



# *Pinellas Suncoast Fire & Rescue*

**304 FIRST STREET  
INDIAN ROCKS BEACH, FLORIDA 33785-2587**

**(727) 595-1117 FAX: (727) 250-0111  
www.psfrd.org**

**FIRE CHIEF  
JEFFREY DAVIDSON**

## **MINUTES JANUARY 2, 2025 SPECIAL MEETING**

**Belleair Beach Community Center  
444 Causeway Boulevard  
Belleair Beach, FL 33786**

### **SPECIAL MEETING CALLED TO ORDER PLEDGE OF ALLEGIANCE**

**ROLL CALL:** Commissioners answering roll call were Chair Elizabeth “Betsey” McKenna, Vice Chair Mark Bolling, Secretary/Treasurer Heather Fleming-Koskinas, Commissioner David Gardella, and Commissioner Jacob Knighton. A quorum was present with Chair Betsey McKenna presiding. Attorney Jeff Albinson, Fire Chief Jeffrey Davidson, Finance Director Erin Brooks, and Division Chief Louis Stoneburg were also present.

---

**ADDITIONS OR DELETIONS TO AGENDA:** None.

---

**GENERAL REMARKS FROM THE AUDIENCE:** None.

Chair McKenna asked for civility and respect during the meeting in an attempt to find a way to restore the department in order to serve the public.

---

### **ACTION ITEMS:**

#### **24-49 Resignation of Fire Chief Jeffrey Davidson**

*Including, but not limited to, assessing the impact on the operations of the District, adopting a protocol for seeking and evaluating applications for a successor, and selecting a successor.*

**Discussion:** Vice Chair Bolling said he would like Chief Davidson to reconsider his resignation decision. Commissioner Gardella stated that he seconds that. Chief Davidson stated that he would reconsider his resignation and stated that he feels he has done a lot of great things for the District and has a lot of great visions for the future. He said he does not believe the District needs a change

of administration and the problem is not simply the Fire Chief. He reiterated that he would reconsider his resignation or stay until a suitable replacement is found. Chief Davidson confirmed that he was planning to stay for seven or eight more years. He discussed Indian Shores not being comfortable with allowing us to use their building based on outrage by some citizens, their wives, and other people and how they behaved. He stated that the same thing happened with Indian Rocks Beach and stated that former Assistant Chief Doug Higley single-handedly got the entire fire department banned from their building. Chief Davidson confirmed that he has since smoothed that over. He continued to discuss false statements that are being made to the media that cast the District in a bad light, and that Synovus has backed out of funding the District because of our reputation, but would not give a reason why. He confirmed that Finance Director Brooks has been working hard to get other financing in place. Chief Davidson stated that if someone has a complaint, they should follow a process instead of putting things out into the public. He stated that he has in his possession binders that show that the complaints made against him were completely fabricated, and that Assistant Chief David Karpinecz and Lieutenant Greg Hott constructed them over a period of 30 days. He stated that, when that did not work, they fabricated a story about the Fire Chief brandishing a firearm, which did not happen. Lastly, he said, the Lieutenant wrote a letter to the Board. Chief Davidson stated that it is defamation and slander and he will take it to civil court if it continues.

Chief Davidson stated that he has been working on Attorney Milton Collins' recommendations and has developed a temporary organizational chart. He mentioned that he had a great meeting with the Union Vice President the other day regarding a grievance. He added that it was determined through the grievance process that nobody did anything wrong, but the Union interpreted the policy incorrectly. He stated that they are meeting on January 10<sup>th</sup> to work together on revamping the policy.

Chief Davidson stated that he does not want to leave. He continued that people get up here and think they can say whatever they want at a public meeting but stated "we're people too." He said the fact that he and his wife must endure listening to people's personal opinions when they don't know the facts is unacceptable and it is not going to stop. He stated that Chief Karpinecz made a public records request after the investigation concluded for the Fire Chief's contract and fuel logs and made a complaint to the Ethics Board that was dropped.

At this point in the meeting, Chief Davidson handed out binders to each Commission member. Attorney Albinson told Chief Davidson that the Board does not have time to read this right now, but Chief Davidson stated that he just wanted to make sure that the Commission had the information and that it became public record. Finance Director Erin Brooks asked Chief Davidson if these binders are the ones he is requesting reimbursement for from the District, to which he confirmed they were. Director Brooks provided the reimbursement request to the Chair. Chief Davidson stated that Chief Karpinecz made the whistleblower complaint because he was about to come forward with the documentation in the binders.

