



FIRE CHIEF
SALVATORE A. D'ANGELO III

Pinellas Suncoast Fire & Rescue

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MINUTES MAY 17, 2016 WORKSHOP AND REGULAR MEETING

Held at the Indian Shores Municipal Center
19305 Gulf Blvd., Indian Shores, FL 33785

WORKSHOP MEETING CALLED TO ORDER AT 7:00 p.m. PLEDGE OF ALLEGIANCE

ROLL CALL: Commissioners answering roll call were Chair Joe Bruni, Vice Chair Laura Martin, Secretary/Treasurer David Gardella, and Commissioner Larry Schear. A quorum was present with Chair Joe Bruni presiding. Commissioner Lou Snelling was excused. Attorney Jeff Albinson, Fire Chief Sal D'Angelo, and Finance Director David Martin were also present.

ADDITIONS OR DELETIONS: None.

DISCUSSION ITEMS:

1. **16-09 Class Grievance Step 4 (Fire Commission Referral) – Consideration of Grievance: In Re: Michael Carpenter**

Discussion:

BEGIN VERBATIM TRANSCRIPTION:

Attorney Robert McKee: Good evening, I appreciate you giving us some time to address you. As you know, um, Mike Carpenter was terminated after many years of employment with the department, and he's filed a grievance challenging the, the termination. The Collective Bargaining Agreement, ah, provides in the management rights clause that the employer reserves the right to discipline employees, up to and including termination, for just cause. While the contract doesn't define "just cause," there's an entire body of arbitration decisions going back decades that delve into what "just cause" is and what an employer must prove to establish "just cause" for discipline. And, one thing is for certain, in all of these decisions, "just cause" is a sliding scale. The "just cause" required to suspend an individual for a shift is much less egregious and it's much lesser a burden for the employer than the "just cause" required to terminate someone, especially in light of the employee's past disciplinary history, or lack thereof, length of service with the employer, whether the employee has been counseled about whatever it is that the employer says led to the termination, and whether the employee was given a fair opportunity to address whatever shortcomings there were that led to the termination. In this case, there's a vacuum, with respect to "just cause." Now, we all know that Mr. Carpenter was advised, and the department was advised, on January 25, 2016, that he was being promoted to District Chief; within a couple of weeks, he was fired. The only thing that happened within that two week period was, there was a letter writing campaign. A number of employees who were upset with Mr. Carpenter for whatever reason decided to write a letter to the Chief, and to tell the Chief that they didn't like Mr. Carpenter. In fact, if you read the letters, and I don't know if you have them in the file, the letters really aren't directed to Michael Carpenter, they're directed to the Carpenters; Mr. Carpenter and his brother. And the tenor of the letters is as follows: The Carpenters are bad people. The Carpenters target employees. The Carpenters can't be trusted. The Carpenters create a hostile environment. We're afraid of the Carpenters. The Carpenters need to go. Well, all that may be true, but it's not just cause for termination. It's gonna be incumbent upon the department to prove that, not the Carpenters, but that Michael Carpenter, did one or more things that violated the rules and regulations of the department that warrant, under all of the circumstances, the termination of his employment.

And, I'm here to tell you, it's going to be a tough burden. You folks have an opportunity tonight to derail this train before it gets to arbitration. I understand that, um, you have an obligation to review both sides and that you'll make an informed judgment about whether or not Mr. Carpenter's grievance should be sustained or denied. And, we look forward to, ah, hearing from you tonight with your decision. I'm happy to answer any questions that anybody might have.

Chair Joe Bruni: Questions from the Board?

[None]

Attorney Jeff Albinson: May I, ah, address the Board?

Chair Bruni: Yes, sir.

