

SPRING HILL FIRE RESCUE

Commission Meeting

April 23, 2003

7:00 p.m.

Present: Chairman Hollander, Commissioner Panozzo, Commissioner Marasciullo,
Commissioner Hamilton, Chief Morrison, Assistant Chief Davies,
Attorney Salzman

Excused: Commissioner Martin

Call to Order

Chairman Hollander called the Commission Meeting to order at 7:05 p.m.

Invocation

Commissioner Panozzo gave the invocation.

Pledge of Allegiance

Chairman Hollander led the Pledge of Allegiance.

Certificate of Appreciation - Nelson Livingston

Chief Morrison introduced Mr. Nelson Livingston and Mr. David Wright, the store manager of Wal-mart. Mr. Livingston was presented with a Certificate of Appreciation, which Chief Morrison read, for his quick CPR skills in helping a citizen in the Wal-Mart parking lot on March 22nd, 2003.

Mr. David Wright, presented Spring Hill Fire Rescue with a \$500.00 check as part of Wal-mart charities and a new store opening.

Approval of Consent Agenda

Chairman Hollander asked if there were any questions regarding the Consent Agenda.

There were no questions.

Motion

Commissioner Panozzo made a Motion to accept the Consent Agenda.

Commissioner Marasciullo seconded the Motion.

The Motion carried unanimously (4-0).

Report of Counsel

Attorney Salzman stated that the Department has a case pending involving the final payment on the maintenance building. He has tried to find out what the Department owes on this claim. The Department has money set aside in the amount of \$19,700, in which they owed, but unfortunately, the company is trying to add on Attorney fees. The company wants \$3,000 in Attorney fees, and he cannot justify that amount. He would like to do an Offer of Judgement, because they are not getting cooperation from the company. This means they would do a formal offer in court and this would give the company 30-days to accept or deny the offer. If the company does not accept the offer and they go to trial and if the Department is successful, then the Department is entitled to the Attorney fees and cost. If they can negotiate with the company then they may not have to go through all this. That is if they can get the company to be more reasonable. He would like to know if the Board would want to give him the authority to go up to a certain amount of money for potential Attorney fees. However, he does not want to litigate something they owe money on and in which they are going to pay, because he does not want the Board to spend money on litigation. Therefore, he asked the Board for the authority over the amount of \$19,700, for any Attorney fees in order to close this case.

Commissioner Panozzo asked in Counsel's estimation, what does he think the company will settle for?

Attorney Salzman stated that it might be between \$1,000 - \$3,000, but he really does not know, and he does not have a good feel about this company. He does not know them and they are not very cooperative. He has tried to find out what the Department owes for a long time, but even now it has been hard to get an amount from that company.

Commissioner Marasciullo asked what is the name of the company?

Chief Morrison stated that it is a bonding company that took over the project when the builder defaulted.

Attorney Salzman stated that it is basically a collection company.

Commissioner Marasciullo suggested offering the company a third.

Attorney Salzman stated that he asked for Board approval for more than \$1,000, so he would not have to return to the Board in 2-weeks if the company incurred something else.

Commissioner Marasciullo stated that it will cost the Board another \$1,000 for Attorney Salzman to prepare paperwork to go back against the company again.

Attorney Salzman stated that was correct and he does not want to do that. If the Board approves \$3,000, he will try to negotiate under that figure.

Commissioner Panozzo asked if they have anything in writing from this company, as far as, a dated bill?

Attorney Salzman stated he will check on that, but he believes they do, however, it does not matter from an Attorney fee standpoint. The company is being less than helpful. He will do his best with this case and he will keep the Chief apprised and try to get the \$3,000 lowered. The Department has \$19,700 in an account, but the Board needs to approve the \$3,000.

Motion

Commissioner Panozzo made a Motion to give Counsel up to \$3,000 leeway above and beyond the \$19,700, to settle this case

Commissioner Hamilton seconded the Motion.

Commissioner Hamilton stated why don't they just pay the company.

Attorney Salzman stated that they can pay them, but they never got a firm amount of what they owe. There was some dispute at one point as to the amount.

