

**KINKAID-REED'S CREEK CONSERVANCY DISTRICT
SPECIAL BOARD OF TRUSTEES MEETING
WEDNESDAY, May 18, 2022**

The Board of Trustees of the Kinkaid-Reed's Creek Conservancy District held a special board meeting on Wednesday, May 18, 2022, President Steve McGriff called this meeting to order at 5:00 p.m. at 1763 Water Plant Rd, Murphysboro, Illinois.

ROLL CALL:

Nathan Westphal	Yes
David Ardrey	Yes
Lisa Byrd	Yes
Steve McGriff	Yes
Tony Mileur	Yes
Mike Barone	Yes
Joshua Hellmann	Yes

Also Present: Manager Wilmouth, Cathy Rothe, Jason Peach, Ed Heller, Tonya Knust and Tammy Ryan

Public Comment: Jason Peach stated that Friday he was called and was requested to come to a meeting. I attended that meeting even though I didn't have time in my schedule. Somebody wanted to meet with me, and the transition team wanted to meet with me. I was told at that meeting that there was not time to talk with me and wanted to reschedule for Saturday. So Saturday comes, and I attend that meeting, during that meeting, Chuck Novara was there, Tony was there, Dave was late, but he did arrive. During that meeting we had a conversation which I gave my background of everything that I have had to achieve from day one. During that meeting he chose to get up and talk to other people, have conversations and just basically was not engaged. So there I was requested to do a proposal and turn it in by Monday at 2:30pm when you guys closed with DAR. There was an issue with the closing, so therefore, I did not submit it until 4:30 to Mr. Wilmouth, he dispersed it to the Board members the following day. Wednesday, I came to the meeting, Luke was here to promote a pro shop and to request more family friendly recreation. I respect Luke for that. After the meeting, Luke and I had an hour and a half conversation out in the parking lot and exchanged phone numbers, and we have had conversations since then. After Wednesday's meeting there was supposed to be a committee meeting at 2:30 the following day. It was at that time, there was some conversation being had that Luke wanted to lease the mechanic shop and open up a pro shop. During that time I was working a deal out with Mr. Estel as far as a square foot price to potentially lease that to him as well as explain to him about liquor licenses, LLC's and insurance. Luke asked me, if he invested money into the building, how would he get that money back, if he choose to vacate the business within a year or two. I told him, to be honest with you, the District owns that building, therefore they would need to give you an allowance to fix the building up, say it's twenty dollars a square foot, you fix it up but that goes to your lease payment and when vacated that stuff is owned by the District. They could lease it to someone else that may be interested. During the day, things progressed, we get towards that afternoon, and I get a phone call from somebody that was contacted that was being requested to be hired. Somebody that was on my list that was sent over, therefore, my reaction was, all the work, effort, time and time spent driving down here, explaining things to this Board about being transparent, about getting this thing off on the right foot, making things better for the boaters and campers and the general public. I called Scott and unleashed on him, I have since apologized to Scott. I also called Dave and unleashed on him because he was the person making the phone

calls. I will not apologize for that. Scott, once again, I am sorry, you were just caught in the battle. Tony, I do believe that I sent you a text and said that I had no problems with you. It's pretty simple, you got a guy that was wanting to help you for free, that has been in business in private sector my whole entire life. I have taken companies from borderline bankruptcy to successful. I'm a proven entity within the campground and recreation facilities. Most people ask why are you building another campground in the Spring when it's pouring down rain? If you don't start, you can't finish. I'm bowing out of this now. This is on the Board to take care of. I am going to tell you, either you get your shit together and start being transparent with the public and getting things going in the right direction, or this is all going to implode. It's really easy to go bankrupt. I know the Board has a funnel of money that they have access to, land and all that, but the public is not going to stand for you guys to take out loan after loan. If everybody vacates that campground and boycotts buying fuel, ice, beer and all the necessities that they need, transparency, that is all we are asking for. From day one, all I wanted to do is to help, and now I have been called untrustworthy, I have been call a white dirty shirt, I have been slandered, somebody called Tonya and had a conversation and that conversation that she had got twisted around to where I was a no good piece of shit and that nobody would ever stay at the campground if I was the concessionaire or even had anything to do with it. The day after Friday's meeting, I had out pours of texts, thank you for getting on board, thank you for trying to help us out. I don't know where this information is coming from and why I constantly have a black cloud over my head with this Board. Maybe it is because I'm engaged, and I'm very passionate about it, and I speak from the heart and my mind. Everything just comes out, I don't hold anything back. I'm tell you guys, there is not a more trustworthy guy in this room, I can guarantee you that. I will take my shirt and give it to each one of you if you need it, the shoes off my feet, and the last dollar in my pocket. I am getting tired, this is the fifth time I have come before this Board about these issues. Four times I have come with a proposal. I submitted a budget, then I was told that the budget did not make since or that the budget was not right. Whoever it was that looked at that budget and made that comment, doesn't know business. I know business, I deal with budgets, contracts, contractors, politicians all day long every day, the good, the bad, and the ugly. So get it together, knock the shit off and let's get moving forward. That is all I got to say about this. The politics have to stop. That means the Mayor, the County Board, all of them. We have to start working to make this facility a staple of the community and make it profitable. No more, no less. Thank you.

