



KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL SERVICES DISTRICT

Seat 1: Tony Allen; Seat 2: Frank Conklin; Seat 3: Kenny Edge; Seat 4: George Mirabella; Seat 5: Michael Jenkins

FIRST PUBLIC HEARING AND DISTRICT MEETING AGENDA [REVISED¹]

September 22, 2025

Members of the public who wish to comment on matters before the District Board may do so in person at 1 East Drive, Key Largo, Florida.

1. AGENDA

1a. *Call to Order*

1b. *Pledge of Allegiance*

1c. *Roll Call*

2. APPROVAL OF AGENDA & MINUTES

2a. *Approval of September 22, 2025 Final Public Hearing and District Meeting Agenda*

2b. *Approval of August 11, 2025 First Public Hearing and District Meeting Minutes*

2c. *Approval of September 8, 2025 First Public Hearing and District Meeting Minutes*

3. BUDGET FY25-26

3a. DISCUSSION/APPROVAL: *KLFREMS FY 2025-26 Proposed Budget [Johnson]*

3b. DISCUSSION/APPROVAL: *RESOLUTION 2025-5 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, ADOPTING THE FINAL LEVY OF AD VALOREM TAXES FOR THE DISTRICT FOR THE FISCAL YEAR 2025-2026; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE [Johnson]*

3c. DISCUSSION/APPROVAL: *RESOLUTION 2025-6 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, PROVIDING FOR ADOPTION OF THE FINAL BUDGET OF THE DISTRICT FOR THE FISCAL YEAR COMMENCING ON OCTOBER 1, 2025, AND ENDING ON SEPTEMBER 30, 2026; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE. [Johnson]*

4. PUBLIC COMMENT

5. CHAIRMAN REPORT

6. SECRETARY REPORT

7. OLD BUSINESS

¹ To include 2b.



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Seat 1: Tony Allen; Seat 2: Frank Conklin; Seat 3: Kenny Edge; Seat 4: George Mirabella; Seat 5: Michael Jenkins

- 7a. **DISCUSSION/APPROVAL: KLFREMS Service Mark Agreement [O'Connor]**
- 7b. **DISCUSSION/APPROVAL: Agreement for Medical Director Services [O'Connor]**
- 7c. **DISCUSSION/APPROVAL: Agreement for Interim District Manager [O'Connor]**
- 8. **NEW BUSINESS**
 - 8a. **DISCUSSION/APPROVAL: Grant Award from Decontamination Equipment [Bock]**
- 9. **LEGAL REPORT**
- 10. **FINANCE REPORT**
- 11. **AMBULANCE CORPS REPORT**
- 12. **FIRE DEPARTMENT REPORT**
- 13. **COMMISSIONER ITEMS**
- 14. **NEXT MEETING**
 - October 13, 2025 District Meeting
 - October 27, 2025 District Meeting
- 15. **ADJOURN**

DOCUMENTS

- Al 2b. *August 11, 2025 District Meeting Minutes*
- Al 2c. *September 8, 2025 First Public Hearing and District Meeting Minutes*
- Al 3a. *KLFREMS FY 2025-26 Proposed Budget*
- Al 3b. *Resolution No. 2025-05*
- Al 3c. *Resolution No. 2025-06*
- Al 7a. *KLFREMS Service Mark License Agreement*
- Al 7b. *Medical Director Agreement*
- Al 7c. *Interim District Manager Agreement*
- Al 8a. *Grant Award from Decontamination Equipment*
- Al 11a. *KLVAC Business Meeting Agenda/Minutes – August 26, 2025*
- Al 11b. *KLVAC August 2025 Treasurer's Report*

Persons who wish to be heard shall send submit a Speaker Request Form to the Chairman

2b.



KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL SERVICES DISTRICT

Seat 1: Tony Allen; Seat 2: Frank Conklin; Seat 3: Kenny Edge; Seat 4: George Mirabella; Seat 5: Michael Jenkins

DISTRICT MEETING MINUTES

August 11, 2025

Members of the public who wish to comment on matters before the District Board may do so in person at 1 East Drive, Key Largo, Florida.

1. AGENDA

1a. ***Call to Order***

Chairman Allen called to order the August 11, 2025, District Meeting at 6:00 PM.

1b. ***Pledge of Allegiance***

Commissioner Jenkins led the Pledge of Allegiance.

1c. ***Roll Call***

Carol Greco called the roll. The following Commissioners were present: Chairman Allen, Commissioner Conklin, Commissioner Edge, Commissioner Mirabella and Commissioner Jenkins. There was a quorum.

Also present in person were Carol Greco, Hunter O'Connor, Chief Bock, Capt. Garcia, Lt. Mumper, Scott Robinson, and Jennifer Johnson.

2. APPROVAL OF AGENDA & MINUTES

2a. ***Approval of August 11, 2025 District Meeting Agenda***

Commissioner Jenkins made a ***motion to approve the August 11, 2025, District Meeting Agenda.*** Commissioner Mirabella seconded, and the Board unanimously passed the motion.

2b. ***Approval of July 14, 2025, 2025 District Meeting Minutes***

Commissioner Mirabella made a ***motion to approve the June 14, 2025, District Meeting Minutes.*** Commissioner Conklin seconded, and the Board unanimously passed the motion.

3. PUBLIC COMMENT

None

4. CHAIRMAN REPORT

Chairman Allen spoke with the James Angle of the J. Angle Group regarding the potential District Manager position and the Met w/JA Group regarding the District Manager position and scope of duties/responsibilities.



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5. SECRETARY REPORT

None

6. OLD BUSINESS

6a. DISCUSSION/APPROVAL: Thomas Morrison, MD Medical Director Proposal [Allen]

Dr. Morrison led a discussion regarding increase in compensation of the Medical Director to align with that of other local emergency medical services director. The increase will allow for an assistant physician; training. Bring contract back to next meeting for execution.

6b. DISCUSSION: Surplus Ambulances [Mirabella]

Discussions ensued regarding potentially readvertising of surplus equipment (ambulances and generators) with accurate description to potentially relist with Gov.Deals.com. There is community interest in purchasing. Alternatively, advertise and have interested parties provide a sealed bid. Legal suggested an ITB first and if no interest or acceptance of bid, go back to Gov.Deals.com.

6c. DISCUSSION: FY 25/26 EMS Summary of Wage Expenses [Johnson]

Chief to address at 9b.

7. NEW BUSINESS

None

8. LEGAL REPORT

Attorney O'Connor asked the Board to provide any feedback regarding the scope of District Manager position so that we can move forward with the potential hire. Regarding mutual aid agreements, discussions were had regarding a reimbursement provision to the agreements; until other agencies include in their agreements, the Board decided to not include this provision.

9. FINANCE REPORT

9a. DISCUSSION: KLFREMS FY24-25 April, May, June 2025 & YTD Actuals vs. Budget [Johnson]

Ms. Johnson commented that the fire department is reaching payroll/retirement budgets. Needs direction as to the continuation of reimbursement; budget amendment or line item transfer at a future meeting. Commissioner Mirabella inquired as to the formula the departments are using to calculate their payroll as there is excessive overtime. The two departments calculate overtime differently; anything over 40 hours at EMS is overtime. Fire has scheduled overtime; goes to regular wages line item with unscheduled overtime going to overtime. Commissioner Mirabella led a discussion on 28 day work period; potentially violates tax laws? Chief Bock provides the 7K exemption applies to government agencies and not private. Legal to check. Commissioner further comments that the 40 hour work schedule allowing for excessive overtime potentially leads to illness, fatigue, etc. for the staff. Chief Bock advised they are understaffed with no interested applicants; does not believe people are quitting due to overtime. The goal is to be fully staffed



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with 18 full-time people, which potentially would address overtime issues. Ms. Johnson needed direction to continue reimburse the fire department for payroll and bring back a budget amendment at future meeting, which was granted.

Ms. Johnson discussed the nine month financial report as follows: Revenues (75% of budget) at 94.55% or \$7.1 million; District Board 67.76% or \$405k; Fire Department is at 74.32% or \$2.9 million; Ambulance is at 50.88% or \$1.4 million. Overall at 64.83% of expenditures at \$4.8 million. \$375K set aside for future vehicle replacement for a total surplus of \$1.9 million. Keep in mind June was end of tax sale; no revenue for next three months.

9b. DISCUSSION: KLFREMS FY25-26 Proposed Budget [Johnson]

Ms. Johnson needs direction on proposed budget; one being the boat which the grant was extended (another year); however, does know if the Board wishes to move forward, if so give staff to include in next meeting. Commissioner Mirabella commented whether to leave budget as is or roll back; fire department/ambulances salaries need revisions. Budget is going up 30% and needs to be cut back. Ms. Johnson wants direction to adding fire boat back in; funding for the second story of building or budget amendment at future date; committed fund balance since we moving forward with leasing vehicles we currently \$1.1 million sitting for replacement. Do we commit that towards the building? Board agreed to building is the priority with the fire boat second as there is an extension. Commissioner Jenkins is not comfortable with increasing the budget, would it be better for cut fire/EMS budgets by 10%? Further discussions were had regarding the expansion of the ambulance building to house the new trucks, which will be tabled until the consolidation study is completed. Ms. Johnson would like the Board to give direction to the departments to reduce their budgets by 10%, if possible, to get down 20% tax range.

10. AMBULANCE CORPS REPORT

S. Robinson advised he will be pulling stats from 103 again. In July we ran 144 calls, well on track to do 2000 calls this year. We have a medic starting tomorrow. Lt. Scussheim will be providing a presentation with AMA paramedic students.

Chief Bock, thanks to Lt. Perez and others, obtain a \$32k grant from state for whatever they would like to use the money for, among other things, CPR Training Program.

11. FIRE DEPARTMENT REPORT

Lt. Mumper commission is forming a committee for the truck purchase and would like to extend offer to a district board member to participate; Commissioner Jenkins will participate. National Night Out was successful; saw members of the board in attendance.

12. COMMISSIONER ITEMS

12a. DISCUSSION: Authorization to Feature History of the District for the Fire Museum [Conklin]

Commissioner Conklin led a discussion regarding the Fire Museum and capturing the history of fire service of the Florida keys. Requesting use of the District logo in display and its creation. Legal to address proposed licensing agreement for next meeting.



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12b. **DISCUSSION:** *Create Station Building Committee to Research Location for Third Station near MM 103 [Conklin]*

Commissioner Conklin led a discussion regarding a consultant report about 13 years ago to possibly add a third station at 103 area. Have a couple of people on building committee offering to have contact with state regarding the use of a small area in Pennekamp, which would coincide with the possible timeline of getting the boat. Commissioner Mirabella commented on the land at 106 that we could barter with. O'Connor provided that prior discussions regarding the District offering to buy that land, which the state declined. Chairman Allen further commented that perhaps seeing if they would be willing to lease on a 99 year basis and then use it as a bargain chip to lease land. Legal said we could try. The Board gave direction to create a committee to research. Legal inquired of Commissioner Conklin as to the status of the architectural firm doing anything right now or are they being held up by the county; held up by the county, which means legal and committee member would need to address.

12c. **DISCUSSION:** *9/11 Ceremony [Conklin]*

Commissioner Conklin advised the fire museum will be putting on a 9/11 ceremony; with community leaders, speakers.

Commissioner Mirabella is going back to the ISO report that was supposed to come back in April. Chief Bock provides that Capt. Garrido is working on obtaining information to provide to inspectors to revise.

Commissioner Conklin commented that it is the height of hurricane season and are we prepared financially? Ms. Johnson provided we have reserves; FEMA uses the departments as vendors of district so they send us a invoice and we reimburse for any emergency pay. Chairman Allen inquired as to the communications issues that occurred at the last event. Perhaps look into Starlink. Commissioner Edge inquired as to whether we can we be designated as an EOC? Commissioner Conklin believes there is a set up south of the runway in Marathon; our info goes to EOC in Monroe County.

September 8, 2025 1st Public Hearing
September 8, 2025 District Meeting
September 22, 2025 Final Public Hearing
September 22, 2025 District Meeting

Commissioner Edge ***made a motion to the hold the September 8, 2025 1st Public Hearing and District Meeting.*** The next Final Public Hearing and District Meeting will be held on September 22, 2025. Commissioner Jenkins seconded, and the Board unanimously passed the motion.

13. **ADJOURN**

Commissioner Mirabella ***made a motion to adjourn the meeting at 7:17 PM.*** Commissioner Jenkins seconded, and the Board unanimously passed the motion.

2c.



KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL SERVICES DISTRICT

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FIRST PUBLIC HEARING AND DISTRICT MEETING AGENDA [AMENDED¹] MINUTES

September 8, 2025

Members of the public who wish to comment on matters before the District Board may do so in person at 1 East Drive, Key Largo, Florida.

1. AGENDA

1a. *Call to Order*

Chairman Allen called to order the First Public Hearing and District Meeting Agenda at 6:00PM.

1b. *Pledge of Allegiance*

Commissioner Jenkins led the Pledge of Allegiance.

