

**MINUTES OF MEETING
VIERA EAST
COMMUNITY DEVELOPMENT DISTRICT**

The regular meeting of the Board of Supervisors of the Viera East Community Development District was held on **Thursday, December 15, 2022** at 7:00 p.m. at Faith Lutheran Church in the Multi-Purpose Room, 5550 Faith Drive, Viera, Florida.

Present and constituting a quorum were:

Rob Dale	Chairman
Jennifer DeVries (<i>via phone</i>)	Vice Chairman
Steve Colasinski	Treasurer
Pete Carnesale	Assistant Secretary
Ron Rysztogi	Assistant Secretary

Also present were:

Jason Showe	District Manager
Jeremy Dale	GMS
Tim Melloh	General Manager
Jim Moller	Golf Maintenance Superintendent

FIRST ORDER OF BUSINESS

Roll Call

Mr. Showe called the meeting to order at 7:00 p.m. All Supervisors were present.

SECOND ORDER OF BUSINESS

Pledge of Allegiance

The Pledge of Allegiance was recited.

THIRD ORDER OF BUSINESS

Public Comment Period

This item was discussed after the Fifth Order of Business

FOURTH ORDER OF BUSINESS

Organizational Matters

A. Administration of Oaths for Newly Elected Officers

Mr. Showe, a notary of the State of Florida and duly authorized, administered the Oath of Office to Ms. DeVries and Mr. Rysztogi.

B. Consideration of Resolution 2023-02 Electing Officers

Mr. Showe: After every election, Florida Statutes require that the Board has an election of officers. Typically, one of the Board Members is appointed Chair, one is appointed Vice Chair and then we have staff fill the other positions. In your case, Steve is also listed as Treasurer. We previously had both Mr. Tim Melloh and Mr. Eddie Guerra as Assistant Secretaries. Currently your Chair is Mr. Rob Dale and Vice Chair is Mr. Peter Carnesale. The rest of the Board Members typically would fill in as Assistant Secretaries. You're more than welcome to keep that setup if you'd like or you could change should you choose. It's really up to the Board.

Mr. Carnesale: Does anybody have a problem with the positions as we have them?

Mr. Colasinski: I'd like to suggest that we have Jennifer serve as Vice Chair.

Mr. Dale: Okay.

Mr. Carnesale: I don't have a problem with that. I'm not going to run against her if that's what you are looking for.

Mr. Colasinski: She's new on the Board and I'd like to see her engaged in doing something.

Ms. DeVries: I'm not trying to step on your toes.

Mr. Carnesale: No.

Mr. Colasinski: Just give her a chance to get a little bit more engaged.

Mr. Showe: So here's what I can do...

Mr. Dale: I do just want to say a couple of things. One, if that's the way we go, I appreciate you stepping up, Pete and serving in that role and all the honorifics that go with that. The other thing that I would just add, because I didn't know how tonight was going to go, one of the thoughts that I had was I know that you had shared with me in the past, that you were thinking of just serving maybe just one term.

Mr. Carnesale: Yeah.

Mr. Dale: If that is the case, I'm not going to serve as Chairman forever, so, we need to get somebody else trained.

Mr. Carnesale: Okay. Steve made the suggestion and I don't have a problem with it. Sometimes I make a suggestion and you wind up with this big argument between who's going to be there.

Mr. Dale: Yeah.

Mr. Carnesale: In this case, you don't have that.

Mr. Dale: The bottom line is we all get one vote anyway. As the Chairman, you're the lightning rod.

Mr. Carnesale: Your reasoning of having her there, because she'd be there for four years, is a good one. Basically if you decided at any point to step down and I'm not saying whether you are or you not, you would want somebody to be able to replace you.

Mr. Dale: Right

Mr. Carnesale: You also know that I've already said many times, even when we were first running, that I'm only going to serve for one term.

Mr. Dale: Right.

Mr. Carnesale: Okay. So, with that in mind...

Mr. Dale: That's my thinking right now. That's why I wanted to share that.

Mr. Carnesale: I really don't have a problem. It makes sense.

Mr. Dale: I don't want anybody to feel like anything other than what it is.

Ms. DeVries: I have a question

Mr. Showe: Sure.

Ms. DeVries: There are a bunch of Assistant Secretaries. Is there a Secretary?

Mr. Showe: Yes. That's Mr. George Flint in our office.

Ms. DeVries: Okay.

Mr. Showe: The purpose of the Secretary is just for signing documents.

Ms. DeVries: Okay.

Mr. Showe: We always put myself and George in our office as Secretary, so we can keep paperwork moving and we're not having to drive out here and track somebody down.

Mr. Colasinski: Others can be Assistant Secretaries to help facilitate the movement of things as well.

Mr. Showe: Absolutely.

Mr. Colasinski: Okay.

Mr. Dale: It wasn't really discussed, but I am willing to continue to be the lightning rod.

Mr. Showe: If the Board is amenable, I'll read the slate and you can approve the resolution as read.

Mr. Dale: I assume we're talking about keeping you on as Treasurer.

Mr. Showe: Yeah.

Mr. Moller: Andy's doing a good job at it.

Mr. Dale: He's doing a wonderful job at it. I would obviously like to keep Tim and Eddie on in the assistant role. I'm almost wondering if we shouldn't be adding Jim into the mix too.

Mr. Carnesale: Why wouldn't we? He's got nothing better to do.

Mr. Colasinski: Yeah. I think it just gives us more flexibility.

Mr. Showe: Now, that does mean you folks will have to fill out the Financial Disclosure Form because that is part of the job.

Mr. Dale: It is the special government Financial Disclosure Form. You do not have to fill out the mutual fund that you own.

Mr. Showe: No.

Mr. Dale: You also don't have to list how much you have in your 401k.

Mr. Showe: You don't have to list dollar values. Just places.

Mr. Dale: Like I bank at the Seacoast Bank. Are you comfortable with that, Jim?

Mr. Moller: Yes.

Mr. Dale: Okay. Then I propose that we do that.

Mr. Showe: So I'll read it and then you guys can just approve it as read. We would have Mr. Dale as Chair, Ms. DeVries as Vice Chair, Mr. George Flint as Secretary, Mr. Carnesale, Mr. Rysztogi, Mr. Tim Melloh, Mr. Jason Showe, Mr. Eddie Guerra and Mr. Jim Moller as Assistant Secretaries, Mr. Steve Colasinski as Treasurer and Mr. Jason Showe as Assistant Treasurer. Is there a motion to approve that resolution as read?

On MOTION by Mr. Rysztogi seconded by Mr. Carnesale with all in favor Resolution 2019-01 Electing Officers as stated was adopted.

Mr. Showe: Do you have any remarks?

Mr. Dale: Yes, I do. I wanted this available for the minutes because I know we have a lot of residents that read this. We've talked about this in previous meetings, roughly six months ago or a little bit longer, that this Board, actually the former Board, made a motion to have Mr. Steve Colasinski act in the capacity as acting General Manager, because we had some staffing issues. We had a lot going on with the build-out and that stuff. Steve, as we've talked at previous

meetings, for six months, put in 40 hours a week or more and did not ask for a single penny, nor did he get paid a penny and all we were able to offer him essentially was maybe discounted golf.

Mr. Colasinski: I didn't get discounted golf.

Mr. Dale: As acting General Manager, you were entitled to it. So, if you didn't take it, then that's even better on you. But this Board and the community owe you a debt that we're not going to be able to repay, but we can give you a little bit of Christmas spirit. That is the announcement that I wanted to make and say thank you very much. At our last meeting, we had two Board Members that were going out and I think we need to thank people when they rise to a level that is way above and beyond.

Mr. Colasinski: Thank you. I must say that last Friday there was an opportunity for the employee discount golf fair. They gave an employee discount, but that was because we took Jim and Eddie and Kyle out in a team-building exercise. I play golf with them. But that was the only time I ever used, "*The employee discount.*" I prefer not to do that.

Mr. Dale: I know you're very gracious.

Mr. Colasinski: But the thing is, as a Board Member, it's always good to keep things very clean and different.

Mr. Dale: Well, we all are W-2 employees of the District. Actually, we probably should clarify that at some point in time maybe towards the end of this meeting.

Mr. Carnesale: No.

Mr. Dale: I don't want to do it right now. We'll have the discussion maybe later on and have a talk about that.

Mr. Carnesale: Board Members are not employees of the District.

Mr. Dale: Well, let's have the discussion in a little bit. But mostly all I want to do right now, Pete, is to say thank you to Steve and then we'll have the discussion a little bit later.

Mr. Colasinski: He probably saved the District about \$75,000 for the services to be honest, if you were to get a contract with somebody to do that role.

Mr. Carnesale: Yeah. Definitely.

Mr. Dale: Yeah. With that said let's move on into the agenda.

FIFTH ORDER OF BUSINESS

**Approval of Minutes of the November 17,
2022 Board of Supervisors Meeting**

Mr. Showe: The next item on the agenda are your minutes from the November 17th meeting. We can take any changes or comments to those or we can take a motion to approve.

Mr. Carnesale: I read them at home and I was satisfied with them, so I would approve them.

Mr. Rysztozi: I have to abstain. I wasn't a Board Member.

Mr. Showe: You can't abstain.

Mr. Colasinski: Now you're on the Board.

Mr. Showe: Yeah.

Mr. Rysztozi: I can't approve minutes for a meeting that I did not attend.

Mr. Showe: You're not verifying what was said. You're just approving that document as part of the record.

Mr. Rysztozi: Okay.

Mr. Showe: For your records, we have recordings as well, if there's ever a question as to what the minutes say. As part of the Florida Statutes, you can't abstain. The only way you cannot vote on an issue is if you have a conflict and then there's a specific conflict resolution that you would complete.

Mr. Dale: Right.

Mr. Rysztozi: I just wasn't aware that I can vote on it.

Mr. Dale: No. That's okay. I actually think I had the same question when I first took the seat.