Tonya Knust stated that her name got brought up, the person that I had a conversation with, I told them that I didn't think it was a good time to bring Jason in. Just because of the last two years between Agan, Jason, and the Board and everything else. I think it would be a black eye on Jason and a black eye on the Board. That is my personal opinion, and that is what I told the person I had the conversation with. I have nothing against Jason, he never done anything to me. People love Jason, or the hate Jason, they loved Agan or the hated Agan. I just want the marina to run the right way.

Trustee Barone asked Attorney Heller, at last Wednesday's meeting, we had people in here talking to us and bringing us proposals? It was not on the agenda to take action, so legally we couldn't sign any agreements or do anything with anyone present at the meeting, is that correct? Attorney Heller replied to Trustee Barone, yes that is correct. Trustee Barone stated that we didn't make an agreement with anybody to be our concessionaire or run the restaurant or anything like that. Nobody at that meeting had authorization to reach out to these people and start talking about fees or anything, is that not correct? Attorney Heller replied not in any way that could be bound by, or would have to accept. Trustee Barone stated, nobody had turned anybody down at that point, we were not at an option to approve anybody that night. Attorney Heller stated that the Board did not have the ability to do that at that time.

Jason Peach stated that he would like to clarify something as well. I have spoken to several Board members, I'm not going to name names. They all knew what I was doing, and who I was talking to, what I was doing behind the scenes trying to get this thing up and running. The issue that I have is, Luke Estel came out here to a meeting with the transition team went and toured the building, I have yet to see a business proposal, I have yet to see any type of evidence that he has any qualifications in business. Basically, he is a fisherman, and he works for IDOT, period, point blank, nothing more, nothing less. He made a statement that fishermen bring in \$7,000 dollars per tournament, bullshit, okay just bullshit. Those guys fill up their tanks at home, they buy all their food, and snacks, and they come here, and they fish, they eat their free sandwich, they get back in their car and they go home. These are not two or three day tournaments, they are not in Tennessee or in the Ozarks. All the gear they buy, they buy online. They don't buy it here in Jackson County. I have nothing against Luke Estel but let's do the math and let's do the math right. If we are going to throw out numbers, let's get the facts and not the bullshit.

President McGriff stated that his statement to Jason was, nobody was authorized to do anything that night. Jason came to us with a proposal of who he had contacted, who he wanted to contact, and people he had talked to. We thought that Peter was the man for the fuel dock, TK informed us, that was not correct, and she looked at Jason and said, Jason, you want to get ahold of Scott, he is the man who did the fuel. Then the next day, who calls Scott, Dave, why did Dave call Scott when he never talked to Jason about it? Jason was bringing a plan for everybody to come together. Jason Peach stated, I do not want to get into a pissing match, I don't want everybody here to get into a pissing match. Guys, there is a right way to do things and there is a wrong way. Either get on the right way or get out of the way. Trustee Barone stated to Jason Peach, we enjoy your input, you know a lot of people just like we do. Right now you can bring that to us, we are looking into it, right now I would like for our legal counsel to clarify this, we have to be careful before we get involved in doing things without authorization. We have procedures that we have to follow, is that not correct, Ed? Attorney Heller replied to Trustee Barone, we need to have in place the right contractual provisions and the right controls before we enter into any long-term contract or short-term contracts. President McGriff asked, was anything provided from Luke? Attorney Heller replied he has not had any conversations with Luke. Jason Peach asked Attorney Heller, there was a memorandum was sent to Luke. Attorney Heller replied to Mr. Peach, I sent that memorandum to you, I have no idea who has seen that memorandum. That memorandum lined out 2 different approaches to solving the problem. One approach would be, to have an interim concession contract that spells out the terms of the agreement where somebody like Jason would be the concessionaire for the following year. One of issue involved is that anybody that would take on that role, the monies that we have in the bank from the purchase, which are essentially contract money will have to be used in operations. That will have to be done in a controlled way. We could do that through a proper concession contract or the other way to do that, is we hire individuals. We hire somebody to do this and somebody to do that. In that memo, I laid out the pros and cons of both ways of doing it. No arguments about what is good or what is bad or who should or who should not. Just here is the way you would do an interim concession contract, here is the way you would do it hiring a temporary employees. Jason Peach stated, as a private sector, individual that runs businesses in the private sector and has to deal with contracts and all this other stuff, there have been a few miscues that has happened throughout the last 4 years. I am trying to communicate with this Board from an outsider looking in, as to what miscues can be eliminated verses getting back into the same problem again. Point in case, DAR should have never been approved, period. There was a lot of mistakes made. Point in case, OSLAD Grant should have never been voted on. Mistakes happen but they start to add up and they start to cost a bunch of money. It costs other people money because it is not your money. That is my issue.

