

The regular meeting of the Thurmont Police Commission was held on Wednesday, February 27, 2008 at 7:30 p.m. Present were: Chairman Thomas Iaccarino; Paul Nolan; Keith Naff; Ed Hutson; Mr. John Kinnaird; Chief Eyler; Mrs. Eyler; Off. Ambrose; Mr. Kenny Oland, and Commissioner Muth.

Iaccarino: Welcome everybody. First order of business...this is Rob Kerr's last Police Commission meeting and Rob can't be here tonight, but the Police Commission would like to thank Rob for all of his time and efforts he put on the Thurmont Police Commission. Second item on the agenda: I spoke to Mr. John Kinnaird about our emails. We will let John come over here and tell us what is going on.

Kinnaird: Okay, the question was put to me, would you have the availability of emails. Yes, we do have email addresses available. You have two options. One is on thurmont.com, which I would not recommend, and the other is on thurmontfirst.com. I have like 900 open emails accounts on that and I would be glad to set each of you up with an email account on thurmontfirst.com or thurmont.com. The issue with Thurmont.com is it is a little more difficult to set them up and deactivate them on that. Thurmontfirst takes about 5 seconds to set up email accounts and then you have about 500 MB of storage space, so there is no problem with as many email accounts as you want. Your address would be like tiaccarino@thurmontfirst.com

Iaccarino: It'll be theikeman.

Kinnaird: Whatever you want, but the only thing is and this is an issue I had with other instances where people wanted email. The idea behind having an email address there is to shield yourself on your personal email accounts. So, if you don't want people emailing your home account, that's the reason most people want a separate account. The thing to keep in mind is that once you have this account you have to email via this account to send replies to people, or they're going to have your regular email account. So you can do two things. We can set up the email account and I will give you the log on information and you can log on to the email server from anywhere in the world and read and write all your emails from that email account. Or you can set up your Outlook at home so that your Outlook goes out and receives the email from this account, and then set up a separate setting account through your Outlook so that when you send you can choose thurmontfirst and it will send the email and it will be addressed from thurmontfirst.com and won't have your personal email address on it.

Iaccarino: Okay.

Kinnaird: That's an issue that I've had. I've learned the hard way that you have to make sure that...because once send you an email from your home email address to anybody, it's fair game. People are going to have it and pass it around. So just be sure to use that account, and you can use it for whatever you want to, but if you are doing police commission business and you want to email people, just use your thurmontfirst address. And again, you can log onto the system or you can set Outlook to do it. And I would be glad to help anybody with any questions you have about it. It is very easy to do...a couple minutes on the telephone, we'll set you up. Yes, to answer your basic questions, the email address is available. Especially if you are doing things with the community

outreach, once people understand that you are taking some responsibility for the police department, they'll start hammering you with emails probably.

Iaccarino: I personally would like to be able to logon.

Kinnaird: And that is a very easy way to do it. You just type in www.mail.thurmontfirst.com and you get a logon screen. You enter your username and password and then you get a screen you see that has your inbox, outbox, trash box, anything you want. And you can create a signature in there, and as long as you send email from that particular location, that is the only email address people have of yours. And you can send attachments. It is a full service email account. So you will be able to get attachments, photographs, documents, whatever you want to send back and forth.

Muth: I would also suggest that when you start doing that, don't delete anything from it. Except if there is obvious spam, because it may become public record since you are acting quasi officially for the Town.

Kinnaird: I would also add to that, that since it is not a Town email account, it is harder for people to request information from it. It is private; the email server is my server so it is not related to the Town, it just happens to have part of the Town's name as part of the address. But it is not an email server that they could easily ask to get stuff off of. Although there is no reason I would deny them the right to get it if they wanted it. But I would just tell you that it isn't a public server, so there is no problem with you sending stuff back and forth and having any concerns about somebody looking at what you're doing on the email server for the Town.

Iaccarino: That sounds good. I appreciate your doing that. We all do.

Kinnaird: Does everyone want an email address? And if you want, if I could get you to write down your...

Eyler: They got a sign in sheet if you want them to put their name and everything down there and Carrie can email it to you. Do you want to do that?

Kinnaird: Yeah, why don't you do that?

Eyler: So what do you need from them?

Kinnaird: What I need is the username that you want to use, and I can assign each of you a password. I would prefer if you just let me assign you a password and you can change it if you want to afterwards. And then your current email address. And what I'll do, I'll email you the information to your current personal email address, and then you can go to the other one from there. Would that be alright? Is everyone going to have email?

Eyler: Paul's going to be a problem.

Kinnaird: Well, we know that.

Muth: I'll go and talk to Jane and see what she says.

Kinnaird: Yes, we'll talk to Jane.

Nolan: I can't tell you the email address.

Kinnaird: But that way, what I'll do is once I get them set up and I'll just email each of you with your log on address and log on information. It's pretty self-explanatory. Once you log onto it, you'll see how it works. And you can write email and receive email from that. And if you really want to, I can forward it to your personal address, but I would stay away from that because there is always a chance you might reply to something from your personal email address and that would open up a can of worms, as I'm sure Glenn can attest to.

Iaccarino: Is thurmort first....

Kinnaird: thurmontfirst, one word, dot com.

Muth: When I look I always screw that up and reply from work and stuff.