Commissioner Hamilton stated that if the Department agrees that they owe that company \$19,700, they would have to pay that amount no matter what. What would happen if they pay the company \$19,700, and the Attorney came after them?

Attorney Salzman stated that is an interesting proportion, but he does not know. If the company comes after them for Attorney fees, yes, he thinks there is a basis for Attorney fees. The company would have to verify Attorney fees. The Department tried to do it the normal way, but the company would not cooperate. To some extent, what the company is doing is unethical, because they are holding up a settlement for their client for fees.

Commissioner Hamilton stated that sounds like blackmail. This doesn't sound like a reputable way of processing a bill.

Chief Morrison stated that they never received an invoice from this company, nor did the company communicate with them. The only time he received anything from this company was when he received a letter from the company's Attorney.

Commissioner Hamilton asked if by sending them a check would they be reserving the right for the Department to take action?

Attorney Salzman stated that if they send the company a check and they cash it, the Department would be in a very good position.

Chief Morrison stated that the County does their finances and they will not cut a check unless there is an invoice.

Commissioner Hamilton stated that even if they send the company \$19,700, they can come back and say that's not all of it.

Attorney Salzman suggested issuing the check to the Registry of the Court and have them make a request to determine the exact amount that is owed.

Commissioner Hamilton asked if Commissioner Panozzo would accept an amendment to his motion? Whereas, a check is drawn for \$19,734.51 and deposited with the Court Registry with instructions to find out what the exact amount is owed and that action to proceed concurrently with any actions the Attorney deems appropriate to try and dispose of this issue.

Commissioner Panozzo amended his motion as Commissioner Hamilton recommended.

Commissioner Marasciullo asked if the \$19,734.51 was minus the subcontractor's pay?

Chief Morrison stated that was correct, it's the amount they have in escrow.

Commissioner Marasciullo asked if this was what they firmly believe they owe the company?

Attorney Salzman said yes.

Chief Morrison stated that they have documentation of amounts paid when the Bonding company took over the project. He has a document with the amount paid and the balance is equal to the amount that they have in escrow.

The Motion carried unanimously (4-0).

Attorney Salzman stated that he has spoken to their insurance company regarding their other litigation matter with Jennifer Couch. They have an extension and have another nine-days to answer. However, they plan on filing an answer and proceeding with a defense. He will keep the Board informed of the situation.

Chief's Report

A. HIPAA Policy (Part-1)

Chief Morrison stated that the Board received Part-1 of the new Health Insurance Portability and Accountability Act (HIPAA). It is a federal regulation that is effecting every healthcare provider.

It is cumbersome for people in their position, however, one of their firefighters, Troy Hager, is becoming somewhat of an expert regarding HIPAA. He has done an outstanding job and has helped lead the Department through this. They have already done the training with the field personnel as to what actions they need to take when they treat people, in order to stay inside the HIPAA guidelines. The document will not go into their policy and procedure manual, but it will go into their standard operating procedures, because it is more a step by step for Line personnel. At their next meeting he will have Part-2, which covers how personal information is to be given out. He wanted to make the Board aware of what they were doing for HIPAA.

Commissioner Hamilton asked who was their privacy officer?

Chief Morrison stated that it would be their Administrative Supervisor, Cindy Snyder.

Commissioner Hamilton asked if patient care records are kept on the premises and are records produced for each patient?

Chief Morrison said yes.

Commissioner Hamilton asked if that information is kept in a locked file?

Chief Morrison said yes.

The Board further discussed the new HIPAA guidelines.

Attorney Salzman stated that he will keep the Board abreast of any case that develops and any preventive measures they need to take. He will be watching this very carefully, because it is important for everyone in this area.

Chief Morrison stated that the document he gave to the Board was not drafted from scratch. There is a legal firm that is nationally recognized in dealing with ambulance companies. For training purposes the Department purchased videos and their guide to help become HIPAA compliant. At the last County Commission meeting, they had their HIPAA update and adopted the HIPAA policy. The County Attorney notified the Board that this was “a work in progress” and the nation is trying to sort its way through.