OLD BUSINESS:

NEW BUSINESS:

Authorize Manager to Hire Temporary Employee's for Marina: President McGriff stated to Trustee Ardrey, I expected a phone call from you last week, because as I left from signing some papers, you and the transition team were talking. You said when I left that you would be calling me. Okay, I never got that conversation, so I don't know what is going on and then I get a phone call from the County Journal telling me that they had called you and wanted to talk to the transition team and you turned him back to me. I have not talked to you, so why would you even do that? Trustee Ardrey replied to President McGriff, my position is that I don't speak for the Board and that is all I said to the reporter. President McGriff replied, no he didn't ask for the Board, he asked for the transition team and what you had been doing in that process. Trustee Ardrey stated that he understood that but that is also Board matters, so that was my position, that I don't speak for the Board.

President McGriff stated under new business, where did it come up giving our manager authorization to hire a temporary employee? All the people that are hired come through this Board. We vet everybody, regardless of full time or temporary, why are we getting this as a first number one line item, to give him sole discretion on who gets hired? I'm not saying anything against Scott, that is not the protocol that we have ever used here. Trustee Ardrey replied to President McGriff, the only thing that I am doing is forwarding information from the transition team. Scott's request is that his full-time employees are not able to keep up with the mowing and the gas docks seems to be the priority to get opened and that was the request from the transition team. That does not come from me as an individual that comes from the discussion of the three of us on the transition team. If that protocol is different than how this Board normally acts, I'm not aware of that. President McGriff asked Trustee Ardrey, did the transition team come up with someone to mow? Trustee Ardrey replied to President McGriff, no we have not. This is just Scott's need to support his full-time staff at his request. President McGriff replied to Trustee Ardrey, it's the Board's, not Scott's to begin with, okay, let's get that straight. The needs come before the Board not to Scott. That is not his job to go out and hire people, that conversation has always come to the full Board not to Scott. I didn't see this until I got the memo that under new business, that you are asking for authorizing for the manager to hire temporary employees. Trustee Ardrey stated that is not a request that he made, that is a request from the full transition team. If that is a mistake on our end, we made a mistake. President McGriff stated to Trustee Ardrey that all has to come before the Board for decisions, not to the manager. The same way with our employees out here, our employee here is a temporary employee, he came before the Board with several people and the Board chose him and the manager is tickled to death with the person he has got. It doesn't go to Scott to do the hiring, he has no authority to hire. I just want to make that clear and that you understand that. The approval for Jackson County Highway to patch roads at the marina and campground not to exceed a certain amount of money, which has been done in the past. Scott and I talked about this. I had it on one of my work lists, that it needs to be done. Manager Wilmouth stated to President McGriff (Inaudible). President McGriff replied to Manager Wilmouth, yes, but you informed me that you had already worked with them in the past. Manager Wilmouth stated to President McGriff, they have done work for the District in the past. President McGriff stated that he was not aware of that. So when I said the roads are bad you said, we have worked with Jackson County Highway Department, they have come out here and done that. That's a great idea. It's a temporary patch to get us through until we can do what needs to be done out there. President McGriff asked the Board if anyone had questions or comments? Trustee Barone stated that he would like to see the Board move forward on some of these items. It is essential, it is a holiday weekend. There is going to be boater out there who are going to want to use their house

