



Pinellas Suncoast Fire & Rescue

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**FIRE CHIEF
JEFFREY DAVIDSON**

**MINUTES
SEPTEMBER 17, 2024
BUDGET, WORKSHOP, AND REGULAR MEETINGS**

**Indian Shores Municipal Building
19305 Gulf Boulevard
Indian Shores, FL 33785**

**BUDGET MEETING CALLED TO ORDER
PLEDGE OF ALLEGIANCE**

ROLL CALL: Commissioners answering roll call were Chair Louis Snelling, Vice Chair Elizabeth “Betsey” McKenna, Commissioner David Gardella, and Commissioner Heather Koskinas. A quorum was present with Chair Louis Snelling presiding. Attorney Jeff Albinson, Fire Chief Jeffrey Davidson, Finance Director Erin Brooks, Division Chief Patrick Schwab, and Division Chief Louis Stoneburg were also present.

ADDITIONS OR DELETIONS: None.

DISCUSSION ITEMS:

**24-23 Fixing of FY 24/25 Non-Ad Valorem Rates
(Resolution 2024-03)**

Discussion: Attorney Albinson read Resolution 2024-03 in its entirety.

A motion to adopt Resolution 2024-03.

MOTION: COMMISSIONER GARDELLA SECOND: COMMISSIONER MCKENNA

All in favor, MOTION PASSED unanimously.

**24-24 Adoption of the FY 24/25 Tentative Millage Rate
(Resolution 2024-04)**

Discussion: Attorney Albinson read Resolution 2024-04 in its entirety. Commissioner Gardella stated this tax will generate over 10% more than it did last year. If we went to the rolled-back rate, it would provide the same income that this tax generated last year. He said that it does provide a bit of a “cushion” this year; however, if this ends up being the same next year, he stated he does don’t know if I will approve of it.

A motion to adopt Resolution 2024-04.

MOTION: COMMISSIONER MCKENNA SECOND: COMMISSIONER GARDELLA

All in favor, MOTION PASSED unanimously.

**24-25 Adoption of the FY 24/25 Tentative Budget
(Resolution 2024-05)**

Discussion: Finance Director Brooks gave a brief overview of the budget. Commissioner Gardella asked what the plan is for the existing mechanic vehicle; Director Brooks stated she is not aware of what the plan is yet. She stated that, understanding that the capital plan needs further fine-tuning, this year’s plan is simply a shift forward from last year’s plan. Commissioner Koskinas inquired as to how the lender payments for the new station are reflected in the budget, to which Director Brooks explained those payments are not yet reflected until a final cost is negotiated and the Board is in agreeance and a budget amendment will be made at that time. Chair Snelling inquired as to where the \$3 million from Pinellas County is, to which Director Brooks confirmed is sitting in the fund balance.

A motion to adopt Resolution 2024-05.

MOTION: COMMISSIONER MCKENNA SECOND: COMMISSIONER KOSKINAS

All in favor, MOTION PASSED unanimously.

ADJOURNMENT

WORKSHOP CALLED TO ORDER

ADDITIONS OR DELETIONS TO AGENDA:

24-31 Fire Chief Jeffrey Davidson Written Statement

[This item was not issued a number at the time the addition was made. Chair Snelling stated that Fire Chief Jeffrey Davidson would like to make a statement. District Administrator Kimberly Hampton suggested the statement be made after the interviews conducted during Discussion Item

#24-20.]

GENERAL REMARKS FROM THE AUDIENCE: None.

DISCUSSION ITEMS:

**24-20 PSFRD Commission Seat 1
Interviews**

Discussion: The Commission conducted interviews with two candidates for PSFRD Commission Seat 1: Denise Vought and Mark Bolling.

24-31 Fire Chief Jeffrey Davidson Written Statement

Discussion: [This is a transcript taken from the audio recording of the meeting.]

Good evening, Chair, Commissioners, and citizens. I'm Jeffrey Davidson, Fire Chief for Pinellas Suncoast Fire & Rescue District. Ah, recently, there have been some complaints filed, and news reports aimed at defaming members of this Commission and me. As a result, I urge you to do a complete, thorough, and impartial investigation into all the matters that are brought forth in these complaints. I urge you to do a complete, thorough, and impartial investigation into all of these matters. I adamantly assert my innocence and will fully cooperate. I have nothing to hide. [asks to sit, pause] Much of the information I'm going to cover tonight is in truncated form, ah, but, it can be supported by significant documentation, and there are several matters not included tonight that deserve full investigation as well. It has become evident that there are a few rogue Union members who have coerced others and endeavored to cover up many wrongdoings by the Executive Board members, specifically, Gregory Hott, Mary Miller, and Assistant Chief David Karpinecz. And, I'm gonna' tell, I'm gonna' tell you all exactly why these specific members would like it if I was not here right now. I'll tell you exactly why. Throughout my fact-finding, I have uncovered extensive wrongdoing in efforts to conceal a deep coverup of gross misconduct. These recent complaints are a last-ditch effort to discredit me and have me removed before I can bring light to these matters -- matters that have cast the District, the fire service, and the Union in a negative light with the members of the District and the general public that we have vowed to serve and protect. To the Board of Commissioners, there has been unethical behavior and discredit to the District. Efforts were made prior to the recent impasse hearing to meet with the Commissioners directly, which ultimately swayed their vote, as attested to in an affidavit. These results -- these efforts resulted in a two-to-two vote at our impasse meeting, and the Union posted on their social media, "The results of the impasse hearing were in favor of the firefighters, and the Fire Commission votes were ultimately in favor of the Union." That's not what happened. These statements are untruthful and misleading. We've also, as a District, been put into a negative light by recent social media posts and news reports. St. Pete Firefighters Local 747 also made statements on their Facebook page addressing new firefighters, stating that, "PSFR will have lots of openings soon. This will only be a short-term job, not a career." These types of comments can potentially harm our recruitment and cause the District a financial burden. Then, another statement by the St. Petersburg Firefighters

Local 747 online says that "Mary Miller was fired for protected Union activities." This statement is false. Endangering District liability. Comments and posts have framed the administration in the District as discriminatory, retaliatory, and unethical, claiming that Commissioners fail to take issues seriously, and take actions against the administration. They've drained District resources and funds by diverting attention to these accusations to sway public perception. Meanwhile, diverting much-needed full attention on huge financial projects with specific deadlines that we have, such as the building of Fire Station 28 and the purchase of property for an additional fire station. Exposure and liability.