Mr. Showe: Yeah. You absolutely can. That's not an issue.

Mr. Colasinski: You remember that?

Mr. Dale: Yeah. Actually, that sounds very familiar.

On MOTION by Mr. Carnesale seconded by Mr. Colasinski with all in favor the Minutes of the November 17, 2022 Board of Supervisors Meeting were approved as presented.

- **Public Comment Period** (*Item 3*)

Mr. Dale: Before I forget, we don't have any public commentary this evening, but I do want to share with the new Board Members our previous policy. I assume it's probably going to continue in this manner, unless somebody has a big issue with it. The policy of this Board when we have public commentary, is we allow residents to speak for three minutes. We do not interrupt. We don't dialogue with them. We let them do their thing. Because sometimes they'll get really specific and want answers to things. We can give them answers in the business portion of the meeting once they're done and if we need to call upon them for further clarification, we can do so. The benefit of doing that is it keeps the meeting times down and it keeps a tit for tat type thing from developing, which happened in the past. So, the Board had decided the best way to do that is to allow residents to speak, we don't interrupt them and then we go into our meeting. It just makes the meeting flow a lot better.

Mr. Rysztoji: I have a question.

Mr. Dale: Sure. Go ahead.

Mr. Rysztoji: If somebody wants to comment on the agenda item as it comes up, are they allowed to speak?

Mr. Dale: They are not. They get their three minutes and that's it. Unless Board Members specifically want clarification from an expert, like Jim or Michelle, our lifestyle coordinator or Mr. Smith, if he's a subject expert on non-putting groups, we can hear from them. Since we have a new Board, I just wanted to make sure that we were all on the same sheet of music as we go forward.

Mr. Showe: For background purposes, the public comment period occurs before this Board votes on anything. Anybody who has comments about things you're going to vote on will have an opportunity to voice their opinion. It's typical if you go to any county or city meeting, that's how they handle it. There is a public comment period and after that is over, the Board conducts their agenda.

Mr. Dale: It's the official meeting. I assume we're all in consensus that that's the way we would like to move forward.

Mr. Showe: As Rob said, that doesn't bind the Board. If they choose to open up for public comment again later, you can do that, but that's up to the Board at that point.

Mr. Dale: Right. Okay. Let's move on.

SIXTH ORDER OF BUSINESS

New Business

A. Easement Agreement for Star Rush Property

Mr. Showe: I know we touched on this before. This is for the Drainage Easement Agreement for the Star Rush property. I provided to you the revised agreement. There has actually been another tiny revision to it prior to this evening. What I did to help illustrate for you guys is what you have in front of you. This is what the drain currently looks like. It is on the Brevard County Property Appraisers map. It's that culvert on the west side, from the south side. There are two diagrams. One that shows what they're building, which is the Viera Station and then behind that, you have the Property Appraisers map, so you can see what it looks like now. By way of history, as part of our agreement with The Viera Company, the CDD will ultimately take maintenance responsibility of that entire culvert as part of our master drainage system. We already pay them a portion for their maintenance as part of an agreement, but the District agreed in the past to take over full maintenance of that culvert. Initially we were supposed to take full maintenance and ownership, which is why that culvert is pieced out as a separate parcel. The new folks that purchased that property, which is SJC Ventures, actually purchased the entire piece, which also covers that culvert. What they've asked for is this Drainage Easement Agreement.

Mr. Colasinski: Does that mean they're now a taxpayer?

Mr. Showe: Yes. Well, they already are. That property is already paying a CDD assessment.

Mr. Colasinski: I don't believe that they were earlier, so that's why I'm clarifying.

Mr. Showe: Yeah, that property has always paid a CDD assessment.

Mr. Dale: But they should be paying more because of the subdividing. Now it winds up being the same.

Mr. Showe: Commercial is all done on acreage. It's only the acreage of the parcel. Because they're buying a piece of that culvert, they might actually increase in acreage.

Mr. Dale: Good because there's a minimum acreage requirement. That's what I thought. A 1,000-square-foot condo is going to be paying more.

Mr. Showe: Under their old one, we would have taken ownership of that culvert and all of the maintenance responsibility from below the waterline. Under the new agreement, again, they would be the owners of the culvert. The CDD would only maintain up until where that culvert goes underground. The CDD is not responsible for anything under Viera Boulevard. The

county owns it. The short version of it is that we're not going to own the culvert, which is a positive for the District and we have less maintenance than we would under the old agreement. Our responsibility is only from the high watermark of the high-water line down. They're responsible for making sure that culvert is attractive as it fits into their commercial development. There's also a perpetual Easement Agreement so that we have full capabilities of maintaining our portion of that through their property.

Mr. Dale: Do they mow that?

Mr. Showe: They're going to be responsible for mowing anything above the high-water line.

Mr. Dale: Okay, so we need to add to ECOR's agreement.

Mr. Showe: Yeah.

Mr. Dale: Okay, that's all. Alright. Cool.

Mr. Showe: So, this has been through both our counsel and our engineer and they're both okay with the agreement as it is. We can obviously take any questions or comments from the Board. What I'd recommend, if you are inclined to approve this, is to approve it in substantial form. There was a minor change that our counsel made this afternoon that I haven't gotten back to them yet. It's nothing substantial, but I don't want you guys to approve it and then have to bring it back again later if there is another change. Obviously, we can take any questions and we can bring back other questions at a later meeting, but it has been through both our counsel and our engineer.

Mr. Dale: My first question is because we're discussing this in an open forum, I assume all of this is open source.

Mr. Showe: Absolutely. It's now a public record.

Mr. Dale: Right.

Mr. Showe: Yes.

Mr. Dale: It makes it much easier to guess what's going in there now.

Mr. Showe: Yeah.

Mr. Melloh: What's going in there? A PDQ?

Mr. Dale: Something with a garden center.

Mr. Showe: Yeah.

Mr. Dale: That's interesting.

Mr. Melloh: I saw that in *The Viera Voice*.

Mr. Dale: Yeah, I saw the PDQ thing too. Let me know when we get a Panda Express. That's when I'm going to be excited.

Mr. Melloh: You and my son. We use that property and go through that property to be able to access the Bayhill flow way drainage structure. Jason verified that it exists and we still have that access.

Mr. Showe: To Tim's point, in that agreement it says that the grantor, which is them, grants us as the grantee a perpetual non-exclusive easement over, under, upon, across and through the property. Then it lists all of the maintenance activities we're going to do. So we feel comfortable that we've got full access to do all of the maintenance that we need to do.

Mr. Melloh: Yeah, so that part's good.

Ms. DeVries: I just want to make sure that I understand this. I'm looking at this document. Right?

Mr. Showe: Yes.

Ms. DeVries: So, we're talking about the big triangle in green.

Mr. Showe: No, no, no. It's a culvert that runs up. That's what we would maintain.

Ms. DeVries: The culvert that runs up. The green line along Viera Boulevard?

Mr. Showe: I'll show you.

Ms. DeVries: They are going to maintain that.

Mr. Melloh: This is basically across the street from Cumberland Farms.

Mr. Showe: This is the culvert. If you look at the document behind it, this is the way it currently looks. Right now, the CDD would be responsible for all of this.

Ms. DeVries: It is on Viera Boulevard.

Mr. Showe: This is the same track.

Ms. DeVries: And I-95.

Mr. Showe: Yes.

Ms. DeVries: Are we responsible for all of the work?

Mr. Showe: Under their plan, we would only be responsible to here. They would be responsible underground because they're going to put that culvert under their property.

Ms. DeVries: Okay.

Mr. Showe: They would have to maintain anything under this.

Ms. DeVries: Okay.

Mr. Showe: There's less property to maintain and we don't own the property, which is the way it was originally intended. That we would own that tract.

Ms. DeVries: Did you all understand that?

Mr. Showe: I think we presented this to them once before and they've been going back and forth with it.

Ms. DeVries: This is the first time you are seeing this?

Mr. Showe: Absolutely, yeah.

Ms. DeVries: I just wanted to understand it.

Mr. Showe: Absolutely.

Mr. Colasinski: That's a good idea.

Mr. Dale: One other thing, and this is just an FYI type thing and has no bearing on the culvert issue, but deducing from the map, the major tenant X or A, whatever the heck that's supposed to be, it's already been publicly announced that a Miller's Ale House is going in. The reason why that has bearing on this meeting is obviously that's either going to have an impact on our restaurant or we're going to be synergizing with it and it's going to help our business, one of the two, but that's just something to keep in mind for future meetings.

Mr. Showe: That is the reason I think also that one little parcel next to the lake is where they're also planning a restaurant. That's the way he explained it to us on the phone. They wanted to have that by that lake.

Mr. Dale: For aesthetics.

Mr. Showe: That pond that's there is not ours to maintain. That's really just as he explained, an aesthetic issue. It's not even for drainage. All of their drainage is going to go to the east.

Mr. Dale: Well, then, potentially that shop next to the lake could be Miller's Ale House because that's 5,000 square feet, I guess.

Mr. Showe: It could be, yeah.

Mr. Dale: I just saw the square footage on the other two buildings. It's pretty big.

Mr. Showe: Yeah. That's their plan for now and it necessitated them paving over, putting property over the top of that culvert in order to make it work.

Mr. Dale: Yeah.

Mr. Showe: Again, that's kind of the issue. If the Board is inclined, I propose a motion to approve this agreement in substantial final form pending final review from our counsel and engineer.

On MOTION by Mr. Dale seconded by Mr. Colasinski with all in favor the Easement Agreement for the Star Rush property was approved in substantial form.

Mr. Showe: We'll obviously keep you up to date. When we get the final form, as we always do, we're going to have them sign it first and then we'll get it to you for signature. We always have them sign it first. I've done it the other way and it ends up being bad, if they decide to make changes at the last minute.

Mr. Dale: Right.