boats, they are going to want to pump out and they are going to want gas. People are expecting us to move forward. We are dealing with an extraordinary situation here with the time frame, we didn't get control until Friday at the computers. Manager Wilmouth stated that we have not gotten the computers yet. Trustee Barone stated he feels it is important for this Board to have staff or do whatever we have to do to get the boat docks and the gas docks up and running, House boaters can't pull them out and to town and gas, and they can not pump out either. For them to enjoy the first holiday weekend, I think that we need to move forward on some of the recommendations that these guys are bringing forward today. President McGriff stated, I will bring another subject right back to that. After TK mentioned to Scott and got the phone number from TK, Jason called Scott, he has all the paperwork to do all the pumping. He said, yes, I would not mind coming back to do that. Dave called him the next day and he said, no, I'm not going to work for him, I'll work for Jason, but I'm not working for the Board. Trustee Barone asked Manager Wilmouth to bring the Board up to date on where we are at on all this stuff out there. Manager Wilmouth asked Trustee Barone, what do you want to know? Trustee Barone said, it says right here hire temporary employees for marina, would that be the gas pumps? Manager Wilmouth replied to Trustee Barone, we need to get the fuel docks up and running, we need to get somebody there for maintenance, someone for cleaning the bathrooms and getting the mowing done. That is what I see as an immediate need. Trustee Barone asked if we have any body in mind? Manager Wilmouth replied to Trustee Barone, I reached out to Tammy today, she is willing to work the fuel dock through the week. Tammy stated that she was working out there two or three day a week, but I don't want to commit to every weekend. I can work Thursday of Memorial Day weekend, but I cannot work Memorial Day weekend. I told Scott that I would like to get my job back working part-time out there. President McGriff asked Tammy if she was certified? Tammy replied, yes, I have the (inaudible) and the Class C. Trustee Barone asked Tammy, if you are out there, do you have all time to supervise somebody else who is pumping gas or is it just the fact that we have you on board with your Class C? (Unsure who is speaking) I think that she just has to be on site with the C. Tammy stated that the way she understood the training, there is a Class A & B Operator, which I'm assuming was Agan, that is the main person. The Class C just teaches you what to do to dispense fuel on the water, how to deal with the shut off valves in an emergency situation. Basically just how to be a gas attendant. Manger Wilmouth stated that he is going through the training for the Class A & B. Jason Peach stated, I know that I am not a board member, and I don't want to speak out of turn, so please don't be upset with me. Has anybody looked at getting ahold of Burke Electric, B&W Electric, JW Mechanicals to try to get a maintenance contract, temporary until you guys can get a maintenance guy for water lines busts or electrical issues. I know it's only a week but those are people that live in Murphysboro and have business here. All you have to do is set them up with a service agreement to where they can go out and service whatever needs to be serviced and get it back up and running. They have after hours service calls. Trustee Barone stated we are aware of that, that is why we are trying to address the gas pumps right now. Everybody here knows that next weekend is a holiday weekend and if them house boaters cannot get gas, they are not going to be happy. Tammy stated that the power did go out in Ed Bottoms last weekend for the whole campground. Luckily it was only for a short period of time. Having someone to call would be nice. Tonya stated that everyone keeps asking who to call, I keep posting the phone number for here. There needs to be a contact 24/7, what if something is going on they cannot get ahold of anybody. President McGriff stated, Scott has got more on his plate then to do what is on this list. He is covered up and then to add more is too much for one individual. We are going to have to find somebody that is ready to step in and do it. There was a mowing crew already set up under Jason's plan, to start anytime we wanted them to. Jason Peach stated contact Bobby Diehl and see if he is still interested in mowing. Look guys, I don't want any skin in this game, I don't want to be a part of it, but I will give you the names and numbers and I will advocate for to get these people up and running. There is all kinds of mowing lawn care services in Murphysboro and Carbondale. Put it out for bid, they will bid on it and come

up and friggin mow it. Ms. Knust stated that they did have a guy out there mowing, I don't know if he still wants to mow or not. Trustee Westphal stated that if he had people in mind, who do I have them get in contact with? President McGriff replied to Trustee Westphal they would have to contact the transition team, Dave is in charge of that. Trustee Westphal stated he has had three or four people ask me about the mowing out here. Trustee Barone stated, lets get back to the gas pumps, where are we at with having an operator out there, so people can get gas. Manager Wilmouth stated there is gas in the tank, and he is going through the training for the A&B license, just need staff. It needs to be somebody like Tammy, she already has the Class C certification. Ms. Ryan stated the Class C takes about 20 to 30 minutes online and costs about \$10.00. Trustee Barone asked Manager Wilmouth, once you get the certification, we can hire staff? Manager Wilmouth replied to Trustee Barone, the A & B operator oversees the tank and makes sure the testing is done. The C is just for dispensing the fuel. Trustee Byrd asked if Manager Wilmouth had to be on site? Manager Wilmouth replied to Trustee Byrd, no I would not. (Several people talking over each other.) Trustee Westphal asked if it was necessary to hire them to be there for 40 hours a week? Manager Wilmouth replied to Trustee Westphal, no we would want to do a temporary part time, to stay under 600 hours. President McGriff asked Manager Wilmouth if he was going to be certified by Memorial Day weekend. Manager Wilmouth replied to President McGriff, yes, I should finish by tomorrow. Trustee Barone stated you would have to at least get 2 guys in there next week and get them trained. Unidentified person asked what are the fuel dock hours? Ms. Knust stated they were 8 to 5 last year, but you could set your own hours. On the holiday weekends you are going to need more people manning the fuel dock. Manager Wilmouth reported that he sold pump out tokens yesterday to two people. Trustee Barone asked if they were able to pump out? Manager Wilmouth replied to Trustee Barone, the guy said if he had any problems that he would call me. I don't know if he has pumped out yet. Ms. Ryan stated, you all have a list of all the people who have permanent boat slips out there, I know there is a man is last name is Summerhill, I know he bought some tokens. I think that him and his wife live out there during the summer, you might want to contact him and see if he has used any tokens yet and if it's working. Trustee Barone asked Ms. Ryan, do you know what dock he is on? Ms. Ryan replied, I don't know. President McGriff asked if we get somebody on the fuel dock is there anyway to make payment? Manager Wilmouth replied (inaudible). Trustee Barone stated if we have to, we can do cash only unit we can get the system up. Trustee Westphal asked, can we do a temporary square app? Several people talking at once. Trustee Westphal stated that he uses that at his shop, and it is really simple to set up and use. President McGriff asked does anybody have anything else.

