

**SAN BERNARDINO CITY UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION**

April 28, 2010

A meeting of the Personnel Commission was held in the Personnel Commission Office at the Board of Education Building. Present were Ms. Rhonda Early, Chairperson; Mr. Barabani, Vice Chairperson, and Mike Salazar, Member.

I. CALL TO ORDER

Ms. Early called the meeting to order at 5:39 P.M. Mr. Salazar led the pledge of allegiance.

II. APPROVAL OF AGENDA

Ms. Early: First agenda item is Approval of Agenda.

Ms. Early: We have a motion to approve tonight's agenda?

Mr. Barabani: Yes, I make a motion to approve the agenda.

Ms. Early: I second, all in favor of approval of tonight's agenda signify with a voting sign of aye.

Mr. Barabani: Aye.

Mr. Salazar: Aye.

Ms. Early: Aye. Motion carries.

III. APPROVAL OF MINUTES

Ms. Early: Approval of minutes.

Mr. Barabani: I would like to make a motion on the minutes that we hold on to the next meeting on all those minutes. That would be April 20, 2010, April 7, 2010, November 19, 2010 and also, November 30, 2010.

Mr. Salazar: Why are we waiting to approve them?

Mr. Barabani: I am not done correcting them.

Mr. Salazar: I am hoping that we can at least get the November minutes approved the next time we get here. Is that something we can agree with? I know I was not on board at that time.

Ms. Early: I accept the motion. We have a motion to table April 20th, April 7th, November 19th and November 30th Commission minutes until our next Commission meeting all in favor signify with a voting sign of aye.

Mr. Barabani: Aye.

Mr. Salazar: Aye.

Ms. Early: Aye. Any opposed? Motion carries.

IV. PUBLIC COMMENTS ON AGENDA ITEMS

Ms. Early: Next agenda item. Public Comments on Agenda Items. Any comments? See none.

V. ACTION ITEMS

Ms. Early: Next agenda item is the Action Items. Agenda Item A. Move to request from Alan C. Jablin, that an attorney from Manning & Marder, Kass, Ellrod, Ramirez, LLP, attend a meeting of the Personnel Commission on; and that date is left blank pending your schedules; at 5:30 P.M. so that the Commission may:

1. Provide clarification on several previous requests for legal representation that Mr. Jablin has stated are too ambiguous for him to provide requested legal representation.
2. Provide necessary facts, or find out when facts are necessary for legal representation to be rendered as requested on several previous requests that Mr. Jablin has stated that there are insufficient facts for him to provide requested legal representation.
3. Discuss and request legal representation and assistance in requesting a criminal investigation into violations of the Education Code Section 45317.

Ms. Early: I so move.

Mr. Barabani: I will second the Action Item A.

Ms. Early: Any discussion?

Mr. Salazar: What are we asking for? I see all the language here from the complex request in that three things we are requesting at the same time. What do we mean for the firm to do?

Ms. Early: We need for them to come and meet with us. We actually sent written correspondence several times and to date, he has not provided us with answers to our questions. He tells us he is not going to respond because our questions are too ambiguous and from my stand point, our questions are very direct. We asked him if he has been appointed for legal counsel to the Commission, that is a yes or no question, we have got no response, so we are basically asking for him to come meet with us on a date that we can all meet and just to talk to him about our situation to see if he is

actually going to providing us legal counsel. If he is not in position to provide us with legal counsel, what is his position? Has he been appointed by the Governing Board to provide us that counsel if not, we are receiving correspondence from him; so basically to have a face to face meeting with him or one of the representatives from his firm. And the three things that are listed are things that we have addressed in written correspondence but we have not had any response to those request.

Mr. Salazar: So your question is whether or not he is a District counsel? Right? Or Personnel Commission counsel?

Ms. Early: If he is District counsel then we would go through him for counsel.

Mr. Salazar: I have a letter that he says he is District counsel.

Ms. Early: He did not tell us if who was appointed as District counsel. And we have not got that confirmation from the Governing Board yet either. That was one of the things we asked them, if they had actually appointed him if so, what day? So that is the purpose of this agenda item.

Mr. Salazar: I was going to say for the record I think that's a big use of time, it's going to be, and I don't know where does he come from? Arizona? I guess we are going to have to pay him to come from Arizona?

Ms. Early: I do not know where he comes from.