Mr. Showe: Other than that, another item we have was the quote for the patio coverings. I know that Steve got that. I printed it out. I don't know if we want to discuss that anymore. I know that the Board was interested to see what that quote was going to be before we finalized that purchase.

Mr. Colasinski: This should also include the starter shaft as well.

Mr. Showe: Yes.

Ms. DeVries: It seems pretty consistent with what we saw earlier.

Mr. Colasinski: It is.

Ms. DeVries: It looks good. Have we chosen the fabrics?

Mr. Colasinski: Our marketing person chose all of the colors and fabrics for the Clubhouse.

Ms. DeVries: It's available?

Mr. Colasinski: Yeah, we can get it. There's no issue. It will be transparent.

Ms. DeVries: It says that the color is gray and the fabric is clear.

Mr. Colasinski: Yeah. That's the transparency. Are there any questions on this other than that so we can get Ines going?

Ms. DeVries: When does it go in?

Mr. Colasinski: It takes anywhere from 10 to 12 weeks once they've received their deposit.

Mr. Showe: If there are no objections from the Board, we can just have Ines cut that deposit check immediately.

Mr. Colasinski: Yeah, probably next week sometime.

Mr. Melloh: It's for your signature.

Mr. Colasinski: Okay. Very good. I'll be there tomorrow morning.

Mr. Showe: We will proceed.

SEVENTH ORDER OF BUSINESS

Old Business

A. Action Items List

Mr. Showe: We can go through the Action Items List.

Mr. Carnesale: That already fits into the approval we've already given.

Mr. Showe: Yeah. We have a fire break. We're still on hold on the fountains. No one has stepped up to volunteer.

Mr. Dale: My proposal at this time is to take the fountains off of the Action Items List.

Mr. Showe: Yeah.

Mr. Dale: We have asked for the past two years if anybody is willing to step up. I just did it again a month ago with the President of that association.

Mr. Showe: He's been to several meetings where he said the same thing.

Mr. Dale: She. You're thinking of the former President, Mr. Mac McCarthur. We have had no bites. I've been very explicit that we are begging for somebody. You will get your fountain. You will probably wind-up making money on the electric deal. But we've had no takers. It's been two years, so let's remove it from the Action Items List.

Mr. Showe: I don't see the cart path extensions. Is it still ongoing, Tim?

Mr. Melloh: Yeah. They're about halfway through.

Mr. Showe: Okay. Perfect. Are there any updates on the irrigation project?

Mr. Melloh: Well during my report, I was going to have Jim report on it.

Mr. Showe: Perfect. I know that the District Engineer is working on the Recovery Plan. He's looking at all the neighborhoods. He was asking for some information from the county.

Mr. Dale: As well as a letter to the residents that we can post on social media.

Ms. DeVries: I was going to work on that with Tim. Do you want me to draft something and then you can look at it?

Mr. Melloh: Sure. That's always a good way to start. That way we can then go back and forth from there.

Ms. DeVries: Okay.

Mr. Showe: That's all we have on the Action Items List.

EIGHTH ORDER OF BUSINESS

Staff Reports

A. General Manager's Report

Mr. Showe: With that, we can go to the General Manager's Report.

Mr. Melloh: Yesterday we had a bit of an issue with the women's restroom, which has since been resolved. I just wanted to let the Board know that.

Mr. Dale: I have the most updated information on that once you're done. Go ahead, please.

Mr. Melloh: Okay. Well, from what I was told, it was just clogged up with a bunch of paper products.

Mr. Dale: I'm going to go into a little more detail.

Mr. Melloh: Okay. Then you can go into more detail because I don't know.

Mr. Dale: I just found out.

Mr. Melloh: Okay. We're doing some repairs at Woodside Park. There are some things rotting out in the kid's park. I happened to be at the Farmer's Market on Saturday and Pete's wife, Louise showed me some stuff. We've since done some things down there like putting dirt that washed out from the stairs. Did we miss something there with the top wood plate?

Mr. Dale: No, that's the way it's supposed to be. It's supposed to be just dirt.

Mr. Melloh: Alright.

Mr. Dale: It makes it a nature playground. The board just acts as a retaining wall. That's all it is.

Mr. Melloh: Okay. Now I know. I was thinking, "*Man, this is weird.*"

Mr. Dale: Yeah.

Mr. Carnesale: Well, the problem that he was running into with that, and basically, I gave him the list in writing, but he didn't realize how serious some of the things were until Louise brought him there and showed them to him. What we're talking about is on that staircase where you are saying basically it's supposed to be just dirt. What's happening is the dirt is falling as they push it down and it has no place to go afterwards so it just winds up with a hole.

Mr. Dale: It's been there a year and you're supposed to do maintenance on it every now and then.

Mr. Carnesale: But I'm just saying. So now when you look at it basically, it is a safety issue. There's actually a hole where the stairs should be.

Mr. Dale: So we have to put dirt in.

Mr. Carnesale: Yeah.

Mr. Dale: Actually, let me touch on a few things because the same thing holds true. We just had to re-sod the hills and the dog park. It's been a year. It's gotten more use than in my wildest dreams would I have imagined, how much that park is being used. But the other part that I would add to it, is the children's hill. There are multiple things going on there. The kids are sliding down the AstroTurf part of the tunnel and then their feet cause erosion on the side of it, but that's all fixable. I've been in contact with Mr. John Casey. We're actually talking about putting together a Volunteer Day sometime in the next month or so to come out and address a lot of these issues. But the main gist of it is the park is being used heavily, which is a great thing. That's what is increasing property values in that area. It requires maintenance over time, so we've got to do that. But I will, of course, be in touch with Jason as soon as we can put together a date and a time. It's going to be on a weekend, probably on a Saturday. We envision putting some two-by-fours on the AstroTurf on the hill or on the roof of the tunnel so kids can't slide down that anymore. That will stop a lot of that erosion. There are areas where they always take the point of least resistance up the hill. So, that's caused wear on areas. It's easily fixed. We're going to try to create concrete steps out of quick dry concrete. Jim's probably done this before. You just leave it in the bag, wet it and presto, you have instant steps. So, we're going to be working on, that. We've talked about a lot of these things, but people have busy lives and we got to put the time together.

Mr. Carnesale: It's an effort to keep the cost minimal.

Mr. Dale: The cost minimal, which is what we've done. These are all the same people that built the park and spent a year volunteering. So they're very familiar with that. I imagine, sometime in the next month, month-and-a-half, this is going to be happening. I don't mean to steal your thunder here, Time, but it segues good into an issue that you and I had talked about. I see the need for some sort of handy person for the District. They don't have to be experts. They've got to be functional and good with a multiple of different things, fixing tile, carpentry,

electrical, being able to go out and fix a hill. Not the raw manual labor where I expect them to go throw sod down or anything like that. But have a type of skill.

Mr. Colasinski: Some simple thing that's not overly complex.

Mr. Dale: Right. I think if we were able to bring somebody on, if we were to hire somebody like that, we're probably spending at least half that salary on an annual basis for experts, to hire the electrician to come out and do this or to hire a tile guy to come out and do that.

Mr. Colasinski: Simple plumbing repairs also.

Mr. Dale: Right. Simple plumbing repairs.

Mr. Colasinski: It's kind of a spectrum.

Mr. Dale: Where this came up for me as an issue is watching Steve over the past six months fixing toilets, dealing with contractors, installing electrical outlets, filling tanks, all of these kinds of things. We should have somebody on staff doing this stuff.

Mr. Colasinski: Even like down in Woodside park. Friday night when I was down there, the men's restroom locked at 6:00 p.m., but the lady's restroom did not. We just need someone to go out and look at the infrastructure in the District, the assets within the District and just check on them on a periodic basis. Then if there's a problem with it, fix it. For instance, the lady's restroom not locking. Okay. We probably just need batteries in the lock more than likely.

Mr. Dale: Right.

Mr. Colasinski: That person could actually complete that installation of the batteries.

Mr. Dale: Right.

Mr. Colasinski: There are just simple things, like the timers for the facilities. We have timers at Woodside Park. We have timers at the golf course. You probably have some in your facility as well. Just make sure they're updated. The sprinkler system down there, the time hadn't been updated when we changed to daylight savings time. Just things like that that are just miscellaneous and are out there. They have an impact, but we just don't have an assigned person. We've always picked it up or we haven't picked it up and it gets kind of forgotten. So, we just want to make sure that we can have all of the assets trimmed up and operating functionally going forward. If there is a problem, we call that person and they're on call too. The issue I think is probably whether it's a full-time position or not, because it probably isn't.

Mr. Dale: Well, Tim and I had a good discussion about this and here's generically how we envisioned it going down. I agree with you that there probably isn't enough there to keep somebody busy full-time, but we do need somebody on call.

Mr. Colasinski: Right.

Mr. Dale: So, in the times that they would not be working in that position, they would probably be under Jim. Tim had suggested that Ali could use somebody to work with them that could do PMCS.

Mr. Melloh: That's certainly up to you.

Mr. Dale: It's just an initial.

Mr. Melloh: At every other golf course that I've worked at, we've always had an Assistant Mechanic that did preventative and maintenance stuff so that the Mechanic could work on the heavy lifting.

Mr. Moller: Actually I was hoping that would come up. I can share that person. It would be nice to have one.

Mr. Melloh: You don't want them out there trimming bunkers and weeding.

Mr. Colasinski: I saw how much we spent on October on cart repairs. If it's possible, we can get one of our guys to just order the parts and do the repairs themselves. There are some things they can probably do and some things they can't.

Mr. Melloh: I think that we would need to identify all of the tasks that person would be responsible for.

Mr. Colasinski: Right.

Mr. Dale: Right.

Mr. Melloh: We envision where Jim and myself and Ed, Eddie, Jeff and Steve most likely would sit down and we just come up with a list of all the things that they are responsible for. For the first day, they are taken around and shown things to do. Then from there, Jim can show him around. Do we have like 37, 38 pieces of equipment?

Mr. Moller: I never counted, but it's probably close.