B. Update on Televised Meetings

Chief Morrison stated that he has been in communication with Brenda Frazier, from the County who oversees their television station. When she contacted him a few weeks ago, she said they realized they did not have the personnel to televise Spring Hill Fire Rescue meetings or the equipment to share. One possibility was to purchase the equipment and tape the meetings and then give the County the tape. However, the County came up with a proposal, and these numbers are not in concrete, but Ms. Frazier had to have her budget done. Ms. Frazier has submitted her

budget to the County with a line that says they will receive \$20,000 from Spring Hill Fire Rescue.

Commissioner Marasciullo stated that when the Board discussed this issue a few meetings ago, he recalled Commissioner Hamilton saying it would cost the Board \$10 - \$20 dollars an hour to be televised.

Commissioner Hamilton stated that is what he was told. He would like to know what happened to those figures.

Chief Morrison stated that Rick Foti handles this issue and he didn't realize what this project was going to entail. The County did not know exactly what the Department wanted regarding the televised meetings, so the \$20,000 was for budgeting purposes only.

Commissioner Hamilton stated that the County's Budget Department must have assumed over and above what the Department's original plan was for a televised meeting.

Chief Morrison stated that Ms. Frazier made a note in the budget under the proposed amount stating; "a proposed contract with Spring Hill Fire Rescue for video services to include two Board meetings per month and other public relations programing, as per the contract to be developed."

Commissioner Hamilton stated that he feels the County owes them an explanation, because the County told him that they were very interested in televising this Board. If the County televised other Board's, he doubts that the other Board's are being told to come up with \$20,000. He feels something is not right and they should look into this matter.

Chief Morrison stated that he will speak to Ms. Frazier again, but this is an ongoing project. However, does the Board want an employee at the meetings to televise it? He knows the Board wanted two camera angles, does the Board want to purchase the equipment? If the Board wants to purchase the equipment and tape the meeting and have the County televise it, he believes the price would not be \$20,000.

Commissioner Hamilton stated to televise two meetings a month at \$10.00 an hour, is two thousand hours, they would need a full time person for this and he thinks that is a little excessive. He doubts very much that televising two meetings a month would be close to \$20,000.

Chief Morrison stated that is not what Ms. Frazier quoted for the \$20,000. She quoted it as televising the two meetings and other public relation programing as per the contract.

Chairman Hollander stated that the Board never said for sure that they were going to televise the meetings.

Chief Morrison stated that this amount is not written in stone, but Ms. Frazier is required to submit the budget early, because it has to go through the entire process and it will not be finalized until September.

Chairman Hollander read the Commission Meeting minutes from December 11th, 2002, on page 12, in order to verify what the Board authorized regarding this issue. The minutes read: The Board authorized the Chief to look into televising the Commission Meetings.

Commissioner Hamilton stated that was December 11th, it took four months to look into and then come up with a \$20,000 figure, which sounds out of context.

Commissioner Marasciullo suggested that Commissioner Hamilton speak to the gentlemen who previously gave him the \$10 - \$20 figure for televising the meetings.

Commissioner Hamilton stated that he would like to do that and he would like to find out how the \$20,000 was put together.

The Board further discussed the televised meeting.

Chairman Hollander asked if there was anything to report on changing the dais?

Chief Morrison read a memo from the Shift Commander who has been working on this project and he has made contact with seven cabinet shops in the area. The only company that gave them an estimate was Erhard Custom Cabinets. They will send us an estimate when they are ready to close. He suggested going with Mr. Erhard, if his submission is reasonable. At the next meeting he will let the Board know something regarding this matter.

The Board gave consensus to have Commissioner Hamilton contact the County regarding the televised meetings.

C. Policy and Procedure

Chief Morrison stated that the new policies and procedure manual is a work in progress. The new table of contents represents a revamp of their old policy manual.

The Board approved of the format for the table of contents.

Chief Morrison stated that the policy and procedure committee recommended that the Administration section 1.100 - 1.110, be approved and adopted by the Board.

Motion

Commissioner Panozzo made a Motion to accept Staff recommendation.

Commissioner Hamilton seconded the Motion.