Kinnaird: I do the same thing. I regret doing it, but sometimes it's unavoidable. And do you want these listed on the website? On the page that has your names on it? I can put this email address there, that way if somebody wants to email you a question, they'll be able to do it directly from there. Once your email is it...once people know you have an email address for this, then they'll start using it.

Iaccarino: Okay, sure. That'll be great. Thanks, John.

Kinnaird: Very good. No problem. And one other thing that we do have on thurmontfirst.com is a forum section that you...often you will email back and forth between each other. We have the availability on that to set up a private forum, so if you guys wanted to post your ideas about something you're talking about, you would be the only people that would see the comments and be able to respond to the comments that would be on there. So if you are ever in a situation where you want to keep track of discussion on something, you I would be glad to set you up with that also. And that is very simple to use. Matter of fact, the community calendars associates with that, so if you click community forum, you will see the calendar on that also.

Iaccarino: Alright, second item on the agenda is the approval of the February 27, 2008 Thurmont Police Commission meeting minutes.

(Conversation occurred between Kinnaird and Muth regarding a picture display. During this time a motion was made and seconded to accept the meeting minutes as presented.)

Iaccarino: All those in favor say aye, (All responded). All those against, nee. (No response.)

Iaccarino: Next item on the agenda is the report from Chief Eyler regarding the Thurmont Police Department activities for March.

Eyler: Everyone got the stats? I haven't had time to review them yet, but if there are any questions, I'll try to answer them, if not, I'll try to get back to you.

Iaccarino: I don't have any questions.

Eyler: I mean we're getting the same things over and over. We get a few drug arrests from traffic violations, and you get the typical kids vandalizing, or loitering, smoking cigarettes and so forth, but... if you have any questions on that you can contact me and I'll get back on that with you.

Nolan: Have you had any answers on your comments Monday night from what was in the paper?

Eyler: I'm getting all kinds of comments about it, good comments. We just left the Lion's Club and there are several people there who would like to help and they are going to come up with some suggestions. I had Bryan Lynch last night...well, he wants to help, and a few other people. I am going to start jotting names down, ideas, and then bring the people together and see what we can come up with. It's going to take months to really get it set up the way want to.

Nolan: Yeah.

Iaccarino: Chief, anything else you want to cover...Chief's Challenge or?

Eyler: No, I'll just touch base if you didn't watch the meeting or read the paper. I am trying to set up some kind of, you can call it a program, panel, discussion, forum, community meeting, or whatever, for certain kids here in town. We have 10 to 15 kids, the same kids over and over, that we get calls about that are either smoking the cigarettes, doing the drugs, vandalizing things. I am trying to reach out to them to find out why they are doing this. I know some people think this is a far fetched idea because I have been in this almost 30 years and nobody has ever really touched the kid to that extent and saying, you know, this is the reason we did it, and what can you do to help me and all this. I am trying to reach out to those kids individually, and I am going to personally invite them to this meeting, program, or whatever we are going to have, and see if they show up with themselves or their parents, hopefully their parents will show up too. I don't know if it's peer pressure, which it could be, or it's because they are coming from a broken home, or what is why they're doing what they're doing. You know, we'll find them out on the street at one or two in the morning. And our curfew law per ordinance here isn't worth anything to enforce. You know, we just call the parent up and say, hey, come and get your kid. Some of the parents don't even really care. They say, well, if you can just bring them home, bring them home and that's the bottom line. So, I am working on this. It's the initial stage right now. It's just discussion. And it's going to take a few months to actually set it up and really present a program or a discussion with them. And I am just going to ask them. I'm not looking for informants. I am looking to find out exactly what is going on here in Town and why these kids are doing what they are doing, and who's

allowing it. And always, I go back to the parents. Parents I blame for doing this, and you know, if we can reach out to them and say here's the programs available in Frederick County or the State of Maryland, because there are plenty of them out there. If you don't know about them, we are going to present them to you and let's help your kids out here. And I know I get a lot of calls from the Middle School with the same kids hanging out there trying to give cigarettes to the younger kids. We've gotten a few of them, in fact, McLoughlin got one today. And it is just going to be visibility for us, but there's only one way to get to them and that's me and the police department and anyone else who can get involved is to go out there, actually tackle them, bring them in, and say look, tell us what is going on, and that is what we are looking for. So, we are going to see a lot of good comments come from it.

Nolan: Don't you think it would be smart to pull just the kids in first with the police department before you have a [?] meeting.

Eyler: Well, you know I was thinking about that, but I thought you know what, let's just see how they act. And let's just show them that this is how these kids are acting in front of everybody else. But I am bouncing back and forth, so I will take any ideas. And just see what we come up with. But if the parents actually see they are giving us the bird, and everything else, and calling us every name in the name in the book. I know you've seen it and had to done to you, Kenny has, and my brother just had it the other day. The kid went by and went like that to him in the cruiser. So, it's just we got to teach them right from wrong. If the parents aren't doing it, I feel it is our responsibility, and the community to push it and get in there and see what we can come up with. I know Montgomery County has a lot of programs.

Naff: Oh, it's ridiculous. There's just no respect...

Eyler: And the programs you have down there...I just talked to a lady yesterday about it. She said you have so many down there, but you have to get them there. You tell them, here's the program, and it still doesn't work. I just think we have to do it, and if it doesn't work, then we made the attempt. And then they just start getting charged like we've been doing. And they will be in the system forever.