Mr. Melloh: I think I did count one time and I think that's the number we have. They all have hydraulic fluid and engine oil.

Mr. Colasinski: Is there a maintenance schedule for every piece of equipment?

Mr. Melloh: Oh yeah. On some of the other golf courses, I've had a Head Equipment Tech and part-time guys who mow greens in the morning and then come in and help the Mechanic with oil changes, changing tires, little things, diagnosing a motor or grinding wheels.

Mr. Colasinski: Right.

Mr. Dale: It's kind of the perfect fit because if, "*Hey, the bathroom just blew up,*" and it sucks them away for four or six hours, it's not going to affect Ali because it's just a PMCS issue and come back to it.

Mr. Colasinski: It's less disruptive to your flow.

Mr. Dale: My initial thought is, I want somebody that is skilled. I want somebody that really can fix these things. In order to attract somebody with those skills, you're probably talking in the \$20 to \$25 per range, I would estimate.

Mr. Colasinski: Maybe more.

Mr. Dale: Maybe more. I don't know. I just want to give you guys some general guidance from the Board. We're not here to micromanage what you're going to hire somebody on at.

Mr. Colasinski: It has to fit within a budget.

Mr. Dale: Yeah. We're not going to get somebody with those kinds of skills for \$12 an hour.

Mr. Colasinski: We need to come up with a budget that shows the annual cost and then we can correspond it with the hourly rate.

Mr. Dale: Right.

Mr. Colasinski: Then we have to find somewhere within the budget where something else that's not going to be done in favor of that.

Mr. Dale: I don't believe this requires any kind of a motion or anything. It's just general guidance for you guys.

Mr. Melloh: Yeah.

Mr. Dale: What I think would be a good way to proceed, is the three of you get together and put together like what you said Tim, some kind of job description.

Mr. Melloh: Like a master list.

Mr. Dale: A master list of things that you want, what you're looking for and then you guys go out and hire somebody.

Mr. Colasinski: You guys should be part of that too.

Mr. Melloh: Ed needs to be part of that because there's going to be stuff at Woodside Park.

Mr. Dale: Exactly. This is a District employee, not a golf course employee. They're going to be operating in both worlds. But obviously, somebody is going to be the immediate supervisor. I just want you guys tied in.

Mr. Colasinski: We need somebody that understands, for instance, like the sprinkler system down there. We need somebody who actually can dig into that and understand that a little bit more than just myself. Ed knows something about it, but we need somebody who can actually dive in and understand a little bit more.

Mr. Dale: Bingo. Because we did have a small issue at the Farmer's Market this past weekend where we had a power issue that affected the sprinklers timer. That was not good for the Farmer's Market. I need somebody that I'm able to call and say, "Hey." Ed was great. I texted him, but Ed lives up in North Brevard and it took an hour for him to get down.

Mr. Moller: I haven't looked at the irrigation timer, but we can probably upgrade that timer to a timer that you can actually put on a network because there are internet capabilities out at the park, correct?

Mr. Colasinski: I don't believe so.

Mr. Dale: No.

Mr. Colasinski: However, don't drop that thread. I like that. Then you can actually do something remotely. That may not be something we do right now, but maybe next fiscal year, we consider something like that where we can upgrade to Wi-Fi capability. You don't have to waste two hours of somebody's time to come down and then go back. You can solve it remotely. Actually, the cameras that are down there too, if we can get even just like an LTE phone or something like that, there's a way we can do that. We just have to pay for it. But then we could also get the camera from down there and we could get access potentially to the office as well if you wanted to, instead of having to go down to Woodside Park and take a look at it.

Mr. Dale: Right.

Mr. Colasinski: I didn't want that thread to drop. It's a great idea because that's helped you with your abilities to do things quickly.

Mr. Dale: Right.

Mr. Melloh: On the outside of the big box, the big beige box, there is a smaller gray box. It's got one of these on it.

Mr. Colasinski: Right.

Mr. Melloh: So if you just pull it down, it kills the whole irrigation system.

Mr. Colasinski: It does.

Mr. Dale: The problem was I was in Colorado, so it was hard to pull that switch.

Mr. Colasinski: If we did that, what happens with the timer?

Mr. Melloh: The timer has to be re-programmed.

Mr. Colasinski: Well, does it, or doesn't it? That's the thing. Is there a battery backup?

Mr. Melloh: I don't know.

Mr. Colasinski: Exactly. That's why we need a person. That's what I'm saying. We need somebody that understands when this occurs, what are the consequences of this and so forth? Ed went into the sprinkler and actually turned off the timer in there so the system would function rather than doing the knife switch approach. But that's why we need somebody who can understand that level of detail to do that. That's all. That just takes skill. But we can get somebody to do that.

Mr. Dale: You've got the lead on that. Good luck.

Mr. Melloh: Okay.

Mr. Colasinski: I do think it's worthwhile. I think it's something we can get done. It's just a matter of understanding like Tim was saying, all of the tasks and activities that we would want that person to do.

Mr. Dale: Well, like I told Rob when we talked the other day, *"I don't want the guy just sitting around drinking coffee all day."*

Mr. Dale: Right.

Mr. Colasinski: Not in that shop.

Mr. Melloh: We need to make sure that he knows.

Mr. Colasinski: In Jim's domain, there's never an opportunity. Well, there are break times, but that's about it.

Mr. Showe: If he could figure out how to use a sidewalk grinder, I think you've got lots of sidewalks.

Mr. Melloh: That's what I'm saying-

Mr. Colasinski: Well, that's part of the task that Ed would come up with and add to that list.

Mr. Melloh: We talked about the stairs with the playground, to the hills. Well, sorry, I didn't know that there was just dirt. I never ever walked over there and looked at that.

Mr. Dale: Why would you?

Mr. Melloh: Until, you know. The thing of it is that this guy every six weeks goes in there and fills some stuff in.

Mr. Colasinski: There is a regular schedule for him to go out and evaluate.

Mr. Melloh: One of the things just came to mind was that there may be a little bit of a small vibrator compactor that would compact that dirt down more so that is less likely to wash out.

Mr. Dale: Right.

Mr. Colasinski: There maybe something at Woodside Park too because we're not all experts at that. We could actually put a maintenance request form down there for people to request things to be done if they see that and that would be the person to address those.

Mr. Melloh: Yeah. That's good. The last thing on my list is the Rounds and Revenue Report that I have for you here. The rounds of golf from paid rounds of golfers are down some and our revenue is up quite a bit. We are averaging...

Mr. Dale: How is that possible?

Mr. Carnesale: It means we're collecting more per round.

Mr. Dale: Really?

Mr. Melloh: We're at \$9.50 per round of golf more than we were this month last year.

Mr. Dale: Right.

Mr. Melloh: So that really projects out that if we continue on, we'll be \$15,000 ahead of where we were last year. So things are working well. We're still in a period of time where we're still dealing with local folks, mostly. The snow birds aren't here yet.

Mr. Dale: Right.

Mr. Melloh: Now in December, where we make our money, is the week after Christmas. That's where people are off and they're playing golf. So if the weather is really nice, we could be \$25,000 ahead of last year. So, it's doing really well. The thing that I've done with this report is I

updated the part about the food and beverage sales, the last two columns on the right-hand side. Right now, through 14 days, we've got \$19,723 in sales.

Mr. Colasinski: Okay. That's a cumulative run on there, top to bottom.

Mr. Melloh: That's net sales. What I wanted to do here was, because when I was doing this today, I was questioning some of this myself. If you look at the report, last year or last month, it would say \$50,000, but net sales were \$40,000. What the \$50,000 includes is tips and sales tax. So there was \$10,000 worth of tips and sales tax. This is net sales, what we made off of food and beverage.

Mr. Colasinski: Right. That's actual revenue.

Mr. Melloh: Right. That's why I wanted to be sure that you knew that's what those numbers reflected.

Mr. Colasinski: Okay.

Mr. Melloh: Other than that, I was going to have Jim give us an update on what's going on with the golf course.

Mr. Moller: All of the irrigation has been completed and the old system was removed. Currently, they're working on the Clubhouse and front entranceway irrigation. Today they finished up boring underneath the parking lot and the walkways around the Clubhouse area. They'll be finishing that up. He gave me a projected finish date of the second week of January by the time they get everything primed up.

Mr. Dale: That would work good for our grand re-opening on January 21st.

Mr. Moller: Okay. They'll be done. Really, we're just left with a bunch of battle scars now, just from the main lines. We did do sprigs, but unfortunately, putting sprigs down in December is not the most optimal time when you have decreased daylight and lower soil temperatures. If we're lucky, we'll get 30% to 50% viability. We increased our nutritional programs around the main line. Other than that, from the golf course inside out, we've tried to keep everything decent. The main lines are all in the rough. We did lose one of the tractors, the pool plough, right around the 15th tee. We were on the 15th tee and working back through 14 to complete, so we did have to trench in all of our lateral lines. From Hole 14 and around the 15th tee, there's a little bit more scarring because they had to do some trenching.

Mr. Colasinski: It's not bad overall.

Mr. Moller: Overall no. Some of these trenches are starting to settle. He has to go back and do some last-minute touch-ups and dress-ups. I got the final mapping plans from Sean, the Irrigation Architect. They're awesome. There is a large poster hanging in the shop which helps out the new hires. We can show them around that golf course area. We have two laminated binders. One side has basically all of the irrigation head addresses and the backside has the actual as-builts. I can say in the almost 20 years that I've worked on a golf course, these are the first actual as-builts that I've had. If you go to a golf course, it shows what was built. Everything has been GPS plotted, so you can go out there. Once we get the new updates with the software system with Toro links, all of our phones will have built-in maps so you can just go out to the golf course and it will show you where the heads are. You can press on a head, turn it on, diagnose it and do whatever you need to do. It's a really neat system. I did make one change to the weather stations. The original plans had two weather stations. I'm substituting for a single weather station that we can have remote access to. So, once we get this, we'll have our own app. This way if Tim or anybody wants to know what the weather's like at the Viera East Golf Club, they can pull it up and can see the weather history and current conditions from our golf course.

