



Michael Geissler
Fire Chief

St. Tammany Parish Fire Protection District # 3

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Public Meeting of the Board of Commissioners

October 8, 2025

Meeting Minutes

Called To Order:

Chairman Danny Hall called the meeting to order on Wednesday, October 8, 2025, at 5:00 PM.

Pledge of Allegiance

Prayer

Roll Call:

Danny Hall, Leo Casanave, Raymond Batiste, Mike Ricks, and Adam Jacks were present.

Chief Geissler, and Assistant Chief Guillot, were present representing the Fire Department.

Mr. Mark Waniewski was present representing PMI.

Mrs. Rosa Jacks was present representing Hearts on Fire.

Secretary Minutes:

Approve minutes of September 10, 2025, public meeting.

Mr. Ricks made a motion to approve the minutes of September 10, 2025, regular meeting. Mr. Casanave seconded. A vote was taken. Motion carried.

Employee Recognition:

Chief Geissler recognized the following employees.

Jim McQuilkin – 9/15 – 16 years full time, and several years as a volunteer

Keith Kern – 9-27-2025 1 year as part time

Jordy Johnson was confirmed on October 1, 2025.

Chief Geissler stated that there was a call a couple months ago in reference to a deaf and blind 17-year-old dog that was stuck in a storm drain. This was discussed at the September meeting, but he wanted to formally bring all the men in to recognize them and present them with a certificate. Meatball is still living life. Chief Geissler recognized Fire Captain Paul Sehlinger, Fire Operator/Paramedic Dustin Moreau, Fire Operator/EMT Jordy Johnson, Fire Operator/EMT Elijah Jacks, and Fire Operator/EMT Patrick Pereira. Chief Geissler stated that this goes to show some of our dedication not only to the men and women of our community but even our furry friends.

Treasurer Report:

Mr. Batiste stated that the operating account opened with \$190,973.02 and closed with \$377,799.46. The Money Market account opened with \$1,062,795.41 and closed with \$659,353.88. The sinking fund account opened with \$1514.72 and closed with \$1515.09.

Mr. Casanave made a motion to accept the treasurer's report. Mr. Jacks seconded. A vote was taken. Motion carried.

Chief's Report:

Chief Geissler stated that YTD is 1329. There were 132 calls in September. Both med units were covered with paramedics 100% of the time. There were 109 EMS calls and 79 of those were billed. There were 2 mutual aids, one was the 18 wheeler call on Hwy 434, Slidell was called but canceled. Acadian was called for mutual aid when both of our med units were on calls.

Chief Guillot stated that he received an email from Chief Preston of the Gonzales Fire Department that stated that he would be meeting with the city council on Monday. Chief Preston plans to donate two med units to us. He will reach out to him Tuesday to see how the Council meeting went.

Chief Guillot gave District Chief May's report as follows.

- Fire drills were completed at both schools in September.
- There was an IV pump in service training held.
- The last FETA training was on cancer awareness and the proper cleaning of PPE
- Jaycen Legendre passed his EMT basic and will soon start operator training.
- Four firefighters will be taking the advanced extrication class in Slidell this month.
- Firefighter Albrektson and Firefighter Sances participated in the Firefighter challenge at the Heros at the Harbor event in Mandeville last Saturday.
- The Wild Things event this Saturday has been cancelled due to the Government shutdown.

Upcoming events listed:

- Pop's Café block party is October 18th. We will have an engine on display along with the smoke trailer.
- A Halloween block party with a haunted house is scheduled for October 25th at the corner by Station 31.

Chief Geissler also stated the following.

- There is also a Town Hall meeting on October 23rd at 6:00 at the Rec Center.
- Open house is also scheduled for November 8th.

There are other church events and fall festivals that the department will also be attending.

Hearts on Fire:

Mrs. Jacks stated that *Hearts on Fire* will be attending and supporting the department at the community events coming up. Hearts on Fire will be attending Pop's Cafe promoting the fire department and the millage election.

Committees and Initiatives:

Strategic planning committee will be addressed under old business.

Election committee will also be addressed under old business.

Old Business:

1) Election update.

Chief Geissler stated he is working with the election campaign manager and the election committee, and they have developed a trifold and a mail out which have been approved. These will be mailed out in a couple of weeks to the citizens of our district. Social media and Facebook are also being updated.