Naff: What's the age range?

Eyler: Between 10 and 16. I mean 12 and 16. Like I say, there are about 10 to 15 of them, the same ones over and over. And some of them have been charged as juveniles, that's just a slap on the hand and they're back out here doing it again.

Mrs. Eyler: I thought it was supposed to be more like a Big Brother program.

Eyler: Not yet. It could develop into that.

Mrs. Eyler: I was not sure if you are going to bring them in and get them involved in community things and turned their lives around...

Eyler: Well, that's part of it.

Mrs. Eyler: ...I didn't realize you were going to bring them in and...

Eyler: It could lead into all that. That's what I am looking at. Just getting ideas right now how we are going to start this and finish up with it. It's not going to be a one-time meeting, and that's it, period. We are going to have to continue with programs like Keith was talking about, softball at one point...

Mrs. Eyler: See, that's what I thought.

Eyler: ...Basketball, if the schools would let us do all that in their schools, that would be great. It's tough getting into a school to do anything.

Nolan: Especially Middle School. Middle School is tied up worse than anything.

Eyler: We'll look; we'll find it. If we go to Community Park in the summer, that's open. We'll keep it open to do it.

Nolan: The main thing you could do is like basketball during the off seasons.

Iaccarino: Well, Chief, if you need any help from else then let us know.

Eyler: I will.

Naff: The kids like, they just like, what's high school age...like 14 and up. If you can get me any of their names, my wife works at the High School and she knows all of them. I could probably get any of their information you wanted through her from the kids.

Eyler: Okay, great.

Naff: She's the principal's secretary, so all the kids that get into trouble are by her office.

Eyler: That's all I had, just something I want to work on.

Iaccarino: Chief's Challenge?

Eyler: No, we're actually putting that on hold this year because I am so short. And we are not going to have anybody to actually head that right now. I thought Officer Murray, he's coming back Tuesday light duty by the way, but it's too late to actually get involved in it. So are just going to hold off for a year and come back full force next year.

Nolan: Have you finished with all the recruits?

Eyler: No, April 1st is the cut-off for applications, and then we are shooting for May 3rd to do the actually agility and written tests. And the Lieutenant position ends March 28th, and right now I have 2 actual applications and there are supposed to be 2 more coming. And we will take it from there.

Iaccarino: Thank you, Chief.

Eyler: You're welcome.

Iaccarino: Next we'll do update on the status of TPC projects. Has anyone heard from Rich?

Nolan: No.

Naff: No.

Iaccarino: Maybe Keith and Paul can give us a summary on where we are with the grand opening planning.

Nolan: Greg, Keith and I have met 2 different times. And what we are looking at is Saturday, September 6, at 10:00 in the morning. The reason we chose September was mainly because we don't want to have to hurry moving in to the Police Building because we don't know when it is going to be available. We don't feel it is a good idea to try to hold the Open House over the summer when people are on vacation and everything. So we thought the best time will be September because that is when everyone goes back to school. The invitations and so forth, Greg has already contacted a printer in Town and he'll work with us as far as cost and so forth. He'll do some of them free, and some of them, we'll have to pay for. The programs are along with that...the printing of those. The invocation...Greg has contacted Reverend Broom and he has accepted that day to give the invocation. The guest list...we are working on at the present time. Carrie has a list that she started to publish and so forth, and we have to go over it and make sure who's there and so forth. We have a Master of Ceremonies for the program, and that is Rick May. The Honor Guard Board will be the Sheriff's Office. The PA system...Greg says he will have one by that time. One of the things with this starting at 10:00 is that we figure this will take about an hour, after that we tour the building. It will be a self-guided tour with the police officers inside the building to help people move through and so forth. And that will go from about 11 to 2. The parking will be at the Elementary School, Little League Field, and the street. Greg has talked with the Lion's Club to get volunteers to help with that day somewhat. Tables and chairs...if we need them, we'll be able to get them from the Ambulance Company. I've already contacted someone there and that is taken care of. Greg got a...we talked about food at the last meeting...and we were looking at the possibility of just snacks and so forth, and we got a price from one place for feeding 200 people. They were figuring \$1400. And that did not include cheese. So we thought that was a little expensive. And then we started taking a look at what was done when the State Police and Sheriff's Department did theirs, and they basically just had cookies and something to drink. So we are going to check with Weis. Weis has been very good with the community and also with the High School. I think they will probably...Food Lion was not a good place to go. They are tied up and have to go through corporate office to do anything.

Muth: When was the last time you talked to them?

Nolan: To who?

Muth: Food Lion, I mean has it been within the last year or so?

Nolan: Yeah, I haven't, but I know some people who have.

Muth: Because I mean, they had management change up there within the last year or two to alleviate a lot of those problems. I mean I'm not saying that they're going to be as loose as anyone else, but I know what you were talking about because I've seen that happen, but I've also seen the guy who

Nolan: So, that is where we are so far. We still have some details that we need to work out. Tom's going to do an introductory letter for the program and so forth. Greg was able to secure the Frederick County Law Enforcement dedication so we have been able to flip through that and get some ideas from it, and it's been very helpful. So, after tonight, we are going to set up another meeting. And that's where we are. Keith, anything else that I missed?