1c. *Roll Call*

A Carol Greco called the roll. The following Commissioners were present: Chairman Allen, Commissioner Conklin, Commissioner Edge, Commissioner Mirabella and Commissioner Jenkins. There was a quorum.

Also present in person were Carol Greco, Hunter O'Connor, Chief Bock, Capt. Jones, Lt. Mumper, and Jennifer Johnson.

Chairman Allen called the District Meeting to an end at 6:30PM to move into the First Public Hearing.

2. APPROVAL OF AGENDA & MINUTES

2a. *Approval of September 8, 2025 First Public Hearing and District Meeting Agenda*

Chairman Allen called to order the First Public Hearing at 6:03PM.

Commissioner Jenkins made a ***motion to approve the September 8, 2025, First Public Hearing and District Meeting Agenda.*** Commissioner Edge seconded, and the Board unanimously passed the motion.

3. BUDGET FY25-26

3a. *DISCUSSION/APPROVAL: KLFREMS FY 2025-26 Proposed Budget [Johnson]*

¹ Amended to include Items, 7b, 8b and 12a.



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Ms. Johnson led a discussion regarding the proposed budget which included reduction from both departments, which lowered the millage rate from the preliminary rate of 1.4409 to 1.3371; fund balance from beginning to end of year roughly the same dollar amount. Still less than nine (9) month target; adequate reserves. District board is at \$1,144,706.00, about \$485,000 is payment on lease vehicles. Fire Department is a \$4,382,133.00; \$39,000 is capital outlay with the remainder in operating. Ambulance Corps. is at \$3,202,251.00 with \$198,000 for capital outlay with the remainder for operations. Overall expenditures for next year are \$8,729,090.00, leaving \$4.4 mil. in unassigned fund balance; \$1.6 set aside for building.

Commissioner Jenkins made a ***motion to approve the KLFREMS FY 2025-26 Proposed Budget.*** There was no second, motion does not pass.

Commissioner Conklin inquired about the budget reductions; ambulance reduced their payroll costs between the 1st and 2nd budget drafts, along with building expansion. Discussions further ensued regarding building expansion. Additional discussions were had regarding the inferior Horton trucks.

Commissioner Mirabella commented on fire department budget salaries; good; however seems to add additional personnel, i.e. necessity of battalion chief. Need further direction and evaluation of these expenses by the District Manager. Would like to see some money removed from overtime. If properly staffed, should not need OT. Commissioner Edge agreed on Commissioner Mirabella's comments on the budgeted salaries and also agrees with waiting until the District Manager is in place to evaluate and offer direction. Commissioner Conklin's only comment was with respect to the revision to certain budget items which have been addressed. Commissioner Jenkins commented that per the last meeting he would not vote for a budget at 1.44; believe that Jennifer suggested 10%; believes fire came down 7.9%; ambulance 2% but is unable to find the number. Concur with remaining commissioners on bringing down the firefighter pay and overtime pay.

S. Heim commented on District Clerk budget \$85k and legal/clerk services. Ms. Johnson advised that legal will probably be under budget and the clerk number will pay for part-time administrator.

To clarify, EMS budget went down 9.24% from original ask.

Chief Bock commented on the 300K for the fire boat ramp; do anything with that? Chairman Allen commented on the extension; more of a budget regarding staffing, housing, etc. Need to get more research. Commissioner Edge made comment regarding this issue indicating talks have gone stale. Perhaps another item for the District Manager to assist with.

3b. DISCUSSION/APPROVAL: RESOLUTION NO. 2025-03 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, ADOPTING THE TENTATIVE LEVY OF AD VALOREM TAXES FOR THE DISTRICT FOR THE FISCAL YEAR 2025-2026; PROVIDING FOR SEVERABILITY AND PROVIDING AN EFFECTIVE DATE. [Johnson]



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Ms. Johnson read into the Record:

Section 1. The Fiscal Year 2025-26 tentative operating millage rate for the District is 1.3371 mills, which is greater than the rolled-back rate of 1.1004 mills by 21.51%.

Commissioner Jenkins inquired if commented whether payroll/overtime portions of the budget will be address at this time? Attorney O'Connor commented that if you were going to make changes to the budget tonight we should wait until 3c. as this is the budget.

Commissioner Jenkins made a *motion to approve RESOLUTION NO. 2025-04 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, ADOPTING THE TENTATIVE LEVY OF AD VALOREM TAXES FOR THE DISTRICT FOR THE FISCAL YEAR 2025-2026; PROVIDING FOR SEVERABILITY AND PROVIDING AN EFFECTIVE DATE.* Commissioner Mirabella seconded, and the Board unanimously passed the motion.

Roll Call Vote

Chairman Allen	Yes
Commissioner Conklin	Yes
Commissioner Edge	Yes
Commissioner Mirabella	Yes
Commissioner Jenkins	Yes

Motion passes.

3c. DISCUSSION/APPROVAL: RESOLUTION NO. 2025-04 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, PROVIDING FOR ADOPTION OF THE TENTATIVE BUDGET OF THE DISTRICT FOR THE FISCAL YEAR COMMENCING ON OCTOBER 1, 2025, AND ENDING ON SEPTEMBER 30, 2026; PROVIDING FOR SEVERABILITY: AND PROVIDING AN EFFECTIVE DATE. [Johnson]

Ms. Johnson read into the Record:

This is RESOLUTION NO. 2025-04 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, PROVIDING FOR ADOPTION OF THE TENTATIVE BUDGET OF THE DISTRICT FOR THE FISCAL YEAR COMMENCING ON OCTOBER 1, 2025, AND ENDING ON SEPTEMBER 30, 2026; PROVIDING FOR SEVERABILITY AND PROVIDING AN EFFECTIVE DATE and Section 1 would read: The tentative budget of the District for the fiscal year beginning October 1, 2025, and ending September 30, 2026 in the amount of \$14,799,367.00 was considered at a public hearing and is hereby approved and adopted.

Ms. Johnson asked for any budget revisions to be made now or you can direct changes to be made and brought back to next meeting. Bear in mind what is adopted tonight will be published/advertised in the newspaper.



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Commissioner Jenkins made a *motion to approve RESOLUTION NO. 2025-04 A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, PROVIDING FOR ADOPTION OF THE TENTATIVE BUDGET OF THE DISTRICT FOR THE FISCAL YEAR COMMENCING ON OCTOBER 1, 2025, AND ENDING ON SEPTEMBER 30, 2026; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATEE.* Commissioner Conklin seconded, and the Board unanimously passed the motion.

Chairman Allen commented on three Commissioners wanting to see a reduction in the Ambulance OT budget. Do you want to give staff direction to reduce the OT. Commissioner Edge suggests we do it now. Currently at \$225K bring to \$325K for EMS OT. With that change the total budget stays the same at \$14,799,367.00; more reserves at end of next year.

Commissioner Jenkins commented on the status \$100K for the ambulance building expansion to accommodate the new ambulances. Chairman Allen provides that since the last meeting, we were asked to inquire into the cancellation policy of the ambulances in the event they are unable to fit into the building. This turned into numerous calls from people providing untrue information regarding same. Do not believe rumors. Attorney O'Connor provided that financing agreement can be changed; awaiting cancelation policy information from the manufacturer of the trucks.

No public comment.

We have a first and second and will now call to vote.

Roll Call Vote

Chairman Allen	Yes
Commissioner Conklin	Yes
Commissioner Edge	Yes
Commissioner Mirabella	Yes
Commissioner Jenkins	Yes

Motion passes.

Chairman Allen reopens the regular meeting.

4. PUBLIC COMMENT

None

5. CHAIRMAN REPORT

Chairman Allen commented on rumors that fire department was taking over ambulance department; that legal was forcing a budget. None of this is what happened. A commissioner requested a combined budget in concert with the consolidation study.



KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL SERVICES DISTRICT

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6. SECRETARY REPORT

None

7. OLD BUSINESS

7a. DISCUSSION: Follow-Up on ISO Report [Mirabella]

Commissioner Mirabella was following up on the re-evaluation of the ISO Rating that was to occur in May. Chief Bock indicated Capt. Garrido was to send training records in proper format. Did not believe there was going to be a re-evaluation. Further, Commissioner Mirabella knows what the problem is; trying to figure out how fix the issue. Chairman Allen commented that we need additional information to address and that if Commissioner Mirabella obtains same to distribute for further discussion.

S. Heim commented on back-up for this item; were not to be provided.

7b. DISCUSSION: KLFREMS Service Mark License Agreement [Conklin]

Attorney O'Connor discussed the proposed service mark license agreement for the fire museum to use the district trademark. Legal needs to know if you will be charging a fee and is what if any, the terms of the agreement. No charge; put it on a 4 year term limit.

S. Heim – Nothing gives district or board authority as to how their logo will be used. This is a draft document with blanks. The logo is going to be displayed as part of the museum's history.

8. NEW BUSINESS

8a. DISCUSSION/APPROVAL: Brown & Brown Insurance Proposal for Storage Tank Liability [O'Connor]

Attorney O'Connor commented that this is just the renewal for insurance for the above and underground storage tanks; underground unit has a \$100 premium increase with above ground \$15 increase. No other changes

Commissioner Mirabella made a ***motion to approve the Brown & Brown Insurance Proposal for Storage Tank Liability***. Commissioner Conklin seconded, and the Board unanimously passed the motion.

8b. DISCUSSION/APPROVAL: KLFREMS Fire Rescue & EMS District Manager/Administrator Proposed Draft Agreement [O'Connor]

Attorney O'Connor commented on the interim manager proposal; needs approval to move forward. If so, will prepare an employment agreement at next meeting. Discussions were made regarding compensation, housing, insurance, expenses, start date. Further, now would be the time to revise the agreement. How will he be paid, i.e., direct employee; 1099?



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S. Heim – Inquired as to Chief. He will be a district chief and the department has a chief. Does not see where board has authority to tell another corporate how a run their company. There is nothing in the contract indicating he will be telling anyone what to do but rather oversee and report back to the board.

Commissioner Mirabella made a ***motion to direct legal prepare employment agreement for consideration at next meeting.*** Commissioner Jenkins seconded, and the Board unanimously passed the motion.

9. LEGAL REPORT

Attorney O'Connor suggested to surplus equipment by invitation to bid; advertise locally. Would need point of contact with knowledge of surplus equipment, Commissioner Conklin. Will bring back district manager agreement and medical agreement for approval at next meeting. Needs further direction regarding building project direction; move project for remodeling, put on pause? Continue with current building project. Legal to check into state building.

10. FINANCE REPORT

None

11. AMBULANCE CORPS REPORT

Chief Bock advises issues with keeping vehicles running; one was struck by lightning; insurance covering. Would the 2 new ambulance have similar issues with lightning strikes. Does Horton have issues getting parts? One of the trucks has an oil issue; the other alternator. Bringing to homestead to fix. Commissioner Mirabella would like to be provided with a monthly report to track maintenance on trucks. Capt. Jones advises this would require a specialized program to generate; Capt. Jones to inquire into software to bring back to next meeting.

12. FIRE DEPARTMENT REPORT

Capt. Jones advised they are bringing in 9 volunteers by October 1. Commented on the recent news articles regarding both departments; one was the rollover accident and the other a shark bite. Team members were invited to the home of shark bite victim. Capt. Jones wanted to acknowledge their dedication and service. Additionally, a good Samaritan who works with Verizon Divers who jumped on the boat and brought them into Garden Cove. Would like to purchase a plaque to acknowledge his assistance. Will work with Commissioner Conklin. Commissioner Conklin also thanks the departments' personnel for their service.

13. COMMISSIONER ITEMS

Chairman Allen gives direction to departments to cut a little more from budgets for Final Budget Hearing.



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Commissioner Conklin commented on the 9/11 remembrance at museum events with the main event at mm 99.

14. NEXT MEETING

September 22, 2025 Final Public Hearing

September 22, 2025 District Meeting

Chairman Allen commented the next meeting will be on September 22, 2026 Final Public Hearing and District Meeting.

15. ADJOURN

Commissioner Edge ***made a motion to adjourn the meeting at 7:27 PM.*** Commissioner Jenkins seconded, and the Board unanimously passed the motion.

3a.

