake not
304 evacuating and the Station shouldn't ever be used as a shelter again. The Coast Guard
305 was called at the last minute to evacuate islanders immediately before Charley hit but
306 that request was denied.

307 • Questions and Discussion: Why is Island Girl designated by the Lee EOC when they
308 pulled their boats out of service on Wednesday night, when every other boat operator
309 provided boat transport off-island until Friday afternoon? Shouldn't NCIC apply for Lee
310 EOC designation since they provided better service for a longer period than Island Girl?
311 Chair stated that Chief will coordinate with Lee EOC to see if other, more reliable
312 providers can be designated.

313

314 E) Draft Ad for New Full-Time Hire: Tabled until 17 November meeting

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316 F) New Proposed Volunteer Program Identified Tasks & Training Plan: Tabled until 17
317 November meeting but Fry stated that this has been tabled for 6 months now, when it
318 was first discussed at the April meeting, and fears that the continued delay means that
319 we are unlikely to have a fully functioning volunteer program this season. Chair suggested
320 that Chief share his existing plan with the UCCA and SHC membership and Fry stated that
321 it should be IN WRITING as a handout for the two Boards to provide to their membership.

322

323 G) Chief Kinniry's FY18 Compensation:

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325 • Chair recapped what the Board decided at the 30 September budget hearing that re-
326 characterized the FY17 raise as a one-time bonus for work as Acting Chief and reneged on
327 the August approved \$2,000 raise

328 • **Chair moved** that the Board counteract the actions at the last meeting and restore the
329 \$5,000 salary raise and \$1,250 retirement approved in FY17, **seconded by Sward**.

330 • LaVallie asked for further discussion and explanation of the Chief's total pay & benefits.

331 ○ LaVallie, as a financial planner, believes that his base salary of \$60,000 and \$15,000 in
332 retirement should be the only things viewed as Chief's compensation, since the

333 \$15,000 is a defined contribution plan that is usually a voluntary decision by an
334 employee how much to contribute each year, that could be taken as salary instead

335 ○ LaVallie doesn't believe that the \$8,400 in extra shifts in FY17 should count as
336 compensation since it is "overtime", worked in an emergency situation when Chief
337 cannot find a part-time firefighter to cover the shifts

338 ○ LaVallie doesn't believe that the PTO cost of \$8,400 is compensation, even though Fry
339 stated that Chief is allowed to accrue nearly 50% of PTO every year and, at some

340 point the Chief will be able to cash in those accrued PTO days, receiving cash from the
341 District (and it is a future cash liability to the District)

- 342 ○ LaVallie doesn't believe that Housing Allowance is part of compensation since we
343 don't count the housing cost for the part-time firefighters, that he doesn't believe
344 the next Chief should receive a housing allowance, and that the existing meeting
345 room should be converted to an apartment for the next Chief
- 346 ○ Adding those bits up, the District should only say that the Chief's compensation is
347 \$75,000 (adding only base salary and retirement), that the \$22,800 (housing and
348 overtime) shouldn't count at all, even though they appear on his W-2, and the
349 other items are benefits. That Chief really only makes \$108,000, not \$139,000
350 that Fry shows on the worksheet.
- 351 ○ Fry reiterated that the worksheet shows total District costs for the position and
352 why, in an attempt to show the differences between direct payments TO Chief and
353 payments made to others FOR Chief's benefit, the numbers are listed separately
- 354 ○ LaVallie took exception with the editorial comments that Fry made on the
355 worksheet posted on the website
356 (http://ucca1.com/images/History_of_Chief_Kinniry_s_Pay_Benefits.pdf) and
357 made public since he believes that we pay the Chief too little and that his
358 compensation is not out of control
- 359 ○ McMullen stated that his District pays a firefighter \$52,000 out of school with no
360 management responsibilities
- 361 ○ Sward stated that Chief decided at the last meeting to forgo the \$2,000 raise, so
362 the Board didn't renege, and that the \$5,000 decision at the last meeting was a
363 contract decision, since there was an absence of facts about the fire and IRMA. It
364 is clear from the discussions today in the AARs that there was no reason to reduce
365 the Chief's compensation and that he now feels that the salary should be reset to
366 \$60,000 and retirement of \$15,000.
- 367 ○ Jenkins agreed that the AARs answered all of his concerns and that since there
368 were a lot of upset people last month, he couldn't vote for a raise last month.
369 And he agrees with LaVallie and Fry that the existing meeting room should be
370 converted into a new apartment that will have 4 firefighters in the building every
371 day.
- 372 ○ Board **voted 4-1 (Fry opposed)**.

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374 H) Station Maintenance Plan, Schedule & Costs: Tabled until 17 November meeting
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376 8) NEW BUSINESS (~~3:20:00~~ — 4:05:00):
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378 A) Hurricane IRMA Vegetation Clean-Up: Covered in 6B) above
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380 B) Search Committee for Future Chief: Covered in 3) above
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382 C) Pathway Maintenance:
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- NCIC/Brilhart provided a document to the Board about estimated costs for capital improvement and maintenance, estimated at \$300,000 capital improvement total and \$20,000 in annual grading/maintenance
 - The existing grader is broken, beyond its life, not worth repairing, and replacing the engine would be \$7,000
 - The existing tractor is broken and requires \$2,000 for repairs
 - Parker stated that the cost to improve and maintain the roads is cheap compared to the costs that islanders and the District pay for damaged golf carts and fire equipment. He also stated that he signed the petition in support of the non-ad valorem tax to improve and maintain the roads on the island.
 - Henderson asked why the renters aren't surcharged as part of their cart rental instead of owners paying a new tax? LaVallie stated that the District couldn't legally impose or collect a tourist tax on the renters.

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398 9) MINUTES ~~(4:05:00—4:17:00)~~:

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- Minutes of the 18 August Regular Meeting were read; **LaVallie moved, Jenkins seconded**, and **all voted aye** to accept the minutes without correction.
 - Minutes of the 16 September Regular Meeting were read; **LaVallie moved, Jenkins seconded**, and **all voted aye** to accept the minutes with corrections.
 - Minutes of the 25 September Tentative Budget Hearing were read; **LaVallie moved, Jenkins seconded**, and **all voted aye** to accept the minutes without corrections.
 - Minutes of the 30 September Final Budget Hearing were read; **LaVallie moved, Jenkins seconded**, and **all voted aye** to accept the minutes with corrections.

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409 10) PUBLIC COMMENT: Public comments were made throughout the meeting. Henderson
410 returned and stated that she didn't understand the Board's decision on Chief's pay and wanted
411 to know if the Community will have a voice when it comes time for the pay & benefits for a new
412 Chief. Chair stated that the Community is welcome to attend every monthly meeting and that
413 was the time to express any concerns about issues.

414

415 11) NEXT DATE: The next Regular Monthly Meeting is Friday, 17 November at 10AM.

416

417 12) ADJOURN – **Moved by Jenkins, seconded by LaVallie**; meeting adjourned at 2:19 PM.

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419 Respectfully submitted,

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423 Bill Fry

424 Secretary/Treasurer