Attorney Albinson: So, it's not really just about a letter writing campaign and I think there was a document that was provided previously, um, that spells out how the timeline of what had happened... but, but let me put it more into some, some terms that might be a little more responsive to Mr. McKee's presentation. To suggest that Chief D'Angelo terminated Mr. Carpenter based on a letter writing campaign is to minimize what the actual facts of this matter are. As you all know, and, I think each of you, um, was on the Board at the time that Chief D'Angelo was hired and brought into the District, so, I think all of you recognize that when Chief D'Angelo came to the District he, he came cold; um, unaware of any of the internal machinations or the personal, interpersonal politics of the department, like you would have in any work environment. And, so, you also know that Chief D'Angelo had a vision for the District, um, looking forward. And, you know from what you've seen that Chief D'Angelo waited to gather information before he started to implement that vision for where he thought the District needed to go. Um, he made some changes and, one of those changes, um, was the decision to promote someone from within to the position of District Chief and, Mr. McKee is exactly right. Um, after sorting through what information he had at the time, Chief D'Angelo decided that Mr. Carpenter would be a good choice for that District Chief position. Very shortly after making that decision and announcing that decision, Chief D'Angelo began to get some information about Mr. Carpenter in regard to Mr. Carpenter's character, in regard to Mr. Carpenter's honesty within the department, in regard to how Mr. Carpenter dealt with individuals within the department in that interpersonal politic level, and in regard to, um, Mr. Carpenter's overall reputation within the District. So, the Chief did an admirable thing and, rather than simply move forward, he decided that he would ask Mr. Carpenter to be on leave, paid, so it wasn't interrupting his income, so that he could have an opportunity with Mr. Carpenter not present, um, within the department, to investigate these things. The Chief gathered information, as you'll see laid out, and I believe you've all seen this information laid out in other ways at other times, but the Chief gathered information that led the Chief to believe that Mr. Carpenter, on at least two occasions, one... ah, both in November of 20, I think it's 15... um, had given some false information to his superiors, um, in regard to leave. And, the District accepted that false information as being true and allowed Mr. Carpenter the opportunity to take leave, um, whereupon the District undertook additional expenses and had to take somebody off their holiday leave time to come in to cover for Mr. Carpenter. Ah, the Chief also developed some information about Mr. Carpenter's interactions with a, um, a temporary... not a temporary, but a probationary employee named Sera, Stephen Sera, and ah, developed information that Mr. Carpenter was using his position to bully Mr. Sera while Mr. Sera was on probation to get Mr. Sera to say certain things about other employees, including um, um, other folks that would have been Mr. Sera's superiors. Ah, the Chief also came to the opinion that there were times during 2015 that, um, Mr. Carpenter had taken actions and said things to try to undermine the authority of Deputy Chief Sidlauskas, by characterizing him basically as a "cancer on the department." Um, and I know I don't have to go into these things, but just kind of in, in general, you all, I believe, understand the importance of the chain of command and the, the relationship between superiors and those people that are, that the superior is in charge of. And then came the letters. And, to suggest, you know, that the letters are, are, not important is just completely unfair to think that, um, employees of the District had the guts to step up and say what they felt. The fact that they're, that they may not be, um, um, written with the kind of um, gravitas that a lawyer might be able to, to put down on paper. The fact that they might not say, um, words directly in the manner that a lawyer might be accustomed to seeing it, um, pays a great deal of disrespect these employees who had the guts to step up.

Now, let me tell ya, what's, what's not... what also you folks need to understand. This is Step 4 of the grievance process. Step 2 of the grievance process, the District undertook the expense to, to... Step 2 is that the District appoints a representative to hear the case from both sides. Um, and we undertook the unusual step to hire an attorney, um, named Andy Salzman, Andrew Salzman, who's an attorney for a couple of other fire districts and had a pretty good working knowledge of the operation of the District, so that we could get an outside, unbiased opinion, as to this. And, um, Mr. ah, Salzman, upon, you know, hearing all the evidence and giving Mr. Carpenter an opportunity to present what information he had, concluded the same. It, it is true, that in arbitration, ah, and there's always that threat that the next step in this process is arbitration and I would assume that Mr. Carpenter is going to pursue this through to arbitration. He's twice been offered an opportunity to resign in lieu of direct termination and he declined, so, I know he's serious and wants to move forward. But, the test for "just cause" are things like dishonesty, bullying. A couple of you folks have worked inside of these kinds of organizations or similar kinds of organizations, and you can understand the gravity of the situation when this kind of morale... now, think about it, we have, and I forget, Mr. Martin, tell me, 40? 40, or so folks?

Finance Director David Martin: 45.

