

**KINKAID-REED'S CREEK CONSERVANCY DISTRICT
BOARD OF TRUSTEES MEETING
Wednesday, February 11, 2026**

The Board of Trustees of the Kinkaid-Reed's Creek Conservancy District held its monthly meeting on Wednesday, February 11, 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	Absent
Ken Carr	Present
Mike Layne	Present
Jay Ziegler	Absent
Greg Legan	Present
Tony Mileur	Present
Mike Barone	Present

Also Present: JT Jenkins, Carrie Likins, Ed Heller, Gary Raines, Butch Cheatham, and Brayden Guy.

MINUTES:

Approval of Board Meeting Minutes for January 14, 2025:

Trustee Legan made a motion to approve the Board meeting minutes of January 14, 2026. Trustee Mileur seconded the motion. Trustees Legan, Mileur, Layne, and Vice President Barone voted "Aye," Trustee Carr abstained from the vote based stating he was not present at the January Board meeting and was not an appointed Trustee at that time. Vice President Barone declared the motion carried.

Approval of Minutes for Special Board Meeting, February 2, 2026: Trustee Carr made a motion to approve the minutes of the Special Board meeting on February 2, 2026. Trustee Mileur seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Public Comment: Trustee Carr introduced Brayden Guy to everyone in attendance. Trustee Carr stated that Brayden is an SIU student who is writing a paper for his journalism class and contacted him to arrange an interview regarding the history of Kinkaid. Trustee Carr reported that Lou Strack, Dave Fligor, and himself participated in a very informative interview with Brayden. Trustee Carr stated that Brayden is present at this meeting this evening to observe the Districts governmental procedures and gain insight into the conduct of official meetings. All board members present welcomed Brayden Guy to the meeting, and Vice President Barone stated that the Kinkaid-Reed's Creek Conservancy District website has some very informative information on the history of Kinkaid as well as pictures of the construction of Kinkaid Lake.

KINKAID-REED'S CREEK CONSERVANCY DISTRICT

OLD BUSINESS:

Conservancy Committee Report:

Fish Tournament Requests and Fish Tournament Regulations: Manager Jenkins stated that there is one fish tournament request from the Du Quoin High School fishing club for Friday, April 17th. Manager Jenkins stated that the fishing club has obtained their permit from IDNR and the date is available on the District's fish tournament calendar. Manager Jenkins stated that he recommends approval of the fish tournament request. Trustee Carr made a motion to approve the April 17th fish tournament request from

the Du Quoin high school fishing club. Trustee Layne seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Deck/Shed Requests: None

Glenn Seeber Campground Plan Revision Update: Engineer Gary Raines reported that Butch Cheatham and himself were asked to look over the Glenn Seeber Campground as it currently exists and look at available options to revise the original campground plan. Mr. Raines reported that delays in the construction of the original project resulted in increased construction costs. Mr. Raines stated the board members have a drawing of a revised plan for the Glenn Seeber Campground in their packets for review. Mr. Raines stated the shaded red areas of the drawing is what currently exists including the eleven campsites, current roadway, and the ADA accessible playground. Mr. Raines pointed out that the grant that funded this project was written so that the ADA accessible playground accommodates everyone that wishes to use it, not just customers of the marina and campground. Mr. Raines stated that he and Butch Cheatham created a revised plan that keeps the road's original design, and adding eight more campsites as shown on the map. The existing infrastructure of water, electricity, and sewer, was originally designed to support a total of thirty campsites and is already in place. Mr. Raines stated that the eight unbuilt sites already have electrical pedestals as well. Mr. Raines stated that four of those sites are already connected to the sewer system. Mr. Raines stated the proposed plan is to build the roadway, construct the campsite pads, put the sewer system in for the four other campsites, and connect them to the waterline. Mr. Raines stated that they will have the estimated cost of this project ready for the March Board meeting. Mr. Raines stated that the sewer installation for four of the sites will be very costly, and so they will also provide an estimated cost that will leave those four sites functional but without full sewer hookup.

Strategic Planning Grant:

Approval of Professional Services for the Kinkaid Lake Vision Plan: Manager Jenkins stated that the board members have two proposals in their packets for the Kinkaid Lake Vision Plan. Manager Jenkins stated that Gary Raines, Trustee Legan and himself met to review the proposals and are recommending the approval of the proposal from the Antero Group. Manager Jenkins stated the Antero Group's proposal also includes post vision plan grant services free of charge. Manager Jenkins stated that the District received a grant from Delta Regional Authority in the amount of \$50,000 for the Kinkaid Lake Vision Plan, which is 100% funded by the grant. Mr. Jenkins reported that both proposals are for \$50,000 as stated in the RFP. Trustee Mileur made a motion to approve the professional services of the Antero Group for the Kinkaid Lake Vision Plan. Trustee Legan seconded the motion.

Roll Call Vote:

Ken Carr	Yes
Mike Layne	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Marina/Campground:

Marina Report: Manager Jenkins reported that the board members are all aware of the situation with D-dock after the snowstorm. Manager Jenkins stated that he was at the marina today and the roof on the dock has mostly leveled back up and the fingers of the dock that were being held down by icy waters have also risen back up. Manager Jenkins stated that he contacted David Fox to provide an update. Manager Jenkins reported that Mr. Fox will come out and inspect the dock to ensure that no structural damage has occurred. Manager Jenkins reported that the dock company is hoping to have the renovations to H-dock completed in the next couple of weeks. Manager Jenkins stated that Crucial MRO started working on renovations to the marina restaurant building this week. Manager Jenkins

reported Butch Cheatham and Gary Raines staked the empty annual campsites at the approved thirty-five-to-forty-five-degree angle.