Chief Davidson alleged he is being followed, both at their home in Pinellas County and their home in Plant City and discussed incidents on Thanksgiving and an incident involving Chief Stoneburg. Chief Davidson stated that Lieutenant Hott's wife owns a private investigation company and drives the vehicle in question and stated that following him in his personal life is harassment,

intimidation, and threatening. Chief Davidson stated that no credible fire chief will come to this District knowing everything that is going on. He stated he is willing to stay but would have to negotiate a few minor things in his contract to stay until a suitable replacement is found, or until Station 28 comes to fruition.

Commissioner Gardella stated that he was not aware of controversy with Indian Shores and asked if Synovus withdrew their loan commitment based on the atmosphere in the District. Attorney Albinson stated that Synovus did call Director Brooks on Friday morning stating they were pulling their loan offer due to the reputation of the District. He discussed conversations that took place back and forth and a commitment to put their reason in writing which never happened. Director Brooks has been in contact with Truist since then and she stated that they have confirmed that they do not believe Chief Davidson's resignations and the allegations against the District will preclude them from offering credit. Attorney Albinson confirmed Director Brooks has worked with Fortress Secured for additional contacts for financing and has reached out to two other lenders. Regarding Indian Shores, Attorney Albinson stated that he spoke with the Chief of Police who explained that he did not feel comfortable having the District's meeting at their location because of potential issues. Chief Davidson stated that he spoke with the Police Chief prior to the meeting in September to let him know that it may not be particularly cordial. After the meeting, the Police Chief confirmed an attendee was found to be drinking alcohol in the parking lot, being disruptive, and assaulting the Fire Chief, and he does not want PSFRD using their facility due to the liability. Chief Davidson added that the Police Chief stated if any other meetings were held there, he would need to personally approve the agenda ahead of time. Chief Davidson confirmed he has always had a good working relationship with the Police Chief.

Commissioner Knighton told Chief Davidson that the Board members received an email regarding the usage of his District vehicle. He continued that on December 2, 2024, October 17, 2024, and August 13, 2024, Chief Davidson's District vehicle was photographed at Derby Lane poker room and asked Chief Davidson to explain the reason for this. Chief Davidson stated that he and his wife have a firm reason to believe they are being followed. He stated that his vehicle is a Ford F-150 with no markings and no identification to PSFRD. At this point, Chief Davidson distributed photos of other Ford F-150s to the members of the Board. He stated that his contract says his District-issued vehicle is for "de minimus use," which means "too small to be reported." He discussed that he is able to make other stops in his District vehicle. Chief Davidson stated that he had used his District-issued vehicle extra, on purpose, because he knew this was going to happen. He explained the reasons he believes he is being followed. He gave examples of times when it is acceptable for the firefighters to make personal stops in District apparatus. He discussed that Chief Karpinecz has the same language in his contract but drives a fully marked vehicle. He stated that it wasn't until Chief Karpinecz was placed on administrative leave that he had two car seats in his vehicle. Finance Director Erin Brooks stated that Chief Davidson was aware of that. Chief Davidson asked District Administrator Hampton what was funny, to which she replied it was all funny. Chief Davidson continued that he was not aware of the car seats and stated that Chief Karpinecz had asked him if he was allowed to pick up his kids, and he told him he could but to go straight home and he did not know it was a daily occurrence. He stated that Chief Stoneburg spent three hours cleaning "Happy Meals and French fries" out of Chief Karpinecz's vehicle. He added that Chief Karpinecz is first alarm and asked what would happen if he got a call while waiting in the car line at his children's school and stated that it is a much bigger issue than his own vehicle issue.