Mr. Salazar: This letterhead says Arizona. There is a letter here that says *please be advised I am counsel for San Bernardino City Unified School District.*

Mr. Barabani: But we also have Ms. Chidester making the statement that she is our counsel and represents the Commission, solely as our counsel and not as advocate through other parties. So, she is also the person since we do not know other parties.

Mr. Salazar: I think I am just going to say this again for the record, I think for us to believe that the District only has one attorney that does not make sense to me. The District this size is a very large District; clearly they have more than one attorney representing them for various things. This firm says in the letter right here they are District counsel.

Mr. Barabani: Do you believe them?

Mr. Salazar: I don't think they would lie in the letter, absolutely I believe them.

Mr. Barabani: Then they should come here and represent us.

Mr. Salazar: Is it your money?

Mr. Barabani: No, it is the tax payer's.

Mr. Salazar: It's the tax payer's money and it's the kids' money and that is my concern at this point.

Mr. Barabani: Well the District appointed him according to him. Right? So it's not us wasting the money.

Mr. Salazar: I think we are wasting money when we are asking somebody to come over here to tell us to our faces when they have already told us in a letter, we have it here.

Mr. Barabani: We have other issues that we need representation.

Mr. Salazar: What are those? So we don't need to come over here to say that he is the district attorney now? Are we ok with that one?

Ms. Early: I agree that the whole litigation process is a waste of money; I also agree that if he is stating that he is representing us then we should have no problem with getting answers to our questions, if he can't answer them then he needs to declare conflict so somebody else can. So right now, I believe I motion that we proceed with item A.

Mr. Salazar: You also opened it for discussion.

Ms. Early: I did but I don't have a second so basically in order for us to discuss it, we need a second.

Mr. Barabani: I give you a second so we can open for discussion.

Ms. Early: You second? O.K.

Mr. Salazar: I thought you had seconded that's why I opened the discussion. I apologize if I was out of order.

Ms. Early: Not a problem, and I understand, there has been a lot of money spent to date and that too is my concern. So quick resolution is ideal for me, ideally we would be able to come to the table with District officials without the need of legal representatives, ideally I would like to see us reach that point.

Mr. Salazar: Why can't we?

Ms. Early: I do not know, we have not been, I have sent various letters, numerous letters asking for that event to take place so far no one has taken us up for that invitation.

Mr. Salazar: Saying that we want to meet with the District? I have not seen any of those.

Mr. Barabani: We personally went to the Board meeting and asked them.

Ms. Early: That was just last week.

Mr. Barabani: You bet it was. We stood there and we spent late hours in the evening and asked for that and we still have not received any response.

Mr. Salazar: Have you heard anything from the District whether they will sit down and meet with us?

Mr. Barabani: We have not heard anything.

Mr. Salazar: O.K. I was not at the meeting. Thank you. I will keep my mouth shut.

Ms. Early: No, no, please your opinions are valuable to us. We have a motion and a second in favor of Action Item A. All in favor signify with a voting sign of aye.

Mr. Barabani: Aye.

Ms. Early: Aye. Any opposed?

Mr. Salazar: I oppose.

Ms. Early: One opposed. Motion carries.

Ms. Early: Action Item B. Move that the Personnel Commission appoint itself to serve as a hearing officer to conduct a hearing, issue and enforce subpoenas to compel testimony and records, and request the assistance of counsel to investigate:

1. The appointment of a person to perform the duties of the Commission's Personnel Director and who performed such duties without the Commission having appointed such person to perform those duties.
2. The inordinate time that the District has taken to process its appointee as Personnel Commission Director, the reasons for delay, and the extent to which the processing for hire procedures used to process him are in compliance with written policies and procedures for all classified employees or the extent to which the district selected certain procedures unique to him.

Ms. Early: I so move.

Mr. Barabani: I will second that.

Ms. Early: Any discussion?

Mr. Salazar: Yes, my concern, here I have something again for the record. The Commission appointed itself to serve as hearing officer? Who is going to do that? All three of us?

Ms. Early: Right?

Mr. Salazar: I have a concern with my liability, because I am not a hearing Commissioner, but I don't know anything about being a hearing officer, anything that I ever seen that has anything to do with a hearing officer, I have not seen a lot but usually that is a specialty area frankly, I do not know how to be a hearing officer. Can somebody tell me what I need to do?

Ms. Early: We have the benefit of having Ms. Kwong's presence this evening. Can you provide us with the information to the Commission role as it pertains to hearing officers?