Let me preface this with apologizing to Spencer and the Finkhousen family. I'm sorry that you're gonna' hear this, 'cause this was written by someone that you thought was a friend. I'm sorry. From David Karpinecz, there are numerous sexually explicit messages sent by Chief Karpinecz about Firefighter Finkhousen's mother. So explicit, that I couldn't possibly read them in a public meeting. There are even sexually suggestive and inappropriate messages made by David Karpinecz about the same firefighter's aunt. That would be you, Commissioner Koskinas. They are directed at you. These actions open up the District to several sexual harassment lawsuits. Other personnel have also come forward, revealing that they have asked Chief Karpinecz in July of 2024 to stop harassing them over protected medical conditions and warned that if he did not stop, the employee would file an EEOC complaint. Two other employees have since come forward. One of them submitted a hostile work environment complaint September 9th, 2024, and the other has filed a grievance that the CBA and his rights were violated by Chief Karpinecz.

To the members of Local 5374, the following is exactly why these specific members would like it if I was not here right now. To the members of Local 5374 -- my firefighters. Your Executive Board failed to adequately represent Lieutenant Matthew Tomilonus during an informal inquiry and a formal investigation, and he was ultimately demoted to firefighter. This inquiry was initiated by Chief Karpinecz on February 13, 2024 -- the day after the scores for the written exam portion of the Lieutenant promotional process, finalized by Chief Karpinecz. Greg Hott -- he was number four. There were only three promotions to be made at the time. As a result of the formal investigation, Matthew Tomilonus was demoted to firefighter on February 28th. On March 1st, the Lieutenant eligibility list was finalized by Chief Karpinecz and Greg Hott was ranked number four. Let me repeat. Prior to the demotion of Lieutenant Tomilonus, there were only three known promotional opportunities, and Greg Hott was ranked number four. As the Union President, Greg Hott was also responsible for assuring the Union member Matthew Tomilonus had his rights protected during the grievance process regarding his demotion, and they failed to do so. Matthew Tomilonus filed the grievance over this demotion and in a transcribed statement made by Union Secretary, Mary Miller, on May 29th, witnessed by Greg Hott, Dave Karpinecz, Chief Davidson, and District Administrator Hampton, Mary Miller states: "Our steps for the Union was really getting him [Tomilonus] to as far as turning in the grievance, and then, from there, because we had already decided we were not going to represent him after that, it was all gonna' be on his own." Firefighter Tomilonus ultimately lost his grievance due to missing a deadline, which would not have occurred had he had the proper Union representation. This failure of representation assured that Tomilonus would remain a firefighter. I urge the IAFF to take this matter seriously and investigate the Executive Board into their failure to represent members, their unethical activities, and manipulation of the promotional process for personal gain. There is evidence that suggests that during the formal -- informal inquiry conducted by David Karpinecz on March 27th, that Mary

Miller was coached by David Karpinecz and strong evidence shows that David Karpinecz made false statements and withheld information during that inquiry. Mary Miller and Greg Hott were present when the statements were made, and they were aware that David Karpinecz was withholding information. Mary Miller also made false statements during this informal inquiry. On July 8th -- this was during the Mary Miller investigation -- David Karpinecz was removed from the Mary Miller investigation. That same evening, Dave Karpinecz sent an email to Gregory Hott asking if he should self-demote to District Chief or if the Fire Chief had cause to terminate him. On July 8th, Dave Karpinecz was removed from the investigation process and he sent an email to Gregory Hott asking if he should self-demote or if the Chief had cause to terminate him. The next day, July 9th, Gregory Hott delivered a letter, stating that Mary Miller would not be attending her pre-determination hearing, which was scheduled for July 10th. Throughout the inquiries and investigations, this would have been the first time that Mary Miller spoke without Chief Karpinecz present.

Greg Hott sat for the Lieutenant exam, and he was promoted into the recently vacated spot of Matthew Tomilonus. Fact-finding process commenced on August 26th when it was discovered by staff that Greg Hott registered for a Pump Operator course, which was a prerequisite to becoming a Lieutenant and suggested that Greg Hott did not meet the qualifications to test in the first place. Chief Karpinecz totally oversaw all aspects of Lieutenant testing. Three days after being made aware of the fact-finding that the Lieutenant testing was occurring, Chief Karpinecz filed the Whistleblowers complaint, alleging events that occurred 51 days prior. Since then, evidence suggests that not only was Greg Hott not qualified to sit for the exam, but Greg also did not pass the written portion of the promotional exam, which was a requirement to move forward in the process. After an employee spoke up this week on the issue, the exams were reviewed, showing that Greg Hott had a raw score of 67 percent, which was changed to 69 percent, after a review of the questions by Chief Karpinecz and former employee Douglas Higley. A passing score of 70 percent was necessary to move on to the next portion. Emails show that Chief Karpinecz was well aware of the 69 percent earned by Gregory Hott, and a follow-up email confirms that after his meeting with former employee Doug Higley, Hott was given a passing score of 74 percent. An Excel spreadsheet on Chief Karpinecz's District-issued computer shows that Karpinecz was aware of the failing score. Our IT department confirmed that David Karpinecz was the editor of the spreadsheet on February 28th, and it does contain a failing score on the written portion of the exam. February 28th was also the day that Matthew Tomilonus was demoted. Recently, Chief Karpinecz inquired several times to myself and to other staff that he wanted to self-demote back to District Chief, but he was advised by the Fire Chief that there was no vacancy for him to move to. On August 16th, prior to a complaint letter being sent to the Commission, David Karpinecz sent an email to Kimberly Hampton to serve as his notification to self-demote in 60 days. This email was then forwarded to Greg Hott. The next morning, August 17th, Karpinecz wrote another email to Kim asking to rescind his email and wrote that they were sent in error as he was clearing out his Outlook account. This email was also forwarded to Greg Hott. The emails written to Kim Hampton and forwarded to Greg Hott and demonstrate that the email was not sent in an error and the Fire Chief was never made aware of these emails. Then, on September 5th, probationary District Chief Steven Raisch was given an untimely evaluation by Chief Karpinecz with subpar ratings, despite the lack of any documented counseling or discipline. District Chief Raisch was to receive a 90-day and 180-day evaluation, but was never given one by Chief Karpinecz, violating the CBA. Chief Karpinecz made statements to District Chief Raisch in the presence of Chief Davidson on