Commissioner Knighton stated that Chief Davidson provided a photo at the last meeting regarding towing and asked if the trip tracker in the photo can be reset, to which Chief Davidson stated not that he is aware of. Commissioner Knighton asked when the photo was taken, to which Chief Davidson replied, “when this first started.” Chief Davidson discussed which personal vehicles he owns. Commissioner Knighton stated that the intended use of the Fire Chief’s District-issued vehicle is to be used only in support of the District, and asked Chief Davidson how being at a poker room at 1 o’clock in the morning 15 miles away from the District is in support of the District, and added that he does not feel it is “too small to report.” He continued that there could potentially be several legal implications if the District is not properly using resources provided by the taxpayers and stated that he believes this is a violation of his employment contract and essentially grounds for termination with cause. Discussion ensued concerning who the complaint was made by, and his vehicle being identified by the license plate number. Chief Davidson questioned Lieutenant Greg Hott who was in the audience about the vehicles he works on regularly while on shift and stated that Lieutenant Hott does not know the license plate numbers of those vehicles, so he cannot tell him that he is not following him. Lieutenant Hott told Chief Davidson that he has never been followed, and the photos were provided through a database that searches license plate numbers.

Commissioners Gardella and Bolling stated that they did not receive an email with this information. Chair McKenna stated that the photos were sent as an attachment to an email that was sent. Chief Davidson continued to accuse Lieutenant Hott of stalking and harassing him. Chair McKenna ended the discussion due to it becoming unproductive.

Commissioner Knighton asked Chief Davidson if he had met with each of the shifts to discuss the inquiry. Chief Davidson stated that he has not done so yet. Commissioner Knighton stated that the Commission approved the recommendations of the investigator two weeks ago; one of those was to return Chief Karpinecz to work, but he is being placed back on leave, so that recommendation is not happening, and part of that was to have meetings to discuss the results of the inquiry within two weeks, and that has also not happened. Commissioner Knighton told Chief Davidson he has failed to follow the orders of the Board. Chief Davidson disagreed and reminded the Commissioner of the holidays that have taken place during that time. Chief Davidson informed the Commissioner of things he has put into effect, such as an outline to have regular station meetings, meetings to hear concerns about fleet issues, instituted a training chief position, and regular meetings with Executive Board personnel to collaborate on issues. He stated he knows he needs to do station meetings and mentioned that one Division Chief is out with an injury right now. He added with the Union accusing him of direct bargaining, he has not gotten there, but stated he has a plan to have that. Chief Davidson also stated that it was his understanding, as he read it as, within 30 days, to come back and report to the Board all of the things that we have been doing. Commissioner Knighton stated that it was a separate point, and the shift meetings were supposed to take place within two weeks. He said that, regardless of holidays, it was Chief Davidson’s responsibility to follow direction given by the Board, and he did not. Chief Davidson stated that he does not recall voting and being instructed to do that, to which Commissioner Knighton stated he has the recommendation in writing. Chief Davidson stated that he was waiting for the formalization of the PIP. Chief Davidson stated that he had emailed Lieutenant Hott multiple times asking to meet and he had only stated that he would get back to him and explained that it is not a lack of effort on his part.

Attorney Albinson stated that he was originally supposed to work with Attorneys Collins and Gonzalez to put together the PIP; however, when Chief Davidson submitted his resignation, he stated that he stopped doing that, as it seemed like a waste of District money to implement a PIP when the Fire Chief was resigning.

Vice Chair Bolling asked about the status of the motion and the second, and Attorney Albinson stated he did not realize Vice Chair Bolling's suggestion was a motion.

**A motion to not accept the Fire Chief's resignation and for him to continue in his role, effective immediately.**

**MOTION: COMMISSIONER BOLLING SECOND: COMMISSIONER GARDELLA**

**Discussion:** Vice Chair Bolling stated that he believes there are a lot of bad actors in all of this and believes the District will be in the same situation even with a new Fire Chief. He stated that it is a waste of taxpayer money and feels that everyone needs to find a way to work together, and if some people do not want to do that, they should leave.

Commissioner Knighton stated that he does not think it will get any better and while it is possible with someone new in place, Mr. Collins' findings show that 90% of the department does not trust Chief Davidson, and there are too many projects going on to keep being distracted by this. He agreed that there are issues on both sides, but after attempting in good faith at the last meeting to bring everyone back together, the only thing that has happened since then is people have gotten written up and people are being placed back on leave. Commissioner Knighton states that Chief Davidson has explained how he feels he and his family are being treated and the Commission has a duty to allow him to resign or be placed on administrative leave with pay so that he does not have to deal with this anymore and the District can move forward. He stated he feels finding an interim chief is the best bet in trying to move forward.