Mr. Dale: Very cool.

Mr. Melloh: Are they done on Hole 7 with the piping?

Mr. Moller: Yes.

Mr. Melloh: Did they do the pore on Hole 6 for the cart path?

Mr. Moller: No.

Mr. Melloh: Did they do the one on Hole 8?

Mr. Moller: Yeah. Hole 8's done. He's got Hole 6 dug out. Hole 3 is also dug out. I am going to eliminate Hole 9 though. When we did the tour with Dave, the new system hadn't been in yet. We have some key elements where we would learn that path. So that transition area from the golf course to that green side cart path, we've leveled off so it's not that bad anymore. I think we can drop that one.

Mr. Dale: There's always a question about whether we needed to do that one or not.

Mr. Moller: We have a head and we have a junction box and some grounding wires right there. I don't want to mess that up. We had a great experience going out golfing. Seeing the course from a golfer is a lot different than buzzing around there 20 miles an hour backwards and forwards and chasing out guys.

Mr. Dale: Right.

Mr. Colasinski: You get a chance to talk with the other people in the pro shop.

Mr. Moller: Exactly.

Mr. Colasinski: I think that's a good way to get a shared understanding of what the golf course truly is as opposed to just what we think it is.

Mr. Moller: Yeah.

Mr. Dale: Who won the match?

Mr. Moller: It was a forfeit.

Mr. Colasinski: There was a tie after the 13th hole and then a forfeiture after that.

Ms. DeVries left the meeting.

Mr. Dale: She had a previous commitment. Are you finished with your report because there are a couple of things that I want to add?

Mr. Melloh: Yeah.

Mr. Dale: Steve, why don't you go first.

Mr. Colasinski: One of the things is that the revenues are great. Things are really in good shape, but we have to watch our expenses. When you look at the cash, we are looking at maybe a surplus of \$50,000 after this calendar year based on projections. For instance, just strictly on the golf course, we had \$163,000 in revenue, but \$175,000 in expenses. We bought a lot of stuff for the pro shop because we hadn't had the pro shop opened in a while, but we had some other things too, for instance, office supplies. We have a budget for the calendar year of \$4,500 and spent \$4,409 in the month of October on office supplies. I have no idea why we needed to spend \$4,400 on office supplies.

Mr. Melloh: I'll have to get Ines to look at that.

Mr. Colasinski: That's something we need to understand. For operating supplies, we spent \$890 and had a budget of \$333.

Mr. Colasinski: The cart maintenance killed us too, because we had a budget of \$417 per month and an expenditure of \$6,900 for the month for cart repairs. I know we're getting towards the end of the lease, but how does that work with cart repairs with regards to the lease? Do they fix certain things or do we fix certain things?

Mr. Melloh: Yeah, Easy Go comes in and makes repairs.

Mr. Colasinski: Then they bill us?

Mr. Melloh: Then they bill us. Yes.

Mr. Colasinski: Alright.

Mr. Melloh: I'll have to look back on that, but it could be anything. Once in a while somebody will hit the curb and frame and that's a lot of money.

Mr. Colasinski: It's a lot of money.

Mr. Melloh: The guy may not have been here for three months and there was a back-up. We're getting some issues with some things.

Mr. Colasinski: Under golf course maintenance, Jim you've a great job of keeping the expenses as minimal as possible, but we had \$42 in the budget for small tools and in October we spent \$12,839. How small are these tools?

Mr. Moller: That's got to be mis-coded.

Mr. Colasinski: That's what I'm just trying to understand. But it adds up.

Mr. Showe: Just to help you, Steve. There is a cart maintenance cost of \$7,326, but in the line above that, the cart lease has a zero expense. My suspicion, just looking at it at that level of detail, is that should be charged up a line.

Mr. Colasinski: Okay.

Mr. Showe: Because if you look across to the actuals, the \$7,326 is actually in the actuals for that. Yeah.

Mr. Colasinski: I'm just trying to understand it. I want to manage with real numbers.

Mr. Showe: Whenever we get into this month, it's always a challenge because everything gets pushed up a week.

Mr. Colasinski: Right. Well, this is October data though.

Mr. Showe: Yeah.

Mr. Dale: I just figured the snap-on tools man was making a sales round.

Mr. Showe: My suspicion is at least in that particular case, and I'll look at the small tools, that line should be up a line.

Mr. Colasinski: Under equipment lease?

Mr. Showe: Yes. I think that should be the cart lease and not cart repairs.

Mr. Colasinski: Well, I'm looking at a different section there. I'm looking at golf course maintenance versus golf course operations. The last line item above the total on Page 11 says, "*Small tools.*"

Mr. Showe: You see the same thing there. If you look at "*Small tools*", you'll see the \$12,000 reflected in the actuals for the equipment lease. Follow that row all the way across.

Mr. Colasinski: Right, but they add it up though as an expense.

Mr. Showe: Right.

Mr. Colasinski: I'm just trying to make sure that we can manage with real numbers. I mean, if that isn't correct, we can figure it out, but I want to make sure that we all understand what the correct numbers are. I know you're physically responsible. It just didn't make any sense.

Mr. Showe: It appears that the year-to-date where the actuals are, I think somewhere they shifted the line. That's what it appears.

Mr. Colasinski: But I do want to make sure that we understand what we're managing also.

Mr. Showe: Yeah.

Mr. Colasinski: Do we need to take corrective action, yes or no? The correct data will tell us whether we need to or not. That's all I want to do. When I hear Tim saying that we're doing great on revenue, I don't doubt that because I saw the number of rounds. But when I see the expenses, I'm saying, "*Wait a minute. This does not make any sense.*"

Mr. Dale: On that note, I have a follow up question for Jason.

Mr. Showe: Yes.

Mr. Dale: I know we've had numerous discussions this week. I meant to compare at the beginning of the year, how the beginning of the year looked as compared to last year or the year prior in terms of revenues, expenses, those kinds of things.

Mr. Colasinski: That's in here. We always have current month and year-to-date, but we also have the previous.

Mr. Dale: Well, I guess what I'm asking is in terms of a field, do we always start off on a slow start and then we hit our season and then it pumps up the numbers?

Mr. Showe: I think Tim can speak to the seasonality. October is always a hit or miss month. I know we had a couple of days of bad weather in October.

Mr. Melloh: Yeah. That's what ends up happening.

Mr. Dale: Right.

Mr. Melloh: October and November are going to be weak months.

Mr. Dale: Right. That's how this whole discussion happened. I don't think there's a person in the District except for Jim that I haven't had an hour-long phone call with this week.

You're on Friday. How some of this got started is, we had to make some corrections earlier in the week, to the cash-flow number. The cashflow was effectively a negative number and it just looked really off.

Mr. Colasinski: Jason, on Page 15, we have a list of grounds maintenance expenditures that shows us losing \$83,000 in the month of October. It says our total expenditures in the month of October was \$83,000.

Mr. Showe: Yes, because there are no assessments in that month.

Mr. Dale: Okay.

Mr. Showe: Assessments don't come in until November or December. So, it's balancing assessments and revenue. There is no revenue coming in for the General Fund.

Mr. Colasinski: Alright. I don't see anything on there in that category for revenue.

Mr. Showe: If you go to Page 14, that's where the revenues are reflected there at the top.

Mr. Colasinski: Okay. The \$24,000?

Mr. Showe: Yeah. Well, we've already got \$5,000 in revenue. It's the very top section.

Mr. Colasinski: Alright.

Mr. Showe: Once those maintenance assessments start rolling in, we'll reflect those in there and that will all balance.

Mr. Colasinski: Because when I see something that's \$83,000, we don't spend that much.

Mr. Showe: Well, that's one of the reasons why we keep that first-quarter of operating, because we don't get those revenues in until January or February. So we have to have enough money in the bank to pay those bills for the first few months.

Mr. Colasinski: Understood. There's also a couple of cash-flow things too.

Mr. Dale: That was essentially some of my issue.

Mr. Colasinski: Why don't you go through that, Like the deposit we had.

Mr. Dale: Right. You're kind of tying that into questions that I had.

Mr. Colasinski: Why don't you go with that? Because if you won't cover it, I will.

Mr. Dale: Right. I had questions about the reserve funding, but I don't have that page in front me now. We had \$838,000 for the actual on October 31st.

Mr. Showe: Yes.

Mr. Dale: Then my question to Jason was, is that accumulative of the District and the golf course and it is. So then my question was, why do we only have \$838,000? We should have

somewhere around one-quarter or so. But if you look at *Reserve Funding Transfer-In* on the Adopted Budget, that has not hit the reserve funding yet.

Mr. Showe: Yeah.

Mr. Dale: Even though it's in the Adopted Budget, the actual true number for our reserves for the cumulative of the District and the golf course is about \$1.4 million.

Mr. Showe: With current year funds.

Mr. Dale: With current year funds being deposited from the tax deposits.

Mr. Colasinski: With reserve funding transfer in and in parentheses golf, we have \$252,806.

Mr. Showe: Correct. That hasn't occurred yet because that's coming in this current fiscal year.

Mr. Colasinski: Right.

Mr. Showe: We don't do that until we get the revenues.

Mr. Colasinski: We had \$385,000. How come those numbers are different?

Mr. Showe: The \$385,000 hasn't been transferred yet either. We typically wait until all of the revenues are received.

Mr. Colasinski: Okay. So you are in sequence here.

Mr. Dale: Right.

Mr. Showe: I'm verifying that. I'm verifying all of that as well.

Mr. Colasinski: We actually pay attention.

Mr. Showe: Absolutely.

Mr. Dale: In English, what it basically means for the Board is we have about \$1 million in reserves for the golf course that we didn't have two years ago and a little over \$400,000 in reserves for the CDD.

Mr. Showe: Yes.

