



# PORT MALABAR HOLIDAY PARK MOBILE HOME PARK RECREATION DISTRICT

215 Holiday Park Blvd. NE  
Palm Bay, Florida 32907-2196  
Office: 321-724-2240

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## BOARD OF TRUSTEES

### SPECIAL MEETING Minutes

May 31, 2016 - 7:00 PM

**1. Meeting call to order**

By: Chairman William "Bud" Getz

**2. Invocation**

By: Secretary Molly Stone

**3. Pledge of Allegiance**

By: Secretary Molly Stone

**4. Roll Call**

By: Secretary Molly Stone

Board members in attendance; Chairman William "Bud" Getz, 2<sup>nd</sup> Vice-Chairman Gerald "Russ" Livermore, Secretary Molly Stone, Treasurer Cathleen "Cathi" Brennan, Assistance Treasurer Marilyn Spall, Trustee Philius "Phil" Matton, Trustee Rodney "Rod" Lindsay  
Absent were 1<sup>st</sup> Vice-Chairman Keith Rittscher and Assistant Secretary Allison Kelly

**5. Announcements by Chairman**

There are things going on in the park about firings. We lost 2 employees last week; one put in Resignation for personal reasons on the day of her resignation she was asked to leave. The other was a member of the grounds crew. A random drug screening was performed on four employees. One employee advised he would not pass the screening and left employment, the other 3 of the crew passed the screening.

Chairman Bud Getz provided a brief description on the random drug testing that took place.

Many people are spending too much time in the office causing a distraction to the employees. Beginning 5/31 office doors will be closed, no one should be in the office except current trustees particularly treasurers. Business should be conducted at the window. Go to Jody if you need something.

This special meeting is regarding Jody's probationary period has expired 5/29/16 and Jody's salary increase if there is one.



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## 6. District Manager's Probation

By: Bud Getz

Performance reviews came in late and are not attached to copies you have. I received 8 performance reviews from the board. I have used these to compile an overall permanent performance review and score.

Employee Performance Review for Jody Storozuk, District Manager, current salary \$45,000 Document created as a summary of the performance ratings forms completed by 8 board members and returned.

Team player/cooperation: Good to Excellent

Jody shows leadership and competence, became acquainted with residents their concerns and problems, the few problems can be equated with a change in management style from previous management; he expects all employees to be professional and trained.

Attitude: Excellent

Jody is very upbeat, loads of energy, he has gone over and above showing a willingness to complete all tasks related to this community. He demonstrates an attitude of what is needed to be done for the district and has gone out of his way to make the park a better place for all. Jody took on the largest problems first, starting with terminating employees that were not performing or were in conflict with the districts no drug policy.

Productivity: Excellent

Jody has made more improvements during probationary time than any previous manager, performed all assigned duties over and above what was expected of him. He has worked with residents to solve their problems. He transferred some employees, hired others to build a strong working team. He is teaching new skills as needed to maintain equipment as it should be and should have been, saving the district money by maintaining equipment in-house rather than sending it out for repairs. He has been working on some of the abandoned homes, contacting families or owners attempting to gain access and get the current assessment fees paid.

Quality of work: Excellent

Jody is very safety conscious with employees and residents; the work he is expected to do is accurate and comprehensive; excellent performance in task completion and insight. His quality of work has been exceptional. He seems to have the best interest of the park in mind. Jody brought in a back hoe/front end loader that he operated himself to improve and maintain the park drainage system that had not been touched for years that saved damage and money for the park. Jody had the outside of the hall building painted by our employees at a cost of less than \$5,000 that had been quoted over \$14,000 by a contractor. He has many talents and has shown them in doing projects around the park.



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## Attendance/punctuality: Good to Excellent

Jody has a very long distance from home to work. Since he has been retained upon completion of his probationary period he may want to move closer to the park. Although not an 8-5 person, the number of hours he puts in is more than the typical 40 hours. He is always reachable by cell phone.

## Overall performance: Good to Excellent

Jody has done a wonderful job and I think we are fortunate to have him as the manager of our community, for numerous unpaid hours devoted to safe, sound operation of the park, some duties require being available in the office; he can be contacted when he's not. He has exceeded in what his job description states, he has gone above and beyond expectations.

## Area for growth development and performance improvement: Good +

While Jody is eager to make changes in the park he needs to learn when to speak and when to hold his comments, considering the age and varied background of our residents. He may give residents false hope considering they have not experienced a manager as dynamic as himself in this environment. We sometimes need to keep plans quiet until we are ready to put them to action; I am sure that time will teach him many new lessons for dealing with our age population, and he will become our hero.

## Comments:

Chairman Bud Getz stated many of the comments were repetitive so I have taken it down to two. It is unknown how much money Jody has saved the park in a relatively short period of time, it borders on \$100,000 and he just started. It's enough to do the improvements in the clubhouse without a loan. If you were at the last meeting we had transferred some funds to cover some costs because of the ADA compliance that were required. All of the residents have always stated they wanted a working manager who is visible and can get things accomplished. Jody has done this. The backstabbing in the park from residents has got to stop. Allow Jody to do what he can do, manage the park and bring the park standards up to where we have wanted them to be for so long. The negativity has played into the drama of a few. He is the manager that employees take their direction from and who support him in any way they can. Once this is done the drama will end and we can all concentrate on moving the park forward. The next performance review will be performed on the one year anniversary of the district manager's hire date, March 1, 2017 or sooner if necessary. This completes all the items on Jody's performance review which he will receive tomorrow with an additional witness from the board that he received it.

Chairman Bud Getz called for a motion to keep Jody as full time district manager.

2<sup>nd</sup> Vice-Chairman Russ Livermore made motion to keep Jody as a full time District Manager.

