Mayor Bustle called the meeting to order at 4:05 pm. A moment of silence was observed for our military men and women, followed by the Pledge of Allegiance.

1. AGENDA APPROVAL

MOTION: Mr. Williams moved and Mrs. Lancaster seconded to approve the November 3, 2008 4:00 pm agenda.

Mr. Freeman confirmed that the Regatta Pointe Sublease Amendment #2 is on the 7:00 pm agenda for discussion only. He also informed Commission that counsel for Mr. Van Der Noord will attend the 7:00 meeting.

Chief Lowe requested that a Memorandum of Understanding outlining the mission of the Presidential Inauguration Task Force and defining the Palmetto Police Department’s participation while at the inauguration be added to the agenda. Commission directed that the item be placed on the 7:00 agenda.

Motion on the floor carried 4-0.

2. DISCUSSION: BACKGROUND CHECKS
Commission reviewed the proposed Background Check Policy and made the following changes.

1. PURPOSE AND INTENT
Amended to apply the policy to the City of Palmetto Police Department.

3. DIRECTION
Amended to allow review of background checks by the appropriate Department Head. Procedures of what will happen in the event a negative background check is received must also be included in the policy.
4. METHOD OF OPERATION
Language will be added to allow for an employee who is unable to report within the stated two
day self reporting timeline.

Discussion ensued on employees self reporting an arrest vs. conviction of a crime. Mr. Freeman
confirmed the Personnel Policy contains requirement for self reporting drug and/or alcohol
arrests. Language will be added to cross reference the existing self reporting edict in the
Personnel Policy. Staff was directed to look at standard procedures of other municipalities
concerning self reporting beyond drugs and/or alcohol.

Commission discussed including candidates and elected officials, due to their prior discussion
that elected officials should be held to the same standards as employees. Commission did not
amend the policy to include candidates or elected officials.

5. GUIDELINES
Sections A and B will be amended to include language concerning the suspension of an
employee without pay pending a pre-termination hearing, pursuant to the Personnel Policy. The
same language will be added to the final disclosure at the end of the policy.

Discussion ensued on the identification of positions that involve close contact with private
property, children, or individual members of the public. Mayor Bustle suggested listing all
positions, including appropriate language as a "catch all".

In addition to the listed amendments, Commission directed that the policy 1) contain a definition
of Level 1 and Level 2 testing and 2) that language be added where Level 2 testing may be
necessary. Staff was asked to determine what level of background testing we currently perform
and to supply a list of individuals who are bonded and whether or not those individuals underwent
background testing when bonded.

Meeting adjourned at 5:05 pm.

Minutes approved: November 17, 2008

James R. Freeman
City Clerk