September 5th questioning the successful passing of his probationary period. District Chief Raisch not completing his probation successfully would potentially open a position for Chief Karpinecz to demote to. A grievance was filed on September 9th by District Chief Raisch, along with a letter of concern, and District Chief Raisch stated today during his grievance procedure that he was not noticed of his September 5th evaluation until September 2nd. Fact-finding also reveals emails that prove Chief Davidson -- Chief -- the suggest Chief Karpinecz was sharing confidential administrative information directly with Greg Hott during Union negotiations and direct bargaining with Greg Hott without the Fire Chief's knowledge or consent. In fact, in defiance of two direct orders issued to chief officers by the Fire Chief. The Fire Chief is the exclusive bargaining agent for the District. Evidence shows that Chief Karpinecz was soliciting and collaborating on the Union's complaint. The complaint letter that you all received on August 22nd, that was crafted on August 1st by Gregory Hott, and it was emailed to David Karpinecz on August 1st, who added his comments and sent back to Gregory Hott the same day. The Union body was unaware of the complaint letter that was sent to the Fire Commissioners on August 22nd, as evidenced in a letter written by Greg Hott to the Union body this past Monday, September 9th. Chief Davidson was out of the country when the complaint was submitted to the Board and, upon returning, I met with my administrative staff on Monday, August 26th. In this meeting, I assured my staff that this complaint appears to be baseless and continue to work hard for the mission of the District and that we would get through this together as a team. Then, on August 28th and August 29th, Karpinecz appears to have solicited complaints from Matthew Zeiner and Christopher Barnes, which were sent from their personal emails to Karpinecz's personal email on the same date.

It has become obvious that the recent efforts to discredit and defame Chief Davidson are a direct result of their unsuccessful attempts to subvert the Union negotiations, circumvent personnel advancement processes, and cover up unethical behavior. This endangers the protection guaranteed to all Union members and District personnel as a whole. This also destroys the confidence of the membership for a fair and equitable promotion process. The E-Board has violated the trust given to them by each and every member. They have sowed division and strife among the rates and created hostility between the Union members and Administration. Each member of Local 5374 should rightly be enraged by the behavior of their Executive Board and the betrayal of their elected leadership. I also urge the IAFF to do a full investigation into the misconduct and violation of bylaws by this Local's Executive Board. The potential damage to the public trust and the perception of this District is significant. These actions could have long-lasting and wide-ranging detriments to the reputation and solvency of PSFRD. As the leader of this Fire District and the Chief Administrative Officer, I strongly refute all the unethical actions listed above. I am appalled by the reckless and self-serving nature of these actions. I took an oath to protect not only the members of the department but the trust the public has placed in us. So, again, I urge the Board of Fire Commission to launch a complete, thorough, and impartial investigation into all of these matters and any other matters that you deem necessary, and I vow to cooperate with all inquiries related to any investigation. Thank you.

Public Comment:

David Karpinecz – [Address Confidential] – Chief Karpinecz inquired as to why there was not an immediate reaction if the Fire Chief had known of the alleged wrongdoing for 53 days. He

stated that the story includes several fabrications and discussed that he does not have access to his District-issued electronics since being placed on paid administrative leave, which he stated is for no reason and is not due to an impending investigation. Chief Karpinecz also expressed concern over the Fire Chief accessing his personal emails, which he stated has happened in the past by the Fire Chief's spouse when accessing former Assistant Chief John Mortellite's emails. Chief Karpinecz also alluded to the Fire Chief being the roadblock when dealing with Pinellas County officials and discussed that the Fire Chief was on a date with another woman during a declared state of emergency while employees were working at the EOC.

Douglas Higley – [Address Confidential] – Former Chief Higley stated that he can assure the Commission that there were no wrongdoings during the Lieutenant promotional process the Fire Chief speak about. He discussed that District Chief Grantham and District Chief Raisch were heavily involved in the process and Assistant Chief Karpinecz oversaw it. Former Chief Higley also stated that none of the applications did well on the written portion of the test, with the exception of one, and it was decided by the team to grade the test on a curve, which is common practice. He added that it was determined that many of the questions on the test, which were generated by other personnel, included several mistakes and typos upon review.

Andrew Hummer – [Address Confidential] – Mr. Hummer stated that he works for the City of Seminole. He explained that he has lived in Pinellas County for almost 40 years and has known David Karpinecz for 25 of those years. Mr. Hummer asserted that Dave Karpinecz has nothing but the best interest in mind for everyone in the County. He said that the things he has heard tonight do not sound like anything he would expect Dave Karpinecz to do, and he expressed that it would be terrible for the District to lose someone as selfless as Chief Karpinecz.

Melanie Zeiner – 1554 Pasadena Driver, Dunedin, FL – Mrs. Zeiner stated that she is the mother of PSFRD Lieutenant Matthew Zeiner. She reminded the Commission that she spoke at the impasse meeting, which she had no intention of doing until it was suggested that senior firefighters were causing recruitment issues in the department, and she felt compelled to speak. She explained that she spoke with Chief Davidson after the meeting and felt optimistic about moving forward; however, after that meeting, she learned that Chief Davidson made the statement, "You are either with me or against me," and she said that she has lost her enthusiasm. She said she also learned about a group text in which Chief Davidson discussed having a charity boxing match with certain individuals in the department, in which the loser either resigns or potentially dies. Mrs. Zeiner said that she understands this could potentially be taken as a joke; however, she stated that comments like that are unprofessional, and she has worried about them every day since she read them in a police report.

Kayla Zeiner – [Address Confidential] – Mrs. Zeiner stated that she is the wife of PSFRD Lieutenant Matthew Zeiner who also serves on the Union's Executive Board. Mrs. Zeiner discussed how she has always worried about the risks of her husband fighting fires, but she is now worried about his safety under the direction of Fire Chief Jeffrey Davidson. She stated that Chief Davidson displayed a firearm in a District vehicle and quoted a line from a television show about disposing of a body. She explained that there were text messages in which Chief Davidson stated he wanted to box the Union President and stated that he would like to engage in a fight with her husband, which was followed by a GIF that said, "If he dies, he dies." Mrs. Zeiner expressed

concerns about these comments being made in a leadership position. She continued that, just days before the texts were sent, Chief Davidson came up to her and her mother-in-law and told them that Lieutenant Zeiner was one of his favorite people. Mrs. Zeiner stated that if other employees took the same actions at Chief Davidson, they would immediately be placed on administrative leave and put under investigation. She asked the Commission why the same standards have not been applied to Chief Davidson and asked them to take actions based on the serious nature of the allegations.

Daniel Browning – [Address Confidential] – Mr. Browning stated that he began his career by volunteering with PSFRD, then worked at Sunstar, and now works for Hillsborough County. He discussed how small departments are unique, with employees wearing multiple hats and working extensive hours. He said that PSFRD has had many fire chiefs, but Chief Karpinecz has been with the department for a long time and has stood the test of time. Mr. Browning stated that Chief Karpinecz is a “firefighter’s firefighter” and the person that you would feel comfortable going into a fire with. Mr. Browning said that he has concerns with a Fire Chief joking about firefighters dying when suicide is a real issue in the fire service. He stated that he believes Chief Davidson’s behavior is reprehensible. Mr. Browning said that it says a lot for all of the firefighters to be in attendance off-duty to stand in solidarity with Chief Karpinecz says a lot about him and shows that there is a problem. Mr. Browning also expressed that he feels it is disgusting for firefighters’ names to be “drug through the mud” in a public meeting like this instead of being handled in-house.