Secretary/Treasurer Koskinas stated she agrees with everything being said and added that the Board is in a position that it has to look at the top of the leadership chain and take action because it starts at the top. She continued to explain that, while there have been great things done by Chief Davidson, he has lost the support of those he supervises, and it cannot stay that way.

**Public Comment:**

**Christopher Wilfong** – Lieutenant Wilfong expressed interest in being appointed interim Fire Chief. Lieutenant Wilfong stated that he brings extensive leadership experience and has served as deputy chief and acting fire chief for another department. He discussed his experience in operations, budgeting, securing FEMA grant funding, and managed station renovation and land acquisition projects. He explained that, when his last contract ended, he chose to return to PSFRD so that he could make a meaningful and lasting impact. He stated that he has developed strong relationships with Union and Administration rooted in mutual respect and shared goals. He shared that his academic background includes a graduate certificate in Public Administration, Bachelor's degree in Fire Administration, and a Masters' degree in Business Administration.

Chief Davidson asked which fire department Lieutenant Wilfong was referencing, to which Lieutenant Wilfong responded Useppa Island Fire Department in Lee County.

**Kelly Cisarik** – Ms. Cisarik stated that she is a resident of Indian Rocks Beach and previously served on a citizen task force for PSFRD. Ms. Cisarik stated that she had emailed the Commission in place following the September 2024 Commission meeting regarding the strong need for conflict resolution training for the entire department. Ms. Cisarik stated that she feels the citizens are the “big losers” with Chief Davidson’s resignation, as he has been able to do things, such as successfully negotiate with Pinellas County to get additional revenue, rebuild fire stations, and lobby for a new station in Indian Rocks Beach, which, once operational, will save lives. She continued that no one before him was able to secure land for this station let alone get funding to build it. Ms. Cisarik stated that she believes Chief Davidson needs to stay on to get several major projects across the finish line, especially P3 funding for new Indian Rocks Beach station and the funding for rebuilding Stations 27 and 26. She added that she would like him to stay on long enough to see Station 28 get through permitting stage, since that will also be the EOC which will be critical during hurricane season. Ms. Cisarik stated that she does not believe the rank and file appreciates how much Chief Davidson has added to their job security. Ms. Cisarik discussed the successful referendum in 2022 and the benefit to the public and employees. She discussed that negotiations got ugly this year and she is not sure who is to blame, but she said she does know the Kelly days also make it harder to get County funding, from the research she did when she was on the task force. Ms. Cisarik stated that she would like everyone to hear from her that fire chiefs do not serve at the pleasure of the firefighters and instead are political roles with a unique skill set that ultimately works for the voters.

**Graylon Hampton** – Mr. Hampton stated that he is a cybersecurity engineer and IT professional and knows that the District has a solid IT managed service provider, so if the Commission is not receiving their emails or need help with viewing them, they can reach out to the IT company and they will provide assistance. Mr. Hampton said that the Commissioners should have received an email regarding Ms. Hampton’s disciplinary action and asked them to please take the time to read it and take their jobs seriously. He continued that, as Commissioner Knighton discussed, Chief Davidson is doing something completely outside of his contract and is it negligent to say that it is not a big deal. He added that the Board is overlooking other issues, such as an open container in a District vehicle. Mr. Hampton stated that Chief Davidson directly lied to the Board at the last meeting when he said he does not drink alcohol. He stated that lying was a fireable offense for Firefighter Mary Miller, but the Board is not holding Chief Davidson to the same standard that he holds other people to. Mr. Hampton addressed Chair McKenna and apologized for his behavior at previous meetings, and explained that his wife, District Administrator Hampton, has been under a significant amount of stress, exhibiting physical symptoms of such, and very upset about her job, and he has been dealing with that at home every day. Mr. Hampton mentioned that someone at the last meeting thought it was funny to talk about firefighters’ wives coming to the meetings, defending their husbands who are coming home worried about their jobs. He stated that he does not think this will be magically fixed with team building. He told the Commission that they have the opportunity to do something good. He stated that they can continue to be negligent, but he hopes they don’t, and said he hopes they take their jobs seriously.

Chief Davidson asked if he could speak since his name was brought up but was instructed to wait.

Commissioner Gardella stated that he should have brought this up before, but there were some comments made that he feels should have been included in the minutes that were approved at last month's meeting. He asked if there was any opportunity that those comments could be added to previously approved minutes. Attorney Albinson stated that there is currently a motion on the floor, but that Commissioner Gardella could later make a motion to amend previously approved minutes.