Naff: You covered all the basics. I am going to be looking into trying to find someone to sing the National Anthem and to do the pledge of allegiance. Maybe for the pledge, getting the local boy scouts or girl scouts. But, Commissioner Muth, what did you think about that date we picked, September 6th?

Muth: I was wondering if that is Labor Day.

Nolan: No, it's not. It's the week after.

Naff: 10:00 am, is that too early?

Nolan: Correct me if I'm wrong, everything that we come up with has to come back to the Commissioners, right?

Muth: This is just me speaking, but I don't think any of the Commissioners will have any problems with anything. I mean the only thing we are really concerned about is the budget, and from what Bill has told me, he said he can find 500 bucks. That hasn't been quoted by the Commissioners either, but I think we can probably...

Nolan: Are we going to need to go request money then?

Muth: It depends on how much. I mean if you are going to spend 1400 bucks on food, then yeah.

Nolan: Well, we're not planning on it.

Muth: No, I mean, Bill says he thinks he can find 500 bucks. We'll have to make that formal but, I don't want to go though that unless....I mean if you need a thousand, and we only have 500 hundred then...

Iaccarino: How about when you get your plans set, you'll have a good estimate on what the costs will be and then you can get that approved.

Muth: The other thing is, you know, the budget cycle, since this will be next year, maybe we can slip it in as a budget item.

Iaccarino: What about long lead items for special guests that we may want to invite?

Nolan: We would like to have everything done before school is out and that means everything so that we have plenty of time.

Iaccarino: I would like to see the President of the United States be invited to this Open House given our proximity to Camp David, and I think it would be really cool if he could come down to our grand opening for this special police building, and as much time we need to fit this on the calendar.

Naff: Maybe a letter signed by the Chief and the Mayor would be our best shot.

Eyler: Well, you could send his invitation out earlier, and anybody else's could go out as it's ready...if September 6th is going to work.

Iaccarino: We have to think of any other special invitees, which would need extra time to work it in to their schedule. Let's make a splash. This is going to be one heck of an opening.

Hutson: You going to try the governor too?

Iaccarino: Sure, why not?

Eyler: I checked on ceremonial scissors, ribbons, and the plaque that the scissors will go in, and the scissor are 95 to 100 bucks, and that is just for the 12 inch ones. The ribbon's 100 bucks, and that's for 100 foot roll.

Nolan: There's \$200 gone already.

Muth: What kind of ribbon is \$100?

Eyler: It's not just your police tape. It is actually ceremonial ribbon. And the shadow box the scissors go in is 95 bucks or something like that. We are going to have to put it together and see what the Commissioners want to approve.

Iaccarino: You know I think we need to list everything, along with costs, budget, no surprise. Get it before the Commissioners and let them approve it.

Muth: Put it in the police department budget.

Eyler: That is fine with me. I got enough in my operating unless someone took it out.

Mrs. Eyler: I actually think it is a cool idea to use police tape.

Eyler: Okay, we knocked off 100 bucks.

Mrs. Eyler: Maybe the Eylers could donate scissors and a shadow box.

Muth: Which Eylers would that be?

Mrs. Eyler: The Chief and his wife. And also, don't you have contacts at Camp David that might help you get the President down here?

Eyler: Yes.

Mrs. Eyler: You didn't tell anybody that.

Eyler: I keep things a secret. Okay, and then of course we need to actually have a guest book that they sign when they come in. We would like to know who the important people are that come there so we can put it in a display case or something.

Nolan: So you are talking about invitations, programs, guest book, scissors, tape, and we haven't talked about food yet and you are almost up to \$500 right now.

Iaccarino: Let's not worry about the dollar value. Let's just start making a list, and put it in the budget and see what it turns out to be. I am sure the Board of Commissioners can give us a fair evaluation on whatever might be included.

(Several small conversations occurred at this time, all inaudible.)

Iaccarino: All right, anything else on the grand opening/open house?

Eyler: One more. What do we want to call this...grand opening dedication, open house...I don't want to call it open house? Dedication sound good? I think that's what it is.

Mrs. Eyler: Is there a corner stone like the fire department?

Eyler: Yeah, John is working on that.

Mrs. Eyler: Oh, cool.

Eyler: It's not going to be where we put anything in it, but it's a corner stone and has the date.

Mrs. Eyler: It would have been nice to have time capsule in it.

Eyler: You talk to John.

Iaccarino: Second item is retirement benefits. Ed and Rob were in charge of that. Now Rob did a bunch of work. He hasn't sent it to Ed yet, but I am going to email it hopefully out tomorrow. It looks like they got a good start on things.

Hutson: Uh, comparing them we are actually quite comparable...other small jurisdictions. I notice that a bunch has the exact same program we have, but Chief Smith from Brunswick said he would like to get together with two or three other ones and try to form some sort of larger group to go and get a better deal on the retirement, health benefits, and stuff like that. Because he said that he is having a horrible time. He lost three more officers this year. But he said he would get in touch with you after July because he has to get his budget done.

Eyler: And he's talking about that LEOPs program, maybe?

Hutson: Well, no, LEOPS is...I talked to Chief Tyler in Taneytown and he said that's what he has and it is a fantastic program. The biggest selling point on that is you get a disability. They pay 66 2/3 for the first five years. 66 2/3 of your salary for life if you are injured on the job. After the first five years they pay 66 2/3 salary if you get hurt doing anything. If you are playing baseball and get hurt and can't work, they'll pay 66 2/3 of your salary. The down side is, it's a buy-in program. It cost them \$42,000 three years ago with the officers he had to buy in.

