

**KINKAID-REED'S CREEK CONSERVANCY DISTRICT
BOARD OF TRUSTEES MEETING
Wednesday, January 14, 2026**

The Board of Trustees of the Kinkaid-Reed's Creek Conservancy District held its monthly meeting on Wednesday, January 14, 2026. Vice President Michael Barone called the meeting to order at 7:00 p.m. at 1763 Water Plant Rd., Murphysboro, Illinois.

ROLL CALL:

David Ardrey	Present
Nate Westphal	Absent
Jay Ziegler	Present
Greg Legan	Present
Tony Mileur	Present
Mike Barone	Present
Lisa Byrd	Absent

Also Present: JT Jenkins, Carrie Likins, Ed Heller, Gary Raines, Robi Stephenson, John Stephenson, Doug Latoz, Melissa Latoz, and Tom Roberts.

MINUTES:

Approval of Board Meeting Minutes for December 10, 2025:

Trustee Mileur made a motion to approve the Board meeting minutes of December 10, 2025. Trustee Legan seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Public Comment: Mr. Doug Latoz stated he had some questions regarding the general provisions listed in the boat slip lease agreement that marina customers received in the mail. Mr. Latoz asked for clarification of #1 in the general provisions which states "the maximum size of existing boats located at the boat dock shall not exceed 65 feet by 16 feet. Any existing boat that exceeds the maximum size of 55 feet by 16 feet that is removed from Kinkaid Lake shall not again be located at the boat docks." Mr. Latoz stated that their boat does exceed 55 feet and asked if they pulled their boat off the lake to be serviced, are they not allowed to bring it back to the marina? Trustee Ardrey stated that is not the intent of that rule. Trustee Ardrey stated that if a marina customer does not renew their lease or sells the boat and leaves the marina, a 65-foot boat will not be allowed to come back and be located again at the marina.

Mr. Latoz stated he also would like clarification of #9 in the general provisions stating "In the event Lessor has a need to perform repairs to its docks or other infrastructure of the Kinkaid Village Marina, Lessor reserves the right to require Lessee to remove Lessee's boat from the boat slip for the specified period of time, all at the expense of Lessee. In the event of the failure of Lessee to remove Lessee's boat and other property within 20 days after the date of written notice to do so from Lessor to Lessee's boat and other property with all costs of Lessor in doing so charged to Lessee, and in such event, Lessor shall have a lien on Lessee's boat and other property, and Lessee may enforce its lien in the same manner as set forth in Paragraph 5 above." Mr Latoz asked where that written notice is posted. Mr. Latoz stated that the last time their boats were moved for the dock renovation, they did not receive any notice. Mr. Latoz stated that the only reason he was aware of his boats being moved was when he got a phone call from the guy moving it, asking him where he wanted his stuff put. Mr. Latoz asked if their boat has to be moved again for dock work, could there be enough notice to give them time to do

something with their stuff. Mr. Latoz stated again that last time they did not receive any notice and did not have time to do anything. Trustee Ardrey asked when last time was. Mr. Latoz stated last winter when their boats were being moved for the dock repairs. Trustee Ardrey stated that notification would be directly to the owner that the boat is being moved. Trustee Ardrey stated that there is some confusion, as that part is about if the Lessor is removing someone's boat out of the lake. Trustee Legan stated that general provision sounds like someone has abandoned a boat and the District is removing it.

Mr. Latoz stated he also is asking for clarification on #10 which states "Lessor's boat docks are part of an ongoing renovation project. Once the boat dock renovation is complete, there will be a need for certain boats to be moved from their current slips to slips that will better accommodate the boat and protect Lessor's docks from damage. Lessor reserves the right in its sole discretion at any time to reassign Lessee to a different boat slip than as provided for in this Lease Agreement and to require Lessee to move his or her boat to that reassigned boat slip. In the event of such reassignment, the terms of this Lease agreement and the Boat Dock Rules shall be binding upon Lessee at such reassigned boat slip." Mr. Latoz stated that he has two slips on B-dock currently and asked if this means that one of his boats can be moved by the Lessor and someone else's boat be put into that slip. Trustee Ardrey stated that it is accurate that the District has the right to relocate a boat to another slip to protect its assets. Trustee Ardrey stated that as an example, the marina docks have 52-foot fingers with 65-foot boats in those slips. Trustee Ardrey stated there are also 42-foot fingers with 65-foot boats in those slips, and so at some point there are going to be adjustments made where slips that have longer fingers are going to be used to accommodate the longer boats. Trustee Ardrey stated some fingers have already been replaced and made longer. Trustee Ardrey stated there are discussions about extending some more of the 42-foot fingers out to 52 feet in the future. Trustee Ardrey stated that damage to the dock has already occurred after repairs have been completed from strong wind to fingers with a 65-foot boat on a 42-foot finger. Trustee Ardrey stated the purpose of this general provision is to protect both the Lessee's property and the Lessor's docks.