Kristin Karpinecz – [Address Confidential] – Mrs. Karpinecz stated that she is the wife of Assistant Chief David Karpinecz. She stated that she believes Chief Davidson told a good story, but the biggest problem that she has is that he violated her husband’s rights by violating his Firefighter Bill of Rights, putting him on administrative leave with no reason and no pending investigation, took his District-issued devices, and accessed his accounts. Mrs. Karpinecz stated that she has proof that his personal email account and iCloud account have been accessed from his department-issued computer while it has been turned into the department. She continued and explained that she is going to discuss sensitive topics that she finds unprofessional. Mrs. Karpinecz stated that Chief Davidson reached out to one of Chief Karpinecz’s single female family members, while he is married, and asked her to “meet up.” She said that he even made a comment in his messages to the family member that his messages might seem “creepy.” She asked if it might be possible that Chief Davidson is retaliating against Chief Karpinecz due to his family member refusing his “come-ons” as a married man. She continued that Chief Davidson’s personal affairs affect his ability to make professional decisions. Mrs. Karpinecz stated that Chief Davidson lied in a police report, stating that he was not involved in a divorce proceeding. She confirmed that Chief Davidson actually filed for divorce on July 26th and didn’t cancel the filing until the day before it was final in September; however, he told police prior to that he wasn’t involved in a divorce proceeding. She stated that he also lied to police about what he did with the handgun, which the other firefighter that was in the car at the time with Chief Karpinecz will agree with. Mrs. Karpinecz said that while the act may not have been deemed criminal, it does not take away from the fact that the Fire Chief brandished a handgun. She also mentioned that it is especially concerning as Chief Karpinecz has experience with family members dying by gunshot. Mrs. Karpinecz stated that Chief Davidson’s behavior is repulsive and inappropriate for the workplace. She also discussed that, prior to calling off the divorce, she was in contact with his wife, Alisha Davidson. She said during one particular conversation – a one-and-a-half-hour phone conversation

on August 15th – Mrs. Davidson told Mrs. Karpinecz that, during the course of his employment, she has seen Chief Davidson take down multiple employees, and target employees such as Assistant Chief John Mortellite, Assistant Chief Doug Higley, and Firefighter Mary Miller. She stated that Mrs. Davidson discussed that once Chief Davidson feels that he has been crossed by them, he waits for them to make a mistake and then “goes after them.” Mrs. Karpinecz stated that Mrs. Davidson advised that Chief Karpinecz “be careful” and “stay off his radar.” Mrs. Karpinecz continued that Mrs. Davidson might dispute these claims now that their divorce has been called off, but she asserts they are true. She said that she believes that Chief Davidson is retaliating against Chief Karpinecz and using Chief Stoneburg as a pawn. She said that she believes there was no reason to put her husband on administrative leave and believes Chief Davidson just wanted to use this time to go through Dave’s computer to try to find something – but nobody is fact-checking him. Mrs. Karpinecz stated that she wants an investigation to be done for the safety of the department and the community and explained that the District deserves to have a fire chief they can trust.

Cecily Pond Benga - 264 Larchwood Drive, Largo – Ms. Benda stated that she has been a local for 44 years and would like to speak to the character of the Fire Chief. She stated that he is responsible for the welfare of a team of men and women and the people of the District, but she stated that he is a man who shows a lack of judgment and morality and expresses that in his work. Ms. Benga said that she has spoken to Chief many times over the course of his employment, and the people that he has referred to as his “favorites” are the one who are now fired. She said those are people who are amazing and unfortunately are no longer helping the citizens of the District. She said that she could say more personal things, but she will not dredge through that. She said she expects more for her community and told Chief Davidson to resign.

Mia Corrales – 7850 128th Street, Seminole 33776 – Ms. Corrales said that her family’s business has been in Indian Rocks Beach for a long time. She stated that she wanted to speak to the character of David Karpinecz. She said that they went to high school together and have worked together ever since she came back to work for the family business. She said that Dave Karpinecz has always been steady; she has never seen him go “off the rails.” She stated that he has always been very responsive in his work. She stated that she trusts him, and it shows his character that so many people are showing up in support of him. Ms. Corrales said that there needs to be an investigation.

**24-26 Formal Complaint #1 – August 22, 2024
Pinellas Suncoast Professional Firefighters**

Discussion: [This item was discussed in conjunction with #24-30.]

**24-27 Formal Complaint #2 – September 3, 2024
David Karpinecz**

Discussion: [This item was discussed in conjunction with #24-30.]

**24-30 Hostile Work Environment Complaint – September 9, 2024
Louis Stoneburg**

Discussion: Attorney Jeff Albinson stated that all the above items are his items to discuss. He made mention that he did not give these items the titles as they are listed. He stated that these items were placed on the Workshop agenda and also the Regular Meeting agenda so that they could be discussed, but could also have action taken on them if the Commission so chooses during the voting meeting.

Attorney Albinson said the three complaints bring together several similar or related accusations and allegations. He explained that, after the first formal complaint, there was some discussion with Mr. Gonzalez, the District's labor counsel, and that formal complaint had not triggered anything under the CBA, so there was nothing we could start with, and nothing could take place during the August meeting due to a lack of a quorum. He stated that the next complaint was made by Chief Karpinecz who contacted Mr. Gonzalez who then contacted him. Attorney Albinson gave a brief timeline of these contacts and corresponding actions and stated that he immediately began an investigation and interviewed witnesses. He stated that then, the following Monday, Chief Stoneburg filed his complaint, and, at that time, he determined it would be better for someone else to conduct or complete the investigation due to how long he has worked for the District and his relationship with various people in the organization. Attorney Albinson said he found it to be best to find an attorney or law firm that is skilled in interviewing and this type of organization and felt that wrapping all three complaints into one would be best. He continued that he found an attorney named Milton Collins in Boca Raton with over 20 years of experience representing special districts and fire departments and has never done any work with any parties involved. He stated that Mr. Collins agreed to a reduced rate of \$350 per hour and no minimum retention amount. Attorney Albinson said his recommendation would be to turn the entire investigation over to Mr. Collins. Attorney Albinson said he would request he conducts an investigation and produce a report with his fact-finding and recommendations he might have in regard to how to move forward.