Kristine Kwong, Attorney at Law: Sure, well basically you will have a hearing to the issues on the items presented on items I and II. You will have the authority to issue subpoenas or personal testimony in order to issue subpoenas for documents and to (inaudible) to answer any questions that are raised on items I and II and if you have any witnesses (inaudible). That would be the role, and the assistance counsel.

Mr. Salazar: I am very concerned about the liability, personal liability issue here and I will just say that for the record. Thank you.

Ms. Early: We have a motion and a second in favor of Action Item B. Any other issues or concerns? All in favor with a motion signify with a voting sign of aye.

Mr. Barabani: Aye.

Ms. Early: Aye. Any opposition?

Mr. Salazar: Nay.

Ms. Early: Motion carries.

Ms. Early: Action Item C. Move that the Chair of the Commission be authorized on behalf of the Commission to request records of the District pursuant to the Public Records Acts and/or pursuant to Education Code Section 45311 and to pay any associated costs from the Commission budget.

Ms. Early: I so move.

Mr. Barabani: I will second Action Item C.

Ms. Early: We have a motion and a second. Any discussion? All in favor of the motion signify with a voting sign of aye.

Mr. Barabani: Aye.

Ms. Early: Any opposed?

Mr. Salazar: Opposed.

Ms. Early: One abstention.

Ms. Early: Action Item D. Move that the Chair of the Commission be authorized to respond to letters received by the Commission from the District or from counsel provided that each Commissioner receives a copy of such communications when it is sent.

Ms. Early: I so move.

Mr. Barabani: I will second Action Item D.

Ms. Early: Any discussion? Any issues, any concerns? We have a motion and a second in favor of Action Item D. All in favor signify with a voting sign of aye.

Mr. Barabani: Aye.

Ms. Early: Aye.

Mr. Salazar: Nay.

Ms. Early: Motion carries.

Ms. Early: Action Item E. Move that the Chair of the Commission send a letter to the Superintendent requesting that within 3 business days the Superintendent provide:

1. A schedule of all activities and projected completion date of each for the Processing of the Commission's appointee of the provisional Personnel Commission Director.
2. Assurances that the Commission's appointee of the provisional Personnel Commission Director will be treated the same as all other classified employees who have been former employees of the district or who are being processed by the District for hire.
3. Explain why the appointee has not yet been processed.
4. Request legal assistance from counsel to compel prompt processing of the commission's appointee of the provisional Personnel Commission Director in the event the Superintendent does not respond or in the event that the response does not adequately provide the requested information.

Mr. Barabani: I make a motion to approve item E.

Ms. Early: We have a motion to approve. Do we have a second? I second. Any discussion?

Mr. Salazar: Yes, actually, I think that may or may not be (inaudible) because (inaudible) does not like to recognize letters at the last minute, especially if they come from the District. But there is a letter to the Commissioners here saying that they anticipate completion of Mr. Maher's references. Seems like this thing is moving forward. That is all.

Ms. Early: We have a motion and a second all in favor signify with a voting sign of aye.

Mr Barabani: Aye

Ms. Early: Aye. Any opposed?

Mr. Salazar: I will oppose.

Ms. Early: Motion carries.

Ms. Early: Action Item F. Approve the expenditure of \$42,180.00 for use of NEOGOV applicant tracking system and on-line application and start-up cost effective May 1, 2010.

(NEOGOVS will make a presentation on the service and will answer questions that the Commissioners may have).

Ms. Early: Is there a representative for NEOGOV this evening?

Mr. Maher: It's going to be done by webinar and she is scheduled to come on at 6:30 P.M. We are trying to project when we will get through all this, I expect to have more discussion; she is coordinating; so we want to have commissioners remarks and we have to take a few minutes to set up and she should be available no later than 6:30 P.M. through the internet so if you want to wait a few minutes for the Commissioner's Remarks and we can discuss the presentation?

Ms. Early: In interest of time are we able to go into Closed Session and then come out?

Mr. Maher: To Closed Session, then reconvened, and then back into Closed Session.

Ms. Early: O.K. That would be my preference. O.K.

Mr. Barabani: What do we do with item F? Do we just let it stand right now until after the presentation?

Ms. Early: So we are going to come back to Action Item F.

VI. COMMISSIONER'S REMARKS

Ms. Early: We are now number V on the agenda Commissioner's Remarks.