Attorney Albinson: Okay, 45 folks. 17 of them have stepped up to say what their thoughts are in this process. That's not a small amount in a District like this. Ah, so, we're... do I want to be standing here, talking about why it was proper to terminate this fella? I worked with him along the way, but, the Chief, if you trust his judgment, undertook the slow step... and, let me tell you the thing that I think is the most important factor to consider when you consider, what was the Chief's thought process? If the Chief allowed that promotion to move forward, this gentleman would become a member of management. After becoming a member of management, he no longer would have been a member of the Bargaining Unit. He would have been an at-will employee and the Chief could have terminated him without any basis for terminating him. So, consider that the Chief could have undertaken, and I don't, I don't mean to suggest he ever would have done such a thing, but I don't mean to suggest that he easily could have done the, the underhanded route, and moved the gentleman into that position and terminated him. So, it's not just a couple of letters that were sent to you guys. It's all of the information that I've talked about. And, if anybody has any questions, I'd be happy to ask... or, answer them, including from anyone.

Secretary/Treasurer David Gardella: What, what was, again, the conclusion from the Step 2, Andrew Salzman?

Attorney Albinson: He concluded the same, that termination was proper.

Secretary/Treasurer Gardella: He did, thank you.

Chair Bruni: Chief?

Chief Sal D'Angelo: I just wanted to say, with regard to one thing, ah, Jeff stated, with all due respect, sir, the position of promotion for, for Michael, would have stayed in the, the Bargaining Unit, to District Chief.

Attorney Albinson: /Oh, okay, okay. I take that back.

Chief D'Angelo: /I just, I just want to make that clarification. The promotion into that position would have remained in the Bargaining Unit.

Attorney Albinson: /I take that back.

Chief D'Angelo: /At that level. That's okay.

Attorney Albinson: /I had a misunderstanding about what the promotion was. Anything else?

Chair Bruni: Any other questions from the Board?

Secretary/Treasurer Gardella: Not from me.

Vice Chair Laura Martin: No, not from me.

Commissioner Larry Schear: What was Step 3? Since we've gone from 2 and now 4.

Attorney Albinson: 1 goes to the District Chief, is that right? Or, the, the immediate supervisor, essentially.

Chief D'Angelo: /Yes, sir. In this case it was the District Chief.

Attorney Albinson: 2 is the agent that was, ah... 3 is to the Chief and 4 is to you folks. And, again, I mean, we talked about it last time, this is the second time we've had a Step 4 grievance, so the, the process and, and how to put it in front of you is, I think, still a little bit awkward right now and, um, you know, I apologize to Mr. McKee and his team for that sort of awkwardness, but, we don't have a whole lot of experience. So, anything else?

[No other comments from the Board.]

END VERBATIM TRANSCRIPTION.

At this time, Chair Joe Bruni took comments from the audience. A summary of these comments is as follows:

Ryan Olding, current Firefighter/Paramedic with PSFRD, stated that he supports Chief D'Angelo. He also stated that he feels that he speaks on behalf of most of the employees in the department, and they do not support their Union.

Jeff Thompson, retired Firefighter with PSFRD, spoke on behalf of Michael Carpenter. He stated that he had written Chief D'Angelo a letter regarding Michael Carpenter. He explained that while Michael Carpenter was his direct Lieutenant, he never witnessed any acts of intimidation or vindictiveness.

Robert Day, former Firefighter with PSFRD, spoke on behalf of Michael Carpenter. He explained that he met Michael Carpenter when he worked at the Indian Rocks Beach Volunteer Fire Department. He explained that he felt that Michael Carpenter was fair as a company officer and good at his job.

Jeremy Sidlauskas, current Lieutenant with PSFRD, discussed the vindictiveness that he personally experienced from Michael Carpenter. He said that he feels Michael Carpenter has manipulated policies and former Fire Chiefs, behaves unethically, and is only concerned with personal power. He stated that he supports Chief D'Angelo and the Board of Fire Commissioners.

Todd Grantham, current Lieutenant with PSFRD, stated that he supports Chief D'Angelo. He stated that Michael Carpenter has been targeting employees for the last six to eight years. He explained how he felt he was personally targeted. He stated that Michael Carpenter created a hostile work environment. Lieutenant Grantham stated that he had unjustifiably been put under investigation by Michael Carpenter, but there is no backup documentation in his file. He stated Robert Day hadn't worked with Michael Carpenter for 15 - 20 years.

Chris Crowley, current Firefighter/Paramedic with PSFRD, said that he stands by the letter that he wrote regarding Michael Carpenter, and discussed the two instances in his career that he felt he had personally been targeted by Michael Carpenter. He discussed that he did not receive help from the Union when he needed it, and found that Michael Carpenter was using his power to ruin his career. He also mentioned that he brought up these concerns a year and a half ago, so this is not a new issue.