Commissioner Marasciullo asked regarding section 1.105, Use of Communication Equipment, what, how and who will determine excessive use?

Chief Morrison stated that their supervisor will determine that.

Chairman Hollander stated that he believes Commissioner Hamilton was instrumental in putting the policy together.

Commissioner Hamilton stated that he sits on the committee, but it was a joint project.

The Board further discussed the policies.

The Motion carried unanimously (4-0).

Chief Morrison stated that at the next Workshop the Board will be provided with a three-ring binder and it will have the policies as adopted by the Board.

D. Purchase of Replacement Ambulance

Chief Morrison stated that in the packets the Board received a copy of the Vehicle Replacement Schedule, which has already been adopted. Last year, Rescue-2 was wrecked and they have received the insurance proceeds. Rescue-2 was due to be replaced and then be used as a backup unit. Therefore, the Department needs two backup units. Rescue-5 and Rescue-6 units are from the years 1991 and 1992 and are smaller units. Their mechanic, has deemed one of those Rescues unallowable for transports and the other has too many miles. Those Rescues will come out of the fleet and be surplusd out this year. They will be moving ahead of schedule a little bit, but he would like to purchase a new Rescue unit that was scheduled to be replaced 04/05. They received \$105,000 for the insurance proceeds and they purchased back the old Rescue vehicle for \$6,000, for parts. That unit was still being financed and they paid off the finance for \$11,330, which left them with \$87,000 from the insurance proceeds. They received quotes from three most qualified vendors, but Wheeled Coach was the lowest bidder at \$122,235.00. He suggested purchasing the new vehicle from Wheeled Coach. This Rescue unit has an extended cab and has room behind the drivers seat and he would like to put a 911 seat in the Rescue unit, which they have never done before. He would like to add a couple of roll up doors on the back of the unit. The total change order he will ask for in the future would probably be in the area of \$3,000 for this truck. They are short \$34,565.00 from the insurance proceeds to put in a new Rescue in the fleet. He suggested the Board approve the purchase of the new Rescue and the additional funds to be taken out of their Contingency Reserve.

Chairman Hollander stated that all the vehicles purchased this year came out of the Vehicle Replacement Funds, therefore he believes the Contingency Reserve line is in good shape.

Chief Morrison stated that the \$3,000 will not be taken out of the Contingency Reserve. They have budgeted \$129,059.00 for Reserve for Contingency and have not spent any of it. They have budgeted this year \$50,000 in their vehicle line to be carried into next year, to fund the vehicle replacement program. If they purchase the new vehicle now, it will give them two solid medium duty trucks as their Reserve units.

Commissioner Marasciullo stated that he feels they do not have a choice other than to buy the new Rescue unit for the safety of the community and District.

Motion

Commissioner Panozzo made a Motion to accept Staff's recommendation to purchase the new Rescue unit from Wheeled Coach.

Commissioner Marasciullo seconded the Motion.

Commissioner Hamilton asked if this is the largest expenditure out of the Contingency Fund?

Chief Morrison stated that they pulled \$70,000 for the sinkhole issue.

Commissioner Hamilton asked if the new vehicle is going to have a wider wheel space so it will not tip over going around corners?

Chief Morrison stated no, but in his opinion and the investigation, they did not go around the corner too fast. The vehicle rolled at the S-curve on Forest Oaks and he feels the engineering on that road was not the best. The road was wet and he feels the driver was going too fast for the condition of the road.

Commissioner Hamilton asked if the new vehicle has the same center gravity as the other rescue units?

Chief Morrison stated yes, it is the same.

Commissioner Hamilton stated that it sounds reasonable to him.

Chief Morrison stated that the \$11,330.00, which they paid off on the financing, means next year their budgeted payment on that vehicle will be reduced by that amount. The interest they saved for the year will come out to a very small amount.

The Motion carried unanimously (4-0).

E. Purchase of Gear Lockers

Chief Morrison stated that they are budgeted \$5,000 this year to purchase gear lockers for two

stations. After going to many vendors, he recommended Gearmasters, but unfortunately they came in over budget. He suggested that the Board approve enough gear lockers to do two stations, at the cost of \$8,504. He recommended that the additional funds come out of the Capital Equipment line.