**ROLL CALL VOTE FOR MOTION:**

Vice Chair Bolling – YES  
Commissioner Gardella – YES  
Commissioner Knighton – NO  
Secretary/Treasurer Koskinas – NO  
Chair McKenna – NO

**MOTION FAILED**

Chair McKenna stated that she has been spending hours trying to think of a solution to the issues in the District while giving everyone an opportunity to do what they can to make this workable. She said that the fighting between the two groups is causing everyone personal stress and difficulties. She stated that many of the complaints were not justified in the investigation. Chair McKenna stated that she believes everyone needs to retreat to their separate corners, as this has become so volatile and disruptive to the District that she said that she believes everyone needs to separate and calm down and see what can be resolved in these next two months. She said that her thought is that if the Board allows Chief Davidson to continue, she recommends that he focuses on the major projects, and administrative changes to policy, personnel, and human resources can only be taken if they are approved in advance by the Board, or with approval of the attorneys we employ.

Secretary/Treasurer Koskinas stated that, while there may be validity to some of the actions and disciplinary action, optically, it does not look good, and it looks retaliatory. She stated that she believes she saw a letter that stated Chief Davidson will be presiding over Assistant Chief Karpinecz's investigation. She stated that she believes Chief Davidson should be removed from overseeing any of the recently initiated or current investigations. Attorney Albinson said that his understanding is Chief Davidson is actively looking for someone outside of the organization to conduct that investigation. Attorney Albinson stated that his understanding of District Administrator Hampton's disciplinary action is, once it was made, the only next step is what is already happening – Ms. Hampton made the Commission aware that she is appealing the decision, and it should be added to the regular January agenda if it is not withdrawn at some point.

Commissioner Knighton asked if the notice that was sent regarding Chief Karpinecz's investigation is going to be revised, to which Attorney Albinson stated that he believes Attorney Tom Gonzalez is in communication with Chief Karpinecz's attorney and that is being worked on.

Commissioner Knighton stated the Commission was made aware just today via an email from Chief Davidson, originally sent to Attorneys Albinson and Gonzalez on December 26<sup>th</sup>, of a new hostile work environment complaint against multiple members of the department. Commissioner Knighton stated that Chief Davidson has the right to feel the way he feels, but I think it would be in the best interest of the District for him to separate entirely. Commissioner Knighton stated he agrees with everyone going to separate corners and this is the best option as Chief Davidson has already resigned on his own and would like make a motion that the Board accept his resignation and place him on administrative leave with pay for the rest of his 60 days, receiving full pay, benefits, and insurance. Commissioner Knighton says it separates the two parties, a planning committee for the station build is already in place, and there is an offer for an interim fire chief.

Chief Davidson stated that Lieutenant Wilfong is a great guy and one day will be a good fire chief, but explained that, in the binders, the Commission will see that Chief Karpinecz was working with Lieutenant Wilfong on the training chief job description, and Chief Karpinecz made the requirements so extreme that only Lieutenant Wilfong qualified. Chief Davidson suggested that their actions were shady. He went on to discuss that there are only 120 residences in the Useppa Fire Department and Lieutenant Wilfong's wife was fire chief there at the time. Chief Davidson said that Lieutenant Wilfong has a lot of education but is absolutely not ready, which he feels is the biggest problem for most people and advised the Board to be careful who they select.

**A motion to accept the Fire Chief's resignation and place him on administrative leave with pay for the remainder of his 60-day period.**

**MOTION: COMMISSIONER KNIGHTON**

***Discussion:***

Secretary/Treasurer Koskinas stated that she will not second the motion because she feels it is doing the District more harm than good in the long run and does not want to feel like the interim chief is a plant, based on the applause from the audience for Lieutenant Wilfong.

Fire Chief Davidson asked if he could speak; Attorney Albinson said no and added that there has been no second to the motion.