Manager's Report – JT Jenkins: Manager Jenkins stated the final report for the 319 grant has been submitted.

New Business:

Personnel Committee:

Approval of Marina Site Superintendent: Vice President Barone stated that interviews for the marina site superintendent position were held at a special board meeting in the beginning of February. Vice President Barone reported that Trustee Mileur, Manager Jenkins, and himself met with the selected candidate, Brett Doerr, this week and he has accepted the job offer from the District. Manager Jenkins mentioned that he met Brett at the marina to give him a tour, and Mr. Doerr highlighted many of the same concerns that this board has previously discussed. Trustee Layne made a motion to approve hiring Brett Doerr for the Marina Site Superintendent position. Trustee Carr seconded the motion.

Roll Call Vote:

Ken Carr	Yes
Mike Layne	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Approval of Marina Site Superintendent Compensation package: Vice President Barone stated that in the meeting with Mr. Doerr this week, they discussed the compensation package for the position, and an agreement was made for a salary of \$75,000 per year in addition to the standard vacation, sick leave, and health care package. Vice President Barone stated this salary is in the salary range approved by the Board for the Marina Site Superintendent. Trustee Carr made a motion to approve the new District Manager Compensation Package that includes a salary of \$75,000 per year and the vacation, sick leave and health care package. Trustee Mileur seconded the motion.

Roll Call Vote:

Ken Carr	Yes
Mike Layne	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Approval to Hire Marvin Brockmeyer for the District not to exceed 600 hours: Manager Jenkins stated Marvin Brockmeyer has been a seasonal employee and a great asset to the District for many years. Manager Jenkins stated that Marvin plants the food plots, mows, and bush hogs District owned property. Manager Jenkins stated he would like the Board's approval to hire Marvin again this year to work less than 600 hours for the District. Trustee Legan made a motion to hire Marvin Brockmeyer for the District not to exceed 600 hours. Trustee Carr seconded the motion.

Roll Call Vote:

Ken Carr	Yes
Mike Layne	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Approval to add JT Jenkins as check signer to the Glenn Schlimpert Account: Manager Jenkins stated that the bank requires board approval to add him to the Glenn Schlimpert bank account. Trustee Carr made a motion to approve adding Manager Jenkins as a check signer to the Glenn Schlimpert bank account. Trustee Layne seconded the motion. All members present voted "Aye," and Vice President Barone declared the motion carried.

Legal Report: Attorney Ed Heller reported that he sent the District's response to the Attorney General regarding Mr. Garrett's complaint.

Kinkaid-Area Watershed Project: Mr. Gary Raines stated that KAWP is inspecting all of the watershed features that have been installed over the years and they should have a report to present to the Board before the end of this quarter. Mr. Raines stated this inspection, and report will be completed at no charge to the District.

USFS – Margaret Anderson: Nothing to report.

FINANCE CHAIRMAN REPORT:

Finance Chairman Recommendation

District Account Balances Approval and District Budget vs. Actual Report Approval: Trustee Legan made a motion to approve both the District Account Balances and the District Budget vs. Actual Report. Trustee Mileur 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 Legan seconded the motion.

Roll Call Vote:

Ken Carr	Yes
Mike Layne	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: Manager Jenkins reported that the new chlorine analyzer that was approved for purchase at last month's Board meeting has arrived and Kyle Hargraves is working on the installation.

New Business:

Tap Requests: None

Personnel Committee:

Approval of New Water Plant Superintendent: Manager Jenkins reported that Kyle Hargraves, the current chief operator of the water treatment plant, submitted an internal search form for the vacant Superintendent position. Manager Jenkins stated that Kyle Hargraves is highly qualified for the position and he has full confidence that Kyle will be able to fulfill the job duties of the Superintendent. Trustee Carr made a motion to approve hiring Kyle Hargraves as the new Water Plant Superintendent. Trustee Layne seconded the motion.

Roll Call Vote:

Ken Carr	Yes
Mike Layne	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

Approval of New Water Plant Superintendent Compensation Package: Manager Jenkins stated the recommendation of the Personnel Committee is an 8% salary increase for Kyle Hargraves which will bring his salary up to what he was making as Superintendent. Trustee Carr made a motion to approve an 8% increase in salary for Kyle Hargraves as the new Water Plant Superintendent and the vacation, sick leave, and health care package. Trustee Layne seconded the motion.

Roll Call Vote:

Ken Carr	Yes
Mike Layne	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 Mileur made a motion to approve both the Water System Account Balances and Water System Budget vs. Actual Report. Trustee Legan seconded the motion. All members present voted "Aye." Vice President Barone declared the motion carried.

Approval of Water System Bills: Trustee Layne asked when the last time there was a water rate increase. Manager Jenkins stated it was in March of 2023. Trustee Mileur made a motion to approve the Water system bills. Trustee Layne seconded the motion.

Roll Call Vote:

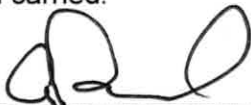
Ken Carr	Yes
Mike Layne	Yes
Greg Legan	Yes
Tony Mileur	Yes
Mike Barone	Yes

Vice President Barone declared the motion carried.

OTHER MATTERS TO DISCUSS: Nothing to discuss.

ADJOURNMENT:

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



SECRETARY- ANTHONY MILEUR



VICE PRESIDENT – MICHAEL BARONE