Chairman Hollander stated that they are \$3,000 over budget.

Chief Morrison stated yes, for those two stations. During the budget process he will ask the Board to budget for the next two stations.

Commissioner Marasciullo asked how many lockers would that include?

Chief Morrison stated that it would be six lockers per crew. Therefore, there will be 18 lockers in each station. That is the other reason for the addition in price, because they are increasing their manpower.

Chairman Hollander stated that they will be getting 36 lockers for \$8,500.

Commissioner Marasciullo reported the lockers cost \$236.11 each.

Chief Morrison stated that is not bad for the equipment they would be getting.

The Board further discussed the gear lockers.

Motion

Commissioner Panozzo made a Motion to accept Staff recommendation to purchase 36 gear lockers from Gearmasters for \$8,500.

Commissioner Marasciullo seconded the Motion

The Board further discussed the gear lockers.

The Motion carried unanimously (4-0).

Chief Morrison asked for a motion to move \$8,504, from Capital Equipment to the Station Equipment line. Since each locker cost less than \$750, the County does not want it taken out of the Capital Equipment line.

Motion

Commissioner Marasciullo made a Motion to accept Staff recommendation.

Commissioner Panozzo seconded the Motion.

The Motion carried unanimously (4-0).

F. Purchase of “Extendo Bed” for the New DC Vehicle

Chief Morrison stated that this year they purchased a new vehicle for the Shift Commander, which was budgeted this year. He suggested they purchase the Extendo Bed for the back of the new vehicle in order to organize the equipment. The new truck was budgeted for \$40,000, but the cost of the truck was less than \$30,000. The proposed cost of the Extendo Bed is \$4,161, however, they will purchase one for less than that amount. He would like the Board to approve the purchase of the Extendo Bed. This purchase will come out of the money that was left over from the purchase of the truck.

Motion

Commissioner Marasciullo made a Motion to accept Staff recommendation to purchase the Extendo Bed.

Commissioner Panozzo seconded the Motion.

The Board further discussed the new vehicle.

The Motion carried unanimously (4-0).

Chief Morrison recommended a Budget Amendment to move \$4,161, from the Capital vehicle line to the Capital Equipment line to purchase this item.

Motion

Commissioner Panozzo made a Motion to accept Staff recommendation.

Commissioner Marasciullo seconded the Motion.

The Board further discussed moving the monies.

The Motion carried unanimously (4-0).

Unfinished Business

A. Attendance at FASD annual meeting

Chief Morrison stated they have applied for grant money to send one member of the organization to the FASD meeting. They have not received an answer, but he has been told that it will go through and they should not have a problem getting the grant money. He would like to see as many members of the Board attend the conference. He would like to attend this conference, but

he will be out of the State, therefore, the Assistant Chief will attend this conference, which is being held in Daytona.

The Board further discussed the conference.

Motion

Commissioner Panozzo made a Motion to send any member of the Board to attend the conference and to send a member of the Staff.

Commissioner Hamilton seconded the Motion.

The Motion carried unanimously (4-0).

Chief Morrison stated that if any of the Board members would like any additional information on this conference, they can contact Cindy Snyder, she has all the information. One member of the organization will get to register at no cost. He has been getting the FASD newsletters and he feels it is a worthwhile organization. The dues for the first year of this association is \$2,000 and after that it would be the taxable amount the Department takes in annually.

Commissioner Marasciullo stated that Item-A, under New Business should be under Unfinished Business, therefore he suggested moving Item-A up to be discussed next.

The Board agreed.

A. Outstanding Contract with Mr. Dry - Hamilton

Commissioner Hamilton stated that he requested to speak to Mr. Dry regarding his invoice for the investigation he conducted. The Chief setup a meeting and he and Mr. Dry went to lunch. He asked Mr. Dry a few questions and got some answers. However, Mr. Dry had a question and wanted him to confirm it for him. Mr. Dry wanted to know, that he did have a number of ongoing activities, which he was suppose to pursue and the Chief did confirm that these activities are ongoing. These activities have to do with Mr. Dry's support, if anything comes in regarding internal affairs, review of policies and some training activities as required after policies are changed. Therefore, in confirming Mr. Dry's question, he has fulfilled his request.