Commissioner Gardella clarified that Mr. Collins would look at all three complaints, conduct interviews, and submit his findings of the investigation to the Commission. Attorney Albinson stated that he will present what he believes the facts to be and any recommendations he has.

Finance Director Brooks asked if Mr. Collins gave any indication how many hours this investigation might take. Attorney Albinson stated that he did not, and he also did not give him a budget due to there being so many moving parts. Commissioner Koskinas agrees to not setting a cap, but to create a reporting system, or obtaining an estimate from him in the beginning and getting a follow-up as it goes on but potentially setting a time limit. Commissioner Koskinas said she wants the investigation done efficiently and quickly; however, she does not want to make decisions that could also hamstring the investigation.

Public Comment:

Richard Matthews – 225 104th Avenue, Treasure Island – Mr. Matthews said that he has worked in high impact environments on submarines for 30 years. He explained that he has had commanding officers that he didn't like, but he had to believe in them. Mr. Matthews directed a question to Chief Davidson and asked him if he was going to be able to lead effectively, regardless of the outcome. He said that either the Chief is going to be happy, or the "guys" are going to be happy. He said that the crews have to believe in their commanding officer and, if they don't, the mission is over. Mr. Matthews said that it is clear that this is a toxic environment, regardless of the

outcome. He said that he can tell that, just from what was read, there has been a lot of time spent on personal things instead of doing your job. He added that he doesn't see how the department moves forward from this and somebody is going to lose. He said the department can't get rid of all the "guys" and asked, then, how do you make amends? He said he does not see it happening.

[A break was taken here.]

David Karpinecz – [Address Confidential] – [The following is the text from a written document, "Timeline of Events," submitted by Chief Karpinecz. Chief Karpinecz read the document aloud at the meeting and the following transcript includes additional comments made which were not in the written document.]

So, everybody knows that I filed the Whistle Blower Act into the abuse of power, intimidation, hostile work environment [inaudible] in the process.

Friday, August 30, 2024, I met with the labor attorney, Tom Gonzalez, about the course of action to file a statement under the Whistle Blower Act to disclose a concern for managerial abuse, intimidation tactics, and the safety of the employees and the public.

Tuesday, September 3, [2024], after the three-day Labor Day weekend, which, thank you all for participating in labor, I submitted my formal statement/complaint under the Whistle Blower Act, which also includes identifying wrongdoings in the leadership of the District, including harassment on the right to pay union dues. This same day, Chief Davidson met with Jeff Albinson about a formal complaint/statement that had been submitted.

Wednesday, September 4, 2024, Jeff Albinson came to Headquarters/Administration located at Station 27 and advised me that he is following up on the formal statement/complaint that I had submitted. I really appreciated how quickly, from coming back into town, jumping on that immediately, thank you, Mr. Albinson was addressing my concerns.

Thursday, September 5, 2024, in the morning, I reviewed Chief Raisch's 180-day evaluation, using the new template for the evaluation document, and had him perform a self-evaluation on himself using the new template to compare the interpretation of the topics. This evaluation has not been finalized yet, as amendments are needed based on the nuances of the new form for a supervisory evaluation. Later in the day, I had sent an email to Chief Davison inquiring about the event on our District's Outlook calendar, "Team Dinner at Island Way," and asked if this was a mandatory event for employees to attend. Chief Davidson advised along the lines, "No, this is not a District event, and I am not the coordinator." I advised that I would not be able to attend. District Chief Grantham had coordinated the event, I am sure with the best intentions of trying to provide solidarity within the organization, within the best of intent, I know he was doing it for the right reasons. I also notified District Chief Grantham on Friday that I would not be able to attend, based on the guest list. Late afternoon, a Pinellas County Sheriff's Deputy and Mental Health Clinical Supervisor responded for a welfare check on Chief Davidson from a Pinellas County Sheriff's report filed on September 3, 2024. I didn't.

Friday, September 6, 2024, [there was] a correspondence between Chief Stoneburg and myself,

regarding his mid-year follow up – I apologize – I didn't file that, even though there were accusations of "Karpinecz, Karpinecz, Karpinecz" when they first got there, so I apologize that you thought I would do that – and 180-day evaluation. The Division Chief of EMS is a new role within our organization, which was created this past March. When Chief Stoneburg was appointed to the position by Chief Davidson, Chief Stoneburg and I reviewed goals for the division. These were based on the timeframes for the remainder of the year. Chief Stoneburg was already performing the logistics of EMS while in his previous capacity of being the interim District Chief. This allowed for an easier transition into his new capacity, and we were all in agreement on the proposed goals. That afternoon, Chief Stoneburg sent an invitation [to] me to have this follow up meeting and evaluation and review Thursday, September 12, 2024, 12:30 p.m. to 1:30 p.m. I accepted the invitation.

Saturday, September 7, 2024, a "Team Dinner" was held at Island Way. This was very generously paid for by District Chief Raisch and District Chief Grantham [to] show gratitude for the work Administration has been doing. Some of the Administrative employees that were invited to attend attended.

Monday, September 9, [2024], four business days after I had submitted my formal statement/complaint, coincidentally, Division Chief Stoneburg sends an email to me with Chief Davidson cc'd on it with an attached memorandum of a Hostile Work Environment Complaint. I was shocked and saddened to read this and baffled [as to] why the biannual evaluation and follow up meeting to evaluate if our established goals were being met was considered hostile. Chief Stoneburg and I would routinely discuss the progress we were making about every two weeks since he assumed his new role, with exception to the later part of July, as I was out of town, and early August, as he was attending to the needs of his family.

Less than two hours later, District Chief Raisch submitted a grievance with District Chief Grantham as the Association Representative. I was very surprised to see this grievance. I went over the informal 90-day evaluation with District Chief Raisch on June 10th, the one that didn't allegedly occur. June 10th we went over it due to the fact that we were transitioning into a new formal template. The newly promoted District Chief was assigned to create and implement a new evaluation form that was geared more toward supervisory positions, and advised we would have the evaluations as a [work in] progress, based on the new forms. The 180-day evaluation was never finalized, as the form needed to be amended to account for different verbiage, and proper ranking. I provided detailed feedback for each category, and ended that overall, he is where he is expected to be as a new Chief Officer – not derogatory.