KEY LARGO FIRE RESCUE AND EMS DISTRICT FY 2025-2026 PROPOSED BUDGET

9/11/2025

REVENUES

	<i>Prior Year Millage Rate:</i>	1.1975
	<i>Roll- Back Rate:</i>	1.1004
	<i>Taxable Value</i>	6,499,011,678
	<i>Millage Rate :</i>	1.3131
	<i>% over roll-back rate</i>	19.33%
Ad Valorem Taxes (97% collection rate)	\$	8,277,837
Intergovernmental Revenue - Monroe County -		
Contribution for Capital Infrastructure		-
Grant Revenue		-
Interest Income		300,000
Total Revenues	\$	8,577,837
UNASSIGNED FUND BALANCE OCT 1, 2025		4,433,772
COMMITTED FOR BUILDING FUND BALANCE OCT 1, 2025		1,636,461
TOTAL REVENUES, FUND BALANCES	\$	14,648,070
AND OTHER FINANCING SOURCES		

EXPENDITURES

Key Largo Fire/EMS District Board		
Operating Expenditures	\$	697,677
Lease Payments		484,043
Subtotal District Board	\$	1,181,720
Key Largo Fire & Rescue		
Operating Expenditures	\$	4,292,640
Capital Outlay		39,000
Subtotal Key Largo Volunteer Fire Department	\$	4,331,640
Key Largo Ambulance		
Operating Expenditures	\$	2,865,800
Capital Outlay		198,000
Subtotal Key Largo Volunteer Ambulance Corp.	\$	3,063,800
Total Expenditures & Transfers	\$	8,577,160
FUND BALANCE		
UNASSIGNED FUND BALANCE SEPT 30, 2026		4,434,449
COMMITTED FOR BUILDING FUND BALANCE SEPT 30, 2026		1,636,461
TOTAL EXPENDITURES & FUND BALANCES	\$	14,648,070

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - DISTRICT

Department: 1100 District Board
Exp Transaction Code 511 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY24-25 Projected Actuals	Budget Increase / (Decrease)
110	Board Member Stipends				
	5 Members @ \$ 350 / month x 12 months	21,000	21,000	21,000	-
120	District Administrator/Manger (FY25 Clerk)	123,600	85,000	-	38,600
210	FICA Taxes: @ 7.65 % of Wages	11,062	8,109	1,607	2,953
511.240	Worker's Compensation	1,000	1,000	760	-
514.310	Legal & Clerk Services	85,000	85,000	85,000	-
512.312	Professional Services (IT)	7,200	7,200	-	-
521.312.01	Professional Services (Consolidation Study)	-	-	44,600	-
513.320	Accounting and Financial Services				-
.01	District Audit	19,000	10,500	19,000	8,500
.02	Financial and Accounting Services	60,000	60,000	32,948	-
	<i>Total Accounting & Financial Services</i>	79,000	70,500	51,948	8,500
400	Travel & Per Diem - Training, Seminars, Meetings	4,000	4,000	1,772	-
450	Insurance & Risk Management:				
	Public Position Bond	100	100	100	-
	General & Mgt Liability, Commercial Auto and Excess Liability	2,133	2,133	1,773	-
	<i>Total Risk Management</i>	2,233	2,233	1,873	-
470	Printing and Binding	3,000	3,000	226	-
490	General Departmental: Miscellaneous Expenses				
.01	MoCo Property Appraiser Charges	95,027	85,000	93,510	10,027
.02	MoCo Tax Collector Charge (@3% of Ad Valorem Collection)	248,335	212,288	200,166	36,047
.03	Discretionary Expenditures	1,000	1,000	632	-
	<i>Total General Departmental</i>	344,362	298,288	294,308	46,074
411	Advertising	5,500	5,500	3,414	-

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - DISTRICT

Department: 1100 District Board
Exp Transaction Code 511 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY24-25 Projected Actuals	Budget Increase / (Decrease)
510	Office Supplies & Equipment	1,000	1,000	-	-
540	Dues, Subscriptions and Publications	9,720	6,000	6,282	3,720
Department Total Operations		\$ 697,677	\$ 597,830	\$ 512,790	\$ 99,847
720	Capital Lease Payments on Apparatus (2 ambulance, 1 pumper/tanker, 1 ladder)	484,043	-	-	484,043
919	Transfer to Committed Funds for Vehicle & Equipment Replacement	-	500,000	500,000	(500,000)
Department Total		\$ 1,181,720	\$ 1,097,830	\$ 1,012,790	\$ 83,890

Total Operating Budget	697,677	597,830
Total Capital & Reserve Budget	<u>484,043</u>	<u>500,000</u>
Total	1,181,720	1,097,830

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
120	Regular Salaries & Wages:				
	Administration Captains & Divisional Lead Stipends (Officers Handling Operational Divisions)	57,000	39,000	39,000	18,000
.02	Career Staffing Operational Salaries (Includes 4 new positions - 27 total employees as per year 4 of 5 year plan)	2,493,315	1,772,169	2,041,554	721,146
	<i>Total Regular Salaries & Wages</i>	2,550,315	1,811,169	2,080,554	739,146
121	Volunteer Pay:				
.01	Volunteer Chief's Reimbursement - Chief has declined	-	-	-	-
.02	Volunteer Assistant Chief's Reimbursement	-	-	-	-
.03	Volunteer firefighters (Station 24 and Station 25)	20,000	40,000	14,861	(20,000)
	<i>Total Volunteer Pay</i>	20,000	40,000	14,861	(20,000)
140	Overtime Wages (Based on vacation, sick, and unforeseen situations for 28 employees)	275,000	230,000	206,254	45,000
210	Employer Payroll Taxes @ 7.65% of Pay	217,667	159,209	176,078	58,458
220	Retirement Plan - 401(k) (10% Match) - 28 Employees & Volunteers	150,000	100,000	117,398	50,000
230	Employee Insurance Benefits				
	Medical/Dental/Vision/Life Insurance for 28 Career Employees	251,100	190,000	182,338	61,100
		-	28,500	inc above	(28,500)
	50% family health care coverage	50,000	70,000	inc above	(20,000)
	Statutory AD&D	2,084	2,084	inc above	-
	<i>Total Insurance Benefits</i>	303,184	290,584	182,338	12,600
240	Worker's Compensation	74,845	70,870	76,189	3,975
250	Unemployment Tax	2,835	2,835	2,835	-

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
312	Professional Services:				
	Grant Writing Services - AFG, and State Grants	7,500	7,500	3,300	-
	Firefighter Annual Physicals	15,000	20,000	15,456	(5,000)
	Background Checks, Psych Testing, Drug Testing, Drivers License Checks - National Testing Network	1,750	1,000	1,000	750
	<i>Total Professional Services</i>	24,250	28,500	19,756	(4,250)
314	Legal Services (Requires District Board Approval)	-	-	-	-
320	Accounting Fees - To account for 4 new employees & Fire Chief	21,000	17,250	13,480	3,750
400	Travel & Per Diem - (Greater FL Fire School, Orlando Fire Conference, Seminars, etc.)	2,500	2,500	149	-
410	Phones, Television & Internet (Station Phones, TV, Air Cards)	30,000	21,000	29,600	9,000
411	Advertising	520	520	-	-
412	Postage & Freight	520	520	616	-
430	Utilities				
.01	Electric	28,000	28,000	23,308	-
.02	Water	9,000	9,000	11,974	-
.03	Fire Hydrant Maintenance @ \$50 per hydrant	16,700	16,700	25,750	-
.04	Propane Gas	400	400	400	-
.07	TV Service	5,500	5,500	5,470	-
	<i>Total Utilities</i>	59,600	59,600	66,902	-
440	Rent & Leases:			-	-
	Station 24 & 25 Copier/Scanner/Fax Lease	4,700	4,700	2,524	-
	Oxygen Tank Rental	1,500	1,500	-	-
	Annual Lease Payment - DEP Station 25 Property	300	300	300	-
	Reporting software, CAD software, on-boarding costs, etc. - see breakdown sheet for	31,530	15,761	20,612	15,769
	UKG - Telestaff	3,780	4,182	inc above	(402)
	<i>Total Rent & Leases</i>	41,810	26,443	23,436	15,367

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
450	Risk Management				
	Package Policy (Property, General & Mgmt. Liability, Portable Equip, Umbrella & Auto)	124,555	70,134	97,237	54,421
	Cancer Benefit Insurance (Per FL Statute 112.1816)	2,750	2,145	2,200	605
	Accident and Sickness	7,307	6,080	9,106	1,227
	Storage Tank Liability	2,028	1,723	1,910	305
	<i>Total Risk Management</i>	136,640	80,082	110,453	56,558
460	Repair & Maintenance: Equipment	20,000	24,500	24,702	(4,500)
461	Repair & Maintenance: Buildings & Grounds	64,500	33,295	72,104	31,205
462	Repair & Maintenance: Vehicles	29,500	61,200	64,918	(31,700)
470	Printing and Binding	104	104	-	-
490	General Departmental: General Office & Administrative Costs				
.05	Other including Recruitment & Retention - Awards	2,500	10,000	-	(7,500)
.06	Computer/IT services - ICCTEK annual maintenance for our network (billed monthly)	22,200	7,500	28,856	14,700
	<i>Total General Departmental</i>	24,700	17,500	28,856	7,200
491	Training - Instructor Fees, Education, Student Text and Fire Prevention				
.01	In-house training courses (Outside/In-house instructors/vendors)	29,000	29,000	2,500	-
.02	Out of area training (To include Live Fire Training Burns, FDIC, 7 Expo's)	39,500	11,000	148	28,500
.03	Fire Prevention (KLVFD Only) - Fire Safety Demonstrations at School	3,500	3,500	4,438	-
.04	Education & Text Books	4,500	6,000	6,633	(1,500)
.05	Target Solutions (Vector ISO)	3,500	5,000	6,875	(1,500)
.07	Fire Boat Training	-	45,000	-	(45,000)
	<i>Total Training</i>	80,000	99,500	20,594	(19,500)

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
510	Office Supplies	3,000	3,000	9,446	-
520	Operating Supplies				
.01	Fire Ground Safety (highway vests, cones, etc.)	2,000	2,000	-	-
.02	Daily Operating/Maintenance Supplies including small tools less then 5k	31,750	48,900	84,544	(17,150)
.03	Medical Supplies & Equipment	15,000	15,000	35,542	-
.05	Station Cleaning/Housekeeping Supplies	5,000	5,000	6,046	-
.06	Firefighting PPE, Cleaning, Maintenance & Inspections (12 Sets of Turnout Gear Expire on 10/1/24)	49,180	55,000	55,000	(5,820)
.07	Clothing, Apparel - Station uniforms	10,000	17,500	17,500	(7,500)
.08	Fire fighting Foam or suppression agent	8,000	8,000	5,400	-
.09	Controlled Substances	2,500	-	5,400	2,500
	<i>Total Operating Supplies</i>	123,430	151,400	209,432	(27,970)
521	Fuel: Gasoline (for portable equipment)	100	100	1,000	-
522	Fuel: Diesel	20,000	20,000	13,246	-
540	Dues, Subscriptions and Publications (Gmail suite, Knox, NFPA, Adobe, Zoom, etc.	16,620	4,192	13,190	12,428
620	Capital Outlay: Buildings				
	Station 24 Second Story	-	-	14,320	-
	<i>Total Capital Outlay: Buildings</i>	-	-	14,320	-
640	Capital Outlay: Equipment & Vehicles >\$ 15,000				
		-	19,000	19,151	(19,000)
		-	37,500	37,500	(37,500)
		-	80,000	77,484	(80,000)
		-	2,000	2,000	(2,000)
		-	450,000	450,000	(450,000)
		-	40,000	40,000	(40,000)
	<i>Total Capital Outlay: Equipment</i>	-	628,500	654,046	(628,500)

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - FIRE DEPARTMENT

Department: 1250 Key Largo Volunteer Fire Department
Exp Transaction Code 522 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
641	Capital Outlay: Small Tools & Equipment >\$5,000 but < \$ 15,000				
	Misc. Unforsee tool purchases	39,000	10,000	10,000	29,000
	<i>Total Capital Outlay: Equipment</i>	39,000	10,000	10,000	29,000

<i>Total Operating Budget</i>	4,292,640	3,355,873	3,578,387	936,767
<i>Total Capital Budget</i>	39,000	638,500	678,366	(599,500)
<i>Total</i>	4,331,640	3,994,373	4,256,753	337,267

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - AMBULANCE CORP

Department: 1300 Key Largo Volunteer Ambulance Corp
Exp Transaction Code 526 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
120	Regular Salaries & Wages:				
.01	Administrative (1 Position) includes Step Raise	49,691	47,611	47,611	2,080
	Paramedic Payroll - 18 Full-time and 6 part-time medics with minimum 2 paid medics per Rescue per day 40 reg hrs + 8 hrs OT/week plus holiday pay			see net figure below	
.02		1,492,543	1,464,250		28,293
	Less: EMS Billing Income Estimate Applied to Offset Payroll	(325,000)	(325,000)	see net figure below	-
	Total Paramedic Payroll Reimbursement	1,167,543	1,139,250	1,139,250	28,293
	Total Regular Salaries & Wages	1,217,234	1,186,861	1,186,861	30,373
121	Volunteer Pay: Volunteer Reimbursement - Includes \$500 per month for Deputy Chief of Administration and volunteers (1 per Rescue x 3 Rescues) at \$176 per 24 hour shift times 80% - based on anticipated participation	160,000	160,000	108,379	-
140	Overtime Wages - based on 18 FT and 6 PT medics, 3 Rescues with personnel leaving and shortage this year	325,000	225,000	225,000	100,000
210	Employer Payroll Taxes @ 7.65% of Full Time Wages and Volunteer Pay	155,083	145,110	141,161	9,973
220	Retirement Contributions - 401K - based on increase in participation	75,000	30,000	57,554	45,000
230	Benefits for full-time 18 medics plus office mgr (up to \$750 per mo. each FT emp. for health)	225,000	171,000	78,703	54,000
240	Worker's Compensation - unknown actual amount	75,000	52,000	61,446	23,000
250	Re-employment Tax	500	900	232	(400)
312	Professional Services: Medical Director, etc.			-	
.02	Medical Director - subject to District Contract but is close to what Islamorada pays MD	67,200	18,000	18,000	49,200
.03	Background Checks, drug testing	1,500	1,500	890	-
.04	Other - Grant Writing	2,500	2,500	-	-
	Total Professional Services	71,200	22,000	18,890	49,200