David Karpinecz, current Lieutenant with PSFRD, said that some statements that have been made are untrue. He said that someone stating that threats were not made is untrue. He stated that he had received a threatening phone call to write a letter, he filed a formal complaint, and Chief D'Angelo handled it. Lieutenant Karpinecz also said that Lieutenant Grantham's explanation of his prior discipline was false, and he knows because he was part of it.

Ryan London, Firefighter/EMT with PSFRD, stated that he just wanted to go on record stating that the letter he wrote against Michael Carpenter was not coerced and was written on his own free will.

[End of citizen comments on Discussion Item 16-09.]

Chief D'Angelo stated that it is clear that there are a lot of emotions involved in this matter, which is why he found it to be a difficult decision to make as the Fire Chief. He said that he had to separate his emotion from what he felt was the right decision and it was not something that he has taken lightly. He stated that he wants the Board to know, as well as the families of those involved, that this was a very difficult decision for him as a Chief, but also as a person.

There being no further business to come before the Board, the meeting was adjourned by the Chairman at 7:43 p.m.

Note: For the record, there was a five minute break, beginning at 7:43 p.m.

REGULAR MEETING CALLED TO ORDER AT 7:48 p.m.

ADDITIONS OR DELETIONS TO AGENDA: None.

Note: For convenience, Action Item #16-09 was moved up the agenda to take place first. There were no objections.

ACTION ITEMS:

- 1. 16-09 Class Grievance Step 4 (Fire Commission Referral) – Consideration of Grievance: In Re: Michael Carpenter**

Discussion: Jeff Albinson stated that, similar to the last meeting, it is somewhat awkward due to the lack of time available with the combined Workshop and Regular meeting. He stated that the Board must take a vote and answer the grievance. He explained that the Board can reject the grievance; accept the grievance and recommend that the relief take place; or, recommend a different action. He asked Mr. McKee to ensure that the Board was clear as to the relief they are requesting. Mr. McKee stated that the grievance seeks the reinstatement of Mr. Carpenter to the District Chief position, as well as any lost pay, and the value of any lost fringe benefits he's experienced, since the date of termination until today.

A motion to reject the Grievance at Step 4, regarding the termination of Michael Carpenter.

**MOTION: COMMISSIONER MARTIN SECOND: COMMISSIONER SCHEAR
All in favor, motion passed unanimously.**

MONTHLY BUSINESS:

- 1. Approval of Minutes:** April 19, 2016, Workshop and Regular Meeting
 May 3, 2016, Special Meeting

Discussion: None.

**A motion to approve the minutes of the April 19, 2016 Workshop and Regular Meetings,
and the May 3, 2016 Special Meeting.**

**MOTION: COMMISSIONER GARDELLA SECOND: COMMISSIONER MARTIN
All in favor, motion passed unanimously.**

2. Treasurer's Report: April, 2016

Discussion: Secretary/Treasurer Gardella stated that all balance sheet accounts have been reconciled as of April 30, 2016. The District's investments are doing fine. The Unassigned Fund Balance is at 21 percent of total operating expenditures. The projected budget deficit is just over \$185,000. There was an increase since last month due to attorney fees and increased labor costs.

A motion to approve the April, 2016 Treasurer's Report.

**MOTION: COMMISSIONER SCHEAR SECOND: COMMISSIONER GARDELLA
All in favor, motion passed unanimously.**

3. Correspondence: Secretary/Treasurer David Gardella read one piece of correspondence. (Note: The correspondence was read before the Treasurer's Report, by accident.)

A letter from George and Donna Carpenter from Stafford, Virginia. In the letter, they explained that they visited the department in early April and donated a flag with the names of those killed in the 9/11 attacks. They also sent a \$200 check to help with the upkeep of the 9/11 memorial.

REMARKS FROM THE AUDIENCE:

