



St. Tammany Parish Fire Protection District No. 11
Board of Commissioners
Minutes of the Meeting on November 10, 2020
Fire Chief Jack Dockery

ROLL CALL

Russell Lindsey – Present
Emile Lombard - Present
Floyd Trascher – Present
Michele Blackwell – Present

INVOCATION

PLEDGE OF ALLEGIANCE

MINUTES

FINANCIALS

MINUTES

Mrs. Blackwell asked, has everybody read and approved the minutes from the October 13th, meeting?

Mr. Lindsey said, yes, I reviewed them.

Mr. Lombard said, alright.

Mr. Trascher said, yes, I reviewed the minutes and if nobody has any further discussion, I move that we approve them with the video governing.

Mr. Lindsey said, second.

Mrs. Blackwell said, Mr. Emile, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell said, Mr. Russell, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Floyd, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries. Financial Report, Chief Dockery?

FINANCIAL REPORT

Chief Dockery said, alright, for the month of October, we are looking at a 83.33% target. Ad valorem, we collected 98%. State Revenue share and Fire Districts rebate, we usually start seeing that either this month on into December.

EMS SERVICE

EMS Service, we have collected 99%, so we are only \$1,611.37, away from our mark.

Mr. Lombard asked, that's our target or is that our actual?

Chief Dockery said, that's our target. So, I probably have that in my office right now waiting on depositing. So, we are doing very well on that part. As of all the other items, anything that is over or grossly under, I have in the amended budget that I will present later on in the meeting. But, as of normal everyday things, everything seems to be running in line. We have the usual needs met that we had in numerous meetings that needed to be in the Amended Budget and it is included in the Amended Budget.

Mr. Lombard said, and we will be within the 5%?

Chief Dockery said, yes. I was on the calculator today.

Mr. Lombard said, okay.

Chief Dockery said, as of EMS, we didn't receive our EMS packet yet from the billing company. It's probably ran, it probably will be later this week that we will get that in. That's all I have for the report.

Mrs. Blackwell said, does anybody have any questions on the budget?

Mr. Lindsey said, nope, I am good.

Mr. Lombard said, I will look over it tonight and if I have questions I will see the Chief about them. What do you want to do next?

Mrs. Blackwell said, if that's all on that, we will go to the Chief's Report.

CHIEF'S REPORT - Chief Jack Dockery

Chief Dockery said, okay, for the month of October:

EMS	59
MVA	4
*STRUCTURE FIRE (1 Mutual Aid District 7)	2
RUBBISH FIRE	4
SERVICE/GOOD INTENT	6
DISPATCHED/CANCELLED IN ROUTE	6
FALSE ALARM	3
POLICE MATTER	1
SMOKE SCARE	1
WEATHER (during one of the many storms we've had)	2
ELECTRICAL	1
TOTAL	89

*STRUCTURE FIRE – one of them was a mutual aid for District 7 and one was in Twin Oaks Trailer Park. Upon investigation of the Twin Oaks fire, it appears they had a generator on the porch with the muffler pointed towards the railing. So, it was unfortunate.

Mr. Lombard asked, how bad was the fire?

Chief Dockery said, it was a total loss of the trailer.

Mr. Lombard said, really? Everybody got out alright, I assume.

Chief Dockery said, everybody got out alright and we actually rescued one cat. During that fire, I will touch base with that in a minute.

ENGINE 111 OUT OF SERVICE

Chief Dockery continued, during that fire at Twin Oaks, the operator was going down the road and there was a vehicle parked in the middle of the road. He went to pass it and the asphalt crushed underneath the truck and the truck actually went into the ditch. So, I had to get a tow truck out there to basically pull him out. After that, I asked Simmons Martins to come and look at it and make sure it was road worthy. They looked at it and noticed some issues so I had it brought over to Harvey, to their shop, and asked them to go through and give me a estimate of what needs to be fixed on it. I got that yesterday. So, the total cost to fix the truck with every problem it has from little to major is \$45,285. Now, I went through it today and kind of, highlighted some things that I feel that should be completed on it. I have come up with a cost of \$28,500. Now, I had moved money from all the other areas in the budget for other vehicles that don't really need anything for the rest of the year. So, I was able to have those funds and not touch any type of reserve. I was able to move money around. It will need, let me get back to page one. They checked the front end and found that both the, both of the wheel hubs need to be disassembled and cleaned and inspected. Both front springs need to be replaced at the tune of \$2,966.

Mr. Trascher said, are these issues that you are bringing up now related to the accident?

Chief Dockery said, no, the accident, the asphalt basically gave out and the truck just shifted over. Just to be safe, I wanted them to come out and take a look at it. Whenever they were looking at it they found a couple of things that was concerning to them so, I told them I would bring it over to the shop and let them do a PM on it and just give me an estimate on anything else that is going on.

Mr. Lombard asked who is that, the ones that looked at it?

Chief Dockery said, Simmons Martins, Pearson.

Mr. Lombard said, okay.

Mr. Lindsey said, but, none of the damage is related to where it would be an insurance claim?

Chief Dockery said, no, it was basically, like I said, it just slid off into the ditch. Nothing was damaged in the accident.

Mr. Lindsey said, so this is more of just a maintenance issue

Chief Dockery said, this is a maintenance issue. Now, being that I am on record, I am going to say this very carefully. We have had this truck PM'ed before with another fire department and I am surprised that some of this did not get caught with their inspections of it so, I am very disappointed. But, talking with Simmons Martin, they actually have a mobile PM service to where they will drive out to the department and do the maintenance on the trucks. Oil changes, check the fluids, check the rear end, check the pump and we are looking at some type of contract for all the trucks for maybe next year to where they can come out and do it and I don't have to worry about sending it to anyone else.

