

The Board of Commissioners of the Lee County Mosquito Control District held its regular scheduled meeting February 7, 2013 at 9:00 a.m., in the Auditorium at District headquarters, 15191 Homestead Road, Lehigh Acres, Florida.

**PRESENT:** Chairman Hart, Commissioners William M. Ellis, Melissa Dortch, Richard H. Pritchett, III, George T. Mann, Jr. and Director T. Wayne Gale.

**PUBLIC COMMENTS:** None

**MINUTES:** Chairman Hart asked for approval of the minutes of the last regular meeting of the Board held on January 10, 2013. Commissioner Ellis moved that the minutes be approved. Commissioner Mann seconded the motion which carried with no dissenting votes.

**LEE COUNTY HEALTH DEPARTMENT REPORT:** None

**PROJECT UPDATES:** Carmen McKinney – Deputy Director Aviation, Fleet & Facilities is still working on the LDO for the new hangar. Carmen is working on defining the footprint for the hangar.

The Coast Guard surplus boat which was procured through GSA for use as the North Fort Myers Heliport office has arrived at Lockmore Marina. Moving the boat into the slip at the marina will take place within the next several days.

Last week Carmen was advised by the FAA that one of the District's part time pilots has been sanctioned by them to give pilot check rides in a District DC3. This will provide the District with the ability to evaluate our pilots on site.

**FISCAL REVIEW:** Commissioner Ellis walked the Board through the new accounting forms for December. The bills that have been paid were reviewed along with a sheet to explain some of the larger bills for clarification of expenditures to the Board.

**DIRECTOR'S REPORT:** At the last meeting the Director was requested to review where the District has been, where the District is currently, and where the District is heading in the future. Director Gale presented a slide show including a review of the past six years. Director assumed the Directorship in December, 2006 establishing a five year plan at that time as follows:

- Optimize organizational Structure
- Establish job descriptions, pay plan, and evaluation system tied to pay for performance
- Reduce aircraft fleet to save maintenance costs and upgrade to newer aircraft
- Improve infrastructure with facilities and equipment upgrades.
- Use reserves to fund needed improvements.

- Right size the workforce over time with reductions in maintenance needs and other priorities.
- Eliminate patent maintenance expense.
- Improve image and leadership role in mosquito control

All of the items above were accomplished during Director Gale's first five years. The next five year plan consists of:

- Optimize and Fine Tune Organizational Structure
- Continue to Right Size Workforce
- Stabilize Reserve Levels and Budgets
- Establish Employee Transition Plans
- Hire and Train New Employees
- Establish Operational Research and Funding
- Transition Larviciding Operations from Liquid to Granular
- Finalize Infrastructure Improvements (Hangar)
- Complete Database and Website Transitions
- Establish Trust for Retiree Health Benefit

**DIRECTOR'S EVALUATION:** Following the Director's presentation, a discussion was held by the Board regarding the Director's job performance over the last two years. Commissioner Pritchett moved to give the Director a 1.5% bonus in lieu of a raise. The motion was seconded by Commissioner Mann and the motion passed unanimously.

There being no further business, the meeting was adjourned.