Mr. Dale: The \$400,000 is if we have need of culvert repairs.

Mr. Colasinski: Right.

Mr. Dale: So we're sitting at a little over \$1.4 million now in reserves that we didn't have two years ago. That's quite an accomplishment, I think for the previous Board and the District and the employees to get us in a much healthier financial position. That was a big one for me.

The cashflow thing, I think, I'm just resigned to the fact that the cashflow is going to look funky for the next two or three months.

Mr. Showe: It's very difficult when you look at the financials for one month to draw any trend.

Mr. Dale: Right, because we're not amortizing stuff throughout the year. That's why sometimes residents get upset and say, *"This looks really weird."*

Mr. Colasinski: At the January meeting, will we have the December data?

Mr. Showe: Yes.

Mr. Colasinski: Okay. So then we'll have three months.

Mr. Showe: Yeah, because then we'll actually have October, November and December to produce the financials.

Mr. Colasinski: Right. You have enough time. You have two weeks for that. Okay.

Mr. Showe: These financials, I will tell you, are incredibly complicated due to the size, the amount of funds you have.

Mr. Dale: Right.

Mr. Colasinski: The line items we have as well. There are a lot of line items.

Mr. Showe: Yes.

Mr. Dale: Then the third item that I asked Jason to work on for me was a breakdown. He really jumped on this. I want to thank you for that, Jason.

Mr. Showe: You're welcome, absolutely.

Mr. Dale: Because I know that was a lot of work for you and I was throwing a lot at you.

Mr. Showe: It's all good.

Mr. Dale: But we didn't have a clear picture of the breakdown of where a lot of the bond money had been spent.

Mr. Colasinski: I appreciate that, Jason. I have to go through the contracts because there are a number of things that are still outstanding. What Joe had indicated was that he wanted to close out his books and then just carry things over as a credit into next year.

Mr. Showe: I'll be happy to go over that with you. I've actually done it.

Mr. Dale: We found \$100,000, basically.

Mr. Showe: If you want, I'll just attack it now. This is a revised summary sheet of all the requisitions. I actually went through the entire Clubhouse section and treated it like we did the

dog park. I went through each of those that we had attributed there prior and verified it. There was a roof that we did, that was actually part of the maintenance building.

Mr. Colasinski: Right. That was like \$40,000 or so.

Mr. Showe: Behind that, you'll actually see a summary of every requisition.

Mr. Colasinski: Yeah, I saw that.

Mr. Showe: We've spent currently \$1.1 million on the Clubhouse and I've allocated an additional \$500,000 to finish the Clubhouse. Again, I'm not sure how we're going to end up with that. But that's what I've allocated now. So that takes your total to \$1.6 million. What I show as left for the Clubhouse, there was a contract from Macik Builders that was \$380,000. I don't think we're using that contract.

Mr. Colasinski: Let me take a look at it and see.

Mr. Showe: But I think part of that is some things were allocated.

Mr. Colasinski: That's why I appreciate your summary. I'll go through all of those.

Mr. Showe: Tim and I looked at it. There's been nothing charged against that contract.

Mr. Colasinski: I'll take a look at all of the contracts.

Mr. Showe: If we remove that, that removes a lot of that \$500,000 that I've set aside. The other two things in there are the remainder of the hood, as well as I put \$28,000 for the screens. Obviously, they're a little cheaper.

Mr. Colasinski: Keep in mind, what's in here for the hood is only the Hood Depot money. We still have to get an electrician to do wiring for that.

Mr. Showe: Okay.

Mr. Colasinski: As well as someone to put a railing on the roof. The ceiling tiles are already included in one of the Macik contracts.

Mr. Showe: The three things I had that I can detail was the outstanding total amount \$466,000. That's why I use \$500,000. There are some additional funds in there for that. However, we end up, we end up, but I did go through that.

Mr. Colasinski: We have a number of unfinished items.

Mr. Dale: Right.

Mr. Showe: I checked it twice. I feel really comfortable with the numbers that are set there for you.

Mr. Dale: I do want to speak to the minutes though on this issue, because again, I know a lot of the residents read these. I am proud of the fact that essentially everything that we have spent money on has a return on investment (ROI) associated with it. When we began the rebuilding, I guess is the way I'll put it, of the Clubhouse, it wound up getting a lot more detail than we fully expected at the beginning. We wound up needing the new roof. You added fascia and sofiting that was basically rotting. You had a fire hazard in many parts of the building with the electric. There was lots of framing that needed to be done that we didn't expect. Maybe I'm being a little dramatic with this, but we essentially rebuilt the Clubhouse. We did it very frugally and responsibly. I feel that the end result is, we have one of the nicest Clubhouses now in Brevard County, that will be with us for 20 years down the road. I feel that that was money very well spent by the Board. I appreciate the fact that you itemized all of that out for us, Jason, but all of that stuff as I looked through it, has a ROI and a reason for it being there.

Mr. Colasinski: There are some other things too for the golf course that we ended up going over budget, but they were key elements like the sprinkler system.

Mr. Dale: Yes.

Mr. Colasinski: We spent \$300,000 to get that done and it was \$300,000 over budget, but we needed to get that done. That was a key component to that. We also did the driving range. That was a little bit more money. A little bit more, maybe like another \$20,000 more, but that was a key area to improve as well which will have an ROI.

Mr. Showe: Right.

Mr. Colasinski: The sprinkler system is a circulation system.

Mr. Dale: Then just as we spent money on the south end of the District with the park to increase property values and got a lot donated and everything, we did the same thing with the golf course. All of this is keeping the amenities and the buildings and machinery and everything that the District has, in operating condition. I think we did a good job with that.

Mr. Rysztocki: I have a question.

Mr. Dale: Yes, sir.

Mr. Rysztocki: As far as the Clubhouse renovation, was money budgeted to repave the drive, the entrance that goes into the Clubhouse?

Mr. Dale: That is a very good question. We actually had a discussion a couple of months ago with resurfacing.

Mr. Melloh: Ron, five years ago, we obtained a quote from a paving company because if we're going to do it, we need to mill and resurface Clubhouse Drive basically into the parking lot by 3 inches.

Mr. Rysztogi: Not all the way out to Murrell Road?

Mr. Melloh: No, no, no. Just the one that goes across there.

Mr. Dale: Right.

Mr. Rysztogi: Once you get to that first intersection.

Mr. Melloh: Right up to that intersection is ours. I'm sorry. I forget the name of the road. Anyway, the price on that five years ago was \$77,000 to do that, which included new striping.

Mr. Dale: That was the entire parking lot.

Mr. Melloh: That was the entire parking lot. It is probably \$110,000 now.

Mr. Colasinski: That's a good point because we can do proposals for next fiscal year as far as capital improvements are concerned. That would be the one that we want on there and go out and get a bid. For something like that, you could actually say, "*We'd like to go for an estimate for the parking lot, for the drive,*" and then we'll see how much it is. If it's too much, then we do not do the drive.

Mr. Showe: To answer your question, I don't believe we've allocated any funding for that.

Mr. Dale: Yeah.

Mr. Colasinski: That's something that for the next fiscal year, I think we need to start getting a list.

Mr. Showe: I think it's well worth it.

Mr. Colasinski: I'm sure that there are some things that we need to recycle or new equipment that needs to be replaced. That's the time to start getting stuff on that list too before we go into budgeting. Do we adopt the budget in August?

Mr. Showe: Well, we really start in May, so now is the time to start.

Mr. Colasinski: The idea is to start thinking about things that you might need, pieces of equipment.

Mr. Moller: The problem is that the stuff we talked about last year, we haven't received yet.

Mr. Colasinski: One thing at a time. But unless we allocate money for these things, we'll ever get them. So, we just need to have an understanding of the capital improvements because that road has probably never milled and resurfaced.

Mr. Dale: It never has. To put it into perspective, I'm the Vice President of our association over at the Corporate Park at Viera. We've got a big, huge parking lot there, which we resurface every five years. The benefit of doing that is, if you do that, it keeps it in good shape and keeps it sealed. You're not going to need to repave that. There's a difference between repaving and resurfacing. I think 12 inches is the difference or whatever it is. But the difference is that you are going to have a parking lot that lasts you 50 to 70 years as opposed to 25 years and full of potholes. That is something we probably do need to get on a regular schedule.

Mr. Showe: I think the mill and resurface is about a 15-to-20-year return.

Mr. Dale: Yeah.

Mr. Showe: Now what you can do is what some of other properties have started looking at is. You can't do it now because the condition of the road wouldn't support it, but if you mill and resurface it, you can seal them at some point, which prolongs the life. Baytree actually sealed their roads, which were four or five years old.

Mr. Dale: That's what we do at the Corporate Park.

Mr. Colasinski: That was a fiasco for Baytree to try to get in and get out of there. There was a one-lane road.

Mr. Showe: My phone didn't stop ringing.

Mr. Colasinski: I was part of that fiasco. I actually went out the other end.

Mr. Showe: The difference is you can easily close your parking for the day, do the spray and you'd be done.

Mr. Dale: Right.

Mr. Showe: Whereas Baytree is a neighborhood of 400 homes and you have to close down roads and keep people out of their houses for a day.

Mr. Colasinski: Half of the road was open.

Mr. Dale: Jason, is there any way we can put that on a reminder or a particular list of some sort.

Mr. Showe: I can put it on the Action Items List.

Mr. Colasinski: Say, "*Budget Fiscal Year 2024.*"

Mr. Showe: I got you.

Mr. Dale: That was an excellent issue, Ron. Thank you.

Mr. Rysztocki: The renovation of the property looks great. I'm really impressed how it came out. It looks really great.

Mr. Dale: Then we got that big pothole right there on the exit.

Mr. Rysztocki: It's amazing what your first impression is when you drive into a facility. If that drive into the facility and your car is jumping potholes, you're not impressed.

Mr. Dale: Which reminds me.

Mr. Moller: As we repair a patch, you can bring it down a line.