Mr. Lombard asked, and that's up in Hammond?

Chief Dockery said, yes. It's got an oil leak and it says the cause is the head gasket, front train seal, front cover, valve cover, front case, vent housing gaskets and the oil filter is leaking. Now, the oil filter, the oil was changed at this said location and it's leaking. So, it basically has a blown head gasket and that's \$11,815.

Mr. Lombard asked, nobody noticed the head gasket was blown?

Chief Dockery said, it's been running, it hasn't had any issues but, they are saying it has a blown head gasket. It's leaking, it's not fully to where it's effecting the performance of it.

Mr. Trascher asked, it's leaking oil, it's not actually effecting the service. What items did you decide that you don't think that they found that we don't need to do?

Chief Dockery said, well, the items that I found we don't need to mess with is, they got debris in the radiator. My guys can get out there with the air hose and blow it out. I am not paying them \$250 to go out there with the air hose and blow the leaves out the radiator.

Mr. Lombard said, it hasn't been running hot.

Chief Dockery said, they've got replace belts, they got three belts that are worn.

Mr. Lombard asked, three what?

Chief Dockery said, three belts, it's only got three belts on it but, I really don't want to pay \$687 to replace three belts. I have a mechanic that is ASC certified that can replace three belts just for the cost of the belts. So, I will have him do that. Anything else, missing tags and bezels, that's stuff that can be later on. DOT lights, they got a couple of lights that have a few, I don't want to call them bulbs because they are LED's, they have a few spots in the LED's that are burnt out. It's not affecting the light but, I am not paying \$3,259. I can order the lights ourselves and we can have our mechanic put them in. So, basically, what I want them to do is change the front end, change the springs in the front end, change the head gasket, it needs a good PM done on it, it needs a front brake job and a rear brake job.

Mr. Trascher asked, how old is the vehicle?

Chief Dockery said, it's a 2014.

Mr. Lindsey said, so it's something we are going to be keeping for multiple years.

Mr. Lombard said, 4 years is a lot of wear and tear on a vehicle because they run every day.

Chief Dockery said, there again, I am not going to place the blame on anyone but, I hate to assume, I never want to assume anything but when I send it some where I expect them to check everything. When I say check it from bumper to bumper, I want it checked. I don't want to find these issues later on when some other company comes in and says "you've only got 30% on your front pads and only 10% on your back pads". They should have checked it when they had it.

Mr. Trascher asked, how long ago did they inspect it?

Chief Dockery said, last year. So, another thing I am not going to touch is the A/C. For right now it's the cold weather and I feel that we have, like I said, we have an ASC certified mechanic that can work on the A/C. Frankly, what they are charging for an A/C compressor is just outrageous. It's \$1,900 for just an A/C compressor. I believe we can find one that's equivalent to it for cheaper.

Mr. Trascher said, don't do a Robbie Crowe.

Chief Dockery said, no, no, no. I'm not going to Robbie Crowe it but, you know, of course they have a markup for what they have but, for all the things that they did find I found, I consider about \$28,000 of it really necessary.

Mr. Trascher said, necessary.

Chief Dockery said, I do have one I am going to talk to them about this week. It was the foam pump for the onboard foam. We had this system repaired back in November of 2018. Now, let's face it, if we get 8 to 10 fires a year, we have had a busy year. I don't see how this foam pump is leaking again so, I am going to call them and kind of discuss what is going on here because, I really don't want to pay another \$1,500 to change out a couple of O rings and in a year it's leaking again. There's got to be something else going on. Did y'all do it incorrectly, is there some defect in there?

Mr. Trascher asked, is there any warranty from the work they did?

Chief Dockery said, I am going to check on that too. For right now, it's out of service. Like I said, none of the damage occurred during the accident, it was just, I hate to say lack of PM, because that truck is more loved than any other truck other than the ambulance because it's a front line truck and it's the newest one we have.

Mr. Lindsey asked, what kind of turn around time are we looking at for the repairs?

Chief Dockery said, that, I haven't checked with them. I just got this information last night and I started digging through it today to see what we could trim off things that we really didn't need at this time so, I will get more of an answer some time this week of turn around for it.

Mr. Lindsey said, I was just curious. I mean, it's got to be done regardless.

Mr. Trascher said, well, things like the air condition, they had to or should have been aware that it wasn't working.

Chief Dockery said, I want to say we had it looked at and I am going to get with the other shop and get some records of when they repaired it.

Mr. Trascher said, I mean, the operators should have had an idea it wasn't working before this.

Chief Dockery said, yes, the operator noted it but, it's just been one of those things that we noted it but we are going to get with them. See what we had done and well, it was like, we will get with them and see what they can do for us at the other shop.

Mr. Trascher asked, are we talking about Covington?

Chief Dockery said, no.

Mr. Lindsey said, I mean, I don't have a problem with having the air repaired. I mean, if we want to do it, have it done right, that's my thought. Maybe we can wait til the spring because, if they do it now and we don't use it during the winter then, find out in the Spring that it's not working, we could be out of warranty by the time you figure out it's not working.

Chief Dockery said, that's kind of the thought . It's getting to the cold weather months so, it will be one of those, early next year, take a look at it and see if we can get it repaired.

Mr. Trascher said, I don't know how it works in the truck but I know, like in most of the cars, when you put it on defroster the air compressor runs because it helps take the humidity out of the air.