Commissioner Marasciullo asked what about the "outstanding contract?"

Commissioner Hamilton stated that Mr. Dry does not have a contract. He is operating under a verbal arrangement.

Attorney Salzman stated that the Department is still using Mr. Dry on an as needed basis.

The Board further discussed contracts.

B. Fire Chief's Annual Evaluation

Commissioner Panozzo stated that the overall total score he gave Chief Morrison was a 4.3 with a 7% increase.

Commissioner Hamilton stated that there was a total amount of 'points'. If he was given a 4.3, he would be way under.

Chairman Hollander stated that the overall score was an average.

Commissioner Hamilton stated that the overall score was a total of a composite score.

Chairman Hollander stated that was not how they have done it in the past, it has always been by the average score.

The Board further discussed how to achieve the average score.

Chairman Hollander stated that he would be satisfied with taking the information on the salary increase and average that out amongst the four Commissioners.

Commissioner Panozzo stated that he came up with a 7% increase.

Chairman Hollander stated that he came up with a 6.5% increase.

Commissioner Marasciullo stated that he came up with a 7% increase.

Commissioner Hamilton stated that he came up with a 3% increase. He would like to discuss this issue, because they are very far apart. However, he has already discussed this with the Chief and has given him his evaluation and the Chief understands. His cover memo explains why and how he came to that increase and the Chief had a chance to look it over. He read the memo (copy attached). One of the main abilities for a Chief of a Department is to maintain and improve the confidence and trust of the community in which he serves. As far as, the service is concerned, that is very good and the Chief deserves credit for that. He understands the Chief has a contract that goes from 3% - 8%. If anybody reads the Journal, raises are not being given in an excess of 3%. Therefore, he does not feel a 3% increase is any indication of a totally unsatisfactory performance. As a matter of fact, that is average for everybody, regardless of performance. He has a lot of respect for the Chief and has listed his strengths. Whereas, his knowledge of operations, staff weaknesses, staff strengths and the ability to communicate in public, he is an outstanding communicator and he is concerned with the welfare of the Department's Staff and their families, which is so important for a leader. The weaknesses he saw had to do with a need to emphasize a role of community interests. However, he thinks the Chief has that in his motivation, but unfortunately he feels he needs to emphasize it more and he feels he is capable of doing that. He needs to develop arm length relationships with his subordinates,

which he thinks the Chief has done that to a large extent. The final thing is that the Chief needs to develop long range goals and with planning functions.

Commissioner Marasciullo stated that the Chief is quick to give credit to others, but he needs to work on goals, these are the things he looks at. The Chief totally treats the Board with the upmost respect. As far as, self imagine, he always has a positive attitude even after all that he has been through. He handles the Department's finances extremely well and stuck to his guns in a very difficult year. He is working very hard on policy and procedures, but need a few more programs with the public. The Chief knows and cares about his Department, which is very important, however, as his weakness, he needs to work on goals for the future. He feels the Chief has done a good job considering all the stress he has been under.

Commissioner Panozzo stated that there was a period of time when the Department did not have an Assistant Chief and things got backed up in the Department, because there was only one Chief and he did a tremendous job. The Chief has a lot of concern for his employees and the community. He is excellent with the Department finances and he puts the budget together to makes sure they stay in the black. He is easy to talk to and is quick to solve problems. The Chief has tremendous strengths and he does not find him to have any weaknesses, as yet. He gave the Chief a 7% increase, because he figured Commissioner Hamilton and another Commissioner were going to give him a 3% increase. For that reason, he gave him more to average it out. He feels those two Commissioners are tying things together that do not belong together and it is not this Chief's responsibility.

Commissioner Marasciullo asked how much sick time does the Chief have?

Chief Morrison stated that he does not have that figure.

Commissioner Marasciullo asked if he has more than 300 vacation days?