2) Strategic planning update. Mr. Hall discussed the strategic committee and also had a PowerPoint. Mr. Hall discussed the strategic planning that has taken place and stated that the department now has a strategic plan to take us into the year 2028.

See attached.

New Business:

1) 2025:032: BOC Resolution (Ratify Advertisement of 2026 Operating Budget)

Mr. Hall read the resolution as follows:

Whereas, the Board finds that it is in the best interest of the District, its employees, citizens and taxpayers to implement a program and procedure whereby the District has determined that it is in the best interests of the District to ratify the approval to advertise the 2026 proposed budget for public opinion/comments in the official journal, in accordance with Louisiana Revised Statutes as approved by the Chairman, Board of Commissioners for District No. 3.

Mr. Casanave made a motion at approve Resolution 2025:032. Mr. Ricks seconded. A vote was taken. Motion carried.

2) 2025:033: BOC Resolution (Approve Surplus Equipment Deemed "Of Value")

Mr. Hall read the resolution as follows:

Whereas, the Board finds that it is in the best interest of the District, its employees, citizens and taxpayers to implement a program and procedure whereby the District had determined that it is the best interest of the District to approve the surplus of equipment ("2011 Lark (MCI) Trailer, VIN: last four 3793") deemed "Of value" to be sold for no less than the minimum appraised value on an "as is" with no warranty basis for District No. 3.

Mr. Jacks made a motion to approve Resolution 2025:033. Mr. Ricks seconded. A vote was taken. Motion carried.

3) 2025-034: BOC Resolution (Approve Buy-Back of accrued PTO hours)

Mr. Hall read the resolution as follows:

Whereas, the Board finds that it is in the best interest of the District, its employees, citizens and taxpayers to implement a program and procedure whereby the District has determined that it is in the best interest of the District to approve up to \$22,000.00 to purchase accumulated annual leave from qualifying personnel for District No. 3.

Mr. Batiste made a motion to approve Resolution 2025:034. Mr. Casanave seconded. A vote was taken. Motion carried.

Mr. Ricks made a motion to adjourn. Mr. Batiste seconded. A vote was taken.

Meeting adjourned 6:01.