Eyler: But the pay-off was better because now he is keeping his officers.

Hutson: He has not lost an officer since he went to the program.

Muth: I guess that we would be able...if we opted out of what we have, we would get some kind of return from that, right?

Eyler: Yes.

Muth: So, we can use some of that and maybe have to add to it to buy in.

Eyler: And we're young. Our department is young.

Hutson: He said it's based on the age of your officers. And we only have one officer with ten years...eleven years.

Eyler: Yeah, that would be McLoughlin.

Hutson: So it's based on the amount of years the officers have. But he thinks you can get in for a fairly reasonable price. And he said I could come back and get in touch with him, and he would get a speaker to come out here next meeting if you wanted to go over the program.

Eyler: Yeah. Whatever you want to do. I got some information back there in LEOPs and contact persons. Before you leave tonight, I will give it to you.

Hutson: All right, I will get in touch with them and have them at the next meeting.

Muth: What was the retirement benefit?

Hutson: He didn't say what the retirement benefit was, but it's comparable.

Muth: The chart that come out, I guess that was...

Hutson: Yeah, but that doesn't have (?) time on it.

Iaccarino: No, Rob had put that to the administrators.

Muth: Because it looked like retirement isn't that bad.

Hutson: In fact if you go to Baltimore County, theirs is identical to ours.

Muth: Is that right? The difference really is if an officer wanted to put in 8%, our guy us put in 4%, so it takes longer. I mean, it seems like if they wanted 8%, we could find something.

Nolan: In this program, does it make any difference if you piggy-back or if you just take a small group?

Hutson: No, he had a small group and he went in. It's based on how many officers you have...there's no size that he knew of. It isn't like there's a 20-officer limit. And if there is, maybe then when you can look at Brunswick, or maybe some of the other ones to go in together. But he said he had actually looked into it with Brunswick, but they just don't have the money.

Muth: That's not necessarily a problem because when we moved the Town over a few years ago, we had to buy into that.

Iaccarino: So we knew this was going to be a pretty complicated task. And we knew that it wasn't going to be solved in a couple of meetings. We have a lot of learning curve going on.

Hutson: I am surprised on how open the Chiefs of Police were about talking about this. Chief Smith talked for about an hour and a half about all his problems.

Mrs. Eyler: He don't have anybody to talk to.

Hutson: He lost three officers and this, that, and the other thing... I would say I talked to Chief Tyler for an hour. He did say that Chief Williams in Sykesville is working on a different program that he's looking into.

Eyler: Well, I'll see him at the Maryland Chief's of Police Association in April.

Nolan: Kenny, what's the state police like?

Oland: State police have retirement just like the teachers.

Nolan: Okay, I was just wondering.

Nolan: Where's the Sheriff's department? Do you know, Greg?

Eyler: It's 20 year retirement....

Nolan: But I mean, who are they with?

Eyler: That I don't know. We had to pay 8% out of our checks every other week. But, I don't know the name of the company. I was retired. I was getting my money.

Muth: Man, I'd tell you...I would pay 8% of my salary to get a pension in a heartbeat.

Iaccarino: Next item on the agenda: Kenny, do you want to talk about the recognition for service awards program?

Oland: I emailed out the town of Thurmont's policy and a copy of Maryland State Police policy. I handed it to Mr. Nolan; does everybody else have a copy? Thurmont Police Department has its own policy regarding awards. And we're talking about different types that Colonel Eyler has come up with...Officer of the Year, Employee of the Year, etc. My comments was regarding the Police Commission coming up with an award like the Lion's Club has an award. Those are guidelines that those two organizations use. I am sure there are more out there or you can develop your own. But, I think it's something worthy that the Police Commission should look at, and have an outside agency like the Lion's Club, but yet the Police Commission supports the police department. So, it's just a suggestion to develop some type of policy or program to recognize an officer. However you want to do it, whether it's an officer of the year, or you can develop your other criteria.

Eyler: Keep in mind too civilians because now I have three civilians. If they do something exceptional throughout the whole year, recognize them.

Oland: I think that when it comes to nominating it would have to be the Board, the Police Commission, coming to the new Deputy Chief of Police whenever he or she is hired with recommendations.

Iccarino: Kenny, do you want to continue and develop this program for the Police Commission?

Oland: With some guidance from you, sure. Tell me what you would like to do and how you would like to go about it, and what type of awards you would like. Out in the lobby, I saw that the police department put the Lion's Club Officer of the Year award out there.

Eyler: No, ours is in the back. This is for the civilian, I think...or citizen of the year or something.

Oland: And at the new police station, I am sure the awards are going to be put out in the lobby or something....Some type of recognizing the officers for their efforts.

Iaccarino: Do you have any recommendations?

Unknown voice: (Inaudible)

Oland: What type of awards?

Iaccarino: Would it be an annual officer of the year?

Oland: I think it should be an annual award at least.

Iaccarino: Or should it be if special circumstances arise?

Oland: I keep going back to Maryland State Police. Maryland State Police gives out trooper of the year and each Barrack has its own trooper, civilian award of the year. And then the Maryland Troopers Association, which is sort of like the Fraternal Order of Police, and the Maryland State Police Alumni Association, gives out a trooper of the year to cover all 1600 troopers. So, my recommendation would be to have it as an officer of the year.