Approximately three hours later, Chief Davidson provided me with letterhead notifying me that he is placing me on Administrative Leave with Pay, and a reason was not provided in writing or verbally. As of that moment, my terms and conditions of employment were changed, with no reason or explanation. I asked, "Why was I being placed on Administrative Leave?" Chief Davidson replied again that I was being placed on Administrative Leave with Pay. That I am to issue all District-issued equipment/County-issued equipment prior to leaving the building. I advised that this is not a reasonable or feasible request based on our SOPs and it was not possible for me to provide the requested equipment, as I sometimes work remotely from home and I have District equipment at my residence, and possibly County-issued equipment at my residence. I

asked Chief Schwab if he had an inventory list to assist with this, and he advised he did not. Division Chief Schwab and Inspector Hill escorted me to remove my personal items out of my District assigned vehicle. Division Chief Schwab then kept inquiring what was in my backpack, then asked what was in my duffle bag, which I perceived as eluding to that I was stealing District equipment.

Suddenly, in less than one week after submitting my formal statement/complaint under the Whistle Blower Act, and following the SOP for the District, my entire life was drastically changed, and I did not know why this had occurred. I did not know why I was being placed on Administrative Leave with Pay, when less than a week ago, Chief Davidson advised me that I am “very much needed on his team.” Thank you for acknowledging that. “He promoted me to be on his team because of my capabilities and knowledge.” “He cannot accomplish all of the things needed for the District without me.”

Monday, September 16, 2024, the agenda for the September Commission Meeting has an amendment approximately 24 hours prior to the meeting, the addition of Chief Stoneburg’s formal complaint, less than three days after being filed.

Chief Davidson has violated multiple Standard Operating Procedures in the process of placing me on Administrative Leave with Pay and while I have been on this status. Chief Davidson has not followed due process, and Administrative Chief Officers are discussing information from, what sounds to me, to be an investigation on me., with other employees I can provide the subject of specific Standard Operating Procedures that have been violated if you afford me the opportunity. It’s probably not going to be tonight, I understand.

I filed the formal complaint/statement because of situations that I had encountered and as an advocate for members of the organization that are afraid to speak up in fear of losing their livelihood. This is clear retaliation for me bringing to light Chief Davidson’s abuse of power, mental abuse, erratic and inappropriate behavior, which leads to the inability to make sound decisions that a reasonable, competent person with like training and experience would normally make.

And, just, so, one thing. I was fact-checked on the fact-finding because the Lieutenant process – Chief Grantham graded the written, Chief Best and Chief Stoneburg graded the overall process, and the one meeting that I was supposedly in with you with Mary Miller, I was at my Uncle Bob’s 43-year retirement party at Pepsi in St. Petersburg. So, I debunked three things in 22 minutes. I am glad you are [inaudible] formal investigation so we can find so much more. Thank you for your time. [applause from audience] And, I don’t know who my point of contact is, and I don’t know why I am on Paid Administrative Leave, but at some point I would like the Commission to find out why and what my future holds, if that’s okay.

Michael Lewis – [Address Confidential] – Mr. Lewis stated that every employee deserves to feel respected and valued at work and be able to work without the fear of retaliation. He continued that he does not believe firefighters do not leave departments, but instead leave bad bosses. Mr. Lewis stated that it is important the Board acts decisively tonight and that this is handled fairly and impartially. He also said that he agrees with the attorney’s recommendation and that the

investigation should be thorough, transparent, and expedient. Mr. Lewis also expressed that the best path forward is for Board to make a decision on Chief Davidson's employment status during the proposed investigation, as well as to reverse recent personnel decisions, to include the termination of Firefighter Mary Miller. Mr. Lewis said that any findings from an investigation should be acted upon immediately in the commitment to fostering a healthy workplace for all. He finished by stating that this is about all employees who serve the District, their families who support them, and the citizens.

ADJOURNMENT

REGULAR MEETING CALLED TO ORDER

ADDITIONS OR DELETIONS TO AGENDA: None.

ELECTION OF BOARD POSITION – SECRETARY/TREASURER

Each member of the Board submitted their vote for Secretary/Treasurer. Attorney Albinson tallied the final votes: 3 votes for Koskinas, 1 vote for Commissioner David Gardella. Commissioner Koskinas immediately assumed the position of Secretary/Treasurer of the Board.

Public Comment:

Nathan Poole – 13441 105th Terrace, Largo, FL – Mr. Poole stated that his concern is for all the men and women currently employed by PSFRD and asked if there will be any protection for them while the investigation is going on to ensure they do not lose their jobs. Chair Snelling stated he does not foresee that being a problem.

MONTHLY BUSINESS:

1. Approval of Minutes: July 16, 2024 Special, Workshop, and Regular Meetings

Discussion: None.

**A motion to approve the minutes of the July 16, 2024 Special,
Workshop, and Regular Meetings.**

MOTION: COMMISSIONER KOSKINAS SECOND: COMMISSIONER GARDELLA

All in favor, MOTION PASSED unanimously.

2. Treasurer's Report: July and August, 2024

Discussion: Secretary/Treasurer Fleming-Koskinas read the Treasurer's Report for the period ending August 31, 2024. Secretary/Treasurer Fleming-Koskinas stated that the investment program is in accordance with policy at \$9.76 million held in interest earning accounts, \$3 million of which is restricted for Station 28, and \$135,000 in non-interest checking. General fund: Fiscal

year to date tax receipts total \$8.06 million. Prevention revenue totals \$157,000. Investment interest totals \$470,000. EMS monthly receipts are on schedule, totaling \$1.97 thousand. SAFER grant revenue of \$175,000 was received in July and AFG grant revenue of \$39,600 was received in August. The apparatus repairs expense line item is trending to be over budget by year end due to unexpected repairs to Truck 28 and Pumper 28 (Reserve #2). All other general fund revenues and operating expenses are projected within budget. Capital Projects Fund: The scheduled replacement for SR-27 was purchased in June at a cost of \$24,000, and the jet ski purchased with donated funds in the amount of \$28,000 was completed in August. \$72,000 of earnest money was put toward the Indian Rocks Beach land purchase and will require a budget amendment. Known future budget amendments also include the final equipment outfitting of Engine 27, future Rescue 27 cost and expected reimbursement, donated jet ski, purchase of two administrative vehicles, remainder of land acquisition cost in Indian Rocks Beach, and costs associated with future Station 28.

A motion to approve the July and August, 2024 Treasurer's Reports.

MOTION: COMMISSIONER MCKENNA SECOND: COMMISSIONER GARDELLA

All in favor, MOTION PASSED unanimously.

3. Correspondence: Secretary/Treasurer Heather Koskinas stated that during the break in the workshop she was handed a letter from Linda Keehan in support of David Karpinecz and she read that letter aloud.

GENERAL REMARKS FROM THE AUDIENCE: None.

REPORTS:

1. **UNION:** Vice President Matthew Zeiner stated the Union has no updates at this time.

2. **COMMISSION:** None.

2. **ATTORNEY:** None.

