



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 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]

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



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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 as 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. Concurs 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]

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%.



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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.

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*



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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.

6. SECRETARY REPORT

None



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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?

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



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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.

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



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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.