Nolan: But, don't you have that here with this award system?

Oland: Well, that's for the police department.

Muth: I'll tell you. I have a little bit of heartburn with this now. Just because...what bothers me is, Chief may say, this is my officer of the year, and then the Police Commission says this is my officer of the year, and then the Lion's Club says this is my officer of the year. And the Lion's Club is fine. They are a private group; they can say whatever they want. But it would be two different groups in the Town office saying police officer of the year.

Iaccarino: Well, if we look at how we did the Lion's Club, the Police Commission, the Lion's Club, and Chief Eyler, we all met, and we all discussed potential candidates for officer of the year.

Muth: So who made the final decision?

Eyler: It was a vote.

Muth: I'm just...it's a concern of mine, but you gotta do it...

Eyler: Yeah, the Citizen's Advisory Board at the Sheriff's Office, they have an officer of the year, civilian of the year, and sometimes it is two different people because their criteria is different. They might concentrate more on community service or something like that. Where I might concentrate on their stats.

Muth: Okay.

Oland: So, you know. It could be different things.

Nolan: I guess my only question is: if we are giving so many awards out, are they really going to mean anything?

Oland: Well, that's when you run into a problem. But, you also run into a problem you have now where some of the officers feel that they are not recognized for the effort they put into this. Well, they are recognized by the Chief; that is internal. But the Police Commission is a representative of the community. You are representing the community, but you are also representing the police department. And when you hand an officer of the year award out from the Police Commission, it's like the public saying thanks for a good job.

Nolan: How do I weigh the criteria?

Oland: You decide the criteria.

Nolan: Well, you develop criteria, but what am I going to do? Follow them around all the time?

Eyler: No, I get that information for you. Plus, if there are news articles. Say an officer is out doing some sort of community service, at the schools or any civic group or something...I would provide that information, send it to you, and you build it up throughout the year. And you see which one. If there's nobody, then there's nobody. If it's a one time thing or twice and it's not worthy of an officer of the year award, you don't give it to anybody. But it could be an achievement award, or a special appreciation award. But I will get that info for you.

Oland: Well, one of the things I have spoken to the Chief about this, but Reina...Diane looks...she the part-time civilian back there...she is always going through the newspaper looking for articles dealing with the police department. And I recommended to her today to start a scrap book. Because right now, the police department has nothing back there. Anytime an article shows up in the paper about the police department, good or bad, we are going to cut it up and put it in the scrap book. So that way we are starting to build a history with the department, something that I don't know if it has been done before, but it should be something that we are doing now. Especially, as we move into the new building. So, with the department now, Colonel collects stats. He knows what's going on. When the Lieutenant comes in, he will be able to answer your questions for you. So if you say, I want somebody who is doing community policing...how many business checks did they do? Well, you are going to base your criteria on how many public contacts, business contacts, and things like that. You are not going to look at tickets for arrests, and DUIs, or drug arrests. You want to look at community involvement. So, you can have an officer that can tear the department up and lead the department in arrests and tickets and everything like that, but has so many complaints get them because their attitude or personality or don't even have business contacts, they are definitely not going to be selected because they don't fall in your criteria.

Eyler: And when I look at that for my stats. If I was going to look for my officer of the year, I don't care if he writes a hundred tickets or more, I am going to look at the conviction rate too. If he has 10, 15 DUIs, and none of them have been convicted, to me, that's a sloppy case and he/she didn't do their right job. That's the things I look at. If they're out there doing patrol checks, I am going to find out how doors they actually got out of the car and rattled. You know, just riding by and saying I patrol checked this is not a patrol check to me. You're going to get out of your car and check the residence. And I do check, and I know how to check that. So Officer Ambrose doesn't know yet, but those are the things I look at.

Oland: Crime prevention; it's not how many cards they open up, it's how many crimes they prevented. And you will never know how many crimes they prevented...

Nolan: But, Kenny, when I look at this award accommodations, you have officer of the year, employee of the year, fallen officer of the year, ribbon of honor...It covers everything that you are talking about. All you have to do is use one of these categories.

Oland: That's what I am saying; that's why I gave you that.

Nolan: But you said you don't want to use this.

Oland: I didn't say that. I said we can choose whatever category we want. The question was what do I recommend. I recommend one award that would be like an officer of the year from the police commission.

Iaccarino: I'll tell you what. I would like to see, and I'm in favor of the officer of the year, I think it's a good idea, and we'll decide what the criteria to be used. But I also think that the Police Commission should recognize an officer if there is some special achievement or some special action. Officer Ambrose comes upon a car accident. The car bursts into flames. He risks his own safety and pulls a child out of the back seat and saves its life. That should be recognized.

Eyler: That's a life saving award.

Nolan: That's taken care of by the...

Eyler: That would be in there.

Hutson: It would be the community giving him an award too, not just the police department.

Oland: And that award should be given as soon as possible after that, not after months.

Nolan: I agree with you there.

Iaccarino: And there's no limit to those awards. You know, there's 12 extraordinary examples during the year, and they all occur over a three month period, then so be it,

that's how many awards we should think about giving out. And if there's not, there's not.