3. **CHIEF'S REPORT:** Chief Davidson stated that the District has surpassed the 30% design milestone for Station 28 and will be approaching the 60% mark in next few weeks. He explained that there will be a meeting this week with Planning and Zoning to answer questions with the architect. He said that with the acquisition of new property in northern Indian Rocks Beach there has been an extension on due diligence, as the attorneys have determined the land will have to be re-platted instead of just divided and that agreement has been signed. He confirmed that the re-platting could cost up to an additional \$5,000.

Chief Davidson stated that the District just held its third annual 9/11 walk which started at Church of the Isles this year. He commended Fire Prevention Officers Robert Hill and Stacie Schwab for setting up and putting together fire prevention materials for the community, as well as the membership of Church of the Isles for providing refreshments.

GENERAL REMARKS FROM THE AUDIENCE:

Kelly Cisarik - 448 Harbor Drive South, Indian Rocks Beach – Ms. Cisarik stated that she is shocked and saddened by the state of the relationship between the Union and management. She stated that she has personally known Chief Karpinecz, Chief Davidson, and previously Chief Burton, who she believes are all individuals of high quality she can trust. She said that she feels this always happens during Union negotiations and stated the District must find a better way to negotiate. She stated that, as a citizen, she does not like to see taxpayer money wasted on investigations, as well as wasted time and energy. Ms. Cisarik stated that this issue is not the fault of all one side or the other side, and she wants everyone to think about that moving forward.

ACTION ITEMS:

24-20 PSFRD Commission Seat 1

Discussion: Attorney Albinson reminded the Commission that the term of the person appointed tonight will be in effect until the November 2026 General Election, unless that person resigns or becomes no longer qualified.

The Commission voted unanimously on the appointment of Mr. Mark Bolling to the Seat 1 position.

Attorney Albinson stated that Mr. Bolling must complete a background check, bonding process, etc., but can then be sworn in at the next meeting. Attorney Albinson also urged Mrs. Vought to please stay involved with the District.

24-28 Selection of Lender for Station 28 via P3

Discussion: Finance Director Brooks stated that the District is at the stage of the P3 process at which it must select a lender to move forward with in negotiations for the financing of Station 28. Director Brooks stated that Fortress Secured researched lenders and presented for solid lender options to the District and provided a term sheet for each. She explained that, after a thorough evaluation of the four options, she and Chief Davidson believe Synovus is the best choice. She did state that this means the District must switch to begin banking with them as well. She stated that the key highlights were the fact that there is no prepayment penalty, as well as the attractive interest rates, which she confirmed are still in effect, and may even come down by the time negotiations begin. Discussion ensued between Commissioner Gardella and Finance Director Brooks regarding current banking and future payment plans.

A motion to allow the Fire Chief to proceed in negotiating with Synovus to secure terms accept to the District for the financing of Station 28.

MOTION: COMMISSIONER GARDELLA SECOND: COMMISSIONER MCKENNA

All in favor, MOTION PASSED unanimously.

24-29 ALS First Responder (ALSFR) Agreement

Discussion: Chief Davidson stated that this item is for the annual Advanced Life Support First Responder Agreement with Pinellas County. He explained that the District is late in submitting this due to last month's meeting being canceled, but has been in contact with Pinellas County regarding this. Chief Davidson stated that a lot of work has been done on this by staff, especially by Chief Karpinecz. He explained that this is a five-year agreement with amendments each year for the financial portion. He explained that the agreement will continue with the current Authority-funded units. He said that the District has purchased an ALS transport-capable vehicle that should be delivered in December, and Chief Schwab has done a great job obtaining that vehicle. Chief Davidson said the agreement also contains over a \$100,000 increase in annual compensation. Chair Snelling inquired as to whether the District was able to get reimbursement for Mrs. Brooks' or Mrs. Hampton's salaries. Chief Davidson said that it was requested, along with other funding, but unfortunately it was not approved. Chief Davidson stated that once the station in the northern end of the District is operational, we will receive additional funding.

A motion to allow the Fire Chief to enter into the ALSFR Agreement as presented.

MOTION: COMMISSIONER GARDELLA SECOND: COMMISSIONER MCKENNA

All in favor, MOTION PASSED unanimously.

**24-26 Formal Complaint #1 – August 22, 2024
Pinellas Suncoast Professional Firefighters**

Discussion: [This item was discussed in conjunction with #24-30.]

**24-27 Formal Complaint #2 – September 3, 2024
David Karpinecz**

Discussion: [This item was discussed in conjunction with #24-30.]

**24-30 Hostile Work Environment Complaint – September 9, 2024
Louis Stoneburg**

Discussion:

[All three complaints were discussed together.]

Attorney Albinson clarified that his recommendation is that the Board authorizes him to enter into an agreement with Mr. Collins and his firm to conduct an investigation into the items that are on this agenda.

A motion to allow Attorney Jeff Albinson to initiate a conversation with Milton Collins regarding a full and complete investigation into all of the allegations made by everyone and all of the various statements that are being made to get to the bottom of what is happening in the District.

MOTION: COMMISSIONER KOSKINAS SECOND: COMMISSIONER MCKENNA

Discussion:

Secretary/Treasurer Koskinas stated that there does need to be some type of reporting or communication on the cost and number hours. She added that \$350 per hour is very reasonable, but the District does still need to control costs.

Attorney Albinson discussed that the information gathered during the investigation is not subject to the Sunshine Law until the investigation has been closed. He added that he could have Mr. Collins put a cap of \$20,000 at this point in time and then we can receive an update at that point. Attorney Albinson stated that he would hope that at the next meeting he will have a pretty good idea of where Mr. Collins is at in terms of the investigation. He also mentioned that it is always possible for the Board to call a Special Meeting if needed. Secretary Treasurer Koskinas stated that the Board members must be willing to have special meetings and make themselves available as this is a very important issue.

Attorney Albinson stated that the motion should be to authorize him to retain Weiss, Serota, and Milton Collins to conduct the investigation.

Attorney Albinson stated that he gave Mr. Collins the complete agenda prior to the meeting, and that he will also provide him with the minutes or a recording of the proceedings as well.

All in favor, MOTION PASSED unanimously.

Attorney Albinson stated that he will take care of it and assumes that Mr. Collins will soon begin contacting people and setting up interviews.

Public comment:

Cecily Pond Benga – Ms. Benga inquired as to the fact that if Chief Karpinecz is on leave during the investigation, why Chief Davidson is not on leave.