Trustee Phil Matton seconded motion.

## Public comments:

Chuck Roan 220 Borel Ct I'm not surprised by the decision that was made, have not heard anything derogatory, feel lucky to have him(Jody).



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Gloria Walsh 403 Holiday Park Blvd inquired if a special license was required to perform drug test. Chairman Bud Getz responded no, these are kits that are available for purchase over the counter similar to a pregnancy test.

Carol Helton 342 Holiday Park Blvd: also requested better communication between the office and the board on what is occurring.

Chairman Bud Getz called for a vote to make Jody a full time employee, vote passed.

Additional comments;

Chairman Bud Getz: I think everybody in the park has got a new view of the way the park ought to be operated. He's available, he's welcome to your ideas, he's got some foresight of some things that need to be done in the park and I think he's what we needed.

Secretary Molly Stone: stated she would like to have more communication from the office either in the form of a memo or email.

## **7. Consideration of District Manager's Salary Increase**

Chairman Bud Getz advised he received many unsolicited comments as to how much people have thought he should be raised to in relationship to what we've paid prior park managers and in relation to increases at our sister park on the west coast. There was a letter that was mailed to the trustees on 5/25/16 from Bruce Crabb relating to a suggested increase of \$20,000.

Assistant Treasurer Marilyn Spall provided actual numbers on the salaries of previous managers over several years and indicated there had been a wage increase freeze put in place this year.

Secretary Molly Stone requested information on workers comp, etc.

Assistant Treasurer Marilyn Spall advised those fees will always need to be paid regardless of person or salary.

Chairman Bud Getz called for a motion on Jody's pay raise.

2nd Vice-Chairman Russ Livermore made a motion for a \$15,000 pay raise for Jody. Trustee Phil Matton seconded the motion.

Public comments:

Joanne Gaughan 241 Berry Ct stated the only raise that Cheryl got was a 5% increase, she suggested a one-time bonus.

Bruce Crabb 442 Neighborly Ct requested an increase of \$20,000 based on performance.

John Bonasera 370 Holiday Park agreed with Bruce and might think about giving a bonus based on what he's saved us.



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## More trustee comments:

Treasurer Cathi Brennan said I like Joanne's plan, and suggest a 10% raise of \$4500 and a \$10,000 bonus.

Trustee Phil Matton stated a bonus does not count as his salary, when considering his next raise would not include the bonus, would be better to give the raise.

Chairman Bud Getz added with a bonus he will have to pay taxes on that right away whereas with a pay raise the taxes will be carried out over time.

Assistant Treasurer Marilyn Spall said it was suggested not to give another raise for over a year I have found that not to work. A person needs to be given the incentive to continue with job they are doing. I see advantages to both the raise and the bonus, open to more input.

## Public comments

Annette Ragas 409 Holiday Park said I feel the salary that is being debated is very low, need to make it lucrative enough for him to want to stay and continue to do the great job he's doing.

Chuck Roan 220 Borel Cir stated in my business whether I was paid well or the salary cut I worked accordingly. I feel someone in his position shouldn't be wondering if he is appreciated. I am 100% for giving him a raise of \$20,000.

Bruce Crabb 442 Neighborly Ct requested the chairman to request by a show of hands whether the increase should be \$15,000 or \$20,000, I feel it should be a \$20,000 increase.

Chairman Bud Getz asked the board about taking a show of hands, the board agreed.

Chairman Bud Getz asked for a show of hands of the people that felt Jody should receive a \$20,000 increase.

Chairman Bud Getz asked for a show of hands of the people that felt Jody should receive a \$15,000 increase, chairman advised 2 hands.

Chairman Bud Getz asked for a show of hands of the people that felt Jody should receive a \$10,000 increase, chairman advised no hands

2<sup>nd</sup> Vice-Chairman Russ Livermore advised he would like to change original motion from a \$15,000 pay increase to a \$20,000 pay increase, Trustee Phil Matton seconded motion.

Chairman Bud Getz called for a vote on \$20,000 pay increase to a \$65,000 annual salary, vote passed.



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**8. Public Comment**

Bob Silipigni 420 Holiday Park wanted to remind everybody that he (Jody) is saving us \$10,000 by not taking the insurance so he's only getting a \$10,000 raise.

Bruce Crabb 442 Neighborly Ct thanked this board of trustees for an action that I think is very well taken, I compliment Bud on asking the audiences approval with a show of hands. I feel the residents should be able to show their approval and would like to see this in future meetings.

Mary Evans 134 Holiday Park said I have only know Jody for the last three months, he is an honest hard working man, I think it would be a shame to lose him over a few thousand dollars.

**9. Trustee Comment**

Trustee Rod Lindsay feels it went smoothly and accomplished the objective of the meeting.

Secretary Molly Stone advised 4 seats coming up for election. If anyone is interested contact Lori Scott, Supervisor of Elections or go to county offices in Palm Bay.

Assistant Treasurer Marilyn Spall said thank you everyone for coming and your input.

Treasurer Cathi Brennan was glad to see Jody got the raise that he did, but I will now have to redo the budget.

2<sup>nd</sup> Vice-Chairman Russ Livermore thanked everyone for coming out.

Trustee Phil Matton said it seems like people are coming together more.

Chairman Bud Getz said thank you for coming, thanks for the demeanor of the meeting, reminder of the next meeting 6/13/16, closed for July and August.

**10. Adjournment**

Trustee Phil Matton made a motion to adjourn the meeting, Assistant Treasurer Marilyn Spall seconded, meeting adjourned.

Marion "Molly" Stone  
Marion "Molly" Stone, Secretary, Board of Trustee

6/14/16  
Date  
Approved: 6/13/16