Nancy Obarski – 708 Beach Trail, Indian Rocks Beach. She stated in 2003 a referendum was passed and the fire suppression tax increased by 58.8%. In 2008, the District asked for and received an increase, bringing the flat fee of \$190 to \$260 a year. She stated that the increase via ad valorem represents a 70% increase in her personal fire suppression tax. She said that in 2008, the District threatened an ad valorem calculation if the flat fee was not approved. She stated that, also in 2008, the District threatened it would close stations if the increase was not approved. She said that she learned the District's boundaries are defined by the government, and even if the department can no longer provide coverage, the District does not cease to exist. She explained that between escalating home values, taxes going up, and flood and wind insurance, residents are being priced out of town. She encourages residents to explore other options before handing out more money. She suggested obtaining a copy of the presentation from the 2008 increase and research how they calculated the ad valorem rates, then ask the fire chiefs from Seminole and Largo what they think of the figures, like she did in 2008. She suggested considering joining Seminole or Largo districts. She said that she doesn't think Seminole and Largo don't seem to have the same issues as PSFRD, and maybe it is because they don't build stations outside of their district, or compromise on impact fees for certain preferential business. She said that she's not sure that they have the same "stressful situation" that we have for our firefighters, given the grievance she just listened to. She discussed that the equipment belongs to the taxpayers, so if they joined a different district, the equipment would still be theirs.

Bill Thomas – 470 20th Avenue, Indian Rocks Beach. Mr. Thomas explained that he, like many residents in Pinellas County, is on a fixed income, but he feels everything else is going up. He explained that his issue is that fire and rescue protection is for the tourists as much as it is for the residents, but their incomes remain unaffected. He thinks that the District should receive compensation from the Pinellas County bed tax. He said that hotels are using bed tax funds on decorations for the pier, but he thinks it is more important to invest that money into fire and rescue. Chief D'Angelo told him that he agrees, but statutorily, as an independent fire district they do not have access to those funds. He added that many fire chiefs travel to Tallahassee to try to accomplish this. Mr. Thomas added that he thinks there should be an offset if the ad valorem is instituted so that those on fixed incomes do not end up paying any more.

John Pfaustiehl – 448 Harbor Drive South, Indian Rocks Beach. Mr. Pfaustiehl said that he feels this is a huge tax increase, particularly for higher priced homes on the beach. He continued that in 2003, there was a 58% increase; in 2005, impact fees for new construction were introduced; in 2010, there was another increase. He said, in 7 years, that is a 117% revenue increase. He said that it should also be mentioned that PSFRD is suing the county for \$5 million. He stated that a county consultant found that \$2.3 million could be saved each year by closing the District and distributing services to surrounding fire departments. He said the Reddingtons did that 16 years ago and they are spending less money per resident.

Frank Hartzell – 411 12th Avenue, Indian Rocks Beach. Mr. Hartzell stated that he is a former fire commissioner and secretary/treasurer many years ago. He said that residents are already paying two taxes: Ad valorem for EMS that goes to Pinellas County, and non-ad valorem that goes to the District. He said he feels that the District has more than enough money to support both operational and capital needs. He stated that the District needs to do a better job politically of getting its fair share of ad valorem from the County.

Kelly Cisarik – 448 Harbor Drive South, Indian Rocks Beach. Mrs. Cisarik first thanked PSFRD for obtaining the grant that purchased the Gator ATV to improve response times on the beaches. She stated that she thought 85 – 90% of PSFRD's calls were EMS-related, and since traffic on Gulf Blvd. has steadily been increasing, she does not think fire trucks are the best vehicle to respond. She said that she would prefer an SUV equipped similarly to an ambulance. Chief D'Angelo stated that he is always looking at the operational needs of the District; however, the ladder truck does need to be replaced and he feels that it needs to be near the beach. He said that, while 80.58% of the District's calls are EMS-related, the 19.42% of calls that are fire-related need a fire truck. There are many high-rise buildings on the beach that require a ladder truck response. A fire truck has a dual-response capability. He stated that he also feels NFPA 1710 standards are important. He mentioned that he has a laptop with him that contains the certified tax roll, and each homeowner can see what the ½ mill will cost them specifically. He continued that he converted the non-ad valorem to an equal millage rate, and it came to 1.33. Adding in the ½ mill, it brings the equivalent millage rate to 1.8 mills. Surrounding fire departments have higher rates than that. Mrs. Cisarik stated that she is also disappointed in the lack of public information provided to the citizens regarding this meeting and the referendum. She said that she feels the District is wasting its time putting this question on the ballot and should be looking at other avenues to fund the department, such as the bed tax, or billing people who use the services, like Sunstar does. She said she believes taxation should reflect usage.

Francis Britcher – 13789 Pinecrest Drive, Largo. Mr. Britcher stated that he was in attendance to support the Fire Chief. He said that the question should be put on the ballot and to let the citizens decide when they vote.