Chief Dockery said, it's a, they have a totally separate defrost built into the trucks.

Mr. Trascher said, that's what I said, I don't know about that one because that used to be a problem when you didn't run the air conditioner all winter the seals would leak.

Chief Dockery said, yes.

Mr. Lindsey said, well, I am definitely for getting the proper maintenance done on it where we can keep it in good shape.

Mr. Trascher said, (inaudible).

Chief Dockery said, I did talk to the company and basically, in a nut shell, they said they have two programs that we are looking at which is the Minor PM, which they recommend every six months and they have a Major PM. The Minor PM is around \$300. They will come out and change the oil, change the filter, check all the fluid. Like I said, do a 104 point inspection, lube the chassis, and the Major one, they will come out and actually change the oil, filter, transmission fluid and filter, fuel filter, differential oil, they will check power steering fluid, check the radiator, test the antifreeze in it. It's a more detailed inspection. I think they said, it was \$550. That's us supplying the...

Mr. Lombard said, and that's once a year?

Chief Dockery said, yes, that's us supplying the filter and of course, the oil, which they recommended off record for us to do that anyway because it's a lot cheaper and we can get our parts local. We can get our oil local and there is no mark up. Of course, the company, they have to mark everything up that they get. It is a program that we are going to look at. That way we don't have to rely on getting it fit in somewhere else because they have their own equipment to worry about.

Mr. Lindsey said, \$500, I think that is reasonable, really.

Mr. Lombard said, \$500 for the year?

Chief Dockery said, yes, so, it is something I am going to look at for all the vehicles other than the ambulance which we send to, we can send it to the oil change place and have the oil changed and what not. But, as of the actual apparatus', the engine, the pumpers and the ladders, and our service, we will have them come in and do the PM on it.

PARISH APPROVED MILLAGE RENEWAL

Chief Dockery continued, the good news is, on the second part, the Parish did approve our millage renewal after a long drawn out night, we had our 30 seconds of glory and I explained to the Councilmen, it was a third of our budget. It's 15 mills for 10 years, and that it was a renewal, not a new tax. It passed unanimously and so, it will be put in the paper I want to say, in December and run it's course until the election. So, that is a positive. We didn't really get any flack on that one. So, that's all I have for the Chief's Report.

Mr. Lombard said, it sounds good to me.

Mrs. Blackwell asked, does anybody else have anything for the Chief's Report? If nobody has anything, we will move to Old Business.

OLD BUSINESS

CPA CONTRACT RENEWAL – Chief Jack Dockery

Chief Dockery said, okay, this is, I presented this last month for everyone to review and I wanted to see if we wanted to move forward with Moyle and Associates for this 2021. It seems like the rates are the same if not close to the same. Of course, nothing is perfect, when I make a call up there or if I have a meeting it's a little extra because nothing is free in this world. But, they did break it out this year into to separate ones. They have Accounts Payable and then one specifically for Payroll.

Mr. Trascher said, okay, Chief, do you have the, we prepared two resolutions to adopt the contract. I guess we can deal with the first one which would be the Write Up services. What is the price on the Write Up services?

Chief Dockery said, there estimating \$13,550.

Mr. Lombard asked, and that's for what?

Mr. Trascher said, this is for the bookkeeping services.

Mr. Lombard said, okay.

Mr. Trascher said, you know, the audit, whatever they do as far as financial auditing for their normal, and it's the same services that we procured in the past. Right Chief?

Chief Dockery said, yes.

Mr. Trascher said, so the bookkeeping services would remain the same. With that said, we have Resolution 2020-021 by the Board of Commissioner's for St. Tammany Fire Protection District 11, to approve the contract for Write Up services that the Chief quotes.

Mr. Lombard said, I don't think we can get it any cheaper any place else probably. They have all the paper work there.

Mr. Trascher said, yes, it's what we had last year from what the Chief is saying is that, the prices are the same so, we are not dealing with any major increases on that one. So, that would be the first resolution to approve those services and the renewal of that contract and if there is no discussion on that, I move that we approve it.

Mr. Lombard said, I will second it.

Mrs. Blackwell asked, Mr. Emile, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Russell Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Floyd Trascher, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Mr. Trascher said, the second resolution would be 2020-022, by the Board of Commissioner's, would be for payroll services. Again, like the Chief said, in the past we had one price total for both items. This year we are going to have a contract for payroll and a contract for the bookkeeping services.

Mr. Lombard said, all payroll, for ours and the department.

Mr. Trascher said, yes, this would be to process all the payrolls for a twelve month period. Chief do you have cost on that contract?

Chief Dockery said, I just did, let's see...

Mr. Trascher said, and I think we were paying around \$18,000.

Mr. Lombard said, that sounds about right.

Mr. Trascher said, with the payroll and the auditing services. So, if we have \$13,000 and whatever that one is, this would be around that figure.

Mr. Lindsey asked, so, that is a similar price as last year?

Mr. Trascher said, yes, that's what we are verifying now, what our contract was last year.

Chief Dockery said, one second.

Mr. Trascher said, if we were, if we wanted to consider changing, we would probably need to put something out to bid maybe by August.

Mr. Lombard said, I don't have an issue with it.

Mr. Trascher said, in the future, if you wanted to do it if you had any issues, probably would have to put something out to bid around August.

Mr. Lombard said, I might not be here in the future so.

Mr. Trascher said, may not be where?

Chief Dockery said, \$4,995.

Mr. Trascher said, okay, the \$13,000 and the \$4,995 would be around the \$18,000. That's what it is. With that said, Resolution 2020-022, I move that we approve it for Moyle and Associates for payroll services.