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - AMBULANCE CORP

Department: 1300 Key Largo Volunteer Ambulance Corp
Exp Transaction Code 526 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
320	Accounting and Financial Services	20,750	20,750	15,242	-
400	Travel & Per Diem - Training, Seminars, Meetings	2,750	2,750	-	-
410	Station Phone Services: (4 phone & 2 fax lines), DSL/Internet, Wireless Air Cards for laptops in trucks - reduced Office phones to 1	10,000	17,500	9,132	(7,500)
411	Advertising	2,500	2,500	400	-
412	Postage & Freight	400	400	350	-
430	Utilities				
.05	Electric & Propane - based on projected	20,000	12,000	17,212	8,000
.06	Water - based on projected	5,000	2,500	4,308	2,500
	<i>Total Utilities</i>	25,000	14,500	21,520	10,500
440	Rental Equipment - O2 rental bottles, etc.	8,000	8,000	-	-
450	Insurance & Risk Management				-
	Fire/Wind/Flood	94,499	55,002	55,002	39,497
	Auto & Umbrella	16,934	26,847	26,847	(9,913)
	Disability Insurance (All Members)	10,000	6,800	6,800	3,200
	<i>Total Insurance & Risk Management</i>	121,433	88,649	88,649	32,784
460	Repair & Maintenance: Equipment	40,000	40,000	33,504	-
461	Repair & Maintenance: Buildings	20,000	20,000	41,962	-
462	Repair & Maintenance: Vehicles - based on projected	70,000	60,000	64,092	10,000
470	Printing and Binding	2,000	2,000	-	-
490	General Departmental: Miscellaneous Expenses				
.08	Computer R&M -	15,000	20,000	6,480	(5,000)
.10	Employee Assistance Program through AETNA	1,500	2,000	1,080	(500)
.12	Membership & Retention & Formal awards banquet	3,500	5,500	2,500	(2,000)
	<i>Total General Departmental</i>	20,000	27,500	10,060	(7,500)

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - AMBULANCE CORP

Department: 1300 Key Largo Volunteer Ambulance Corp
Exp Transaction Code 526 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
491	Training - Instructor Fees, Education				
.07	ACLS/PALS (taught in alternating years)	2,000	2,000	2,468	-
.08	ClinCon or EMS Expo or First There First Care	4,000	4,000	-	-
.10	Misc. Training/Books & pig tracheas	1,750	1,750	1,750	-
.15	Handtevy Pediatric class	1,200	1,200	2,565	-
.20	Kaplan online training for members	3,500	3,500	3,500	-
.25	Advanced Airway Management	2,500	2,500	-	-
	<i>Total Training</i>	14,950	14,950	10,283	-
510	Office Supplies	5,000	6,750	1,092	(1,750)
520	Operating Supplies				
.09	Station Supplies: Ambulance & Building	15,000	15,000	10,469	-
.10	Medical Supplies: Bandages/First Aid/Drip Sets	85,000	75,000	79,037	10,000
.11	Uniforms, Clothing and Apparel, Membership Supplies	10,000	17,500	3,542	(7,500)
.12	Small Tools: Items under \$1,000 (See 641 for items over \$1,000)	14,000	14,000	6,840	-
	<i>Total Operating Supplies</i>	124,000	121,500	99,888	2,500
522	Fuel: Diesel - based on projected	25,000	30,000	12,077	(5,000)
524	Medicine & Drugs : Supplies: Medicine & Controlled Substances	35,000	40,000	19,970	(5,000)
540	Dues, Subscriptions and Publications	15,000	15,000	13,684	-

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
BUDGET DETAILS - AMBULANCE CORP

Department: 1300 Key Largo Volunteer Ambulance Corp
Exp Transaction Code 526 (except as indicated below)

Acct #	Computation / Explanation	FY 25-26 Proposed Budget	FY 24-25 Adopted Budget	FY 24-25 Projected Actuals	Budget Increase / (Decrease)
643	Capital Outlay: Buildings - includes 6" garage depth extension to accommodate new rescues length and 2 hurricane rated garage doors - estimate; awaiting quotes	100,000	-	3,500	100,000
	<i>Total Capital Outlay: Buildings</i>	100,000	-	3,500	100,000
640	Capital Outlay: Equipment				
	Communications Radios - 1 Mobile for new Rescue and 5 portables	45,000	275,000	-	(230,000)
	Stretcher for new Rescue	21,000	6,500	6,500	14,500
	PowerLoad for new Rescue	24,000	3,750	3,750	20,250
	Portable Ultrasound (Sonosite) for third Rescue		15,000	15,000	(15,000)
	Ultrasound Training Mannequin & Cric Trainer		6,500	6,500	(6,500)
	<i>Total Capital Outlay: Equipment</i>	90,000	306,750	31,750	(216,750)
641	Capital Outlay: Small Tools & Equipment				
	Various Tools, Equipment, etc. Costing >\$1,000 but < \$ 5,000 per each item and a useful life of 1 year or more	8,000	8,000	8,000	-

Department Total

<i>Total Operating Budget</i>	2,865,800	2,525,620	2,320,131	340,180
<i>Total Capital Budget</i>	198,000	314,750	43,250	(116,750)
<i>Total</i>	<u>3,063,800</u>	<u>2,840,370</u>	<u>2,363,381</u>	<u>223,430</u>

Check Total \$ 3,063,800 \$ 2,840,370 \$ 2,363,381 \$ 223,430

KEY LARGO FIRE RESCUE AND EMS DISTRICT
FY 2025-2026
VEHICLE SCHEDULE

9/11/2025

Equipment/Vehicle Type	Dept	Unit #	Year New	Service Life	Fiscal Year Replacement was Approved and Ordered	Replace Year	Years to Replacement	Estimated Replacement Cost in FY26
Tanker/Pumper	Fire Rescue	TANKER-24	2014	15	FY25	2029	4	856,736
Ladder / Pumper	Fire Rescue	LADDER-24	2014	12	FY25	2026	1	2,076,050
Class A Engine	Fire Rescue	ENGINE-25	2017	12		2029	4	1,200,000
Class A Engine	Fire Rescue	ENGINE-24	2018	12		2030	5	1,200,000
Cascade Air Fill & Lighting Truck	Fire Rescue	AIR-24	2022	15		2037	12	300,000
Type III Ambulance	EMS		2022	10		2032	7	361,430
Type III Ambulance	EMS		2022	10		2032	7	361,430
Type III Ambulance	EMS		2015	10	FY25	2025	0	361,430
Type III Ambulance	EMS		2016	10	FY25	2026	1	361,430

3b.

RESOLUTION 2025-05

A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, ADOPTING THE FINAL LEVY OF AD VALOREM TAXES FOR THE DISTRICT FOR THE FISCAL YEAR 2025-2026; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, pursuant to Section 200.065, *Florida Statutes*, the Key Largo Fire Rescue and Emergency Medical Services District, Florida (the “District”) has established a proposed millage rate; and

WHEREAS, pursuant to Section 200.065, *Florida Statutes*, within 101 days of the certification of taxable value the District is required to adopt a final millage rate; and

WHEREAS, on September 8, 2025, the District held a public hearing to consider any adjustment of its proposed millage rate, to consider its tentative operating budget for Fiscal Year 2025-2026 (the “FY 2025-2026”), and adopt a tentative millage rate in accordance with Section 200.065(2)(c), *Florida Statutes*; and

WHEREAS, on September 22, 2025, the District held a public hearing to consider any adjustment of its tentative millage rate, to adopt a final millage rate and to adopt a final operating budget for Fiscal Year 2025-2026 in accordance with Section 200.065(2)(d), *Florida Statutes*.

NOW THEREFORE, BE IT RESOLVED BY THE DISTRICT BOARD OF THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA AS FOLLOWS:

Section 1. Millage Approved and Adopted. The FY 2025-2026 final operating millage rate for the District is _____ mills, which is greater than the rolled-back rate of 1.1004 mills by _____%.

Section 2. Severability. The provisions of this Resolution are declared to be severable and if any section, sentence, clause or phrase of this Resolution shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, sentences, clauses, and phrases of this Resolution but they shall remain in effect, it being the legislative intent that this Resolution shall stand notwithstanding the invalidity of any part.

Section 3. Effective Date. This resolution shall be effective immediately upon its adoption.

PASSED AND ADOPTED this 22nd day of September 2025.

Tony Allen, Chairman

District Clerk

APPROVED AS TO FORM AND LEGALITY
FOR THE USE AND BENEFIT OF KEY LARGO FIRE RESCUE AND
EMERGENCY MEDICAL SERVICES DISTRICT ONLY:

DISTRICT LEGAL COUNSEL

Motion to adopt by _____, Seconded by _____

FINAL VOTE AT ADOPTION:

Chairman Tony Allen	_____
Vice Chairman George Mirabella	_____
Secretary/Treasurer Kenneth Edge	_____
Commissioner Frank Conklin	_____
Commissioner Mike Jenkins	_____

3c.

RESOLUTION NO. 2025-06

**A RESOLUTION OF THE KEY LARGO FIRE RESCUE AND
EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA,
PROVIDING FOR ADOPTION OF THE FINAL BUDGET OF
THE DISTRICT FOR THE FISCAL YEAR COMMENCING
ON OCTOBER 1, 2025, AND ENDING ON SEPTEMBER 30,
2026; PROVIDING FOR SEVERABILITY; AND PROVIDING
AN EFFECTIVE DATE.**

WHEREAS, on September 8, 2025, the Key Largo Fire Rescue and Emergency Medical Services District (the “District”) Board held a public hearing to consider adjustment of its proposed millage rate, to consider its tentative operating budget for Fiscal Year 2025-2026 (the “FY 2025-2026”), and adopt a recomputed proposed millage rate in accordance with Section 200.065(2)(c), Florida Statutes; and,

WHEREAS, on September 22, 2025, the District Board held a public hearing to consider adjustment of its tentative millage rate, to adopt a final millage rate, and to adopt a final operating budget for Fiscal Year 2025-2026 in accordance with Section 200.065(2)(d), Florida Statutes; and,

WHEREAS, the Key Largo Fire Rescue and Emergency Medical Services District of Monroe County, Florida, set forth the appropriations and revenue estimate for the Budget for Fiscal Year 2025-2026 in the amount of \$_____.

NOW THEREFORE, BE IT RESOLVED BY THE KEY LARGO FIRE RESCUE AND EMERGENCY MEDICAL SERVICES DISTRICT, FLORIDA, AS FOLLOWS:

Section 1. Budget Approved and Adopted. The final budget of the District for the fiscal year beginning on October 1, 2025, and ending September 30, 2026 (the "Budget") was considered at a public hearing and is hereby approved and adopted.

Section 2. Severability. The provisions of this Resolution are declared to be severable

and if any section, sentence, clause or phrase of this Resolution shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, sentences, clauses, and phrases of this Resolution but they shall remain in effect, it being the legislative intent that this Resolution shall stand notwithstanding the invalidity of any part.

Section 3. Effective Date. This Resolution shall be effective immediately upon adoption.

PASSED AND ADOPTED this 22nd day of September, 2025.

Tony Allen, Chairman

ATTEST:

District Clerk

APPROVED AS TO FORM AND LEGALITY
FOR THE USE AND BENEFIT OF KEY LARGO FIRE RESCUE AND
EMERGENCY MEDICAL SERVICES DISTRICT ONLY:

DISTRICT LEGAL COUNSEL

Motion to adopt by _____, Seconded by _____

FINAL VOTE AT ADOPTION:

Chairman Tony Allen	_____
Vice Chairman George Mirabella	_____
Secretary/Treasurer Kenneth Edge	_____
Commissioner Frank Conklin	_____
Commissioner Mike Jenkins	_____

7a.

SERVICE MARK LICENSE AGREEMENT

This Service Mark License Agreement ("Agreement") is made and entered into as of the 15 day of September, 2025 ("Effective Date"), by and between **KEY LARGO FIRE RESCUE & EMERGENCY MEDICAL SERVICES DISTRICT** ("Licensor"), and **KEY LARGO VOLUNTEER FIRE AND RESCUE DEPARTMENT, INC.**, a Florida Not For Profit Corporation ("Licensee").