KINKAID-REED'S CREEK CONSERVANCY DISTRICT

OLD BUSINESS:

Conservancy Committee Report:

Fish Tournament Requests and Fish Tournament Regulations: None

Deck/Shed Requests: Trustee Mileur reported there is one deck request from the annual camper in site CA-18. Trustee Mileur stated the Conservancy Committee reviewed the deck request and recommends approval. Trustee Ziegler made a motion to approve the deck request from C-18. Trustee Mileur seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Campground Update: Manager Jenkins reported that all members received a list of deficiencies and suggested improvements for the marina boat docks and campgrounds that was compiled by the Conservancy Committee for review. Manager Jenkins stated these improvement items are on the agenda under new business for discussion and approval.

Boat and Boat Dock Update: Manager Jenkins stated that Trustee Ardrey and himself will meet with dock contractor David Fox tomorrow to discuss additional dock damage needing repair and to get a project timeline. Manager Jenkins reported there are three houseboats that need to be removed from the marina docks. Manager Jenkins stated he talked to one of the boat owners who said he understood the situation and has his own boat trailer and will remove the boat from the lake. Manager Jenkins stated the other two boat owners haven't been identified yet due to the boat registrations and contracts being outdated. Manager Jenkins stated he is working with IDNR to find the identification of the current

boat owners. Trustee Ardrey stated that all three boats are in significant disrepair, and one boat is taking on water.

Boat Lift Inspection Update: Manager Jenkins stated that Trustee Ardrey and himself met with Dave Schmitz with Ozark Boat Docks and Lifts at the marina to inspect the boat lifts that are currently installed on the docks. Manager Jenkins stated that ninety to ninety-five percent of the boat lifts at the marina are Ozark boat lifts. Manager Jenkins stated that Mr. Schmitz is recommending that three of the lifts be completely removed from the docks as they are in bad shape and causing damage. Manager Jenkins stated that Mr. Schmitz recommends that all the boat lifts be reinstalled using a newer installation process which involves a square tubing being installed to the dock, and the boat lift being bolted to that tubing on both sides. Manager Jenkins stated that this method distributes the weight of the boat lift evenly. Manager Jenkins reported that Mr. Schmitz is willing to travel back to the marina and reinstall the boat lifts using this newer method. Manager Jenkins stated that the Conservancy Committee would like Ozark Boat Docks and Lifts to be the District's preferred installer. Manager Jenkins stated that if the marina could coordinate at least five or six boat lift reinstallations to be done at the same time, it would bring the cost down as this company is traveling from Arkansas. Manager Jenkins reported that Mr. Schmitz stated that most of the boat lift reinstallations at the marina would cost between \$500 to \$600 per lift.

Boat Lift Policy Approval: Manager Jenkins reported that all members have a copy of the boat lift policy in their packets. Manager Jenkins reported that the Conservancy Committee met and reviewed the policy and are recommending an annual boat lift fee of \$350 to cover administrative and inspection costs. Manager Jenkins reported that legal counsel is going to clean up the language of #15, which states boat lifts may have a platform no larger than eight feet wide or the width of the lift by 4 feet long. Manager Jenkins stated this item is based upon the recommendation of Dave Schmitz to limit the size of a platform that is built on a boat lift. Trustee Mileur made a motion to approve the Boat Lift Policy with the changes recommended by the Conservancy Committee. Trustee Legan seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Restaurant Lease Agreement: Vice President Barone stated the members have a draft of the restaurant lease agreement in their packet for review. Vice President Barone stated that the Conservancy Committee met with Crucial MRO last week to discuss the restaurant lease agreement. Vice President Barone stated that the Committee is in agreement of a base lease rent of \$500 per month plus the other expenses which are outlined in the lease agreement. Trustee Ardrey stated that this is a triple net lease which means Crucial MRO will cover expenses including taxes, general liability insurance, fire inspections, and certain repairs and maintenance. Trustee Ardrey stated this is a standard commercial lease. Trustee Ardrey stated that during the meeting with Crucial MRO a price per square foot was discussed and the building is 5,360 square foot which includes the interior of the building minus the bathrooms and District offices in the hallway. Trustee Ardrey stated that the Conservancy Committee discussed locking in the first three years of the lease at current rates and renegotiating in good faith the lease price for years four and five with Crucial MRO. Trustee Ardrey stated the Conservancy Committee is asking for the Board's input on year four and five renegotiation of lease price and approve the restaurant lease agreement with any corrections that need to be made. Trustee Ardrey explained that the meeting with the Lessee after the first three years would be solely to discuss the possibility of adjusting the base rent per square foot. Attorney Heller stated the Board can approve the Lease agreement tonight with the amendments and give the Conservancy Committee authority to make the final adjustments on the lease with Crucial MRO. Trustee Ziegler made a motion to approve authorizing the Conservancy Committee to work with Crucial MRO and finalize the restaurant lease agreement. Trustee Legan seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Marina/Campground:

Marina Report: Manager Jenkins reported all of the boat slip and campsite lease agreements were mailed out last week. Manager Jenkins reported he has a meeting with David Fox tomorrow to go over

dock damage and progress on the dock's renovation. Manager Jenkins stated that the marina had some theft and vandalism reported earlier today in the marina campgrounds. Manager Jenkins stated he will be going over there tomorrow morning to check if anything else is damaged or missing.

Manager's Report – JT Jenkins: Nothing

New Business:

Personnel Committee:

New District Manager Compensation Package: Trustee Ardrey stated the Board members previously sent the new District manager compensation back to the Personnel Committee for renegotiation with the candidate. Trustee Ardrey stated that on December 15th the Personnel Committee and Manager Jenkins agreed to a yearly salary of \$100,000 and a compensation package which includes his standard vacation time, sick time, and health care standard packages. Trustee Ardrey stated that Personnel Committee also reached out to the President and Vice President and agreed to begin the new District Manager's compensation package on December 15th because it allowed for a three-week transition period between the previously current manager and the bringing the new manager on board to allow time to engage in the transition of all the data and information. Trustee Ardrey stated the Personnel Committee is asking the Board to ratify that decision at this meeting. Trustee Mileur made a motion to approve the new District Manager Compensation Package that includes a salary of \$100,000 per year and the vacation, sick leave and health care package. Trustee Ardrey seconded the motion.

Roll Call Vote:

David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Marina Site Superintendent Job Posting: Manager Jenkins stated the board members have a copy of the job description and duties, and an advertisement to post for the marina site superintendent position in their packets for review and approval. Trustee Legan made a motion to approve the job description and posting of the Marina Site Superintendent position. Trustee Mileur seconded the motion.

Glenn Seeber Campground Plan Revision: Trustee Ardrey stated that the Conservancy Committee members have looked at the finished and unfinished state of the Glenn Seeber Campground and are recommending that the Board approve authorizing engineers to modify the original plan to downsize the size of the original campground to 22 or 24 sites and possibly relocate the road. Trustee Ardrey stated there is still a large amount of grade work and a road that will have to be built at a significant cost, and a lot of that area has already been eroded. Trustee Ardrey stated revising the original campground plan could potentially make it easier to procure a grant to finish the campground. Trustee Ardrey made a motion to approve the Glenn Seeber Campground Plan Revision. Trustee Mileur seconded the motion.

Roll Call Vote:

David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Gates at Transient Campground: Manager Jenkins stated that the Conservancy Committee met and is recommending gates be installed at the entrances to the point and the transient campgrounds to be

utilized during the off season. Trustee Ardrey stated that he would also like management to look into if the gates should be paid for out of District funds instead of Marina funds since it is for the protection of District land, or splitting the cost between the District and Marina funds. Trustee Ardrey stated he would like the balancing of the budgets where costs are associated appropriately to be considered. Trustee Legan made a motion to approve the purchase of gates to be installed at the entrance to the transient campgrounds and the point. Trustee Ardrey seconded the motion.

Roll Call Vote:

David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Boat Dock Security Cameras: Trustee Ardrey stated the Conservancy Committee is recommending security cameras be installed on each of the houseboat docks and the fuel dock facing out on the dock so someone can be seen by the cameras as they exit the docks. Trustee Ardrey stated that a better-quality camera also needs to be purchased for the guard shack at the marina entrance. Trustee Ardrey stated that he recommends that a live camera feed of the security cameras also be posted on our website. Trustee Mileur made a motion to approve the purchase of security cameras for the boat docks and guard shack. Trustee Legan seconded the motion.

Roll Call Vote:

David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Pump Out Station Lights: Manager Jenkins stated that the pump out station discharges into a pit, and when the pit is full, it automatically shuts down the station until the pit is emptied. Manager Jenkins stated that this stoppage may lead marina customers to believe they have completed the pump out process when, in fact, it remains unfinished. Manager Jenkins stated the Conservancy Committee recommends installing a red/green light indicator system on the pump out station to address this issue. Trustee Ziegler made a motion to approve the installation of a light system for the pump out station. Trustee Mileur seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Parking Lot Configuration: Manager Jenkins stated the Conservancy Committee is looking at designating the Southeast corner of the parking lot for boat/trailer parking and adding signage to that area, which will prevent the boats from taking up three or four spots in the other parking areas. Manager Jenkins stated adding some additional parking curbs, cleaning up an area for overflow parking, and designating a staff parking area behind the boat shop is also part of the parking lot configuration plans. All members agreed to give management and staff permission to reconfigure the parking lot as described.