Mr. Lombard said, I will second that.

Mrs. Blackwell asked, Mr. Emile, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Mr. Russell Lindsey, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Floyd, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries. Okay, we will move on to New Business.

NEW BUSINESS

INTRODUCTION TO AMENDED 2020 BUDGET – Chief Jack Dockery

Chief Dockery said, alright, in front of you is our amended budget. Anything in green, we added. Anything in red, we took away from. So, anything in green up top is great, more money. Anything in green on the bottom, we had to spend a little bit more money. But, looking at everything, what I figure right now is \$380,879.57, under budget.

Mr. Lombard asked, right now?

Chief Dockery said, right now, if everything falls into place like it should with the ad valorem, State Revenue, State Fire Insurance, that's where we will be looking at. If it doesn't, we will probably be in the low 300's. But, as of the expenses, I have cut everything down to where it is in the 5% range. I had some areas in here but it looks like it cut it off. There are a couple of items I would like to move and would like permission from the Board and all the way on the last page would be where this is at. 8500 – Other Expense, I had retirement. I originally had \$107,000 in there and we took out some and left \$55,000 in there. Now, we could either come up with some type of one time payment for our retirement or I recommend that we move this into the restricted fund and use this as a buffer for next year for the retirement.

Mr. Trascher asked, where is this Chief?

Chief Dockery said, on the last page, it's in the yellow.

Mr. Lombard said, this where it says State Retirement? So, that is for this year?

Chief Dockery said, that's for this year. That is what we had left over. I had \$107,000, originally but we took some of that to pay for repairs on Medic 112 and a couple of other items. We had \$55,000, still left in that line item. Like I said, I would like to break it down into portions for retirement this year or move it into the restricted fund for a buffer for next year.

Mr. Trascher said, I think it would probably be good to move it into the restricted fund until we can, because if we make a one time payment on retirement, I don't know how, the guys may look for that and it may not happen. We really need to look at this retirement issue.

Chief Dockery said, I am good moving it to the restricted.

Mr. Trascher said, I don't think we can leave it in there and roll it over with what you are saying.

Chief Dockery said, we can leave some of it in there but, I rather just dedicate that into the restricted fund.

Mr. Trascher said, I wouldn't have a problem with moving that into the restricted fund.

Mr. Lombard said, you know that is going to put a red flag up when people see other expenses on there.

Mr. Trascher said, right, and I mean with that, I would make a motion that we put it into the restricted fund, that we move this.

Mr. Lombard said, I will second that.

Mr. Lindsey said, second.

Mr. Lombard said, we know it's in there, we know we can always take it back out.

Mrs. Blackwell asked, Emile, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Russell, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Floyd, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Chief Dockery said, alright, down in Capital Purchases, the 8913, the fire truck, that was going to be for a new Chief's vehicle. That didn't happen this year so, I would ask that we move that \$30,000, into the Restricted Fund for 2021's FEMA payment.

Mr. Lombard asked, for what?

Chief Dockery said, for the FEMA payment that we have to make.

Mr. Trascher said, that would be a prudent place to put it for the expense in there because we did make a payment this year and we need to pay off that debt. It's been hanging over our heads for a long time.

Chief Dockery said, I ask that we move that.

Mr. Trascher said, I do agree and that specific \$30,000, would be put into a restricted account for the FEMA payment. That is earmarked for that and can't be taken for anything else.

Mr. Lindsey asked, and what is the balance on that?

Mr. Trascher said, somewhere around \$70,000.

Chief Dockery said, yes, somewhere around \$75,000, I believe it was.

Mr. Trascher said, yes, I think that would be wise.

Mrs. Blackwell asked, do we need to vote?

Mr. Trascher said, yes, we need to vote on that. There is a motion, we need a second and to vote.

Mr. Lombard said, you have a motion. I will second it.

Mrs. Blackwell asked, Emile, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Russell, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Floyd, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Chief Dockery said, and one more. Remember 8806, EMS Equipment and Capital. We earmarked \$15,000, of course we didn't use it this year. I would ask that we go ahead and move that into the restricted and we will also have that in there for our LifePak purchase that we made.

Mr. Trascher said, I don't see that.

Chief Dockery said, it's the last page.

Mrs. Blackwell said, the last page, it's right here. See the green right here.

Mr. Trascher said, I see fire truck, EMS

Chief Dockery said, EMS Equipment, 8806.

Mr. Trascher said, okay.

Chief Dockery said, I ask that we move that into the restricted for payments on the LifePak monitors that we have. The two monitors that we bought and financed.

Mr. Lombard asked, what do we owe on them yet?

Chief Dockery said, I would have to look. I know I want to say originally it was \$69,000.

Mr. Lombard said, yes, I think we put, what half of it down? We paid half of it?

Chief Dockery said, we paid \$20,000, last year.

Mr. Trascher said, yes, because we can't really leave that floating in the air. It has to be dedicated to something so, with that, that would make our payment for next year and I would move that we put that in the restricted fund for the LifePak payments. Move from that account.

Mrs. Blackwell asked, do we have a second?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Emile, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell asked, Russell, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Floyd, how do you vote?

Mr. Trascher said, yes.

Mrs. Blackwell said, motion carries.

Chief Dockery said, by all means, look over it.

Mr. Trascher said, by moving these funds, that should make all these line items zero out or end within the percentage range.

Mr. Lombard said, the 5%.

Chief Dockery said, yes. Everything else I have looked at and things that we didn't need I cut it down to the 5% and figured out anything that we would need in December.