Oland: That's up to you, but if you don't want to go with the officer of the year, I like the idea of when they do something like that, that the police commission recognizes them right then and there with either a plaque, or... You know, it doesn't take much to make a police officer puff his chest out and go out and work a little bit harder. A pat on the back, a plaque or something, really goes a long way. Saying, hey, thanks for putting your life on the line.

Nolan: I agree with you. My only concern is I still feel if you pick three officers of the year. As Glenn said, you could have three different people.

Oland: Right.

Nolan: I really think that takes away from...

Muth: ...the exclusivity of the award.

Nolan: Yes. That's the big thing. I think if we had a hundred and some officers, it would be a different story.

Iaccarino: The Lion's Club, the Chief of Police, and the Police Commission collectively sat down and went over all of the candidates that Chief Eyler had presented, then that collective body decided on who the officer of the year was.

Muth: Do police officers get recognized by the Board of Commissioners every time they get an award?

Eyler: The only thing you get from the Board of Commissioners...you're talking about Frederick County?

Muth: No, here. You know, anytime you make one of those wards, does it get done in public with us?

Nolan: No, because...

Eyler: I've never had any, except for one with Lt. Tyler when he got the award for the DUIs and that was made public, yes.

Mrs. Eyler: Well, you didn't give him that award, somebody else did?

Eyler: That's right. We just now got our policy in place.

Naff: You gave the officer of the year didn't you here?

Eyler: The Lion's Club did here, yes. And also at the Lion's Club.

Muth: If you give out any of these awards, you ought to do it in public, right?

Eyler: Yeah, I think they all should be public.

Muth: Absolutely, I agree.

Eyler: Seth had something.

Ambrose: I was going to say, would it be possible that maybe the police commission do maybe an officer of the quarter and the Chief could do officer of the year? I mean, I really think the Chief should be the one handing out officer of the year since he knows what is going on in the department. Maybe the commission could do officer of the quarter of something.

Nolan: That's not a bad idea.

Oland: And the police commission can determine what criteria they are going to use. I do agree with what Tom is saying, they should be recognized as soon as possible.

Nolan: I agree. Like you have one officer now, who never received anything.

Eyler: McLoughlin?

Nolan: No, Fitzgerald.

Eyler: Yeah, and the Sheriff's Office has yet to write it up.

Iaccarino: And how long ago was that?

Oland: Almost a year.

Nolan: That's too long.

Iaccarino: What do you think about that?

Mrs. Eyler: It probably would have been better if the Lion's Club hadn't done an officer of the year, and they just did a citizen. It is probably more appropriate for the police commission to do the officer of the year.

Muth: Yeah, I kind of like Brenda's idea.

Mrs. Eyler: Yeah, talk to the Lion's Club and say don't do it. Let us do it.

Muth: ...and they can do the citizen of the year award. That's a good idea.

Mrs. Eyler: I don't think they would be offended if they had some input.

Naff: Are you saying have us do the officer of the year?

Muth: Yeah, instead of the Lion's Club.

Naff: But then we run into the problem...

Muth: No, INSTEAD of the Lion's Club.

Naff: But, what if the Chief doesn't agree with our selection.

Oland: Well, he would be part of the committee.

Nolan: But he's still only one vote then.

Muth: Well, the Chief isn't going to nominate someone who isn't worthy.

Oland: Maybe we could ask the Lion's Club that instead of giving one to the police department, they could give one to a Town employee. That way it can hang out there.

(Inaudible general discussion occurred.)

Oland: What I gave you was the criteria from those two departments. And I like the discussion, I mean that is how you get things done. Biggest thing is deciding which awards you want to give, if you want to give them out, what the criteria would be, and then it should be placed in writing so everyone knows what it is supposed to be. And I think that the Chief should nominate, but I don't think he should pick.

Eyler: I agree with that. I can lay it out exactly why I am nominating certain individuals. Because there are other awards that I would be giving out throughout the year anyway, if it happens.

Oland: That way you remove the, well, you didn't vote for me; you did vote for me. He just nominates them, and it is up to...and I think it's a good idea to have the Lion's Club involved in this discussion, because they will be aware of community involvement.

Naff: I would disagree with that. I liked what we had about Lion's Club picking Town employee of the month, and letting us do the police.

Iaccarino: We will have to have a discussion with the Lion's Club and see if they are really hell-bent on giving officer of year...I mean, I don't know, we'll see. And if we do that, I think we still need to do some type of heroic award when it happens.

Naff: We just don't want to give the same award twice. We should put it on the agenda maybe for next month.

Nolan: I think it would be a good idea.

Iaccarino: Okay, do you want me to call the Lion's Club and fill them in?

Naff: Sure, get their feelings on it.

END OF SIDE A

Iaccarino: All right, next item on the agenda; salary and other benefits review. According to Chief Eyler, letters have been sent out.

Eyler: I sent letters to 10 different departments and I got five back. As soon as I get the rest, I will give them to you, but there is a lot to go through.

Iaccarino: Contacted Westminster, Taneytown, Rockville City, Washington County Sheriff's Office, Hagerstown City, Howard County, Gaitherburg City, Frederick County Sheriff's Department, Frederick Police Department, and Ann Arundel County. So that's a pretty good crop.

Eyler: Now Anne Arundel, you'll see the packet I gave you, you can go on their website and really look what they have.

Iaccarino: So we are still in the gathering mode.