Mr. Salazar: Yes, I mean I am always talking up here. But I just feel like we are just really getting to the point, maybe we are going to get to the point where we are so dysfunctional that the only way we can move is to get functional. I would really like to see us work together with all parties. All the letters that are shot back and forth it's really somewhat disarming to me and you, and it seems like when I read these things its just minor things that people can talk out. I don't know, it is not always about winning, it's about doing the right thing with the merit system for the guy or the lady that is out there looking for a job and it's about doing the right thing in terms of saving tax payer dollars instead of paying them to attorneys. Good civil people have a way of functioning and working things out and I just want to let you all know, my goal is to do my best to help to make this thing functional and quit the bickering.

Mr. Barabani: I would like to make a statement; first of all, I agree, I think we are up here every time we meet. We are behind closed doors; we are trying to do the right thing. I wish the District had your attitude about doing the right thing. Just being dysfunctional, we are following the law, we are trying to do what is correct, and we have gone out of our way by sending letters, requesting meetings to the Commissioners who went to the Board meeting to purposely speak, that was the only way we could be put on the agenda so we went there. We spent many hours there, which by the way, was very enjoyable, we got to watch students receive awards and it was a bad night also, a lot of employees, a lot of discussion, people loosing their jobs and things. Finally, they called us up, and one thing I can say; Ms. Early won't say this but I will, she did a magnificent speech, she put everything down she wanted to say, she spoke about our problems and she asked them to help us. And I think you did a wonderful job by the way. You should pat yourself on the back for that. You know Mike, I agree with you, we are trying to do the right thing and there is a line of people waiting to get hired, we had the Chief out here speaking to us; one of the individual's could not get hired because of this. We are willing and able to start working right away on this. All we need is a Personnel Commission Director appointed temporary coming up in, it's over 30 days, and we have not any action. See what happens.

Ms. Early: I too agree Commissioner Salazar, from day one I was concerned about the thousand plus package that I received in the mail and was concerned about the amount of money that would have been associated with the package and legal fees. As a District parent I am very much concerned about money that is spent on legal fees that could be spent towards providing quality service for the children of our District. So I too, like you, have been attempting to resolve this outside of the legal arena. However, we keep getting letters from people stating that they are our legal counsel, we have not, and we are still in the position where we are involved in a litigation that we did not initiate. I share your concerns and I am still willing to resolve this locally within the offices of our District as opposed to going to the offices of the court building. So I share your concerns, and I am more than willing as a District representative if you think you can get further in setting up a meeting with those that are concerned, I would support that one

hundred percent. That concludes my remark. Does anybody have anything else they would like to say? Commissioner Salazar as a District representative would you be willing to talk to District officials in an effort to set up a negotiation meeting?

Mr. Salazar: Who do you want in that meeting?

Ms. Early: I am going with your recommendation.

Mr. Salazar: I am new and I don't know who all we all need to sit down with, but I think we need to sit down with some folks and so what I would ask is, you tell me who you want to sit down with and I will do my best to make that happen.

Ms. Early: I just want to comment that you made a remark early that you don't like receiving information at the last minute at the meetings especially from the District and we don't single the District out, just becomes an issue if we receive things, this is not a lengthy letter but we have received lengthy correspondence at the meeting and that puts us in the position where we are trying to adjust items on the agenda, we are trying to scan something quickly so the District is never singled out for correspondence we do have an issue with receiving it at the meeting or during the meeting if we have not had a chance to review it prior to but we never, we never single out information from the District as not wanting to receive it, in fact we welcome District input.

Mr. Salazar: I attended meetings where we said, well I have not said anything, but it is being said that we are not going to review that because we just got it right now.

Mr. Barabani: I am the one that said that and I do not have an issue with that. This letter right here that we got today, I asked if they were going to give it to us, please give it to us in a timely manner so we have time to review and this is a very short letter. But it did actually go to our staff; we have begun our meeting I'm willing to accept this because we weren't up here already trying to go through our agenda. When we get a package as thick as this one here that we are going through right now and they expect us to meet about it at the last minute. All I request at the time give it to our staff and then they didn't actually go along with that and so just put it on the agenda, like everybody else, its no big deal.

Mr. Salazar: My point is we need to be consistent as well, if we are asking for consistency. I hope everybody is consistent but we could only control what we do, lets be consistent.

Mr. Barabani: We are being consistent.

Mr. Salazar: No matter what the size of the letter or correspondence. Let's be consistent.

Mr. Barabani: So you want to throw this one out?

Mr. Salazar: We have before.

Mr. Barabani: This did not come to us while we were in session.

Mr. Salazar: This came to me while I was sitting here; maybe you got the information before I did.