RECITALS

1. Licensor is the owner of all right, title and interest in the State of Florida Service Mark for that certain mark bearing State of Florida Department of State Certification Number T25000000760, and as shown in Attachment "A" (the "Licensed Mark").

2. Licensee desires to obtain a nonexclusive license to use the Licensed Mark for the following purpose(s): Permitted use of the Licensed Mark shall be solely limited to display in the Key Largo Volunteer Rescue Museum for education purposes ("Purpose").

3. Licensor agrees to grant, and Licensee desires to accept, a nonexclusive license to use the Licensed Mark for the Purpose.

NOW, THEREFORE, in exchange for good and valuable consideration, the sufficiency and receipt of which is hereby acknowledged, the parties agree as follows:

AGREEMENT

1. GRANT OF LICENSE; LICENSE FEE

1.1 Grant of License. Subject to the terms of this Agreement, Licensor grants to Licensee a non-exclusive, non-transferable right (without any right to sublicense) to use the Licensed Mark solely for the Purpose and term set forth in Section 4, and shall be limited to display within the Key Largo Volunteer Rescue Museum located at 3 East Drive, Key Largo, FL 33037 ("Territory").

1.2 License Fee.

☒ No License Fee.

☐ License Fee of \$_____, payable as follows:

_____.

2. QUALITY CONTROL

2.1 Use of Licensed Mark. Licensee will use the Licensed Mark solely for the Purpose, and in the form and manner as may be specifically approved by the Licensor.

2.2 Accurate Representation of the Licensed Mark. Licensee will cause the Licensed Mark to be displayed only in such form or manner as may be specifically approved by Licensor. Licensee will also cause to appear on all materials on or in connection with which the Licensed Mark are used such legends, markings and notices as Licensor may request in order to give appropriate notice of any Service Mark or other rights. No other markings, legends or notices may be used by Licensee except as approved by Licensor in advance of such use.

3. OWNERSHIP

3.1 Acknowledgement. Licensee acknowledges that Licensor is the sole and exclusive owner of the Licensed Mark. Except as prohibited by law, Licensee agrees that it will do nothing inconsistent with such ownership either during the term of the Agreement or afterwards. Specifically, Licensee shall use its best efforts to use the Licensed Mark in a manner that does not deviate from Licensor's rights in the Licensed Mark and will take no action that will interfere with or diminish Licensor's right in the Licensed Mark. Licensee acknowledges that the Licensed Mark is valid under the applicable law and that Licensee's utilization of the Licensed Mark will not create any right, title or interest in said Licensed Mark. The Licensee shall use the Licensed Mark so that such service mark rights are separate and distinct impressions from any other service mark or trademark that may be used or associated with the Licensed Mark. Except as permitted in this Agreement, Licensee agrees that it will not adopt or use as part or all of any corporate name, trade name, trademark, service mark or certification mark, the Licensed Mark, either alone or in combination with other words, or any other mark based on the Licensed Mark or any designation confusingly similar to the Licensed Mark.

4. TERM AND TERMINATION

4.1 Term. Unless terminated earlier pursuant to the terms of this Agreement, the term of this Agreement shall commence on the Effective Date and shall continue until terminated as follows:

☒ Fixed Term. This Agreement shall automatically terminate on the 15th day of September, 2029, unless sooner terminated in accordance with Sections 4.2 or 4.3.

☐ Non-Fixed Term. This Agreement shall continue until terminated in accordance with Sections 4.2 or 4.3.

4.2 Early Termination by Licensor. Licensor may immediately terminate this Agreement without need of judicial notice or court action by written notice to Licensee if Licensee materially breaches a provision of this Agreement and such breach remains uncured five (5) days after Licensor's written notice thereof. Examples of material breaches

shall include but are not limited to Licensee's use of the Licensed Mark inconsistent with the license granted under this Agreement, or otherwise contrary to the provisions of this license. Otherwise, Licensor may terminate this Agreement upon thirty (30) days advance written notice.

4.3 Early Termination by Licensee. Licensee may terminate this Agreement at any time upon giving Licensor written notice.

4.4 Effect of Termination of this Agreement. Subject to the terms of this Agreement, upon termination or expiration of this Agreement for any reason, Licensee shall immediately cease all use of the Licensed Mark. Sections 3 (Ownership), 4.4 (Effect of Termination), 5 (Warranty Disclaimer), 6 (Limitation of Liability) and 7 (General Provisions) shall survive any expiration or termination hereof.

5. WARRANTY DISCLAIMER

The Licensed Mark is provided to Licensee "As Is" and without warranty of any type or kind. LICENSOR HEREBY DISCLAIMS ANY AND ALL WARRANTIES, WHETHER STATUTORY, EXPRESS, OR IMPLIED, INCLUDING WITHOUT LIMITATION THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, AND NON-INFRINGEMENT OF THIRD-PARTY RIGHTS.

6. LIMITATION OF LIABILITY

In no event shall either party be liable to the other party or any third party for any indirect, incidental, special, punitive or consequential damages (including but not limited to loss of profits or revenue) in any way arising out of or related to this Agreement, even if any representative of the party has been advised of the possibility of such damages.

7. GENERAL PROVISIONS

7.1 Governing Law and Venue. This Agreement shall be governed and construed in accordance with the laws of the State of Florida. Any dispute arising hereunder is subject to the laws of Florida, exclusive venue in Monroe County, Florida. The prevailing party shall be entitled to reasonable attorney's fees and costs incurred as a result of any action or proceeding under this Agreement.

7.2 Assignment. Licensee shall not assign or delegate this Agreement or any of its rights, duties or obligations thereunder, directly or indirectly, by operation of law or otherwise, without the prior written consent of Licensor which approval may be withheld for any reason.

7.3 No Agency. Nothing contained in this Agreement shall be construed as creating any agency, partnership, or other form of joint enterprise between the parties.

7.4 Waiver. The failure of a party to insist upon strict adherence to any term of this Agreement, on any occasion, shall not be considered a waiver or deprive that party of the right thereafter to insist upon strict adherence to that term, or any other term, of this Agreement.

7.5 Notices. All notices required by this Contract, unless otherwise provided herein, by either party to the other shall be in writing, delivered personally, by certified or registered mail, return receipt requested, or by Federal Express or Express Mail, and shall be deemed to have been duly given when delivered personally or when deposited in the United States mail, postage prepaid, addressed as follows:

Licensors:

Key Largo Fire Rescue & Emergency Medical Services District

P.O. Box 371023

Key Largo, FL 33037

Attention: District Clerk

Licensee:

Key Largo Volunteer Fire and Rescue Department, Inc.

P.O. Box 370782

Key Largo, FL 33037

Attention: Registered Agent

7.6 Severability. If any provision of this Agreement shall be held by a court of competent jurisdiction to be contrary to law, all remaining provisions of this Agreement shall remain in full force and effect.

7.7 Entire Agreement. This Agreement, including any attached exhibits, contains a complete statement of all the agreements between the parties concerning the subject matter herein, and supersedes all prior and contemporaneous agreements between them. No modification, amendment or waiver of this Agreement shall be effective without the express written consent of an authorized representative of the parties.

7.8 No Waiver of Sovereign Immunity. Nothing herein is intended to serve as a waiver of sovereign immunity by any agency or political subdivision to which sovereign immunity may be applicable.

7.9 No Third-Party Beneficiaries. The Parties expressly acknowledge that it is not their intent to create or confer any rights to or obligations upon any third person or entity under this Agreement.

7.10 Indemnification. Licensee shall indemnify and hold harmless the Licensors from and against any and all claims, liabilities, damages, and expenses, including, without limitation, reasonable attorneys' fees, incurred by the Licensors in defending or compromising actions brought against it arising out of or related to the acts or omissions of Licensee, its agents, employees, or officers in relation to its activities under this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

LICENSOR:

KEY LARGO FIRE RESCUE & EMERGENCY MANAGEMENT SERVICES DISTRICT

By: _____

Print: Anthony Allen

Title: _____

Date: _____

LICENSEE:

KEY LARGO VOLUNTEER FIRE AND RESCUE DEPARTMENT, INC.

By: _____

Print:

Title: _____

Date: _____

ATTACHMENT "A"



7b.

AGREEMENT FOR MEDICAL DIRECTOR SERVICES

This Agreement for Medical Director Services is made and entered into as of the date last written below, by and between the Key Largo Fire Rescue and Emergency Medical Services District (“DISTRICT”), and TGM Medical Corp., 102901 Overseas Highway, Key Largo, FL 33037 (“DOCTOR”), licensed to practice medicine in the State of Florida with a principle location of Monroe County.

In exchange for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

WITNESSETH:

1. Provision of Service. DISTRICT provides emergency services in the Key Largo area through its DISTRICT charter under Florida Law. DOCTOR is a medical doctor licensed and insured to practice medicine in the State of Florida. DISTRICT desires to enter into this Agreement with DOCTOR to serve as Medical Director and provide medical supervision and control for the DISTRICT, Key Largo Volunteer Ambulance Corps, and Key Largo Volunteer Fire Department, in Key Largo Florida, and DOCTOR is willing to accept such engagement upon the terms set forth in this Agreement.
2. Designation and Duties as Medical Director. By execution hereof, DISTRICT hereby designates DOCTOR as the Medical Director for DISTRICT operations within DISTRICT’S jurisdiction. In that capacity, DOCTOR will be responsible to provide all necessary and appropriate medical authority and direction for the Medical Teams operating in the area. DOCTOR shall be responsible for all medical aspects of, and all medical decisions and directions relating to, Basic Life Support, Advanced Life Support, and immunizations. DOCTOR shall meet at least once each month with the DISTRICT and

appropriate Medical Team(s) personnel on site to review, among other things, patient records for appropriateness of transport, patient care, and other areas of quality improvement. DOCTOR shall carry out training pursuant to the Proposed Training Program attached hereto as **Attachment “A.”** DOCTOR shall meet all standards of the Florida Department of Health and the Commission on the Accreditation of Medical Transport Systems (CAMTS) for a Medical Director. DOCTOR will also be responsible for compliance with federal, state and other governmental requirements pertaining to the operation and provision of the emergency medical care services. DOCTOR shall also serve as liaison between DISTRICT and the various health care facilities or other health care providers for whom DISTRICT provides service in the area covered by this Agreement. Such liaison shall include coordinating the medical operations of DISTRICT to comply with the by-laws, policies, rules and regulations applicable to any such health care facility or health care provider for whom DISTRICT is providing services. DOCTOR shall also assist in evaluating the technical medical aspects of DISTRICT medical personnel working for DISTRICT who may assist in providing emergency medical assistance. DOCTOR will carry out and put into effect its improvement plan entitled Commitment to Clinical Performance and attached hereto as **Attachment “B.”**

3. a. Insurance Requirements. The Parties shall provide, during the term of this Agreement, the following minimum insurance coverage and provide appropriate certificates of insurance to the other Party:
 - i. DISTRICT will provide all risk insurance, as provided herein.
 - ii. DISTRICT has liability insurance and to the extent that its existing policy will allow it, will provide coverage to DOCTOR.

iii. DISTRICT will provide liability insurance to DOCTOR acting within the scope of his duties to the extent that its present policy allows.

iv. Both Parties agree to provide workers' compensation insurance for their employees as required by law.

b. Communications Equipment. DISTRICT will provide all necessary communication equipment, upon approval of written request(s) presented to DISTRICT for review; including but not limited to: cellular phone, two-way radio, or pager.

4. Indemnification. DISTRICT shall indemnify and hold DOCTOR and his employees and agents harmless from and against claims, damages, liabilities and expenses (including reasonable attorneys' fees and costs) (collectively, "Losses") arising directly from DISTRICT'S performance of emergency services to the extent such Losses arise out of negligent or intentional act of omission of DISTRICT or its officers, directors, employees or agents, except and to the extent such Losses directly result from DOCTOR's failure to perform his duties as outlined in this agreement. DOCTOR shall indemnify and hold DISTRICT and its officers, directors, employees and agents harmless from and against Losses arising directly from DOCTOR'S performance of services hereunder to the extent such Losses arise out of negligent or intentional acts or omissions of DOCTOR, except and to the extent such Losses directly result from DISTRICT'S failure to comply with DOCTOR'S directives hereunder. DISTRICT and DOCTOR shall promptly notify the other of any event or circumstance that may lead to a request for indemnification hereunder, provided that, no failure to provide such notice shall prevent either party from obtaining

indemnification hereunder unless and only to extent that the indemnifying party was demonstrably prejudiced by such failure to provide notice.