Authorize Manager to Contract the Mowing Out to a Mowing Company: President asked Manger Wilmouth do you want to get on the phone tomorrow and start contacting mowing services, as busy as you are? Manager Wilmouth stated that a gentleman called and is interested in the mowing. President McGriff stated, I think we need to get somebody lined out. Mr. Peach stated, can I ask one more question. Since we have Travis here, could you get him to write an add for lawn services? That won't help by next week, but at least other people will see it in the paper and give you a bid on what it is going to cost every week to come out and mow. Ed's brother is a big mower, I don't know his name. Attorney Heller replied that his name is Scott, J & S Mowing. President McGriff stated that these guys do Trico and all the homes in Ava, they are big, they do a lot. Trustee Barone stated that we do need to get it mowed and groomed and get these gas pumps open with ice. We need to have a start update a couple of days before the holiday weekend. We should fill every ice machine that we have, ice won't go bad. President McGriff asked Manager Wilmouth, have you contacted the ice people? Manager Wilmouth replied to President McGriff, yes. Mr. Peach stated that Home City Ice will make a run-on Saturday and Sunday, I know, because they do that at my place. President McGriff asked Trustee Ardrey if he has come up with anything on Luke Estel? Trustee Ardrey replied to President McGriff, no I have

not, he has not provided us with any proposal, he has not given us anything in writing. President McGriff asked, did he say that he would get back with you? Trustee Ardrey replied to President McGriff, he did not give us any time frame, obviously we were very clear that he needed to provide us a proposal and get back to us in a short time. Trustee Mileur stated that he had not heard anything from him either. When we talked that day, I thought him and his wife were going to go home and talk about it and get back with us, but I have not heard anything back from him. Trustee Westphal ask about the hiring procedures, is somebody going to run the gas, do they need to be voted on by the Board. President McGriff replied, yes, they will have to interview with us. The Board does the hiring. Anytime we advertised for hiring, that is what we have done. We have 5 or 6 come in for interviews and get it done. We might not be able to do that right now, we might have to get one or two for the gas dock, interview them and hire them. Ms. Knust stated that if you hired a full-time person, stock the dock with what you need, ice, beer, soda, chips whatever you need and just let me run that as a little store, that will get you started and going until you can find a concessionaire. I would not worry about a restaurant, you need to get that boat dock going. You have the money there, have them give you a list of what we need to order, have it delivered, and that person can be working the gas dock, cleaning the bathrooms at the same time. It seems like you're trying to go big, and you need to start small. President McGriff stated, the only thing I can say about this whole thing, it seems like we are still not together as a Board. Everything that I am hearing from outside of the Board, is right out of the Mayors playbook. That is just the way I see it, even some of Dave's statements are the same statements that the Mayor has said to me. The Mayor does not like Jason, they don't want this Board to succeed. That is totally against his argument this year, he doesn't want to own it and succeed. Everything seems to be lining up in that direction right now. Ms. Knust stated, I'm sorry, I might piss you off but, I'm sorry you guys should have had a plan. President McGriff replied, we did. Ms. Knust replied to President McGriff, no, you did not, or all this would have been covered. You guys bought it, there should have been a plan of action, this is what we are going to do. President McGriff stated we had two people who was going to work full time for free, two people. Ms. Knust asked, why is it then that the transition team and the Board are not talking to each other? President McGriff replied to Ms. Knust, that is a good question. Ms. Knust stated you put a transition team together, my theory is the transition team is going to be the one doing all this hiring and going out and seeking these people. President McGriff replied to Ms. Knust, they are meeting people, not doing any hiring. Ms. Knust asked have they done that yet? President McGriff replied to Ms. Knust, they have talked to two people, that I am aware of, Jason and Luke. Ms. Knust asked were these conversations prior to the sell or after the sell? President McGriff replied to Ms. Knust, after the sell. Ms. Knust stated, that is my point, I can't see how you can blame this on the Mayor because this should have been done months ago. When you guys started to say you were going to buy it. Trustee Barone stated that he would like to clarify, we didn't know that we were going to buy, they came to us and asked us to buy them out. There was a period of several weeks where it was being negotiated, and as far as I am concerned, we didn't know if this deal was going to go through until 7 to 10 days ago. Ms. Knust stated, I understand that, but if I knew I was going to buy something, if I go look at a house and I know it need these repairs, I want to know before I purchase this house, who I'm going to have do all this stuff. I'm not blaming anybody, I'm just saying I think there should have been a little bit more of a plan. President McGriff stated that Jason is the only one who brought us a plan in here and specified everything that needed to be done. He brought us a business plan, he did everything just like we were looking for, but for some reason the mayor does not like him. Ms. Knust asked, have you guys even voted on him? President McGriff replied to Ms. Knust, no we have not. Ms. Knust stated, bring it to a vote. That is what I am saying, his plan (interrupted by President McGriff). President McGriff stated that is why I was asking if Luke is now involved in this too and needs to have a vote either way. Jason says that he is out, so that is out of the picture now. Ms. Knust stated, as a Board, you guys said, bring me your plans by his date, tonight we should have been voting on it. That's all I'm saying. I think that you piddle farted around and drug your feet on