Legal Report: Attorney Ed Heller reported that Robert Garrett filed a complaint with the Illinois Attorney General's office stating that the District took his boat away and it was supposed to have been destroyed but instead is sitting on the bank of Crab Orchard Lake. Mr. Heller stated that Mr. Brian Pigg will be signing an affidavit that will contradict much of what is listed in Mr. Garrett's complaint.

Kinkaid-Area Watershed Project: Mr. Gary Raines stated that in light of the recent needed repairs that IDNR completed to a settlement basin in the Kinkaid Lake watershed, that KAWP would like to offer inspection services at no cost to the District of all the various structures that have been installed in the immediate area of the water treatment plant.

USFS – Margaret Anderson: Nothing to report.

G&H Marine Pay Request #2: Manager Jenkins stated the Board members have pay request #2 for approval in their packets from G&H Marine for work completed on the CALR project. Mr. Gary Raines stated that all the structures are completed and, in the spring, they will return to complete the grading and seeding. Trustee Ardrey made a motion to approve pay request #2 from G&H Marine in the amount of \$200,851.65 for work completed on the Stabilization of Gum Ridge and Lone Oak Gullies project. Trustee Legan seconded the motion.

Roll Call Vote:

David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

FINANCE CHAIRMAN REPORT:

Finance Chairman Recommendation

District Account Balances Approval and District Budget vs. Actual Report Approval: Trustee Mileur made a motion to approve both the District Account Balances and the District Budget vs. Actual Report. Trustee Ziegler seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Approval of District Bills: Trustee Mileur made a motion to approve the District Bills and Trustee Ziegler seconded the motion.

Roll Call Vote:

David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

KINKAID AREA WATER SYSTEM

OLD BUSINESS:

Legal Report: Nothing to report.

Manager's Report – JT Jenkins: Nothing to report.

New Business:

Personnel Committee:

Water Plant Superintendent Job Posting: Manager Jenkins reported that the Personnel Committee met and recommends posting an internal search for the water plant superintendent position. Trustee Ardrey made a motion to approve conducting an internal search for the new water plant superintendent and approved posting the job at the water plant. Trustee Legan seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Tap Requests: None

High Service Motor Repair: Manager Jenkins stated the Board members have a quote in their packet from Illinois Electric Works for approval. Manager Jenkins stated the quote for the new high service pump is \$40,872.00 and the new motor for the pump is \$11,860.80. Trustee Legan made a motion to approve the high service motor and pump repair at a cost of \$52,732.80 Trustee Ardrey seconded the motion.

Roll Call Vote:

David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

New Chlorine Analyzer: Manager Jenkins stated the Board members have a quote in their packet from Municipal Equipment for a new chlorine analyzer. Manager Jenkins reported the new chlorine analyzer is an inline continuous analyzer of the water plants chlorine level. Manager Jenkins stated that the current chlorine analyzer is no longer a reliable piece of equipment. Trustee Mileur made a motion to approve the purchase of a new chlorine analyzer from Municipal Equipment at a cost of \$7,345.00. Trustee Legan seconded the motion.

Roll Call Vote:

David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

FINANCE CHAIRMAN REPORT:

Finance Chairman Recommendation

Water System Account Balances Approval and Water System Budget vs. Actual Report

Approval: Trustee Ziegler made a motion to approve both the Water System Account Balances and Water System Budget vs. Actual Report. Trustee Mileur seconded the motion. All members present voted "Aye." Vice President Barone declared the motion carried.

Approval of Water System Bills: Trustee Ardrey made a motion to approve the Water system bills. Trustee Legan seconded the motion.

Roll Call Vote:

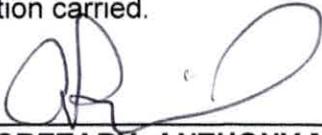
David Ardrey	Yes
Jay Ziegler	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

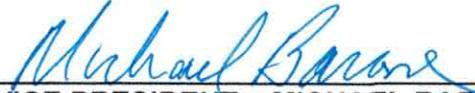
OTHER MATTERS TO DISCUSS: Manager Jenkins stated the Kinkaid Lake Clean Up Day is March 28th this year.

ADJOURNMENT:

Vice President Barone asked for a motion to adjourn until next month's regular Board meeting scheduled for February 11, 2026. Trustee Ardrey made a motion to adjourn the meeting and Trustee Mileur seconded the motion. All members present voted "Aye." Vice President Barone declared the motion carried.



SECRETARY- ANTHONY MILEUR



VICE PRESIDENT – MICHAEL BARONE