**MOTION FAILED FOR LACK OF A SECOND**

**A motion to accept the Fire Chief's resignation and allow him to have his 60-day resignation period and remain focused on the larger capital projects he is engaged in and let the administrative personnel be headed up by the Division Chief.**

**MOTION: COMMISSIONER BOLLING**

***Discussion:*** None.



**MOTION FAILED FOR LACK OF A SECOND**

Finance Director Erin Brooks stated that she and Chief Davidson are the only signers on the bank account currently. She explained that every check requires two signatures. She continued that when Chief Davidson advised her on December 23rd that he was going to resign, he also sent out an email that same day that he would be on vacation until January 6<sup>th</sup>. She also stated that he was absent when she asked him for help with the station financing, so, while she hears the Board stating that the District needs him to carry forward, the major project that needed to be carried forward was the station financing and he was absent for that. She explained that he apologized to her today that he missed the email in which I specifically asked him for feedback, but, she said, that is her firsthand experience. Director Brooks stated that, in consultation with Attorney Laura Jacobs Donaldson, she is requesting that one or, preferably, two of the Board members be signers on the account, just in case Chief Davidson goes on vacation, and a check needs to be signed. She added that he did come back to sign a check she needed recently, but stated she is nervous given the climate. Commissioner Gardella asked what harm occurred to the District by Chief Davidson not being available for the financing. Director Brooks stated that she was luckily able to keep the ship moving forward but said it would have been nice to have the Fire Chief to advise, consult, etc., as he had been the spearhead of the P3 process and stated she would have expected help from her Chief at the time.

Chief Davidson stated that Director Brooks' statements are totally inaccurate. He stated that he was asked for input from her, but Attorney Albinson had already written to her and told her there was nothing to respond to, and Attorney Jacobs Donaldson stated she agreed with Attorney Albinson. He told Director Brooks that he didn't know what she was looking for from him. District Administrator Hampton stated that Chief Davidson has not been working since the last meeting. Attorney Albinson suggested that the Chair and Secretary Treasurer be added to the account and Director Brooks stated that the three of them will need to make an appointment at the bank and go together.

**A motion to appoint the Chair and Secretary Treasurer to be alternate signees in the event that the Fire Chief is not available.**

**MOTION: COMMISSIONER GARDELLA SECOND: COMMISSIONER BOLLING  
MOTION PASSED; carried unanimously**

Chair McKenna stated that the Board has a copy of the documents from the last fire chief hiring process in 2021 and asked District Administrator Hampton to explain how the process was undertaken last time. District Administrator Hampton explained that the job was published on a variety of different platforms and a high number of applications were received. Internally, the candidate pool was narrowed down based on a matrix that assisted in determining the candidates who met the minimum qualifications. Those candidates were presented to the Board, and the Board voted to move forward with those candidates. She continued to explain that District administration reached out to those candidates, requested they each put together a written packet, and they

submitted those packets and the Board reviewed them. Following that, those candidates were interviewed by the Board in a public meeting. Ms. Hampton explained that the process was quicker in years prior but feels this was a thorough and effective process. Discussion ensued on the resignation of prior fire chiefs. Attorney Albinson explained that the internal committee included three people – one of which was a Board member. He also agreed that this was a good process. He added that, since Chief Davidson's last day is February 21<sup>st</sup>, the Board may want to consider putting it in the January 21<sup>st</sup> meeting agenda to select an interim and determine what that process will look like and, additionally, there will likely need to be a special meeting between the January and February meetings. Commissioner Gardella stated there is also the option of allowing Chief Davidson to stay on rather than appointing an interim chief, to which Attorney Alinson confirmed was possible, but reminded the Board that Chief Davidson may have proposals in that situation. Attorney Albinson stated that Commissioner Knighton had mentioned a new hostile work environment complaint earlier and said that this would play out in the same way. He explained that his client is the Board and the District, meaning, if someone's interests are aligned with the Board and the District, he is able to provide legal counsel. He continued that, when someone's interests are not aligned – for instance, when the Fire Chief files a complaint about a hostile work environment – he will put him on notice that he is unable to represent the Fire Chief's interest in this, and the Fire Chief will have to retain his own legal counsel. Attorney Albinson stated that the same would happen if the Fire Chief had some thoughts about conditions he would need to stay on beyond the February 21<sup>st</sup> date.

**A motion to use the format of the last employment opportunity and issue that publication for the new Fire Chief.**

**MOTION: COMMISSIONER GARDELLA**

**MOTION FAILED FOR LACK OF A SECOND**

Discussion ensued regarding changes that need to be made to the job announcement: The description of how the District is financed, the number of employees, the intention to add a fourth fire station within the next three years, the required educational experience, and deadline information.