Ms. Early: So I can see what both of you are saying at times we have received big packets like this and they have been handed to us during a meeting and it's not within reason where we would have had a chance to review and discuss the literature. This is a three sentence long letter. My concern that it states that we do not accept information especially when it comes from the District. So my concern is the part especially when it comes from the District and just for the record I welcome District input.

Mr. Salazar: And just for the record I am telling you how I feel.

Ms. Early: O.K. I appreciate your feelings I hope you appreciate mine. Does this conclude our Commissioner's Remarks? We will now adjourn into Closed Session; we will reconvene when the NEOGOV rep arrives.

Mr. Maher: I just wanted to go back to item A, you did not set a date?

Ms. Early: The fifth of May I am not available.

Mr. Salazar: What is your schedule, just give me a time.

Ms. Early: What is a good date for you Commissioner Salazar?

Mr. Salazar: This would be a normal meeting? Or is that going to be a special meeting?

Ms. Early: This would be a special meeting.

Mr. Salazar: Why don't we have them come to our normal meeting?

Ms. Early: The end of May? Well my concern is that we are talking about people not being hired and our last meeting we had the Chief of Police come and say it's now becoming a security issue on our campuses. So for me a quick resolution, if we are not meeting until the end of May that means that all of these items we cannot even ask questions about.

Mr. Salazar: I mean, people have schedules and things like that. Maybe we should ask them what is the soonest they can come out.

Mr. Barabani: They are working for us. They should come when we want.

Mr. Salazar: Well we do not know if they are or aren't, here we go again.

Ms. Early: O.K. I recommend that we choose a date after next week, that will give us time to get with them that will give us a chance to coordinate schedules, we can request that will give us the rest of this week and next week to request a date. If someone is coming from Arizona that will give them time to book travel arrangements it could be that this legal firm has a legal representative in California, I do not know that but at least it will give us a chance to contact them, so my recommendation is that it's not before next week. So can we pick a tentative date for the following week?

Mr. Barabani: We go for the Thursday, May 13, 2010, the only reason I picked that date is 15 days I think that is an appropriate amount of time for them to copy. May 12, 2010 would be fourteen days.

Ms. Early: You said Thursday, May 13, 2010.

Mr. Barabani: That would be 15 days.

Ms. Early: Are you available on that date Mr. Salazar?

Mr. Salazar: No, I tried to coordinate three guys from Riverside to get together down the street; we can't do it until the 18th of May. That is my concern.

Ms. Early: First look and see if you are available. If you are, we will suggest that date as a tentative date.

Mr. Salazar: What date is it?

Ms. Early: Thursday, May 13th. What is your available date after that?

Mr. Salazar: May 19, 2010.

Ms. Early: Tentative date is May 19, 2010. Any more concerns?

VII: CLOSED SESSION

We will now adjourn into Closed Session as provided by law, the Personnel Commission will met in Closed Session for consideration of the following: Conference with legal counsel, Kristine E. Kwong, Musick, Peeler & Garrett LLP, anticipated litigation, initiation of litigation Pursuant to Government Code Section 54956.9(c), two possible cases. Current litigation regarding San Bernardino City Unified School District Personnel Commission court case, duties and authority, and anticipated litigation regarding appointment of Personnel Commission Director. Pursuant to Government Code Section 54957 to discuss: Public Employee Appointment title Personnel Commission Director. We will reconvene; we are now in Closed Session at 6:15 P.M.

Closed Session at 6:15 P.M.

Reconvened at 6:40 P.M.

Pat Maher: She is going to be processing because of our technical difficulties that we are having I am going to be taking you to some different pages; show you things she is talking about. She can't hear anything from this side, unless I pick up the receiver so if you want to write down your questions and finish when you come back. I can ask the questions put it back on the speaker phone and go back and forth. At that point of time maybe the best thing to do is take notes as we go along and if you have any questions and then when she is done with the training we can ask the questions later on. Ready Hillary, I am going to put you on hold and speaker?

(The Commissioners listened to the telephone presentation presented by Hilary Harris, Regional Account Manager for NEOGOV via telephone conference.)

Pat Maher: Any questions?

Mr. Barabani: How are you storing the information?

Pat Maher: Ok, he wants to know how long you are storing the information. Give me about 15 seconds to put you back on the speaker.

Mr. Barabani: Will it be available to the District in the request of the legal routine?

Pat Maher: You can restore your data when ever you want.