Strategic Planning

Update

October 8th, 2025

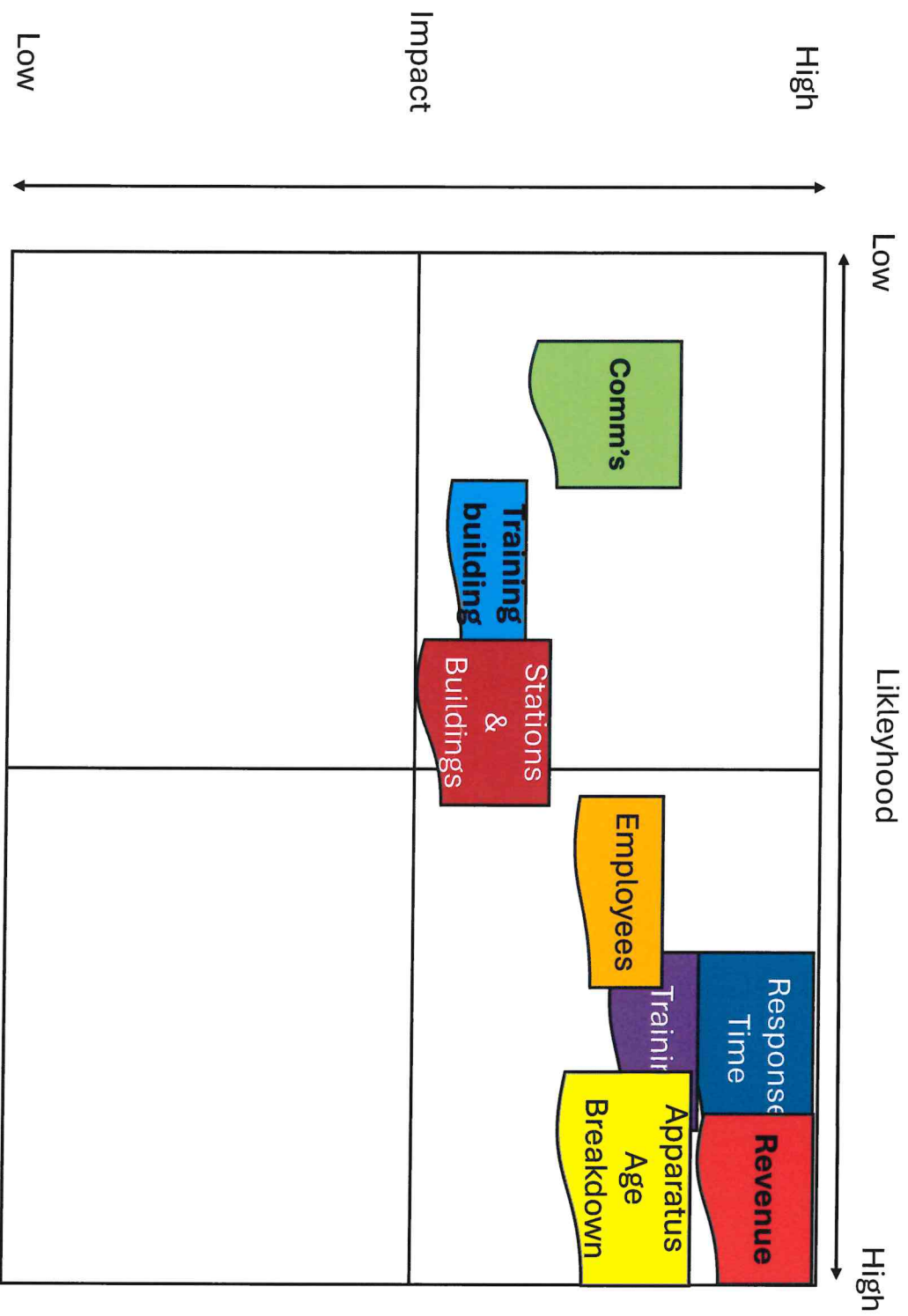


SWOT ANALYSIS Shift: _____

| Strengths | Weaknesses | Opportunities | Threats |
|---|---|--|---|
| <ul style="list-style-type: none"> Current local Environment Position w/ community Care FF Active Support group Talent of staff Driven w/ Forward Think w/ Drive to future Open Door / Communication Pay Workforce Employee Input / Follow Reputation w/ other Experienced PT Consider Technology Response Times Training Support of BOC | <ul style="list-style-type: none"> Aging Age Aging Stations # Employees Experience Equip Breakdowns Reserve of Funds Size of Admin Staff Training Location Response Times Community Rel Pub Ed Onboard Training Communications # of PRIDE Multi-Haz Wk | <ul style="list-style-type: none"> Communication N. I-12 BOC POS Social Media FF Health / Long term Networking HOZ Training Reputation Pub Relations Clean State ETD / OR Growth of Response PT from other FD Multi-Roles Election | <ul style="list-style-type: none"> Pay Response Times EMS Goes Away Election Folgers ☺ Inventory Tax Failure of App Extended Sick Injury / Loss of Use ↓ PIA Wreck → Security Loss of Rel w/ Sheriff Indevir Accountability Loss of Employees Income Legislation |

- Adaptive
- PT Care
- EMS
- Morale
- Admin

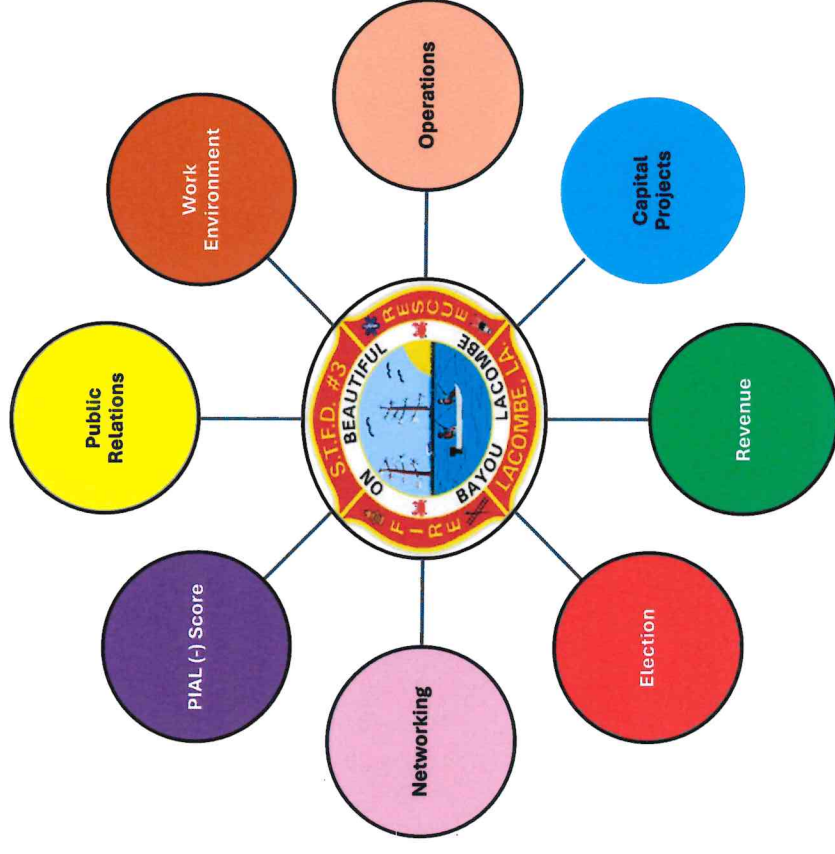
- Morale / Wk
- Reputation w/ comm
- Neg Social Media