**A motion to publicize the employment opportunity for the Fire Chief of the District using the template provided with noted corrections and additions.**

**MOTION: COMMISSIONER GARDELLA SECOND: COMMISSIONER KOSKINAS  
MOTION PASSED; carried unanimously**

Discussion ensued regarding how long to give applicants to apply for the position.

**A motion to publish the job posting via the seven enumerated entities, web services, and platforms outlined in the October 8, 2021, memorandum for Fire Chief applications and additionally request that the closing date of the application submission process be January 20, 2025 at 4:00 p.m.**

**MOTION: COMMISSIONER KOSKINAS SECOND: COMMISSIONER KNIGHTON  
MOTION PASSED; carried unanimously**

Former Commissioner Larry Schear in the audience suggested that applications be submitted electronically in PDF format.

**A motion to amend the prior motion to amend the advertisement to require submission only via PDF electronic format.**

**MOTION: COMMISSIONER KOSKINAS SECOND: COMMISSIONER BOLLING  
MOTION PASSED; carried unanimously**

Firefighter Barnes in the audience stated that if a member of the Union is able to participate in the committee it may be a positive effort that encourages transparency.

Attorney Albinson reminded everyone that the committee is ranking only to ensure they meet minimum criteria and not making a decision. Discussion ensued regarding parties interested in participating in the committee.

**A motion to authorize Commissioner Jacob Knighton, Finance Director Erin Brooks, and Firefighter Christopher Barnes to serve on the ranking committee.**

**MOTION: COMMISSIONER KOSKINAS SECOND: COMMISSIONER KNIGHTON  
MOTION PASSED; carried unanimously**

Commissioner Gardella circled back to his discussion earlier about wishing to make a motion to amend the meeting minutes approved at last month's meeting. District Administrator Hampton asked Commissioner Gardella which meeting he is referring to. Commissioner Gardella stated he is unsure which meeting it was, but it is regarding comments that were made. Ms. Hampton stated that all comments are summarized and asked Commissioner Gardella if he would like her to make a verbatim transcript for each of the speakers. Chief Davidson said that he believes Commissioner Gardella is referring to the September meeting. Attorney Albinson told Commissioner Gardella that he does not need to make a motion at this meeting and suggested that he review the minutes, and Ms. Hampton can provide him with the audio of the meeting so that he can review it and propose the suggested amendments at the next meeting. Commissioner Gardella agreed. Chief Davidson stated that he believes it was the meeting at the Holiday Inn, to which Commissioner Gardella stated that it was not that meeting, but he will verify and consult with Ms. Hampton and bring it to the next meeting.

District Administrator Hampton inquired to the Chair if Chief Davidson is still able to impose discipline on department members. Attorney Albinson said that there was a motion made but it was not seconded, so the answer is yes. He also added that the appeal should be placed on the January agenda.

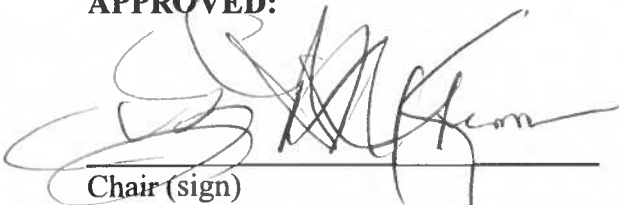
Secretary/Treasurer Koskinas stated that she would like clarification as well and stated that she was also under the understanding that it was already being handled that Chief Davidson will not be responsible for Chief Karpinecz's investigation and Attorney Albinson agreed that is his understanding as well.

Commissioner Gardella asked who pays for Chief Karpinecz's attorney; District Administrator stated that Chief Karpinecz does as it is his own personal attorney.

---

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

**APPROVED:**



---

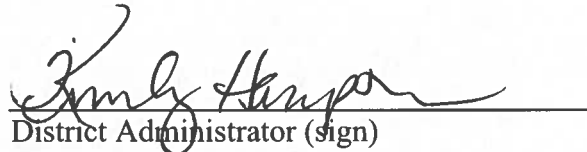
Chair (sign)

ELIZABETH H. McFENNA

---

Chair (print)

**ATTEST:**



---

District Administrator (sign)

Kimberly Hampton

---

District Administrator (print)

1/21/25

---

Date Approved