IONA MCGREGOR FIRE PROTECTION AND RESCUE SERVICE DISTRICT

SPECIAL MEETING MINUTES

DATE: September 9, 2026

6:00 P.M.

6061 SOUTH POINTE BOULEVARD

FORT MYERS, FL 33919

NOTE: THE SPECIAL MEETING IS BEING RECORDED AND ALL STATEMENTS MADE DURING THE SPECIAL MEETING ARE SUBJECT TO BEING MADE AVAILABLE TO OTHERS AS A PART OF THE SPECIAL MEETING PUBLIC RECORD.

NOTE: ALL PHONES AND ELECTRONIC DEVICES MUST BE PUT ON THE SILENT MODE PRIOR TO THE BEGINNING OF THE SPECIAL MEETING AND REMAIN ON SILENT MODE THROUGHOUT THE ENTIRE SPECIAL MEETING UNTIL ADJOURNMENT.

Meeting Called to Order
Roll Call of Commissioners: Chair James Andersen (Present), Vice Chair Steve Barbosa (Present), Treasurer Paul Louwers (Present), Secretary Jason McCoy (Present), Commissioner Stephen Allen Sr. (Commissioner Andersen, "Let the record show, Commissioner Allen is remote."; attended via Conference Call Remotely through Phone)

Opening Prayer and Pledge of Allegiance

Recognitions: Commissioner Andersen, "Let the record show there are no recognitions."

Adoption of Meeting Agenda, Including Amendments: A motion to 'Adopt Meeting Agenda, Including Amendments' was made by Commissioner **Barbosa**, seconded by Commissioner **McCoy** …Motion carried. Call and question, all in favor aye.

Public Input on Business Agenda Items [Note: Prior to Board action being taken on each of the Business Agenda Items below, members of the public will have up to three (3) minutes per person to make public comment on each of the Business Agenda Items after the Commissioners have had their discussion.]

Business Agenda Items:

1. Job Description for Fire Chief's Position
   a. Discussion of Agenda Item

      Attorney Pringle, "Let the record reflect that this is a properly noticed Special Meeting of the Board of Commissioners. We placed the notice in the News Press as required by law, and was scheduled at 6 PM at this location, Station 74… You have a Commissioner attending remotely, Commissioner Allen, that is authorized by Florida law. As long as a quorum is physically present in the room, you can hold a Public Meeting of the Board. As indicated in several Attorney General's opinions, it is up to the Board to make a decision on Commissioner Allen's appearance and full appearance in voting fashion as a voting member of the Board based upon the extenuating circumstances that Commissioner Allen has…This is a Special Meeting, not a regular meeting, there was not prior notice of this meeting occurring prior to Commissioner Allen scheduling his trip, and therefore, under the laws that were researched, this would constitute extenuating circumstances for Commissioner Allen to attend by phone, as he is attending now. One part that the Attorney General's opinions indicate is that it is up to the Board's discretion as to whether a Commissioner can attend remotely when there is a quorum physically present."

A motion to 'Allow Commissioner Stephen Allen, who is remotely attending via phone, all full rights and privileges as a sitting Commissioner, to vote in any of the agenda items presented tonight' was made by Commissioner **Barbosa**, seconded by Commissioner **Louwers** … No public input…Motion carried. Call and question, all in favor aye.

Attorney Pringle reviewed the current Fire Chief job description, noting that the Board previously amended the experience requirement from Division Chief to a minimum of three years as a Chief Officer. He identified six employees who currently meet all requirements: Khalid Aquil, Brian Crisman, Joel Guzman, Diana Hernden, Jason Martin, and Martin Palijan. He advised that there was no associated budget impact and that any further action regarding the job description was at the Board's discretion.

A motion to 'Not modify the Fire Chief job description any further and keep it as it is presented right now' was made by Commissioner **Andersen**, seconded by Commissioner **McCoy** …No public input…Motion carried. Call and question, all in favor aye.

b. Public Input

No public comment.

c. Board Action

A motion to 'Allow Commissioner Stephen Allen, who is remotely attending via phone, all full rights and privileges as a sitting Commissioner, to vote in any of the agenda items presented tonight' was made by Commissioner **Barbosa**, seconded by Commissioner **Louwers** …No public input…Motion carried. Call and question, all in favor aye.

A motion to 'Not modify the Fire Chief job description any further and keep it as it is presented right now' was made by Commissioner **Andersen**, seconded by Commissioner **McCoy** …No public input…Motion carried. Call and question, all in favor aye.

2. Fire Chief Selection

a. Discussion of Agenda Item

The Board discussed the process for selecting the next Fire Chief, including the application period, interview format, development of interview questions, participation of legal counsel and Human Resources, and the need for subsequent Board deliberations to occur at a public meeting in compliance with the Sunshine Law.