Secretary/Treasurer Koskinas said that she wanted to ask that question as well. She also asked why Chief Karpinecz is on leave at all. She continued that it is understood that Chief Karpinecz was placed on leave because a complaint was made, but other complaints have been made against others as well. Attorney Albinson stated that some of this gets into the attorney-client relationship but stated that he does not personally make any decision to place anyone on leave, as that is the responsibility of labor counsel. Attorney Albinson said that only the Board has the authority to place the Chief Davidson on administrative leave and stated that he has no other superiors at the District.

[inaudible commentary from audience]

Chief Davidson stated that he would like to propose a possible resolution. He also stated that he does not make these decisions on his own and relies on legal counsel – the labor attorney and the

District's attorney. Chief Davidson stated that Chief Karpinecz is not on leave for any punitive damages or for any investigation right now.

[inaudible commentary from audience]

Chief Davidson reiterated that Chief Karpinecz is not under investigation. Chief Davidson stated that he is asking for an investigator to come in and look at all of the complaints. He said that the decision was made to place Chief Karpinecz on leave because a hostile work environment complaint came in that Friday morning, and he could not keep him in the same place as the complainant. He said that then, at the advice of counsel, Chief Karpinecz was placed on leave, and it is not punitive. Chief Davidson stated that his suggestion with the investigation is that the hostile work environment complaint is cleared up and it is determined what the findings are, unless the attorneys have a different resolution on how to resolve that.

David Karpinecz – Chief Karpinecz stated that a formal complaint must be signed according to the District's SOPs. He stated that he is not dismissing that Chief Stoneburg felt that way; however, based on SOP and due process, a formal complaint must be signed by the complainant and there was no signature. Chief Karpinecz stated that he will be completely transparent and has nothing to hide. Chief Karpinecz asked why his "stuff" is being looked into if he is not under investigation. He stated that he should not have had to turn in his computer – only his key and ID badge. He stated that nobody can claim ignorance of the SOP.

Secretary/Treasurer Koskinas encouraged everyone in this room to participate if questioned in this investigation. She said that it is hard for the Board to determine from their position which items have merit and which do not. She said it is important for everyone to participate and be truthful. She said that she discussed this tension at the impasse meeting and it has only gotten worse.

Chief Davidson stated that he and Chief Karpinecz were like brothers. He said they were like family and spent holidays together and took vacations together.

David Karpinecz – Chief Karpinecz told Secretary/Treasurer Koskinas that he heard her loud and clear at the last meeting. He said that she challenged our administrative team to do better, which he stated that some did and some did not, but there was no real attempt to fix it. He asked the Commission, as head of the organization and who rules over the Fire Chief, where he stands and why.

Vice Chair McKenna stated that the District may spend \$20,000 or more of taxpayer money to investigate every aspect of this and until that is done, she stated they are not going to do anything more than that. She stated that they want the truth and everyone must be patient with them. She said that they can't fix this without the facts and this investigation will do that, and she said she hopes this is the last time it will need to be discussed.

Chair Snelling told Chief Karpinecz that he feels for him and said that he has been through similar situations during his 44-year career in the fire service. He told Chief Karpinecz that he just has to handle it and said he knows what will come out in the end, so, in the meantime, he reiterated that he is off on leave and being paid, and that he has had to do that several times in his career.

Kristin Karpinecz – Mrs. Karpinecz asked why the Fire Chief is not on paid leave [inaudible].

Chair Snelling stated that the District needs a Fire Chief right now.

[discussion about bylaws among citizens]

Melanie Zeiner – Mrs. Zeiner asked, as the parent of a firefighter, that the Commission will take pause and think about everything that has happened and consider the best interest of each and every individual.

District Administrator Kimberly Hampton asked if it is known where the formal investigation will take place. Attorney Albinson stated that it will be up to Mr. Collins. Administrator Hampton stated that being questioned about formal complaints made against your supervisor while he is in the next room is very uncomfortable, and one of the reasons other fire departments would put a fire chief on administrative leave in this situation. She continued that there needs to be a very unbiased, impartial investigation conducted and stated that she has a lot of concerns over that. Attorney Albinson stated Mr. Collins has conducted these kinds of investigations in the past and he is sure that he will be sensitive to these concerns. He stated that he will ask Mr. Collins what his plans are. Attorney Albinson also stated that this is the biggest step he has ever seen the District take to determine what the facts are and to allow the Board to guide the District to the right place.

Brittany Tomilonus – Mrs. Tomilonus stated that the only time her husband was spoken of was from the Chief's mouth and she stated that she wants to make sure the investigation goes back to September.

Chief Davidson said that they are going to make sure everything is done through legal counsel fairly and stated that if he needs to take vacation for a week while people are being interviewed, he is happy to do that.

Brittany Tomilonus – Mrs. Tomilonus stated that she is addressing the Commission and asked how far back the investigation will go. She stated that her husband has been addressed by Chief Davidson and stated that she wants to ensure that his erroneous demotion is discussed while the moral and leadership flaws of PSFRD are being discussed.

Secretary/Treasurer Koskinas stated that it will all be looked at, and she is sure that Attorney Albinson will do everything he can to transmit all this information as he understands it should be to the individual conducting the investigation.

Chief Davidson stated that, in relation to everything that was discussed tonight regarding Matthew Tomilonus, he will ensure the investigator has every single document. Chief Davidson said there are things that he cannot talk about right now, whether they are under investigation or protected, but he can't share them right now.

Kristin Karpinecz – Mrs. Karpinecz asked if there can be no punitive action taken against any member of the department during the investigation. She added that, if there is, the District will

need to spend more money for additional investigations by the lawyer. Mrs. Karpinecz asked if Chief Davidson is allowed to discipline employees in the role he is currently in.

Attorney Albinson thanked Mrs. Karpinecz for her concern but stated the Board cannot answer questions like this as it is not the forum for it.

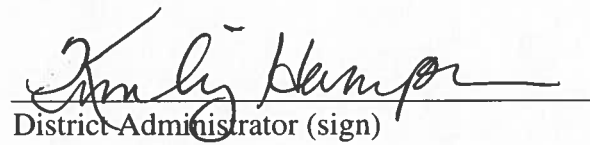
Dave Karpinecz – Chief Karpinecz explained that the Commission Bylaws state that the Board can run the District without a Fire Chief. He added that he is not under investigation and there has been a very manipulative story written about him and he asked what additional damage is going to be done. He stated that the person who drags someone else's name through the mud is the one who is afraid of the truth. Chair Snelling told him that he does not know what that means.

There being no further business to come before the Board, the Regular meeting was adjourned in due form.

APPROVED:

ATTEST:


Chair (sign)


District Administrator (sign)

LOUIS R. SNEELLING, IV
Chair (print)

Kimbery Hampton
District Administrator (print)

11-12-24
Date Approved