stuff, when you guys should already had x lined up. If those are the two people you guys want, bring their plans and vote on it. President McGriff stated, that is what I thought was the plan, but it didn't end up that way. That is all I can say. President McGriff asked what is the Board's pleasure? Trustee Barone stated, he thinks we have a lot of legal questions. What can we do and what we can't? It might sound like we are stepping back, but as far as bringing employees in to hire, we have to go through one individual, how does all this have to work. My concern right now is getting staff out there at the fuel dock and getting this place operational. No matter how we have to do it, we have to do that to be successful. Do we want one person handling it all for us or we going to try and reach out and contact different people? Attorney Heller stated, that is really not a legal question, but I will say this, I think that you have to do some fast track hiring in certain spots to get certain things done that you are talking about. It would seem to me that our most efficient way of doing that quickly, would be to have Scott and Cathy on the phones, putting the word out, solicitating bids for mowing companies. Looking for people who are looking for work at the fuel dock. Contacting these people, to see if they are interested. If they are, set them up for an interview. The Personnel Committee is what usually does the interviewing. I don't know another way to do it other than empowering to go out and seek bids and seek people who want to work and bring them back in here and whoever is going to do the vetting, do that. Steve is correct, the Board has always done the hiring. This is a situation where Scott could find people who are willing to work at the fuel dock, he needs to get those people in here and get them vetted and get them hired. It would take another special meeting, but it has to be done. The difference between what Steve said and what I said is that we should let Scott be the guy to get this information coming in. President McGriff stated, that is what he has always done, he does the adverting and get the notices out. Attorney Heller stated, that is going to have to be done very quickly. There is a lot of times when we have a particular job, like waterlines fixes, we don't bid for that, we have Escue and Dean Bush out there and other people out there. We sometimes have a quick meeting just to approve someone like Escue to do the 7th Street project. Scott reached out to Escue and Escue figured out what his cost would be and brought that back in here and it got approved very quickly. Somebody has to get these guys in here that are willing to do the work, so they can be vetted. President McGriff stated, I am going to hammer this back one more time and I want some input on why. We were under the 8 ball right off the bat. I want to know why Jason was turned down, I want somebody on the Board or whoever is involved to tell me? He came with all the people, all the plans and I know people that don't like him, but he came prepared. So why has this been overlooked? Somebody explain to me why a man with a reputation like he has, why are we still here. Trustee Barone stated, I don't think that this Board took action. President McGriff stated, I know they have not. Trustee Barone stated, legally we could not take action at our last meeting because it was not on the agenda, is what I was told. Is that not, correct? Attorney Heller replied that is correct, we already covered that tonight. Trustee Barone asked Attorney Heller, do we need to enter into an agreement or how would that work? If we would bring him in as concessionaire, what do we have to have from him to protect the District? We can't just give him our checkbook and say, look here is \$300,000 you do what you need. I know we are a government agency, and need to have transparency. Attorney Heller asked Trustee Barone, did you see that memo that I wrote? Trustee Barone replied, no I have not seen it. Attorney Heller replied, you need to see it, it needs to be distributed. It talks about those things, it does not talk about everything, but it talks about doing it with an interim concessionaire. Jason was not talking about him being an interim concessionaire, he was taking about a guy who was just running the show for us. President McGriff stated that Chuck was going to be the man who ran everything for us. Attorney Heller stated that he had heard that, it was said to me 2 or 3 days ago. Nobody ever told me that he was involved in that. President McGriff stated that Chuck was going to do it for free. Trustee Barone stated that his biggest concern is, he wants to make such we got our T's and cross our I's crossed. Attorney Heller stated, if Chuck is going to do this for free, let's get Chuck out here and have him do part of it. Why does Chuck have to be under Jason?