Mr. Trascher said, now, on the truck that we talked about earlier, for the repairs for that, has that been reflected in this budget?

Chief Dockery said, yes, the Repairs and Maintenance, it's the second green one, it's 6480. Engine 111, it says Pierce and I have a cost of \$32,500, that's just adding in what maintenance that we already had along with the \$28,500.

Mr. Trascher said, so that's earmarked and we will be able to pay that.

Chief Dockery said, yes.

Mr. Lombard asked, 6480?

Mr. Lindsey said, it's in the green on page 2.

Mr. Trascher said, yes, it went from \$6,000, to \$32,000.

Mr. Lindsey said, it's a little increase.

Mr. Trascher said, yes, inflation is rough. It is something we need to stay on top of and we have been begging for this for the asset tracker and that's all part of it. I would like to say we need to caution the operators when they finish their shift, if there are any problems with the air conditioner or something like that, to note it so if we can catch it. Like the springs, that would be hard to determine that. If they notice the vehicle is using oil or if they check the oil on their shift, that's something we need to get on top of that.

Chief Dockery said, that's all I have for the amended. It's just an introduction.

Mr. Trascher said, now we will introduce this and approve it at our December meeting for the year. Now, what about our 2021 budget? That's under New Business, I'm sorry.

Chief Dockery said, 2021 will be voted on in December.

Mr. Trascher said, okay, because we have introduced it.

Chief Dockery said, yes.

Mrs. Blackwell asked, okay, do you have anything else on the budget?

Mr. Trascher said, no ma'am.

Mrs. Blackwell said, okay, if there is nothing else on the budget we will move to Introduction of Retirement, Chief Dockery?

INTRODUCTION OF RETIREMENT – Chief Jack Dockery

Chief Dockery said, alright, this funny looking page in front of you is a numbers sheet that me and Chief Parish have been working on. I really wish he was here tonight to help me with this one but, we are going to go with it. This long line of numbers sheet that you see, it starting at \$32,000, and ending at \$25,753.85, it is 26 payroll cycles and what we did was take the gross of each payroll cycle and put it up there to give ourselves a little bit of a buffer. This is including the swing shifts but, I wanted that to get just a little bit of breathing room in there for a fully staffed 10 member department. So, the average came out to be \$25,753.85, per payroll. As you look over at the bottom there is 10%, 15%, and 17%. This is the departments part in contributing to the employees deferred comp. I would ask that the department consider doing the 15%, contribution to the employees which would come out to \$100,440, a year. Now, we've talked to all the employees and we asked them what they would be comfortable with and everyone agreed with the 5%.

Mr. Lombard asked, that would be them putting 5%?

Chief Dockery said, that would be them putting 5%.

Mr. Lombard said, and we would put 15%?

Chief Dockery said, and the department would put 15%. With that being said, we also kicked around the idea that, if the department could, basically, carry the 2% of the employees cost to 17%, the mandatory 15%, with the department carrying another 2%, and the employee would pay 3%, it would still turn out to be 20% into the system each month and that cost came up to \$113,832. So, these are high numbers just because we used a gross instead of the net and what this is basically doing is giving us an alternative to the State Retirement System. Up at the top you see the State Retirement and as of today, it is at 32% employer. Now, in the next month or two, they haven't figured it out yet, it's either going to be 35% or 35 a quarter. So, I put these figures up here, every two weeks, if we were in the State Retirement System the department would pay, right now at the 32%, the department would pay \$8,241.23.

Mr. Lombard said, that's every two weeks.

Chief Dockery said, that's every two weeks. If they move to 35%, the department would pay \$9,013.85. Now, for the year, if it stayed at 32%, which it's not, the department would contribute \$214,272. At the 35% rate, which it will go to, the department would contribute \$234,360. Now, it's a big difference between \$100,000 or \$113,000, to \$234,000.

Mr. Lombard said, yes, it's half the cost.

Mr. Trascher said, now, this is in addition to Social Security.

Chief Dockery said, yes.

Mr. Trascher said, so, with the figures you are quoting you need to add another 7 to 10%, cost to the department because we will still be paying Social Security. Now, on the State Retirement, do they contribute any to the hospitalization?

Chief Dockery said, I am not following you on that one.

Mr. Trascher said, we pay the employees hospitalization, don't we? On the State Retirement, do those people also pay their hospitalization because, when we look at a benefit package we need to look at the whole package.

Chief Dockery said, well, the employer, it depends on what District but, say for instance, Fire 1, I want to say they do pay for the employee along with their retirement system. So, yes, that would be a total package of the benefit. But, I just want to break it out, just some rough work to show you what we are looking at. I think in a way, this could stay us competitive with some other departments. Unfortunately, I don't think we can swing \$234,000, a year.

Mr. Trascher said, obviously we can't. We have been down that road before and it would bankrupt the department.

Chief Dockery said, at least with what we talked about before, this bottom one, we could gauge it year by year on how we are doing.

Mr. Trascher said, yes, I am kind of concerned. I would rather enter a program at a lower rate so that we can be sure that we can maintain that status rather than jump in at 17, plus 7%, plus the hospitalization and have to come back later and tell the employees that we can't continue to provide this benefit.

Chief Dockery said, okay.

Mr. Trascher said, we have all said all along that we need to contribute more to the deferred comp. We need to put something in. We haven't put anything in there.

Chief Dockery said, yes, I understand what you are saying and it's something that we can build up on. I would ask that, if we could look at that 10% and maybe go to 12%.