(General discussion)

Iaccarino: Next item on the agenda if there is no more discussion on our projects, I went to the Town Meeting on March 10th, and...

(Interruption: phone rings)

Iaccarino: ...this has to do with the Community Relations Project. We discussed the quiz and the survey form. The Board of Commissioners overwhelmingly approved. Both will be included in the next water bill which will happen in April, and a \$25 monetary award was chosen as the prize. We should get a lot of good information from the survey, for example one of the questions; do you think we should have a dog? I know that's the Chief's decision, but we want to get an idea what the community feels as well. And there is a whole array of questions in that survey and hopefully we will get a good return back in.

Mrs. Eyler: Do you think it is a good idea to send the survey out now with all the things going on within the Department?

Eyler: Yeah, you always get the negative comments. You know that from the Sheriff's Office.

Mrs. Eyler: And they don't have to put their name on it?

Muth: Well, if they want the 25 bucks, they are going to have to.

Iaccarino: There's a monetary award, and the thought was to turn in the quiz and the survey at the same time.

Mrs. Eyer: So the quiz is like questions...whoever answers questions about the department accurately? To see how well they know the department.

Iaccarino: Pretty much. Who was the first Chief of Police in Thurmont...

Muth: You can't judge...you can't give anyone \$25 based on that answer.

Eyer: According to Bill Rice, he says it's Edgar Boller, but we have to confirm that... 1940. But Bill said that the records are here. The Town paid him, but where are the records to prove that? But he said they are here somewhere.

Mrs. Eyer: We talked to this 90 something year old man at the Creager House, up at Christmas time, Greg and I did. And he had a lot of information. He knew a lot of the officers more than. I think it started with an officer and there really wasn't a Chief.

Eyer: And then Edgar Boller came in to play as the Chief, they are saying. He actually got paid by the Town. But we have to confirm that.

Iaccarino: All right, is there any new business items?

Oland: The Board of Commissioners met on Monday and I want to let you know we are talking about a Code Review Committee. It was recommended by Bob that the police commission should be involved in some of the codes for review. So, when that time comes, I may call on you when dealing with specific codes. Or if you have an opportunity to look online now, maybe recommend some changes or revisions.

Nolan: We have done some of that in that past. The biggest problem with it is, we spend a whole meeting on codes instead of doing what we should be doing. If we are going to do that, then we need to have the information in advance.

Oland: April 2nd at 6 pm is going to be the 1st Code Review Meeting in the little meeting room unless we get more people. Right now there are only four people on the Code Review Committee, maybe three. But I see what you are saying.

Iaccarino: Are you going to tell the police commission the specific issues that would pertain to them?

Oland: Yes, and what I did was send a memo up to Mr. Blakeslee asking for input from the department heads, specific things like tracking mud on the roadway. There were some other codes, like in some municipalities, once the Town plows the roads, it is illegal to throw snow back in the roads. And in Frederick City, if you are caught putting recyclables in trash, it is a \$1000 fine.

Eyer: There is one good one that Kenny brought up and that is interfering with the Code Enforcement Officer.

Oland: No, city employee. There's no ordinance or law in Town, and a lot of Towns have it where if somebody goes to a house to disconnect their electricity or water, and they interfere, there is nothing to prevent them from doing that. So now, it would classify and make it punishable by fine and or imprisonment. So it would protect any of these types of people.

Nolan: Mud on the streets is a good one here.

Oland: Yes, and there are different ones. That is why I wanted to get input from the Department heads. So, just keep it in mind.

Nolan: The biggest thing is there isn't laws that really give you the authority to do things to the people that don't uphold.

Oland: That's something that we have to look at. One of the other things I am talking is right now, there are some properties in town...every time we go out there, we write them a citation, they pay the ticket, and they don't fix it. Some Towns have a repeat offender law, that if you do it x number of times in a certain period of time, your penalties get more and more severe.

Iaccarino: Any other new business? Any other old business? Commissioner Muth, do you have anything?

Muth: No.

Iaccarino: Does the public have anything they would like to discuss with the police commission?

Ambrose: I did have one thing. The 5% increase in the minutes. I think it is like 2%.

Muth: You talking to me?

Ambrose: Yeah, for the cost of living...it is either one or two percent.

Eyler: What are you talking about?

Ambrose: In the minutes for the previous meeting.

(Unrecognizable): Yeah, I thought that sounded high.

Ambrose: And that was the first one we had and I've been here four years.

Muth: I thought there had been a cost of living every year.

Eyler: The police department didn't get the first year I came because they got the salary. But the following year they got the increase, but I don't remember what the percentage was.

Ambrose: But my first 2, 3 years here, we didn't get one at all.

Iaccarino: The original redo of the salary system, we incorporated both police officers and grades of administrative positions in our salary system and our step system. So when we redo this, we are going to revisit those issues. Just as a general note, when we hold these police commissions monthly, we don't wait 'til the end to ask for public involvement. You can say whatever you want during the course of the meeting. We welcome that.

Mrs. Eyler: You mean kind of like I did.

Eyler: Are we still advertised on Channel 99?

Iaccarino: I sent the agenda to Bill 10 days in advance of this meeting and I don't know if it got on or not.

A motion was made and seconded to be adjourned. This passed unanimously.

Respectfully submitted,

Carrie Stumpf

Respectfully submitted,

Carrie Stumpf