President McGriff stated that Chuck volunteered just to help get us going. Attorney Heller stated, let's get Chuck out here and see what he can take care of. If you look at Jason's proposal, there is a lot (interrupted by President McGriff). President McGriff stated we can look at proposal from now on, but we have not got any. Attorney Heller stated, I am not going to argue for Jason or against Jason, I laid out a memo that had the pros and cons of either way, neither one is fool proof, my memo was not based on his proposal. It was based on having an interim concessionaire. If he would put a proposal in to take this on as an interim concessionaire with controls on how allowances would be made, and how the cash flow would be used and how it would be divided up in the end, that kind of proposal is the kind of proposal we could do as an interim concessionaire. I think if we don't do that kind of proposal where a guy has skin in the game, and it's all on us, and he is just telling us what to do. If we are not going with a guy who is going to be an interim concessionaire who has skin in the game, then we probably need to do it with employees. That is what the memo was about. I don't think that I can lay it out any clearer, Mike and I spent quite some time discussing that and preparing that memo, so this question could be looked at. Mr. Peach asked, have you ever heard of sweat equity? Sweat equity, hard passion, devotion, kindness and the shirt off your back? Hey guys look, I'm out, but the thing is, everybody has an opinion. I want to know how many people in here have worked for the private sector and ran their own business. You have to use business sense when it comes to making these decisions. Trustee Barone stated that his biggest concern is, are we doing things proper, legal, and transparent. We are a government agency, and we have to make sure that we have agreements and that we are covered. I have not seen your proposal, it was not shared with me, so I don't know what went on with it. If we are not going to go with a concessionaire, then we need to get some people hired and get them in here and get this marina up and operating. I would like to hear from everybody else on the Board. Next weekend is a big holiday weekend, and people are going to need gas, and use the pump out. I think as a Board we need to move forward and get this accomplished. Trustee Hellmann stated we need to get this done quickly, and legally as possible. It is a week and a half until Memorial Day, we can't really go big right now we don't have the time. Trustee Byrd asked if we could do a temporary situation for the employees at the fuel dock. Attorney Heller stated that he agreed with that, if you can find people to pump the gas and hire them on a temporary basis, we should do that. Trustee Westphal asked, as a Board, we can hire temporary? Attorney Heller replied, yes, we can hire temporary. The same thing with the mowing, we have typically handled these kinds of situations by solicited business's that are in the business that we are seeking help from and have them fill the need and discuss with them pricing. We have 3 or 4 guys to talk to about the mowing. There is a bid process you are looking for a temporary employee to pump gas or mow. If they work more than 600 hours then we get into IMRF issues, and that is not worth getting into with temporary employees. The other thing that we probably need to do rather quickly is we need to draft and put into place a provision in the Personnel code that deals with these particular set of employees. At some point in the future our hope is that they won't be our employees, and we will be back in a different kind of concession arrangement. Trustee Byrd asked if they could be contractual employees. Attorney Heller replied, yes, they could be. That would work for the mowing, for example, we would expect that we would hire a company to mow that would not be an employee, that would be a contract. What I think that we are dealing with right now, we are at a position where we need to hire some short-term temporary employees that would be paid at an hourly rate, and there would be no benefits. If we hire a new operator, does that operator get benefits the first day? Manager Wilmouth replied, it depends on how he is hired, if he is hired for a full-time position, he starts accruing those. Trustee Barone asked, what about seasonal, we currently have an employee who is seasonal. Cathy Rothe stated, the position you are talking about is Marvin Brockmeyer, he is a temporary employee that is paid an hourly rate, no benefits and he cannot work over 600 hours. Attorney Heller stated that he has not had time to study the Personnel code, I want to look at that and we may need to tweak that because Marvin is hired as a temporary but there is an expectation

of a good number of hours. I need to look at the code for this gas dock situation. We need to get something set up that is going to get us through the summer, having them as temporary employees, or we may need to have some temporary employees until we get to such a time that we have a more permanent situation. One of the cons of us hiring employees ourselves is these issues right here. Having to deal with these issues. Another con of us doing it that way and not having a concessionaire is, it is generally our discussion that we don't the District to have a liquor license and be involved in alcohol sales. We don't want to take on that kind of liability. We have the authority as a Board to hire anyway we want to do it. We just have to follow our own rules. Mr. Peach stated the 600 hours is 15 weeks, if you're going part time, that would be 30 weeks which is basically the summer, therefore, I don't see any issues with the 600-hour threshold as long as they are part time employees not working 40 hours per week. President McGriff stated that the people who are employed temporary at Lake Murphysboro, they can only work 600 hours, because my son in-law did that while he was going through collage. Mr. Peach stated that it is a union regulation that they can only work 600 hours. Trustee Barone replied, it is an IMRF regulation. Attorney Heller stated, Scott, Tony and Dave, the transition team would be the ones that we would have making those calls and seeking bids for mowing and seeking employees that are willing to work. You need to figure out what the pay rate is going to be, then that would have to be approved by the Board. Trustee Barone asked if it would be something like we are paying Marvin, he is a seasonal employee? Attorney Heller stated that he doesn't have any idea what anybody out here makes. Mr. Peach stated that \$18.00 to \$20.00 would be about the right wage. Trustee Barone asked Manager Wilmouth, what are we paying Marvin? Manager Wilmouth replied to Trustee Barone, \$18.36 per hour. Attorney Heller stated that if you want to use that pay scale for these employees, then you can do that on your present policy. Trustee Barone stated he feels that the Board needs to move forward with these employees for the gas pumps. Do we want to have these guys interview, and get them before the Board, hire them at the rate we are paying Marvin? President McGriff stated that is a fair question for the Board to decide, if that is the way they want to go, then someone make the motion. Trustee Barone stated we are under a time frame here. Trustee Byrd asked how many employees are we going to have to have? Trustee Barone replied you need at least two employees for an 8-hour shift to man the pumps. Trustee Byrd stated that the transition team would go out and find 3 or 4 individuals. (People talking over each other) President McGriff stated that the transition team needs to bring them to the Board to hire. President McGriff stated he needed a motion from the floor to hire 3 employees for the boat dock. Trustee Mileur made a motion to hire temporary employees for the fuel dock. Trustee Westphal seconded the motion.