Ms. DeVries rejoined the meeting.

Mr. Dale: Are you done?

Mr. Colasinski: Yes.

Mr. Dale: I want to keep within the same section of the agenda. I am going to come back to the bathroom issue. Normally, I don't want to talk about stuff like this in a public meeting, but I did speak to our contractor, Joe today, who had another conversation with the plumber regarding the result of the blockage. For those who don't know, the women's bathroom was annihilated, basically. It is basically a brand-new bathroom. It overflowed. It was horrible. I won't paint the picture, but basically about 40 feet down the line, there was a female pad that caused the blockage. I'm going to think the best of people and assume that nobody tried to intentionally do this, I hope.

Mr. Colasinski: Well, I don't think we have cans in each of the restrooms.

Mr. Dale: Which is where I'm going. We need to get cans for feminine products in each stall in the lady's bathroom, so nobody is flushing stuff like that in the future.

Mr. Colasinski: They have nowhere to go with it.

Mr. Dale: Well, there are trash cans. I don't want to get into the details. So, if we could get something going in the bathrooms, that would be wonderful because I'm sure it wasn't a cheap plumber visit. We had a discussion about the water dispenser previously and also the area around the water dispenser. We were looking at putting in a spigot so we are able to attach a pressure washer. This would be a perfect time to have that available because we have the drain in the women's room and we could have just gone in there with a hose. But if we can get a water dispenser, just a bubbler versus that big monstrosity.

Mr. Melloh: Where we are with that is, I had a discussion with Joe after we talked about it last time. It was one of those things where as he's walking from the pro shop to his truck, he's saying, "Yeah, I need to get a bubbler for that or a water fountain and put it in a spigot." I know that he knows about it, but I don't know when he's got it on his list. The other question that I had with Jim was that I don't know what this guy knows.

Mr. Colasinski: We don't have to use Joe to do that work at all.

Mr. Melloh: I understand that. That's why the fountain on #6 gave out.

Mr. Moller: I have the same ones in the maintenance shop.

Mr. Colasinski: That's perfect.

Mr. Melloh: So, we'll have one put there.

Mr. Dale: Okay.

Mr. Melloh: But then we have to hire a plumber.

Mr. Colasinski: Which is fine.

Mr. Dale: Actually, thank you for mentioning that. Continue, please.

Mr. Melloh: I don't know if Joe has it on his list to do.

Mr. Colasinski: I wouldn't count on Joe. Joe will hear you, but he may not listen to what you had to say.

Mr. Dale: I'm not sure that Joe really makes anything off of doing that. It's not high on his list.

Mr. Colasinski: He's looking to move on anyways. I would not count on him to do that on a timely basis. He would have no problem if we hire a plumber or did it ourselves. We need to get to that anyway.

Mr. Moller: What do we need a plumber for?

Mr. Dale: Putting in the water fountain.

Mr. Colasinski: Outside the restrooms.

Mr. Moller: I installed one at the shop. They're LJ coolers. You just pop this one off and put another one on.

Mr. Melloh: But underneath it, we need a spigot to attach a hose to.

Mr. Moller: Well, we should have a water outlet right there.

Mr. Colasinski: Right, but that has to be part of the plumbing. No spigot exists right now.

Mr. Melloh: We will yank out the water dispenser, put the new one in and then we just need to find out what we need to do about the water.

Mr. Colasinski: It's just the feed line.

Mr. Dale: Yeah.

Mr. Colasinski: A spigot off of the feed line.

Mr. Dale: I don't want to get into the nitty-gritty, but if we can get that ball rolling.

Mr. Melloh: Jim's got a motor. I've got the credit cards. So we can go ahead.

Mr. Moller: Ines can just go back into the order history.

Mr. Melloh: We can put a Webster on.

Mr. Moller: They're \$13 each.

Mr. Dale: Okay. Thank you. That would be very cool. Regarding the plumber, I don't care what you do. It's up to you, but I was very upset with Dial Duran. I used Dial Duran for my office and my home. When we had the blockage and it was flowing everywhere, we are one of their biggest customers and we've just spent tens of thousands of dollars with them and they say, *"Oh we might be able to get to you Saturday unless we have a cancellation,"* that ticked me off to no end. So, if you decide to look for another plumber and say, as the first question, *"If we have an emergency, how quick are you going to be here?"*

Mr. Melloh: Right.

Mr. Dale: That's where I'm at with Dial Duran.

Mr. Melloh: Which was very odd with them because they're normally out there right away. They must be way down on staff.

Mr. Dale: Yeah. Completely unacceptable.

Mr. Colasinski: Joe did not use Dial Duran for the installation of the bathroom. He used a different company.

Mr. Melloh: That's the guy that came out and put the stuff in.

Mr. Dale: It was a mess. It was not pretty.

Mr. Colasinski: I don't doubt it.

Mr. Dale: I will talk about some of the other stuff in the restaurant part. The other thing in your portion of the meeting that I wanted to bring up, we have not updated the Employee Discount Policy as a Board. So I believe we need to have a discussion as to whether we would like to continue the existing policy or adapt it. What are the pleasures of the Board?

Mr. Melloh: Just to refresh everybody's memory, the policy prior to that was from June 1st through September 30th, which stated, *"Employees scheduled for 10 hours or more per week, were allowed to play golf at no charge after 2:00 p.m."*

Mr. Dale: I am fine continuing that policy. The only adaption that I would make to it, I believe we had 10 hours on there. I think at this point, things have been very reasonable. It seems to have been a motivator for employees. I'm okay adapting the 10-hour policy, but I don't know what the rest of the Board thinks.

Ms. DeVries: What do you mean adapting?

Mr. Dale: Doing away with it.

Mr. Melloh: I think we can re-word it, *"If you're a paid employee, you can play golf."*

Mr. Dale: Yeah. In other words, we've got some employees, I will name one specifically that I can think of, Mr. Dave Hill, who works one shift a week. He works about five or six hours. But Dave also is one those employees that if we say, *"Dave we're in a lurch and we need you down here,"* he will come".

Mr. Colasinski: I'll cut it short. I make a motion that we eliminate the hours constraint on the Employee Discount Policy.

Mr. Colasinski MOVED to eliminate the hours constraint on the Employee Discount Policy.

Mr. Dale: Do I have a second?

Mr. Rysztogi: How many employees are we talking about?

Mr. Colasinski: All of them.

Mr. Rysztogi: What's the number of employees? Fifty?

Mr. Dale: Roughly. It changes a lot, but between 50 and 55.

Mr. Melloh: I think the more accurate number, Ron, would be how many plays per day. It is probably two per day. It's not like they are taking up time.

Mr. Dale: We're talking about after 2:00 p.m.

Mr. Melloh: It's still on a space available basis only. They can reserve tee times and from 2:00 p.m. to 2:30 p.m. it's full. Then they got to wait till 2:37 p.m.

Mr. Dale: Right.

Mr. Melloh: So, that's just how it is. It really doesn't really cost us anything.

Mr. Moller: Yeah. They're not used for prime time.

Mr. Melloh: It would be a nice thing to have.

Mr. Dale: Right.

Ms. DeVries: We had an issue. There were people that worked one hour a week and then golfed.

Mr. Dale: That has significantly gone away.

Ms. DeVries: It has. Okay.

Mr. Melloh: Yeah. That was a while ago and we're definitely corrected that. I've used this example before and Jennifer and Ron, I'll use it for you. We're a seven day a week operation. What happens is, it's hard to find somebody to work Sunday afternoon, but when you do find somebody that can work Sunday afternoon, it's like, *"We'll I've got a job Monday through Friday and I like to play golf on Saturday, so one day a week can work, but I can fill in a spot where you desperately need somebody."* Normally, this time of year, those guys probably work five to six hours a shift and then when the time is later, they will work eight or nine hours shifts. But those guys do work pretty well. The ones that mostly use it are the ones that work in the cart barn.

Mr. Rysztogi: It gives them an incentive.

Mr. Melloh: They wash and hose off carts and they pick up the range balls. They have many tasks.

Mr. Dale: Jen, it was going back several years ago, because I know where you are coming from because that was my that was one of my big issues.

Ms. DeVries: I'm looking at these total rounds versus paid rounds and I'm going, *"Okay, why were 141 rounds played and 87 paid for."* I don't want to go back to where we have people working one hour a week who golf six days out of the week.

Mr. Dale: No, no, no. Keep in mind when we were in those days, it was the 7:00 a.m. tee times and the 8:00 a.m. and 9:00 a.m. tee times that were getting sucked up. That's what really ticked me off, but we're not in that scenario any longer. Also, in clarification, Tim, when she's talking about the rounds, was it 60?

Ms. DeVries: In the first column, on Thursday, December 1, total rounds played was 141 and 87 were paid for.

Mr. Dale: Does that include season passes?

Mr. Melloh: No. What you have are 87 paid rounds. Then you have 40 gold platinum member rounds.

Mr. Dale: That's what I'm saying.

Mr. Melloh: Then you have...

Mr. Dale: So, in other words, the people with the season passes are the differential.

Mr. Melloh: Then you have 14 comp rounds, 12 of them were traded out to GolfNow, which means 2 employees play.

Mr. Dale: Right.

Mr. Melloh: That's kind of how that is.

Ms. DeVries: Okay. I just wanted to understand.

Mr. Dale: Right.

Mr. Melloh: I can get you a better report on that from the POS system.

Mr. Dale: Yeah, but when you're talking about 120 rounds and whatever it is, roughly 40 sound like they're free, but they're not free. A good chunk of those are the season pass holders. Then the other part are the GolfNow rounds. We have a contractual obligation with GolfNow to give them certain rounds in exchange for the software and the amenities that we get with them.

Mr. Showe: Instead of paying for a POS system, they can sell rounds.

Ms. DeVries: Essentially its bartering.

Mr. Showe: Yes.

Mr. Dale: Yes.