A motion was made and seconded to notify all employees meeting the current Fire Chief job description requirements of the opportunity to apply by submitting a letter of intent and current résumé to Human Resources. The application period was established from September 14, 2026, at 8:00 a.m. through September 18, 2026, at 4:00 p.m. The motion carried.

A motion was made and seconded for each Commissioner to submit no more than three proposed interview questions, with Legal Counsel to develop an interview list of no more than 20 questions using approximately half of the questions submitted by Commissioners and half from questions used in previous Fire Chief interview processes. The motion carried.

A motion was made and seconded for individual interviews to be conducted with each applicant using the approved interview questions, with Legal Counsel and/or Human Resources present. Following public comment from Todd Manke regarding his interpretation of a potential appearance of conflict due to the Human Resources Manager's reporting relationship with a potential candidate, the motion was amended to require Legal Counsel to be present during the individual interviews. The amended motion was seconded and carried 4–1, with Commissioner Allen opposed.

The Board further discussed scheduling the interviews following the close of the application period and confirmed that subsequent deliberations regarding the applicants would occur at a public meeting. Commissioners were directed to submit their proposed interview questions to Attorney Pringle by September 18, 2026, at 4:00 p.m.

A motion was made and seconded to table the Fire Chief Selection agenda item until the next regularly scheduled September Board meeting. The motion carried.

Following the motion to table the Fire Chief Selection agenda item, the Board discussed Commissioner Allen's anticipated remote participation at the next regularly scheduled meeting. Attorney Pringle advised that the Board would need to consider a motion at that meeting to authorize Commissioner Allen's remote participation.

b. Public Input

Public comment from Todd Manke regarding his interpretation of a potential appearance of conflict due to the Human Resources Manager's reporting relationship with a potential candidate, in regard to the application process motion.

c. Board Action

A motion to 'notify all employees meeting the current Fire Chief job description requirements of the opportunity to apply for the Fire Chief position by submitting a letter of intent and current résumé to Human Resources. The application period would open Monday, September 14, 2026, at 8:00 a.m. and close Friday, September 18, 2026, at 4:00 p.m.' was made by Commissioner **Andersen**, seconded by Commissioner **Barbosa** …No public input…Motion carried. Call and question, all in favor aye.

A motion for 'each Commissioner to submit no more than three proposed interview questions and for Legal Counsel to develop a final list of no more than 20 interview questions, consisting of approximately half from the Commissioners' submitted questions and half from questions used in previous Fire Chief interview processes.' was made by Commissioner **Andersen**, seconded by Commissioner **Barbosa** …No public input…Motion carried. Call and question, all in favor aye.

A motion for 'individual interviews to be conducted with each applicant using the established interview questions, with Legal Counsel and Human Resources, or one of the two, present during each interview' was made by Commissioner **McCoy**, seconded by Commissioner **Louwers** … Public comment from Todd Manke regarding his interpretation of a potential appearance of conflict due to the Human Resources Manager's reporting relationship with a potential candidate… The motion was amended to 'require Legal Counsel, rather than Human Resources, to be present during each Commissioner's individual interviews with the applicants.' was made by Commissioner **McCoy**, seconded by Commissioner **Louwers**…No public input…Motion carried. Call and question, 4-1, Commissioner Allen opposed.

A motion to 'table the Fire Chief Selection agenda item until the next regularly scheduled Board meeting, September 16th at 6:00PM' was made by Commissioner **Andersen**, seconded by Commissioner **McCoy** …No public input…Motion carried. Call and question, all in favor aye.

Public Comments on Non-Business Agenda Items [Note: Any member of the public will have up to three (3) minutes to make public comments on any non-business agenda item topics.]: No public comment.

Commissioner Comments on Non-Business Agenda Items: Commissioner Allen publicly apologized to the Board and those in attendance for his earlier demeanor during the meeting and said, for the record, "I would like to publicly apologize to anybody else that's in the meeting and have that go on record that I was wrong, and I`m sorry about that. Thank you."

Chair Andersen thanked District personnel for their service to the community and, in recognition of the upcoming anniversary of September 11, encouraged personnel to support one another and seek assistance when needed, emphasizing the importance of mental health, peer support, and caring for one another and their families.

Commissioner Allen concurred with Chair Andersen's remarks and reflected on his experience serving at Ground Zero following September 11, emphasizing remembrance of the sacrifices made and expressing his appreciation and respect for fire service personnel.

Adjournment: A motion to adjourn was made by Commissioner **Allen**, seconded by Commissioner **McCoy**…Motion carried. Call and question, all in favor aye. **07:26** PM.

Signed: _____
Print Name: _____