Chief Morrison stated he has a lot of them on the books.

Chairman Hollander stated that Commissioner Hamilton stated, he based his evaluation on the short amount of time he has been on the Board. When the Chief was first promoted,, he had to take care of things that the first Chief did not take care of, whereas, he had to clean the ship up. He was working without the benefit of an Assistant Chief for at least six-months.

Chief Morrison stated that is the past.

Chairman Hollander stated that this is what his evaluation is based on. He believes the Chiefs' salary of Palm Harbor is greater for running a similar size Department. When the Chief received his original contract, they took into consideration the first year to see how it worked out using the 7% scale. During the year as the Chief was trying to get all his projections done, the Department got hit with some issues. The number one priority was to make sure the service to the

community was not effected and he believes the Chief fulfilled that obligation. He further discussed the Chief's evaluation. He came up with an average of 5.87% increase.

Commissioner Hamilton stated that he does not want to leave the impression that the only reason he gave the Chief a 3% raise was due to the Altamonte Springs incident. He had fourteen comments in his evaluation as to things the Chief is accountable for and they both have discussed them. The important thing that comes out of an evaluation is an agreement as to what needs to be done in order to improve performance. He is not grading him down solely because of the Altamonte Springs incident, but it did come into a lot of the factors. As he stated in his memo, the Chief has a great deal of dedication to the job and great motivation to do it right and he thinks he can. He figures a 3.1% increase is good and is average. He feels the Board is being more than fair, if they average out their score results.

Motion

Commissioner Panozzo made a Motion as to the Chief's evaluation his raise is to be 5.875%.

Commissioner Marasciullo seconded the Motion.

The Motion carried unanimously (4-0).

New Business

Chairman Hollander gave the Board a copy of the Media Relations for Government Officials in Florida brochure. This is a full day class on June 24th, in Tampa. As part of their Commissioners one on one training, he recommended the Board consider attending this class for \$289.00, per person. He would like to attend this seminar with the Chief. The Board has a fund, which they very rarely use, for educational purposes.

Attorney Salzman stated that the Lorman Education Service seminars are very good, because this is all they do and they are all over the country.

Commissioner Hamilton stated that he understands they produce audio tapes of the seminar and maybe that is something the Board can acquire.

The Board further discussed the seminar.

Commissioner Hamilton stated that he would like to go if he is available, or get the audio tapes.

Chief Morrison stated that when they attend the seminar if they believe it is a benefit, then purchase the audio tapes to view.

Attorney Salzman stated that the audio tapes can always be purchased.

Motion

Commissioner Hamilton made a Motion to send those members of the Board and the Chief, who wish to attend the Media Relations for Government Officials seminar in Tampa.

Commissioner Marasciullo seconded the Motion.

The Motion carried unanimously (4-0).

Chairman Hollander collected the Chief's evaluation forms.

Comments of Commission

Commissioner Panozzo stated that when the Board switched one night meeting to a day meeting the press did not have anything nice to say about that, because people would not be able to attend a day meeting. However, he does not see anyone attending the evening meetings.

Commissioner Marasciullo stated that he hopes the Chief got what he expected and deserved and to keep up the good work.

Commissioner Hamilton stated that the Chief should not be discouraged, because the Chief knows where he is coming from and he knows where the Chief is coming from. With respect to the public attendance, which speaks volumes, it is urgent for them to get the meetings televised.

Chairman Hollander stated that he is against the televised meetings, because the whole complexion of the Board changes once they bring a camera into a meeting. The Department has been doing darn good and is on track in order to get the Department in excellent shape. He is not saying that someday they won't entertain the idea, but right now he feels they are not equipped for something like that, nor does he feel it is a priority. The newspaper has done a phenomenal job in getting information out to the public.

Open Forum

There were no comments.

Motion

Commissioner Panozzo made a Motion to adjourn the Meeting.

Commissioner Marasciullo seconded the Motion.

The Motion carried unanimously (4-0).

Chairman Hollander adjourned the Commission Meeting at 9:20 p.m.

Jeff Hollander, Chairman

Joan E. Chiofalo, Board Secretary