ROLL CALL:

Nathan Westphal	Yes
David Ardrey	Yes
Lisa Byrd	Yes
Steve McGriff	Yes
Tony Mileur	Yes
Mike Barone	Yes
Joshua Hellmann	Yes

President McGriff declared the motion carried

Manager Wilmouth asked the Board how they want to proceed, we don't have much time here. President McGriff stated that the Personnel committee will have to meet with them. Get 4 people to be here on a certain day at a certain time and interview them. Trustee Byrd asked if it has to go before the full Board? Could we not do it the same day, have the Personnel committee meeting and after that have a Board meeting. Attorney Heller stated that we can't have an emergency meeting for just anything, but we can have emergency meeting for things like gasoline. The things we are talking about here are in crisis mode for a hugh weekend, health issues are critical, like

the bathrooms, and the shower houses. We can have emergency meetings to deal with issues like that. That is the only kind of meeting that we can have that does not require a 48-hour notice.

President McGriff stated we need the same authorization on the mowing contract. Trustee Barone made a motion to move forward to contract out the mowing by private bids. Trustee Byrd seconded the motion.

ROLL CALL:

Nathan Westphal	Yes
David Ardrey	Yes
Lisa Byrd	Yes
Steve McGriff	Yes
Tony Mileur	Yes
Mike Barone	Yes
Joshua Hellmann	Yes

President McGriff declared the motion carried

Approval for Jackson County Highway Department to Patch Roads at Marina: Manger Wilmouth stated that the County engineer stated it would cost between \$1200 and \$1500, but they always estimate a little higher just in case. They are going to fill the big potholes. Trustee Barone made a motion to have Jackson County Highway Department patch the roads at the marina not to exceed \$1800. Trustee Hellmann seconded the motion.

ROLL CALL:

Nathan Westphal	Yes
David Ardrey	Yes
Lisa Byrd	Yes
Steve McGriff	Yes
Tony Mileur	Yes
Mike Barone	Yes
Joshua Hellmann	Yes

President McGriff declared the motion carried

OTHER MATTERS TO DISCUSS: Trustee Barone asked what we are doing as far as clean up, you said we had guys cleaning the shower houses. Manager Wilmouth replied that Marvin has been doing that. I also reached out to Start in Murphysboro and I am meeting with them tomorrow at 9:00am. He said they could clean the bathrooms and showers on a Friday night and then again on Monday night. They have a crew that they will bring out. Trustee Barone stated that when he worked at IDOT, Start had a crew and they cleaned restrooms on the interstate and did a very good job. Trustee Barone asked about dumpsters, are we prepared to have extra's. President McGriff stated that he and Manager Wilmouth have discussed this. Those dumpsters need to be moved from the circle and put up by the boat shop. That will help keep the trash from blowing into the lake. The trash trucks are tearing up the road, where they are now. We also need to obtain a roll off for the holiday weekend. (Several people taking over each other) Ms. Knust asked if the point was going to be mowed? Manager Wilmouth replied that Marvin was going to do that today, but the rain prevented it from getting mowed, it will get mowed. Ms. Knust asked if we were going to allow camping on the point? Trustee Barone stated if we do we need to get portable bathrooms. President McGriff stated the IDPH stated that you have to have drinking water, washing basin and portable bathrooms.

Manager Wilmouth stated we will need to set the Personnel committee meeting for Monday, the 23rd, at 5:00pm to conduct interviews, and a Special Board meeting following that at 7:00pm.

Trustee Westphal stated he had to leave for work. He didn't realize the meeting would last this long and to let him know if he was needed to do anything to help. I can help out with the Square application.

Trustee Ardrey stated that Tony and he would reach out to Luke and confirm his intentions and get that information to you.

President McGriff stated that he had one statement that he would like to make. I am tendering my resignation tonight. Here are the keys that were given to me. This key is for the safe. This is my resignation letter, and my heart is in this place, I love it, but I think there are too many chiefs and not enough Indians. With that being said, I have enjoyed it, I have been on this Board twice, I grew up on this lake, it means a lot to me, but I have to step back. Mr. Peach stated, you are breaking my heart brother, I really wish you would reconsider. President McGriff stated I have considered this every morning at 3:00, I'm wide awake thinking about this. It's gone from good to bad to worst. There are things in the works that is going to happen, I can tell you. Look for October or November to be 2 rough months. The Republicans are pushing hard to disband this Board and there is a lot of people getting on board. So I'm just telling you, there is stuff going down, so just be aware.

ADJOURNMENT:

Trustee Barone made a motion to adjourn the meeting. The motion was seconded by Trustee Byrd. All members present voted "Aye" President McGriff declared the motion carried.



VICE PRESIDENT – Michael Barone



SECRETARY – Anthony Mileur