Weakness

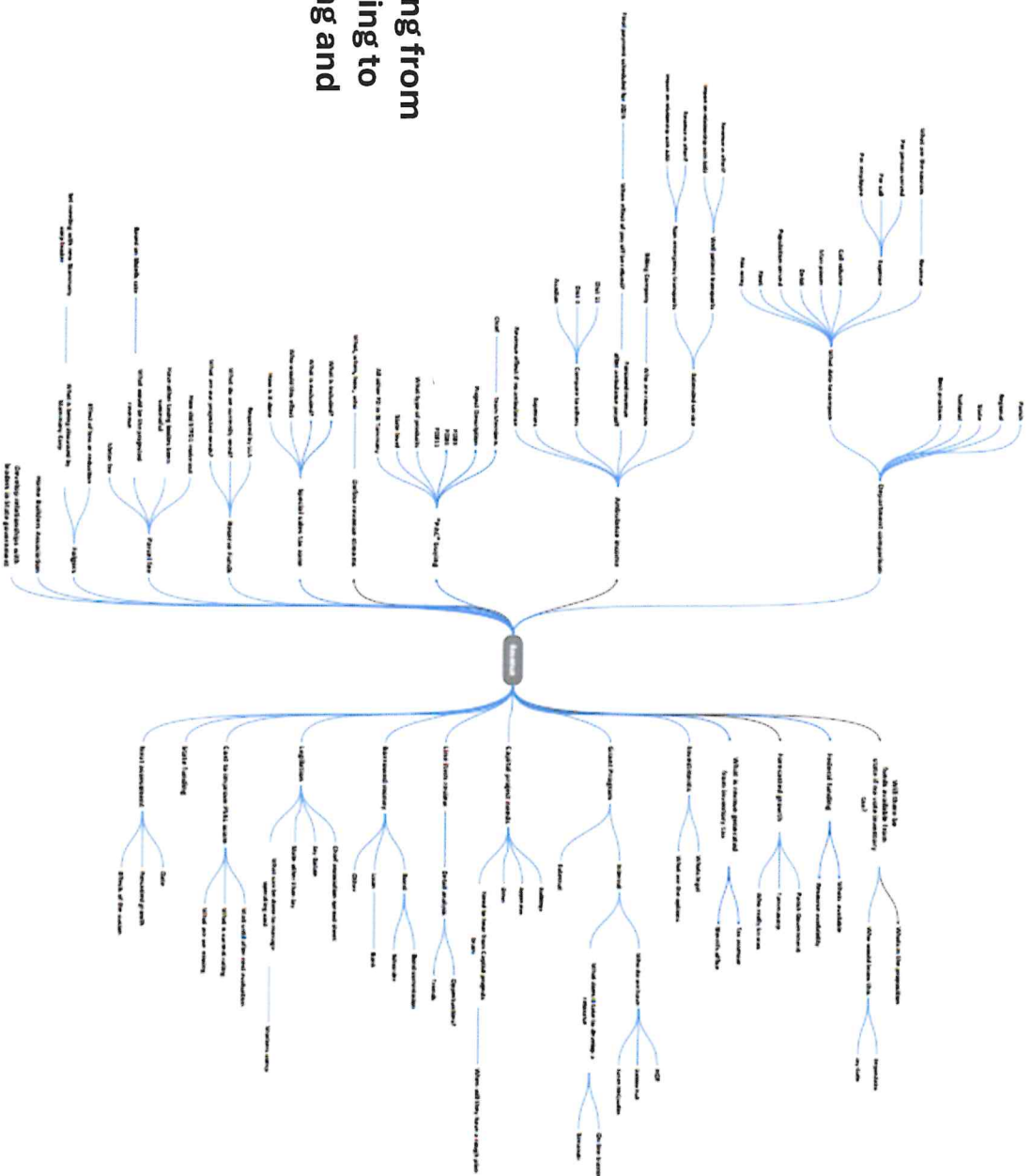
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Our Strategic Plan