5. Relationship of the Parties. The relationship between DISTRICT and DOCTOR will be that of contractor and independent contractor. Nothing in this Agreement is intended or shall be construed as creating any kind of partnership, joint venture, employer-employee relationship or any other agency relationship between DOCTOR and DISTRICT. The parties shall be solely responsible for the method and manner in which they or their respective employees carry out the duties imposed by this Agreement, and neither party shall exercise any control or direction over the methods by which the other party performs their respective functions hereunder, except as may otherwise be provided in this Agreement. DOCTOR specifically acknowledges that he is not an employee of DISTRICT.
6. Compensation for Medical Director Services. DISTRICT agrees to pay to DOCTOR the sum of \$67,000 per year during the term of this Agreement. A cost of living adjustment of 4 (four) percent as determined by the DISTRICT will be added to the annual fee each year at the beginning of the respective budget year. Payment shall be made biweekly.
7. Payment of Expenses. DISTRICT agrees to reimburse DOCTOR for DOCTOR's reasonable and necessary travel and business expenses in accordance with state and federal law, and further, pursuant to any DISTRICT travel policies. Any conflict between requirements set out by law and a DISTRICT travel policy shall result in the provisions created by law controlling resolution of the conflict. A copy of any DISTRICT travel policy, whenever created if not already in existence at the time of this Agreement, will be provided to DOCTOR. DOCTOR may also be reimbursed for expenditures made on behalf of the DISTRICT program, with the prior approval of the DISTRICT. Bills or invoices for

fees or compensation under this Agreement shall be submitted in detail sufficient for a proper pre-audit and post-audit thereof

8. Term of Agreement. This Agreement shall commence on September 22, 2025, and shall continue for a period of three (3) years, and will automatically renew an additional three (3) years, unless terminated by either party as contained in this paragraph. This Agreement may be terminated by either party by giving ninety (90) days written notice to the other party, termination effective upon the other party's receipt of the notice of termination, said receipt of the notice being documented by a return receipt other than via electronic mail. DOCTOR shall be entitled to compensation through the effective date of termination of this Agreement, provided services continue to be provided through such date as contained herein.
9. Limitation of Liability. In no event, whether as a result of contract, tort, strict liability or otherwise, shall either Party be liable to the other for any punitive, special, indirect, incidental or consequential damages, including without limitation, loss of profits, loss of use or loss of contract.
10. Severability. In the event that any provision of this Agreement is determined to be unlawful or contrary to public policy, such provision shall be severed herefrom and shall be deemed null and void, but shall in no way affect the remaining provisions outlined herein.
11. Complete Agreement. This Agreement, inclusive of attachments, sets forth the complete understanding of the parties hereto and any modification of the terms hereof must be in a writing signed by both parties hereto.

12. Governing Law. The terms of this Agreement shall be governed by and interpreted in accordance with the laws of the State of Florida, with venue agreeably set in Monroe County, Florida.
13. Contract Records Retention. DOCTOR agrees to comply with all state and federal regulations governing contracts with public entities, including but not limited to cooperation with public records requests as provided by law, and cooperation with comptrollers and auditors as provided by law.
14. Waiver. Any act or lack thereof that is determined to be a waiver by either party of a breach or failure to perform hereunder shall not constitute a waiver of any subsequent breach or failure to perform.
15. Representations and Warranties. DOCTOR represents and warrants to DISTRICT, upon execution and throughout the term of this Agreement that:
 - a. DOCTOR is not bound by any contract or arrangement which would preclude him from entering into, or from fully performing the services required under this Agreement;
 - b. None of DOCTOR'S agents, employees or officers have ever had his or her professional license or certification in the State of Florida, or of any other jurisdiction, denied, suspended, revoked, terminated and/or voluntarily relinquished under threat of disciplinary action, or restricted in any way;
 - c. DOCTOR has not been convicted of a public entity crime as provided in F.S. §287.133; and
 - d. DOCTOR and DOCTOR'S agents, employees and officers have, and shall maintain throughout the term of this Agreement, all appropriate licenses,

certifications and insurance coverage that are required in order for DOCTOR to perform the functions assigned to him in connection with the provisions of this Agreement.

16. Assignment. Neither DISTRICT nor DOCTOR may assign or transfer any interest in this Agreement without the prior written consent of both parties. Should an assignment occur upon mutual written consent, this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective heirs, representatives, successors and assigns.
17. Sovereign Immunity. Nothing in this Agreement shall be construed so as to waive, negate or otherwise affect the immunities, exemptions, and limitations of liability of DISTRICT provided under Florida law, including but not limited to Section 768.28, Florida Statutes, and other applicable state laws.
18. E-Verify. Pursuant to Florida Statute § 448.095, DOCTOR shall be required to register with and use the United States Department of Homeland Security's E-Verify system to verify the work authorization status of all employees hired after January 1, 2021. If DOCTOR enters into any contract with a subcontractor, DOCTOR shall be required to obtain an affidavit from the subcontractor confirming that the subcontractor does not employ, contract with, or subcontract with any person who is not authorized under federal law to be employed in the United States. DOCTOR shall be required to maintain a copy of said affidavit for the duration of the Contract Term and shall produce said affidavit to the DISTRICT upon request. Notwithstanding any other provision herein, DISTRICT reserves the right to immediately terminate this Contract upon notice to DOCTOR that the DISTRICT has developed a good faith belief that DOCTOR has knowingly violated this section.

19. Public Records. Pursuant to section 119.0701, Florida Statutes, for any tasks performed by DOCTOR on behalf of the District, DOCTOR shall: (a) keep and maintain all public records, as that term is defined in chapter 119, Florida Statutes ("Public Records"), required by the District to perform the work contemplated by this Agreement; (b) upon request from the District's custodian of public records, provide the District with a copy of the requested Public Records or allow the Public Records to be inspected or copied within a reasonable time at a cost that does not exceed the costs provided in chapter 119, Florida Statutes, or as otherwise provided by law; (c) ensure that Public Records that are exempt or confidential and exempt from Public Records disclosure requirements are not disclosed except as authorized by law for the duration of the term of this Agreement and following completion or termination of this Agreement, if DOCTOR does not transfer the records to the District in accordance with (d) below; and (d) upon completion or termination of this Agreement, (i) if the District, in its sole and absolute discretion, requests that all Public Records in possession of DOCTOR be transferred to the District, DOCTOR shall transfer, at no cost, to the District, all Public Records in possession of DOCTOR within thirty (30) days of such request or (ii) if no such request is made by the District, DOCTOR shall keep and maintain the Public Records required by the District to perform the work contemplated by this Agreement. If DOCTOR transfers all Public Records to the District pursuant to (d)(i) above, DOCTOR shall destroy any duplicate Public Records that are exempt or confidential and exempt from Public Records disclosure requirements within thirty (30) days of transferring the Public Records to the District and provide the District with written confirmation that such records have been destroyed within thirty (30) days of transferring the Public Records. If DOCTOR keeps and maintains Public Records pursuant to (d)(ii) above, DOCTOR shall meet all applicable requirements for retaining Public Records. All

Public Records stored electronically must be provided to the District, upon request from the District's custodian of public records, in a format that is compatible with the information technology of the District. If DOCTOR does not comply with a Public Records request, or does not comply with a Public Records request within a reasonable amount of time, the District may pursue any and all remedies available in law or equity including, but not limited to, specific performance.

IF THE DOCTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE DOCTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:

Telephone number: 305-664-4675

E-mail address: cgreco@flordia-law.com

Mailing Address: 81990 Overseas Highway, 3rd Floor, Islamorada, FL 33036

20. Notices. All notices required by this Agreement, unless otherwise provided herein, by either party to the other shall be in writing, delivered personally, by certified or registered mail, return receipt requested, or by Federal Express or Express Mail, and shall be deemed to have been duly given when delivered personally or when deposited in the United States mail, postage prepaid, addressed as follows:

DISTRICT:

Key Largo Fire Rescue & Emergency Medical Services District
P.O. Box 371023
Key Largo, Florida 33037-1023
Attention: District Clerk

DOCTOR:

TGM Medical Corporation
c/o Thomas Morrison, M.D.
102901 Overseas Highway
Key Largo, FL 33037

IN WITNESS WHEREOF, the parties hereto have executed this agreement, as of the day and year first written above.

Key Largo Fire Rescue and Emergency
Medical Services District

TGM Medical Corp.

By: _____
Print: Anthony Allen Chairman

By: _____
Print: Thomas Morrison, MD

Dated: _____

Dated: _____

Attest: _____
District Clerk

Dated: _____

Approved as to form and sufficiency:

District Legal Counsel

Print: _____

Dated: _____

Affidavit Regarding the Use of Coercion for Labor and Services

Respondent Vendor Name:	
Vendor FEIN:	
Vendor's Authorized Representative Name and Title:	
Address:	
City: State: ZIP:	
Phone Number:	
Email Address:	

Section 787.06(13), Florida Statutes requires all nongovernmental entities executing, renewing, or extending a contract with a governmental entity to provide an affidavit signed by an officer or representative of the nongovernmental entity under penalty of perjury that the nongovernmental entity does not use coercion for labor or services as defined in that statute. The Key Largo Fire Rescue and Emergency Medical Services District is a governmental entity for purposes of this statute.

As the person authorized to sign on behalf of Respondent, I certify that the company identified does not:

- Use or threaten to use physical force against any person;
- Restrain, isolate, or confine or threaten to restrain, isolate, or confine any person without lawful authority and against her or his will;
- Use lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;
- Destroy, conceal, remove, confiscate, withhold, or possess any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
- Cause or threaten to cause financial harm to any person;
- Entice or lure any person by fraud or deceit; or
- Provide a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.

Under penalties of perjury, I declare that I have read the foregoing document and that the facts stated in it are true.

By: _____
AUTHORIZED SIGNATURE

Print Name and Title:

Date:

PROPOSED TRAINING PROGRAM

1. Introduction

This training plan outlines a comprehensive approach to meet re-certification requirements, offer refresher courses, evaluate newly certified personnel, and maintain proficiency for paramedics and EMTs. It integrates both in-person and electronic delivery formats to ensure thorough and accessible training. The plan also addresses protocol review and improvement, as well as quality assurance measures to maintain high standards of emergency medical services.

2. Training Components

2.1 In-House Training and Refresher Courses

Frequency: Monthly in-person sessions and ongoing electronic modules.

Content:

- Advanced Cardiac Life Support (ACLS) procedures
- Pediatric Advanced Life Support (PALS)
- Prehospital Trauma Life Support (PHTLS/ ATLS)
- Basic Life Support (BLS) protocols
- Medical performance evaluations
- Emergency medical procedures for on-duty command personnel, on-call personnel, and volunteers

Format:

In-Person: Hands-on simulations, scenario-based drills, and case studies.

Electronic Delivery: Online modules with interactive content, quizzes, and video demonstrations.

2.2 Competency Review and Proficiency Maintenance

Evaluation Methods:

Skill Assessments: Regular practical exams and simulations.

Knowledge Tests: Online quizzes and written exams.

Performance Reviews: Analysis of field performance and case reviews.

Proficiency Maintenance:

Continuous monitoring and feedback on individual performance.

Regular updates to training materials based on emerging practices and protocols.

2.3 EMS Protocols Review and Improvement

Annual Protocol Review:

Ensure protocols are current with local, state and federal standards.

Review and revise ALS procedures, BLS procedures, and transport protocols.

Evaluate the effectiveness and accuracy of protocols related to AEDs, esophageal intubation, and inter-facility monitoring.

Protocol Development:

Develop and authorize new protocols for patient transport and care.

Prepare written procedures and guidelines as needed.

Ensure protocols permit specified ACLS procedures when communication with the medical director is not possible.

2.4 Quality Assurance Program

Performance Assessment:

Ongoing evaluation of medical performance for paramedics and EMTs.

Individual case reviews and feedback sessions.

Equipment and Medication Approval:

Recommend and approve equipment, medications, and protocols.

Continuously assess for updates to meet and exceed medical standards.

2.5 Continuing Education

Program Structure:

Develop a 40-hour continuing education program for EMTs and paramedics, split into two-hour sessions per shift, every month.

Ensure content covers essential updates and procedural changes.

Documentation and Compliance:

Track and verify completion of education credits.

Ensure compliance with biennial certification requirements.

2.6 Emergency Administrative Call Schedule

On-Call Coverage:

Establish a schedule for emergency administrative calls with appointed physicians during vacations, holidays, and other periods of absence.

2.7 Consultation and Meetings

Availability:

Remain available for consultation and meetings to address any immediate concerns or updates in protocols.

2.8 Protocol Elimination Review

Review and Update:

Assess and potentially eliminate outdated medicines, equipment, and treatment modalities that are no longer effective.

2.9 Relationships with Receiving Facilities

Agreements and Communication:

Maintain and review relationships and agreements with receiving facilities to ensure proper patient transport and care.

2.10 Staff Evaluation and Approval

In-House Representation:

Authorize an in-house representative to conduct staff evaluations.

Recommend approval of new staff for EMT or Paramedic positions based on performance and competency.

3. Implementation Timeline

Month 1-3:

Initial setup and review of training materials, protocol review, and familiarize and review utilization of electronic modules.

Month 4-6:

Begin monthly in-person training sessions and any changes that may have occurred with the review.

Month 7-12:

Implement ongoing evaluations, continue protocol reviews, and establish emergency administrative call schedules.

Ongoing:

Regular updates to protocols, continuous education, quality assurance assessments, and staff evaluations.