Mr. Trascher said, well, initially, I would like to consider this a while but, if the employee would put up... do they have to put up the 5%?

Chief Dockery said, we put it among all the employees and they chose the 5%.

Mr. Trascher said, no, what I am saying is that, say we went with 10%, it would be the employees decision whether they they wanted to put up 5% or not. We would still contribute the 10%.

Chief Dockery said, yes.

Mr. Trascher said, so, basically, what you are saying is that, if we are going to pay 10%, and give them 2%, we are not contributing 10%, we are contributing 12%.

Mr. Lombard said, right.

Mr. Trascher said, do you see what I mean? We may not be able to do that so, if we went with the 10% and the employees option, they have the option to contribute 5%, we would still pay.

Mr. Lombard said, if they decided not to they can put the 3% in there and it's their choice.

Mr. Trascher said, they can put 3% in there or whatever and we would still pay the 10%. If it went any higher than that it would almost have to be contingent on them putting money in there too. Anyway, I hope we have time to think about it.

Chief Dockery said, yes.

Mr. Trascher said, that's just my initial thinking on it.

Chief Dockery said, I just basically wanted to give you all some numbers to look at and show where we are coming from on it.

Mr. Trascher said, yes, because we know, we traveled down this road before when we went to the Social Security issue and there is no way we could, we would have to cut their hospitalization totally. They would have to pay the whole boat on hospitalization and maybe even consider lay offs and going to a non-Civil Service department.

Chief Dockery said, well, hospitalization, fortunately we have been able to carry it but, I think if we ever got to that road we could start to...

Mr. Lombard said, let them pick up a percentage.

Chief Dockery said, let them pick up a percentage or cut back on the plan because we have such a rich plan.

Mr. Trascher said, I don't know about rich but we've got an adequate plan. Medical cost today is astronomical. You know, they are tied to Oschner, everything is tied to Oschner. That is certainly something, healthcare is very important.

Mr. Lombard said, we may have to put them on Obama Care.

Mr. Trascher said, we won't have to worry with the President coming in. But, I mean, we still got major issues with the building and things that need to be addressed. The electrical over here and things like that and equipment that we need to look at. So, I would rather go in with something that we are comfortable with rather than what we can't afford.

Chief Dockery said, yes.

Mr. Lindsey asked, Chief, what is our projection for increase for next year?

Chief Dockery said, \$140,000. I want to say...

Mr. Lombard asked, from the government? From taxes only?

Chief Dockery said, from taxes, yes. I want to say I projected, I put in the budget around \$90,000, for retirement for next year. So, we would definitely fall within the 10%, with no issue what so every.

Mr. Trascher said, and we have been carrying that for a couple years, for a year, so I think the 10%, this is just me thinking out loud, is a reasonable figure to enter this program with.

Mr. Lombard said, and if they want to put more to it, they can.

Mr. Trascher said, they can put up to 5%, also. That would be total of 15%, a year that they contribute.

Mr. Lombard said, it's to their benefit anyway.

Chief Dockery said, yes.

Mr. Trascher said, right, they manage the investment and everything else.

Mr. Lombard asked, did you ever figure out or can you figure out, what a guy has 20 years to get out? 20 years would be what, 50%?

Chief Dockery said, roughly.

Mr. Trascher said, we really wanted to get a presence on the other side of the tracks.

Mr. Lombard said, well, I understand that but, I am just trying to see where it would fall at if they decided to retire early. Most of them will probably stay in if they stay here until 30 years. They get 100%.

Mr. Trascher said, well, our retirement would be different because, with Social Security, they wouldn't be able to draw the Social Security until they fulfilled those requirements.

Mr. Lombard said, right, and that's 65.

Mr. Trascher said, and it would be hard to say that on this because it would depend on what the stock market yields. If they put 10% in...

Mr. Lombard said, I understand that but they would have a base idea on what they could get if they stayed 20 years and 30 years or every 20, 25 and 30 and let's see what they would get out the retirement plan.-0

Chief Dockery said, I am just going to use me for an example. Right now, if we went to the 10% plan and I put 5%, that would give me 15%. That would make \$11,306 per year, stay in for 20 years, I would come out with \$226,122, that's just straight money. That's not stocks...

Mr. Trascher said, not interest, not any investments, right.

Mr. Lombard said, in 15 years you would get...

Mr. Trascher said, in 20 years.

Mr. Lombard said, in 20 years you would get \$226,000.

Mr. Trascher said, right, that's what he put into it.

Mr. Lindsey said, I would like to see us do some type of progressive type thing. Like we started at 10 but, maybe add a percentage per year or something like that.

Chief Dockery said, well, we did it at this range to basically, it goes off of their gross pay and of course, every year they get an increase of the annual increase.

Mr. Lindsey said, but instead of just jumping from a 10 to 15%...

Mr. Trascher said, if we went with the 10%, and say 5 years out, we get the electric done, we knock the bricks down and we find that the department is running and we are able to maintain our millage's, then we could increase it to 12. The Board still has that option to raise it.

Mr. Lombard said, yes.

Chief Dockery said, I think it would be a good start for us.

Mr. Lombard said, evidently they were willing to go with the 10, so.

Mr. Trascher said, they will go with the 10 but I am sure they prefer the 15. I mean, I would if I were them.

Mr. Lombard said, well yes, but, first starting off, the 10 would be good for the first year.

Chief Dockery said, they were willing to do the 5% for their contribution and roughly, I think right now, I put in roughly 3.5% and...

Mr. Trascher said, but, you are contributing that now.