Mr. Barabani: Do they back it up on all sites?

Mr. Maher: Yes.

Mr. Barabani: It looks like they allow it; my understanding when the person could apply then the information is kept in the file.

Mr. Maher: It would be two things, the one we are looking at is you can fill out an interest card, so if you have an interest in applying for jobs, you check the job you are interested and fill out the interest card with your e-mail address and when that job posts it automatically sends you an e-mail saying this job is now open. Any NEOGOV user in the United States is allowed to do it, once you fill out the application with new information, you update your application and supplemental at any time and you can always update your address or phone number or anything else 24/7.

Mr. Salazar: You also said, what does the District have access to?

Mr. Barabani: No, I want to make sure they store the information, the data information, that we can always have it back. The other question I asked is if something wrong happens at their site, the chances of east coast and west coast having tragedies at the same time, its not impossible.

Mr. Salazar: Is there ongoing maintenance?

Mr. Maher: That is a two year service plus around \$10,000 additional set to train the staff put on the web pages, get everything linked up, there is a start up fee, and so you take \$10,000 about \$16,000 a year. You purchase a license for a period of time to use the software, so it's \$16,000 a year.

Mr. Salazar: We have a price in here right?

Mr. Maher: If you buy a two or three year contract you get a certain percent discount and you pay it out at one time in a lump sum. You will be saving a few thousand dollars.

Mr. Salazar: After those two years?

Mr. Maher: You do the same thing, buy it by year or semi-annually. Anybody else have any questions?

Ms. Early: I think there was a concern of how the NEOGOV system forms with the program that is in place in the District.

Mr. Maher: The SAP system? Hilary, the question about how NEOGOV works with SAP, I am going to put you on speaker and let you answer that.

Hilary Harris: Ok, Hi everybody there was a question of how NEOGOV works with SAP; I just wanted to clearly identify that you managing your, Financial 2000 program, payroll program. NEOGOV works with the recruitments, when you have applicants you can put it into SAP, there is different options you will give a action form that you can type in the information, typically when you enter export excel or you manually enter applications, we go live with online job application, if you are interested in integration that is something that we can do in the second group of the project. Just to explain that NEOGOV is (inaudible). I hope that answers your question?

Mr. Barabani: My understanding is when that applicant, all the information is printed out.

Mr. Maher: When we print out the application and e-mail it to Human Resources, they would have the application and do what they need to do. Human Resources would get the complete application. They will have applications of all candidates when doing an interview. Anything that is confidential can be hidden from printing out. For example, like the scores and so on. Anything else? Again, I bought both for Bassett and Inglewood Unified School District. The advantage of online, you fill out the application one time, every time you apply for a job you updated, you would have to answer the supplemental questions for the position you are applying for. You can attach a resume, certificates to it, any documents, letters of references, if you change your phone number, address you can log on and change information at any time. You can also access your application at any time, 24/7 anywhere on the world. So, if classified employees have the

summer off and jobs come available, you can get access to get into the program, to make necessary changes to the application for the position you apply for. If it's a promotional position, it will only show to current employees of the District, when it is promotion only.

Mr. Barabani: Would it will be a real problem to have access here at the District like a kiosk system here in the main office? Where people who don't own computers can come and use it here?

Gladys Byrd: Well they have talked about that a couple years ago; satellite system all around the District.

Mr. Maher: They can go to the library, or relatives.

Ms. Byrd: So in that case, they would have to be able to scan extra documents.

Mr. Maher: No, they would have to put it in a Word document or PDF file, they would have to have somewhat in some format. We can accept any application on line.

Mr. Salazar: What if they do not know how to use it?

Mr. Maher: There are two things, they can come into the office and our office staff would help.

Mr. Salazar: Staff helps right? Yes that is what I figured, they already help anyway.

Ms. Early: I move to approve the expenditure of \$42,180.00 for use of NEOGOV application tracing system and on-line application and start-up costs effective May 1, 2010.

Mr. Barabani: I will second that.

Ms. Early: Any discussion?

Mr. Barabani: I know that you were looking into checking our budget.

Ms. Early: All in favor the motion signify with a voting sign of aye.

Ms. Barabani: Aye.

Mr. Salazar: Aye.

Ms. Early: Aye. Any opposed?

VII. ADJOURNMENT

Ms. Early: The Commission will now adjourn back into Closed Session; we do not anticipate any report from Closed Session. We thank you for coming.

Meeting was adjourned at 7:30 P.M.