4. Evaluation and Feedback

Regular Review Meetings:

Schedule bi-monthly meetings to review progress, address challenges, and adjust the training plan as necessary.

Feedback Mechanisms:

Implement a feedback system for trainees to provide input on training effectiveness and areas for improvement.

This training plan is designed to ensure that all EMS personnel meet and exceed certification requirements while maintaining high standards of care and operational effectiveness.

COMMITMENT TO CLINICAL PERFORMANCE

1. System Improvement and Design

I anticipate capitalizing on Key Largo's current merits as well as offer improvement by remaining centered on enhancing operational efficiency, optimizing patient care, and ensuring community safety. My plan encompasses:

- **Infrastructure Enhancement:**
 - Technological Upgrades: Implement state-of-the-art medical equipment and electronic health record systems to streamline operations and improve patient data management.
 - Vehicle Modernization: Upgrade emergency response vehicles to ensure reliability and readiness, incorporating advanced diagnostic tools and communication systems.
- **Operational Efficiency:**
 - Data-Driven Decision Making: Utilize analytics to monitor performance metrics and identify areas for improvement.
 - Resource Allocation: Optimize deployment strategies for personnel and equipment to ensure rapid response times and effective coverage throughout the covered area.

2. EMS Protocols

The current EMS protocols for Key Largo will be reviewed and updated regularly to reflect best practices and comply with local, state, and federal guidelines.

Key aspects include:

- **Protocol Development and Review:**
 - Custom Protocols: Develop and implement protocols tailored to the unique needs of the covered area, including specific emergency scenarios and patient demographics.
 - Annual Reviews: Conduct comprehensive annual reviews of all EMS protocols to ensure accuracy and relevance. This includes ensuring that protocols align with current standards of care and integrate feedback from field personnel.
- **Advanced Cardiac and Basic Life Support:**
 - ACLS Procedures: Ensure protocols for advanced life support are robust and up-to-date, with clear guidelines for when field paramedics cannot communicate with the medical director.
 - BLS Procedures: Maintain rigorous standards for basic life support procedures, including the use of AEDs and other clinical interventions.
- **Transport Protocols:**
 - Trauma Transport: Develop protocols for the appropriate transport of trauma patients to facilities equipped for their level of care.
 - Inter-Facility Transfers: Ensure protocols are in place for efficient and safe inter-facility transfers, including monitoring and documentation of patient conditions.

3. Safety and Security Regarding Narcotics

My plan includes stringent measures to ensure the safe handling, administration, and waste documentation for proper disposal of unused narcotics and controlled substances:

- **Controlled Substance Management:**
 - Secure Storage: Ensure all narcotics are stored in secure, locked environments with restricted access.

- **Tracking Systems:** Implement electronic tracking systems to monitor the use, inventory, and disposal of narcotics, minimizing the risk of misuse or loss.
- **Regular Audits:** Conduct routine audits and inspections to verify compliance with regulations and identify potential issues.

- **Training and Compliance:**

- **Staff Training:** Provide specialized training on narcotic handling, including protocols for administration, documentation, and security.
- **Regulatory Adherence:** Ensure adherence to all relevant local, state, and federal regulations regarding narcotics.

4. Consistent Availability for Staff, Leadership, and Community

To ensure continuous support and availability for staff, leadership, and community, we will implement the following measures:

- **Leadership Accessibility:**

- **On-Call Coverage:** Establish an emergency administrative call schedule with appointed physicians to provide support during the Medical Director's absences, including vacations and holidays.
- **Regular Consultations:** Schedule regular meetings and consultations with leadership to address any emerging issues or updates.

- **Staff Support:**

- **Developing or improving 24/7 Availability:** Maintain a 24/7 support system for field personnel, ensuring that they have access to guidance and assistance at all times.
- **Feedback Mechanisms:** Implement feedback channels for staff to report concerns or suggestions, ensuring prompt response and resolution.

- **Community Engagement:**

- **Public Communication:** Develop strategies for effective communication with the community to keep them informed about EMS services, protocols, and safety measures.
- **Partnerships:** Foster relationships with local facilities and organizations to enhance collaborative efforts and ensure comprehensive care for patients.

By focusing on these areas, I remain committed to delivering a high-quality EMS system that meets the needs of Key Largo, while upholding the highest standards of safety, efficiency, and community engagement.

7c.

AGREEMENT FOR INTERIM DISTRICT MANAGER

This Agreement for District Manger Services is made and entered into as of the date last written below, by and between the Key Largo Fire Rescue and Emergency Medical Services District (“DISTRICT”), and William B. Lombardo, 117 Bears Way, Blairsville, GA 30512 (“MANAGER”).

WHEREAS, DISTRICT is in need of managerial services of its operations; and

WHEREAS, On or around September 8, 2025, DISTRICT’s Board of Commissioners determined that MANAGER possessed the skills, abilities, knowledge, and experience to serve as DISTRICT’s Interim Manager; and

WHEREAS, it is the desire of DISTRICT and MANAGER to enter into an Agreement that memorializes the parties’ mutual duties and responsibilities with respect to the Interim Manager position; and

WHEREAS, MANAGER desires to provide his services as an Interim Manager pursuant to the contractual terms provided for herein.

NOW THEREFORE, In exchange for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the parties hereto agree as follows:

WITNESSETH:

1. Duties and Responsibilities. MANAGER will serve as the Interim District Manager for DISTRICT in an executive and managerial level capacity. As the chief executive for the District, MANAGER shall follow all DISTRICT policies and shall perform all duties and responsibilities imposed upon him by the DISTRICT’s Charter, applicable laws, and regulations, as well as other proper and legally permissible duties as he may be directed by DISTRICT to perform including, but not limited to, the following Duties:

A. Operational Oversight

- i. Ensure daily readiness of personnel, apparatus, and facilities
- ii. Maintain compliance with NFPA, OSHA, and Florida Statutes (Ch. 633)
- iii. Serve as incident commander when appropriate
- iv. Monitor response times and service delivery metrics

B. Administrative Leadership

- i. Serve as the chief executive officer of the DISTRICT, overseeing all departments and/or divisions
- ii. Implement board policies and strategic directives across both fire operations and administrative functions
- iii. Act as the primary liaison between the DISTRICT board, legal counsel, and external agencies
- iv. Execute budget within approved limits
- v. Oversee personnel matters: hiring, discipline, and evaluations
- vi. Review and update SOPs and training plans
- vii. Coordinate with human resources representatives as needed
- viii. Develop policies and processes for Board communication to the District manager.
- ix. Review reporting from the Key Largo Volunteer Fire Department, Inc. and Key Largo Volunteer Ambulance Corps, Inc.
- x. Review the Administrative policies of the Key Largo Volunteer Fire Department, Inc. and Key Largo Volunteer Ambulance Corps, Inc.
- xi. Provide regular updates to elected officials and department personnel

- xii. As the liaison between the District Board and the members of the two agencies, foster open dialogue with staff to maintain morale and trust

C. Administrative Leadership Succession Planning

- i. Develop and seek approval of a Fire Chief / District Administrator position description
- ii. Develop a candidate search process for a Fire Chief / District Administrator position (in conjunction with the J Angle Group, LLC)
- iii. Facilitate transition planning for incoming permanent leadership

D. Strategic Continuity

- i. Support ongoing initiatives without initiating major changes unless specifically directed by the Board
- ii. Facilitate transition planning for incoming leadership
- iii. Provide status reports to governing bodies
- iv. Maintain documentation for continuity
- v. Assess and summarize current capital projects and purchases

E. Community & Interagency Engagement

- i. Represent the DISTRICT at public meetings and interagency briefings
- ii. Maintain relationships with mutual aid partners and allied agencies
- iii. Support community risk reduction (CRR) efforts

F. Compliance & Risk Management

- i. Monitor safety practices and incident trends
- ii. Ensure readiness for audits, inspections, and accreditation reviews
- iii. Align operations with Florida-specific compliance frameworks

G. Deliverables & Milestones

- i. Policy gap analysis and recommendations
- ii. Transition report for incoming chief

H. Expectations

- i. Maintain neutrality in succession planning
- ii. Communicate regularly with staff and elected officials
- iii. Uphold ethical standards and model professional behavior
- iv. Submit final recommendations for strategic improvement

I. Assessment & Recommendations

- i. Conduct a high-level review of district strengths, gaps, and opportunities
- ii. Submit a final report with actionable recommendations for the incoming chief

J. Governance & Compliance

- i. Ensure compliance with Florida Statutes governing special districts (e.g., Chapters 189, 191, and 633)
- ii. Prepare and present budgets, audits, and financial reports to the Board (as necessary)
- iii. Oversee public records, sunshine law compliance, and ethics standards

K. Administrative Management

- i. Supervise finance, HR, IT, and procurement functions
- ii. Manage interlocal agreements, mutual aid, and shared services
- iii. Oversee grant applications, capital projects, and legislative affairs

L. Public & Interagency Engagement

- i. Represent the DISTRICT in public forums, media, and legislative sessions
 - ii. Build partnerships with county officials, neighboring districts, and state agencies
 - iii. Lead community outreach and risk reductions campaigns
- 2. Insurance Requirements. The Parties shall provide, during the term of this Agreement, the following minimum insurance coverage and provide appropriate certificates of insurance to the other Party:
 - A. DISTRICT will provide all risk insurance, as provided herein.
 - B. DISTRICT has liability insurance and to the extent that its existing policy will allow it, will provide coverage to MANAGER.
 - C. DISTRICT will provide liability insurance to MANAGER acting within the scope of his duties to the extent that its present policy allows.
 - D. DISTRICT will provide MANAGER with workers' compensation insurance coverage.
- 3. Communications Equipment. DISTRICT will provide all necessary communication equipment, upon approval of written request(s) presented to DISTRICT for review; including but not limited to: cellular phone, two-way radio, or pager.
- 4. Indemnification. DISTRICT shall indemnify and hold MANAGER harmless from and against claims, damages, liabilities and expenses (including reasonable attorneys' fees and costs) (collectively, "Losses") arising directly from DISTRICT'S performance of emergency services to the extent such Losses arise out of negligent or intentional act of omission of DISTRICT or its officers, directors, employees or agents, except and to the

extent such Losses directly result from MANAGER's failure to perform his duties as outlined in this agreement. MANAGER shall indemnify and hold DISTRICT and its officers, directors, employees and agents harmless from and against Losses arising directly from MANAGER's performance of services hereunder to the extent such Losses arise out of negligent or intentional acts or omissions of MANAGER, except and to the extent such Losses directly result from DISTRICT'S failure to comply with MANAGER's directives hereunder. DISTRICT and MANAGER shall promptly notify the other of any event or circumstance that may lead to a request for indemnification hereunder, provided that, no failure to provide such notice shall prevent either party from obtaining indemnification hereunder unless and only to extent that the indemnifying party was demonstrably prejudiced by such failure to provide notice.

5. Relationship of the Parties. The relationship between DISTRICT and MANAGER will be that of contractor and independent contractor. Nothing in this Agreement is intended or shall be construed as creating any kind of partnership, joint venture, employer-employee relationship or any other agency relationship between DOCTOR and DISTRICT. The parties shall be solely responsible for the method and manner in which they or their respective employees carry out the duties imposed by this Agreement, and neither party shall exercise any control or direction over the methods by which the other party performs their respective functions hereunder, except as may otherwise be provided in this Agreement. MANAGER specifically acknowledges that he is not an employee of DISTRICT.
6. Compensation for Interim District Manager Services. DISTRICT agrees to pay to MANAGER the sum of \$90,000 during the Term of this Agreement. Payment shall be

made in equal installments of \$11,250.00 per month, which shall become due upon submission of a written invoice.

7. Vehicle Allowance. For any weeks that DISTRICT is unable to provide a vehicle for MANAGER, a weekly allowance of \$138 shall be paid upon submission of a written invoice. This allowance shall not apply to the time periods of November 27, 2025, through December 21, 2025, and January 27, 2026, through February 18, 2026.
8. Housing Assistance. MANAGER shall be entitled to a monthly housing allowance in an amount not to exceed \$5,000.00. Entitlement to the allowance shall be based upon actual costs incurred and shall become payable upon submission of a written invoice and documentation reflecting the actual housing costs incurred.
9. Payment of Expenses. DISTRICT agrees to reimburse MANAGER for MANAGER's reasonable and necessary travel and business expenses in accordance with state and federal law, and further, pursuant to any DISTRICT travel policies. Any conflict between requirements set out by law and a DISTRICT travel policy shall result in the provisions created by law controlling resolution of the conflict. A copy of any DISTRICT travel policy, whenever created if not already in existence at the time of this Agreement, will be provided to MANAGER. MANAGER may also be reimbursed for expenditures made on behalf of the DISTRICT program, with the prior approval of the DISTRICT. Bills or invoices for fees or compensation under this Agreement shall be submitted in detail sufficient for a proper pre-audit and post-audit thereof
10. Term of Agreement. This Agreement shall commence on November 1, 2025, and shall terminate on July 1, 2026. This Agreement may be terminated by either party by giving sixty (60) days written notice to the other party, termination effective upon the other party's

receipt of the notice of termination, said receipt of the notice being documented by a return receipt other than via electronic mail. MANAGER shall be entitled to compensation through the effective date of termination of this Agreement, provided services continue to be provided through such date as contained herein.