- **Public Relations – “Our Most Critical Initiative”**
 - Ensure we are viewed favorably by our community and peers and that we have mutual respect.
- **Election – November 2025**
 - Combines two millage into one for 20 years
 - Allows us to secure loans for capital projects at reasonable rates
- **Revenue**
 - Establish a minimum six-month reserve operating fund
 - Develop a constant dependable revenue stream that is sufficient to provide emergency services
- **Capital Projects**
 - Develop plans to address our aging fleet and facilities
- **Operations**
 - Ensure adequate manpower, planning, training and technology are in place to fulfill the needs of our community
- **Work Environment**
 - Maintain a work environment that contributes to employee’s desire to work at STFD3
- **PIAL Score**
 - Have a plan to sustain and or improve our property insurance rating
- **Networking**
 - Learn and share “best practices”

We are now moving from strategic planning to tactical planning and delivery



| | Task Name | Duration | Start | Finish | Owner | % Complete | Resource Names | Notes | Add New Column |
|----|-----------------------------------|-----------|-------------|--------------|-------|------------|----------------|--|----------------|
| 28 | Revenue | 244 days? | Thu 9/4/25 | Tue 8/11/26 | Hall | 7% | | Concerning of reserve operating funds | |
| 29 | Convert to a SMART goal | 1 day | Wed 10/1/25 | Wed 10/1/25 | Hall | 100% | | An adequate sustainable revenue stream | |
| 30 | Develop "Fishbone" | 1 day | Wed 10/1/25 | Wed 10/1/25 | Hall | 100% | | | |
| 31 | Establish timeline for completion | 22 days | Wed 10/1/25 | Thu 10/30/25 | Hall | 0% | | | |
| 32 | Department comparison | | | | Hall | 0% | | | |
| 33 | Parish | | | | Hall | 0% | | | |
| 34 | Regional | | | | Hall | 0% | | | |
| 35 | State | | | | Hall | 0% | | | |
| 36 | National | | | | Hall | 0% | | | |
| 37 | Best practices | | | | Hall | 0% | | | |
| 38 | What do we compare | | | | Hall | 0% | | | |
| 39 | Revenue | 1 day | Wed 10/1/25 | Wed 10/1/25 | Hall | 0% | | | |
| 40 | What are the sources | 1 day | Wed 10/1/25 | Wed 10/1/25 | Hall | 0% | | | |
| 41 | Expense | | | | Hall | 0% | | | |
| 42 | Per person served | | | | Hall | 0% | | | |
| 43 | per call | | | | Hall | 0% | | | |
| 44 | per employee | | | | Hall | 0% | | | |
| 45 | Call volume | | | | Hall | 0% | | | |
| 46 | Per department | | | | Hall | 0% | | | |
| 47 | Man power | | | | Hall | 0% | | | |
| 48 | Admin | | | | Hall | 0% | | | |
| 49 | Operations | | | | Hall | 0% | | | |
| 50 | Debit | | | | Hall | 0% | | | |
| 51 | Per department | | | | Hall | 0% | | | |
| 52 | Population served | | | | Hall | 0% | | | |
| 53 | Per district | | | | Hall | 0% | | | |
| 54 | Fleet | | | | Hall | 0% | | | |
| 55 | Per district | | | | Hall | 0% | | | |
| 56 | PILA rating | | | | Hall | 0% | | | |
| 57 | Per district | | | | Hall | 0% | | | |
| 58 | | | | | | | | | |

Oct 5, 25 Oct 12, 25

Sep 28, 25

W T F S S M T W T F S S M T W T F S

0% 100%

Michael Geisler Need report from 911 dispatch

What is the current population used by

In this early stage of tactical planning, we have identified 129 task to complete the revenue initiative with estimated 244 days needed to complete them. This initiative will become a multi-year task with projected completion sometime in 2027