Jim Palamara – 102 15th Ave, Indian Rocks Beach. Mr. Palamara stated that he feels that the question doesn't make sense. Chief D'Angelo explained that the current charter allows the District to charge a non-ad valorem fee, as well as an ad valorem tax, with voter approval, of up to 3 mills. He said that the District does not, and will not, need 3 mills; therefore, we are asking to reduce the cap to 2 mills, and only ½ mill for at least the first fiscal year. Attorney Jeff Albinson explained that there is state law that requires us to provide certain, specific information to the voter in the referendum question itself; that is, what the current situation is and we are asking the voters for approval to do. The first sentence clarifies that we have the legal authority to tax up to 3 mills, but we are asking to reduce it to 2 mills. Then, we are asking to reduce that the first year to ½ mill. He explained that the real issue is that state law limits the language to 75 words, and it is difficult to include everything that you are required to include in the ballot question. Mr. Palamara said that he is not against the ad valorem tax; he discussed that a person in a 5,000 square foot home pays less than what he pays. He said that he is worried that we will lose a lot of people only because the language is confusing.

REPORTS:

1. **COMMISSION:** Commissioner Schear stated that he attended Fire Ops 101 last weekend. He said they did four major activities using full bunker gear. He said he learned a lot about firefighters' jobs and gained even more respect for them. He recommends that every member of the commission, staff, and spouses of firefighters try to attend this course in the future.

Commissioner Schear also discussed that he went to the FASD meeting in April in West Palm Beach and took two classes while he was there. He said there are two more upcoming courses in Sarasota on June 6th and 7th, one on ethics and one on long-term planning, that he would like to attend. The total tuition cost is \$150.

A motion to approve Commissioner Schear to attend the FASD classes in Sarasota June 6 – 7.

MOTION: COMMISSIONER GARDELLA SECOND: COMMISSIONER MARTIN
All in favor, motion passed unanimously.

2. **ATTORNEY:** Attorney Albinson said that things are moving along with the Holiday Inn lawsuit but the case is a long way from completion

3. **CHIEF'S REPORT:** Chief D'Angelo thanked the residents for coming to the meeting and speaking on the ad valorem item. He mentioned again that they have the certified taxable value calculations for every parcel in the District if anyone was interested in looking at the calculations for their property.

The Chief said that they will be participating in the Pinellas County hurricane exercise at the EOC this week if the commissioners or members of the public were interested. The District is activating its EOC, along with other EOCs, city managers, and elected officials in the area. The drills will be on Thursday, one shift in the morning one shift in the afternoon.

Chief D'Angelo said things are going well operationally. He said that there was an important statement made by a citizen tonight regarding Gulf Blvd. traffic. He discussed that he has been in contact with the transportation director several times at their Big C meetings. He said that he has personally noticed a significant increase in traffic since he came to the District in October 2014. He is currently researching data on this in our District.

The Chief explained that the District is working through various issues on EMS side. There is an EMS countywide ad valorem tax that is assessed to every resident of PC. The District is in the process of trying to acquire the tax dollars of its residents from the County and put them back into the District.

Chief D'Angelo thanked Commissioner Schear for attending the Fire Ops 101 course.

ACTION ITEMS:

1. 16-05 Requesting Referendum for Ad Valorem and Proposed Final Ballot Question (Resolution 2016-02) Second Reading

Discussion: Attorney Jeff Albinson read Resolution 2016-02 by title only.

Commissioner Schear stated that a resolution must only be on one single issue. He asked if this would be considered two separate issues: Reducing the millage rate, and collecting a tax. Attorney Albinson said that he thinks it is considered one issue; however, he will discuss it with Chris Lyon to confirm. Beth Rawlins said that she worked very closely with Chris Lyon and they dealt with this specific question. She said the issue is that the District is modifying its ad valorem taxing authority.

A motion to accept Resolution 2016-02 approving the request for referendum for ad valorem and the proposed final ballot question.

**MOTION: COMMISSIONER SCHEAR SECOND: COMMISSIONER MARTIN
Motion passed with a 3 -1 vote, with Secretary/Treasurer Gardella voting no.**

A motion to adjourn.

**MOTION: COMMISSIONER GARDELLA SECOND: COMMISSIONER MARTIN
All in favor, motion passed unanimously.**

There being no further business to come before the Board, the meeting was adjourned in due form at 8:41 p.m.

APPROVED:

ATTEST:

Joseph V. Bruni, Chair

Date Approved

Kimberly G. Fugate, Executive Assistant