11. Limitation of Liability. In no event, whether as a result of contract, tort, strict liability or otherwise, shall either Party be liable to the other for any punitive, special, indirect, incidental or consequential damages, including without limitation, loss of profits, loss of use or loss of contract.
12. Severability. In the event that any provision of this Agreement is determined to be unlawful or contrary to public policy, such provision shall be severed herefrom and shall be deemed null and void, but shall in no way affect the remaining provisions outlined herein.
13. Complete Agreement. This Agreement, inclusive of attachments, sets forth the complete understanding of the parties hereto and any modification of the terms hereof must be in a writing signed by both parties hereto.
14. Governing Law. The terms of this Agreement shall be governed by and interpreted in accordance with the laws of the State of Florida, with venue agreeably set in Monroe County, Florida.
15. Contract Records Retention. MANAGER agrees to comply with all state and federal regulations governing contracts with public entities, including but not limited to cooperation with public records requests as provided by law, and cooperation with comptrollers and auditors as provided by law.

16. Waiver. Any act or lack thereof that is determined to be a waiver by either party of a breach or failure to perform hereunder shall not constitute a waiver of any subsequent breach or failure to perform.
17. Representations and Warranties. MANAGER represents and warrants to DISTRICT, upon execution and throughout the term of this Agreement that:
 - a. MANAGER is not bound by any contract or arrangement which would preclude him from entering into, or from fully performing the services required under this Agreement;
 - c. MANAGER has not been convicted of a public entity crime as provided in F.S. §287.133; and
 - d. MANAGER has and shall maintain throughout the term of this Agreement, all appropriate licenses, certifications and insurance coverage that are required in order for MANAGER to perform the functions assigned to him in connection with the provisions of this Agreement.
18. Assignment. Neither DISTRICT nor MANAGER may assign or transfer any interest in this Agreement without the prior written consent of both parties. Should an assignment occur upon mutual written consent, this Agreement shall inure to the benefit of and be binding upon the parties hereto and their respective heirs, representatives, successors and assigns.
19. Sovereign Immunity. Nothing in this Agreement shall be construed so as to waive, negate or otherwise affect the immunities, exemptions, and limitations of liability of DISTRICT provided under Florida law, including but not limited to Section 768.28, Florida Statutes, and other applicable state laws.

20. Public Records. Pursuant to section 119.0701, Florida Statutes, for any tasks performed by MANAGER on behalf of the DISTRICT, MANAGER shall: (a) keep and maintain all public records, as that term is defined in chapter 119, Florida Statutes ("Public Records"), required by the DISTRICT to perform the work contemplated by this Agreement; (b) upon request from the DISTRICT 's custodian of public records, provide the DISTRICT with a copy of the requested Public Records or allow the Public Records to be inspected or copied within a reasonable time at a cost that does not exceed the costs provided in chapter 119, Florida Statutes, or as otherwise provided by law; (c) ensure that Public Records that are exempt or confidential and exempt from Public Records disclosure requirements are not disclosed except as authorized by law for the duration of the term of this Agreement and following completion or termination of this Agreement, if MANAGER does not transfer the records to the DISTRICT in accordance with (d) below; and (d) upon completion or termination of this Agreement, (i) if the DISTRICT, in its sole and absolute discretion, requests that all Public Records in possession of MANAGER be transferred to the DISTRICT, MANAGER shall transfer, at no cost, to the DISTRICT, all Public Records in possession of MANAGER within thirty (30) days of such request or (ii) if no such request is made by the DISTRICT, DOCTOR shall keep and maintain the Public Records required by the DISTRICT to perform the work contemplated by this Agreement. If MANAGER transfers all Public Records to the DISTRICT pursuant to (d)(i) above, MANAGER shall destroy any duplicate Public Records that are exempt or confidential and exempt from Public Records disclosure requirements within thirty (30) days of transferring the Public Records to the DISTRICT and provide the DISTRICT with written confirmation that such records have been destroyed within thirty (30) days of transferring the Public Records. If MANAGER keeps and maintains Public Records pursuant to (d)(ii) above, MANAGER

shall meet all applicable requirements for retaining Public Records. All Public Records stored electronically must be provided to the DISTRICT, upon request from the District's custodian of public records, in a format that is compatible with the information technology of the DISTRICT. If MANAGER does not comply with a Public Records request, or does not comply with a Public Records request within a reasonable amount of time, the DISTRICT may pursue any and all remedies available in law or equity including, but not limited to, specific performance.

IF THE MANAGER HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE MANAGER 'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT:

Telephone number: 305-664-4675

E-mail address: cgreco@flordia-law.com

Mailing Address: 81990 Overseas Highway, 3rd Floor, Islamorada, FL 33036

21. Notices. All notices required by this Agreement, unless otherwise provided herein, by either party to the other shall be in writing, delivered personally, by certified or registered mail, return receipt requested, or by Federal Express or Express Mail, and shall be deemed to have been duly given when delivered personally or when deposited in the United States mail, postage prepaid, addressed as follows:

DISTRICT:

Key Largo Fire Rescue & Emergency Medical Services District
P.O. Box 371023
Key Largo, Florida 33037-1023
Attention: District Clerk

MANAGER:

William B. Lombardo

22. The Parties hereby acknowledge and understand the contents of this Agreement, they have been advised by or have had an opportunity to consult with their own independent legal counsel and/or tax advisor regarding the provisions provided for in this Agreement and their implications. The parties enter this Agreement knowingly, freely, and voluntarily.
23. The Parties agree that this Agreement has been entered into for their sole and exclusive benefit and by so doing do not intend to benefit any third party.

IN WITNESS WHEREOF, the parties hereto have executed this agreement, as of the day and year first written above.

Key Largo Fire Rescue and Emergency
Medical Services District

William B. Lombardo.

By: _____
Print: Anthony Allen Chairman

By: _____
Print: William B. Lombardo

Dated: _____

Dated: _____

Attest: _____
District Clerk

Dated: _____

Approved as to form and sufficiency:

District Legal Counsel

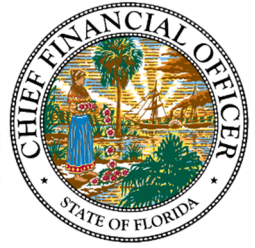
Print: _____

Dated: _____

8a.



DIVISION OF
STATE FIRE MARSHAL
FLORIDA DEPARTMENT OF FINANCIAL SERVICES



September 17, 2025

SENT VIA ELECTRONIC MAIL ONLY

Key Largo FD
dgarrido@keylargofire.org

Re: Notice of Grant Award from the Decontamination Equipment Grant Program

Key Largo FD:

As the Director of the Division of State Fire Marshal within the Florida Department of Financial Services (Division), it is my privilege to inform you that the Division approved your grant application for the 2025-2026 fiscal year in the amount of \$24,816.78 for the purchase of dryer, extractor, gloves, hoods. The State of Florida requires a mandated funding match of twenty-five percent (25%) of the total grant award amount; please see below breakdown of the total grant award and required match.

Total Grant Award Amount	\$33,089.05
State of Florida Portion Amount (75%)	\$24,816.78
Required Match Amount (25%)	\$8,272.26

To accept the grant award, you must complete and email the included Confirmation Form to **SFMGrant@MyFloridaCFO.com**. Once the Division receives the completed form, a contract manager will be assigned and contact you to discuss next steps. The assigned contract manager will be your main point of contact within the Division for all matters relating to this Notice of Grant Award, the Grant Agreement, and the payment of funds.

If you have not already done so, please ensure that you are in full safety compliance from the Bureau of Fire Standards and Training. Any outstanding compliance items are to be completed by you within ninety (90) days from the date of this Notice of Grant Award. If not completed, then this grant award will be revoked.

Please note, the defined performance period for the grant is one (1) year starting July 1, 2025, and ending June 30, 2026.

If your equipment purchase will take longer than one (1) year to complete and meet payment requirements, you must notify your assigned contract manager as soon as possible.

Congratulations, the Division looks forward to working with Key Largo FD on this important project.

Sincerely,

JoAnne E. Rice, Director
Division of State Fire Marshal

LT/ct

FLORIDA DEPARTMENT OF FINANCIAL SERVICES

JoAnne E. Rice • Director
Division of State Fire Marshal
200 East Gaines St. • Tallahassee, FL 32399-0340 • Tel. 850-413-3610
Email • SFMGrant@myfloridacfo.com



DIVISION OF
STATE FIRE MARSHAL
FLORIDA DEPARTMENT OF FINANCIAL SERVICES



CONFIRMATION FORM

Contact Information

Grantee:
<i>(The Grantee name MUST be the name registered with the Department of State and MyFloridaMarketplace, commonly known as MFMP)</i>
Federal ID # (FEIN):
Mailing Address:
City, State, Zip:
Physical Address:
City, State, Zip:

Contract Manager

Name:
Title:
Phone:
Email:

All email and phone communications will be directed to the Point of Contact (POC). Please list POC here:

Name:
Title:
Phone:
Email:

11a.



KEY LARGO VOLUNTEER AMBULANCE CORPS, INC.

98600 Overseas Highway Key Largo, Florida 33037 Phone: 305-451-2766 Fax: 305-451-1562

Special Meeting
Date: August 26, 2025

Board members in attendance were Dawn DeBrule, Tina Wyatt, Danny Powers, Tess Marra and Scott Robinson. A quorum was present. Chief Don Bock was also in attendance.

1. The meeting was called to order at 6:41 pm by President Scott Robinson.

2. Approval of Agenda

Dawn DeBrule seconded by Tina Wyatt moved approval of the agenda. Motion carried unanimously.

3. Old Business

- Tess Marra seconded by Dawn DeBrule moved approval of the July 2025 minutes. Motion carried unanimously.
- Dawn DeBrule seconded by Tina Wyatt moved approval of the July 2025 treasurer's report. Motion carried unanimously.

4. New Business

- A. After discussion and upon motion and second by Dawn DeBrule and Tina Wyatt respectively, the revised 2025-26 budget was unanimously approved for submission to the District.
- B. The topic of District budget was not discussed.
- C. Item 4C was tabled to a future date by the Chief.

5. Membership Review

- Dawn DeBrule seconded by Tina Wyatt moved approval of reimbursement for Miranda and Martinez. Motion carried unanimously.

6. Adjournment

There being no further business, Dawn DeBrule seconded by Tess Marra moved adjournment. Motion carried. Meeting adjourned at 6:56 pm.

Kay Cullen
Recording Secretary

11b.

Key Largo Volunteer Ambulance Corp Inc.
Treasurer's Report
August 2025

	Billing Account	Corp Account	Building Account	CPR Account	Total
Beginning Balance	\$116,529.28	\$4,198.78	\$66,332.72	\$583.60	\$187,644.38
<u>Revenues</u>					
Interest	23.82	1.73	26.74	0.25	52.54
Medical Fees	37,217.21				37,217.21
Medical Transcripts					0.00
KL Fire Rescue & EMS Reimb	41,099.87				41,099.87
Donations					0.00
Educational Income					0.00
Uncollected Income/Adjustmts *	33,019.30				33,019.30
Misc Income- Insurance Refund					0.00
Total Revenues	\$111,360.20	\$1.73	\$26.74	\$0.25	\$111,388.92
<u>Expenditures</u>					
Background Checks	82.00				82.00
Excise Tax	22.54				22.54
Payroll Expenses	193,147.39	12,741.34			205,888.73
Licenses & Permits					0.00
Professional Fees	996.56				996.56
Supplies	316.32	139.90			456.22
Bank Service Charges	42.82				42.82
Meals & Entertainment	111.38				111.38
Misc.- Fraudulent Checks	2,500.00				2,500.00
Dues & Memberships					0.00
Total Expenditures	\$197,219.01	\$12,881.24	\$0.00	\$0.00	\$210,100.25
Ending Balance	\$30,670.47	-\$8,680.73	\$66,359.46	\$583.85	\$88,933.05
TRANSFERS	26,000.00	0.00	(26,000.00)	0.00	0.00
Vol Reimb paid with Billing Acct *	(12,741.34)	12,741.34	0.00	0.00	0.00
Balance before Adjustment	31,187.79	4,060.61	40,359.46	583.85	76,191.71
Adjustment to arrive at Actual *	-21,184.93	0.00	0.00	0.00	-21,184.93
ACTUAL BALANCE @ MO END	\$10,002.86	\$4,060.61	\$40,359.46	\$583.85	<u>\$55,006.78</u>

-33,019.30

12,741.34

-906.97 Fixed Asset Purchases

0.00 *PAYROLL LIAB ADJ (FL UNEMPL TAX)

-\$21,184.93 *