Chief Dockery said, I am contributing that now and have been for years. I think for me, it would jump up \$40 per check. Now, for some of these people that haven't put in, it's going to be a little bit of a hit but our purpose was to try not to take money away from them but, on the other hand it is going to benefiting them.

Mr. Trascher said, by just going with the 10%, we are giving everybody a 10% raise.

Chief Dockery said, yes.

Mr. Trascher said, if you take the entry level fireman and take 10% of their pay and just say, they don't do anything else, how much would they get in 20 years? They are not contributing anything, this is strictly the department.

Mr. Lombard said, and then, we are putting in Social Security for them too.

Mr. Trascher said, yes, and we are at least putting in 7% in Social Security and they won't be affected by this (inaudible) deals because they are paying Social Security and a pension so they will draw the full amount on both.

Chief Dockery said, I mean, my counter part, of course he is going to be with me regardless but we looked at all these rates and of course we want to do the best we can for the employees but, I'm, it's the Boards decision. We want to pay it on the 10%, I am good with that too. I look at it this way...

Mr. Trascher asked, how much do they get in 20 years?

Chief Dockery said, I have to figure out their...

Mr. Trascher said, just a rough estimate. I know you know that you've been knowing that from 20 years ago. And, we are not holding your feet to the fire.

Mr. Lombard said, yes, you have time to get it to us next month. I give you until next month.

Mr. Lindsey said, I want to say it will be around \$130,000.

Mr. Lombard asked, how much?

Mr. Lindsey said, \$130,000 to \$140,000.

Mr. Trascher said, so that's in 20 years and they haven't paid nothing into it and that's \$140,000, they walk away with. And the percentages on that, they get a 2% raise, Civil Service . So, your percentages are going to go up with that 2% raise.

Mr. Lombard said, if they put it in there.

Mr. Trascher said, you would have to. If you are paying them \$1 every year we have to give them 2% more and it will just grow.

Chief Dockery said, alright, just gross math, at base pay not including any overtime or anything else. Just pay, they basically contribute or the department would contribute about \$100 a check and it would come out in 20 years, they would have \$52,621. now, that's just based on \$9.37 an hour working a 80 hours every pay period. Not figuring in any over time or cost of living. That's just gross. Now, if they contribute...

Mr. Trascher said, that's today's dollars.

Chief Dockery said, that's today's dollars, base. I can tell you from experience, I am in the system. I contribute around \$100, right now, per check and usually at the end of the year, I contribute around \$2,900. So, just with me not lifting a finger to put a cent in it at the 10% rate, I would be making around \$7,000, a year contribute. So, that's me not paying \$100, a month. That's just the department so, that's basically, almost at least double of what I am putting in now but that's me not putting anything.

Mr. Trascher said, and that's not contributing anything and that's what I am looking at, from the departments standpoint. We are giving, that is a 10% salary across the board increase at least.

Chief Dockery said, that would be something maybe, that we can grow on it. This is just basic.

Mr. Trascher said, and that would be a jumping off point. Everybody gets in the system you know, and we may find in a couple of years...

Mr. Lombard said, they may want to come up with another 5 or 10% for their own.

Mr. Trascher said, yes, and we may find in a couple of years we could go to 12% comfortably and still maintain and provide good service and that way, at that point, it would be an incentive. I would rather do it that way rather than jump off...

Mr. Lombard said, and then tell them we have to cut back.

Mr. Trascher said, yes, then well, sorry guys won't have any hospitalization this year or you have to start paying, we are going to give you this on this end but now, you have to start contributing \$50 or \$100 towards your hospitalization.

Chief Dockery said, the great part of this one is, we can adjust it as we need it.

Mr. Lombard said, as we need to.

Chief Dockery said, we are not stuck.

Mr. Trascher said, it's something we can budget for.

Chief Dockery said, it's something we can budget for.

Mr. Trascher said, we can put it in the budget and contribute.

Chief Dockery said, it's not going to surprise you like State Retirement because...

Mr. Trascher said, and the other thing that you are looking at is, the money that we are going to put into their account is tax deferred. So, they will not pay any income tax on these funds.

Chief Dockery said, yep, not until they take it out.

Mr. Trascher said, not until they start to drawing it out.

Chief Dockery said, if you look at State Retirement, you will see that 10%, 10% is what the employee is mandated to pay to State Retirement. That's each check. That \$290 right there, with the dollar symbol, that would be me. If we were in State Retirement right now, my contribution every paycheck, would be \$290. Now, you look down at the bottom, that 5% and the 3%, we are only asking them, I mean some of these guys might only put in \$80 per check but, it's for their retirement.

Mr. Trascher said, depending on their income tax bracket, if they put in \$80 a check, that's going to be \$80 that comes off of their gross income that they are taxed on that week. I mean, it's their decision. Their future is in their hands. The State Retirement, we don't know if that's going to be their in another 4 years.

Chief Dockery said, it's been very shaky. I have meetings every week with all the Chief's and they talk about it every week and they have lost money for years now. That's why the rate keeps creeping up. I remember back when myself and Chief Leos went to Baton Rouge to talk with them, and it was around 25%. Now, it is jumping up to at least 35% and once your in, it's almost like a game, once your in you don't get out.

Mr. Trascher said, that's it, they have you trapped.

Chief Dockery said, I guess we are trying to soften the blow to the employees but offer them something like, hey, you know, this is what we have.

Mr. Trascher said, offer them an incentive.

Chief Dockery said, this is what we have and maybe it will help attract some other people. It's not perfect but, it's not their system but, there again...

Mr. Trascher said, we are never going to be competitive with New Orleans, Jefferson Parish...

Mr. Lombard said, we better than New Orleans.

Mr. Trascher said, your never going to be competitive with them because of the size of the department. We are not going to be competitive with District 1, you know, simply because of the money and the District of what we are.

Chief Dockery said, but, what we are, I think this is a good start to solidify some of these positions to where I am not going to have to look for employees every other month. I have to start the search again within the next few days. So, anything that we can do to help hold, I don't want to say talent, but to hold personnel here, hold the experience here, I think this is a

good start to where we can say we have something. Is it to their standards, no, but you know, it's something.

Mr. Lindsey said, I am all about getting this started.

Chief Dockery said, yes, it's all about getting it started. As long as we can get it started. We are a small department.

Mr. Lombard said, and a lot of them don't want to go to a bigger department. They expect more out of you too.

Mr. Trascher said, well, you know, I was under the misconception that, I thought a bigger department would have more advancement for opportunity but, I believe that has been proven wrong. You actually have more of a chance of opportunity for advancement in a smaller department.

Chief Dockery said, I never understood this concept. It's like District 1, I will use them as an example. My dad retired as a Captain there and I always found it amusing that he started out as a young guy and you move to a fire fighter your there maybe 5 or maybe even 10 years and then you move over to operator. But, your not going fighting fires, your driving a truck and your there for 5 or 6, who knows how long but, by the time you get to Captain your over 40 and your not in the best shape and you back fighting fires. I never understood that but...

Mr. Lombard said, it's up to them how fast they want to progress.

Chief Dockery said, yes, I mean, it's their money. Other than a, it depends on what type or how aggressive they want. They can play it safe and do dollar for dollar or they can play extreme and kind of roll the dice. I think I am in the moderate area. I think I lost a little during bit...

Mr. Trascher said, yes, the other day, 1000 points on the stocks, that put a smile on their face with those points.

Chief Dockery said, it's their money. If something happens to them, it goes to their beneficiary. It's not going to leave. I am not sure how State Retirement works, I don't know if they have a widows pension or not.

Mr. Trascher said, widows pension or something like that.

Mr. Lombard said, you can make it do that.

Mr. Trascher said, and you get less per month.

Mr. Lombard said, well, yes.

Mr. Trascher said, a widows pension...

Mr. Lombard said, yes, do you want to take care of your wife if you die at 40 and she lives to be 80 it will take care of her for the rest of her life with a set amount.

Mr. Trascher said, I will be dead, that's her problem.

Chief Dockery said, I would rather have something for them to start.

Mr. Trascher said, I don't think that you have a problem with the Board wanting to do something. I think...

Mr. Lombard said, it's just what we can afford.

Mr. Trascher said, right, I think the 10% is something that you can look at and probably...

Mr. Lombard said, if they want to do the other 5%, they can do the other 5%.

Mr. Trascher said, exactly, it's still there and that's still an option.

Mr. Lombard said, why would we have to put it in first to get it. Down the line, if we can do it, then I don't have an issue doing it.

Mr. Trascher said, if we can and things work out well, then we can.

Mr. Lombard said, this would be a good year to talk about it. Let's see what the government is going to do and everything else.

Mr. Trascher said, it may not work. It may not retain the people that you want it to and it's not accomplishing the agenda. So, I think the start of it would be something like that and probably at our next meeting I guess, maybe we can do a resolution. We can chew on this a while and see how it will go.

Mr. Lombard said, and if things go alright, I will close on my condo probably on the 7th of next month.

Mr. Trascher said, your not closing on it. You can't go no where.

Mr. Lombard said, I will be gone, trust me. I'll sell my house on the 7th and I will take care of the condo on the 7th. I will be moved in before the 7th.

Mr. Trascher asked, of December?

Mr. Lombard said, yes.

Mr. Trascher said, so, your telling us that this could be your last meeting?

Mr. Lombard said, I will make the last meeting, I mean, that's not an issue for me to make a meeting. But, I am just letting you know that. Now, the only thing that's holding it up now is the appraisal. My condo passed everything and I am paying cash for it out of the money I get from the house and then, everything worked out for them on my house. Everything was approved. It was approved except, they just did the appraisal, they came two days ago. They should know by Friday. Now, if they have to come up with, if they don't make the money, I am not giving them any more. I gave all that I am going to give. If they don't come

up with it, the deal is off. I told my agent, now look, if they don't get their appraisal, just tell me they didn't get their appraisal. He said, no we will have to talk about it. I said, no, I am telling you right now, there is no more money to give them.

Mr. Trascher said, no mail, no sale.

Mr. Lombard said, if they can't come up with the cash through the government for the finance because, they are going through the government. He's a veteran. He is in the military now. That's their problem, not mine. I hate to be like that but...

Mrs. Blackwell said, if that's all on retirement, we will go to Public Comment.

Mr. Trascher said, we don't have no public.

Mr. Lombard said, we don't have no public.

Mr. Trascher asked, Georgette, do you want to say something? Your public.

Georgette said, I'm good.

Mrs. Blackwell asked, okay, do we have a motion to adjourn?

Mr. Lombard said, yes.

Mrs. Blackwell asked, do we have a second?

Mr. Lindsey said, second.

Mrs. Blackwell said, Mr. Emile, how do you vote?

Mr. Lombard said, yes.

Mrs. Blackwell said, Mr. Russell, how do you vote?

Mr. Lindsey said, yes.

Mrs. Blackwell asked, Mr. Floyd, how do you vote?

Mr. Trascher said, yes.