Mr. Melloh: Its bartering. That's exactly what it is. The big benefit that comes off of that, Jennifer, is the platinum gold member rounds, puts us at 127. Then you have 14 comp rounds and like I said, 12 of them, which have been traded out to GolfNow.

Mr. Dale: And what you're going to see over time, because we changed the way that the season passes work, where we did away with the platinum passes and the gold ones work Monday through Thursday, you're going to start seeing less on Friday, Saturday, and Sundays and our price per round is going to go up.

Mr. Showe: Even if the number of rounds played might go down a little bit.

Mr. Dale: Right.

Mr. Melloh: You would expect that.

Mr. Dale: Right. Exactly.

Ms. DeVries: I still think there should be limits. That's my position. You shouldn't be able to work one hour week and golf six days a week. How we work that is maybe for somebody like Dave, he has to work four hours, but I don't want to do away with the limits totally.

Mr. Dale: Do we want to say that they have to work a four-hour shift?

Ms. DeVries: A four-hour shift, sure.

Mr. Showe: We do have a motion on the floor because Steve made a motion.

Ms. DeVries: Okay.

Mr. Dale: Are we able to amend the motion? Steve would have.

Mr. Colasinski: I would agree with what Jen is indicating, amending it to four hours.

Mr. Showe: So, it would be a minimum of four hours.

Mr. Colasinski MOVED to change the Employee Golf Policy to allow employee golf after 2:00 p.m. after four hours of employment and Ms. DeVries seconded the motion.

Mr. Dale: Is there any discussion?

Ms. DeVries: We already did that.

On VOICE VOTE with all in favor changing the Employee Golf Policy to allow employee golf after 2:00 p.m. after four hours of employment was approved.

Mr. Dale: We have a new Employee Golf Policy.

Mr. Colasinski: Updated.

Mr. Dale: Updated. Along those lines, we're going to go back to what we were talking about at the beginning of the meeting. Our Board Members, employees, get a W-2.

Mr. Showe: Per definitions in Florida Statutes, you're not a District employee. Now, what you could do, is you could change the Employee Discount Policy to include you as a Board Member.

Mr. Dale: Right. Just for the record, I do not golf, so I am completely objective on this issue.

Mr. Showe: Board Members by definition are public officials of the District. You're not an employee.

Mr. Dale: Right, but I just want to again emphasize that there was an official Board vote though, seven months ago, that made Steve acting, so he was an employee of the District even though he was not compensated.

Mr. Showe: Right.

Mr. Dale: But with that being said, is there any interest in Board Members receiving a golf discount. I don't care.

Mr. Rysztocki: I don't golf.

Mr. Colasinski: I don't really see the need.

Mr. Dale: I don't see the need. I don't care. Pete?

Mr. Carnesale: No.

Mr. Dale: Issue dropped.

Mr. Carnesale: Basically, every member of the Board already is authorized to receive a discount for being a CDD member because otherwise, they wouldn't be here.

Mr. Dale: Right. I just thought I would throw that to the Board as an option. I think we're all on the same wavelength. The other issues I have are for the restaurant and lifestyle portions of the meeting. So, let's move forward.

B. District Manager's Report

Mr. Showe: I don't have anything for the District Manager's Report. I was going to go over all of those revised things that I handed out. We'll make sure the financials are updated and correct for the next meeting.

Mr. Colasinski: Did you ever get the root cause of the gift card numbers?

Mr. Showe: We're still trying to track that back with Tim and Ines.

Mr. Colasinski: I think there is a solid understanding on our end here. It's just a matter of how you are reporting it, that needs to be updated.

Mr. Showe: Something that's getting rung in as a gift card, is not really a gift card.

Mr. Melloh: We have three different things that funnel down into one category, "*Gift Card*," but we have gift cards, which are the plastic cards that you put \$50 on. Then you have rain checks. If a guy goes out today and pays \$50 and gets rained on, on the third hole, we give him \$38 back.

Mr. Colasinski: A percentage.

Mr. Melloh: Then it goes into that category. Then obviously whenever he comes out and redeems that, it's being taken out of that category. Then the third thing we have is...

Mr. Dale: But that is interesting. I didn't know rain checks were part of that.

Mr. Melloh: Well, you can have three different categories. It's just never been that way.

Mr. Dale: Right.

Mr. Colasinski: Well, it's a matter of having an understanding of our gift card sales, effective or not, and whether we need to do some additional marketing versus rain checks. That's all.

Mr. Dale: How long are rain checks good for?

Mr. Melloh: They're good forever.

Mr. Dale: Okay.

Mr. Melloh: It's not our policy. It's a State of Florida policy.

Mr. Dale: I got you.

Mr. Melloh: You just can't put an expiration date on it. Now, let me put it this way. We do put an expiration date on there, but we don't honor that expiration date.

Mr. Dale: I got you.

Mr. Melloh: The expiration date is only on there for people to be encouraged.

Mr. Dale: Right.

Mr. Showe: In some of the cases when there's the rain checks, that doesn't get rung in as revenue under gift cards because they collected the revenue as greens fees.

Mr. Colasinski: Right.

Mr. Showe: You just see an expense under gift cards when those are redeemed.

Mr. Dale: Ah.

Mr. Colasinski: That throws the usage.

Mr. Melloh: Yeah.

Mr. Showe: Correct.

Mr. Dale: That's got to be a big number.

Mr. Colasinski: What else was it, Tim?

Mr. Showe: Do the men's and women's membership run through in different card systems as well?

Mr. Melloh: Yeah. They have their own system. The name that we have for it escapes me, but as an example, let's say the men's association played today. Let's say Pete played and he won \$10, instead of giving him a plastic card, we put it in a credit book. We put \$10 on an in-house account, in case he came in the next time and said, "*Hey, I want a large bucket of balls and I want to use my credit book for it.*"

Mr. Colasinski: I would just think from an audit perspective, this is kind of messy.

Mr. Melloh: Like the guys had a sale in the pro shop last night, a wine and cheese party sale. So, I printed out the credit book report for all of the people who have balances. There's \$16,000 worth of balances. So really, the truth of the matter is that's stuff we've collected money for, but we haven't given out any revenue. When I was at Florida State University, the way they ran it there was, whenever we sold gift certificates, that went in as a liability on the financial statements because when somebody redeemed it, it was booked as revenue. What we do here is we book everything and I don't think anything's wrong. There's nothing wrong either way. What we do here is when somebody buys a \$50 gift card, it's all booked as revenue.

Ms. DeVries: On a cash basis.

Mr. Melloh: Then when they buy something, it's a negative billing. We have three things that go into that one-line item. Now, what I'm trying to do is get some sort of a report. Then the thing of it is that through the years we've gone through three POS systems where you have to take these balances and bring them over to this machine and stuff like that. It is messy, to be honest with you. But nobody can take a plastic gift card and finagle the system. There's just no way.

Mr. Colasinski: I think that was the root thing we're trying to solve and I think we have that understanding.

Mr. Melloh: Right.

Mr. Colasinski: I just think from an audit perspective, it is pretty messy.

Mr. Show: Yeah, we're still trying to dig through that. I believe that there are some things that are getting rung up in the gift card category that may not be what you would classify as a gift card.

Mr. Colasinski: Right. I think we're just trying to understand it.

Ms. DeVries: You create a new category.

Mr. Showe: That's why we're trying to dig into it and figure it out.

Mr. Melloh: That may be the thing to do. We have a rain check category and a credit book category and the whole bit. But the thing of it is it's all going to be pluses and minuses.

Mr. Colasinski: That's fine, as long as we know what it is.

Mr. Melloh: Exactly. We sold \$300 worth of credit books this month, but \$450 was redeemed.

Mr. Colasinski: Also from the gift card sales, because when you order merchandise, you want to see what's being actually spent on merchandise versus rain checks.

Mr. Melloh: Right. If somebody had a \$250 gift card and they came in and spent \$50, it goes by the number. The plastic card is the number. Then it will show that that credit card number only has a \$200 balance on it. Then I can go in and run a report showing what was purchased. So we've got the data. We just need to know how to put it into a report.

Mr. Colasinski: I just see it as an enhancement.

Mr. Melloh: Take it from there.

Mr. Colasinski: Thanks.

Mr. Dale: Rob, what else did you have?

Mr. Rysztogi: I would think that we should be looking to the future, not necessarily today or tomorrow, to try and separate those numbers so they're easier to audit.

Mr. Showe: I think we all can think backwards and figure it out.

Mr. Rysztogi: Well, that's why I said it's not a thing today or tomorrow, it's something to be working towards.

Mr. Colasinski: You can start it now and then rectify it later.

Mr. Showe: Yeah.

C. Engineer's Report

Mr. Dale: Engineer's report, I think you've pretty much addressed.

Mr. Showe: Yeah. Rob's been working on looking at the overall system report that you proposed and we approved as well as helping us go through that easement request. He's been very helpful on that.

Mr. Dale: Good.

D. Lifestyle/Marketing Report

Mr. Dale: There's not a ton to discuss. There are lots of ads and things that have been going out, but there were a couple of big highlights.

Mr. Colasinski: Be careful of your highlights.

Mr. Dale: Actually, we can announce that one. We're okay on that one. The first one is that we did get a nice offer from the Brevard Zoo to put in some bug hotels along our path in Woodside Park. We've been working with Brevard Zoo on different things. They gave us the mud kitchen that's in the park.

Mr. Colasinski: They're outside the shed right now.

Mr. Melloh: Can you make them mole cricket-friendly?

Mr. Dale: I'm wondering if we can. I'm wondering what monies these hotels are going to generate.

Mr. Moller: No one is going to attract the parasitic wasps.

Mr. Dale: I don't know exactly how these things are going to work, but I do know that it's not going to interfere with the pedestrians and walkers along the path and everything. It's just one of those nature things that's interesting to look at. I'm going to be interested in walking the path and seeing what this is going to be like.

Mr. Moller: It is going to look almost like little bamboo.

Mr. Dale: Probably, yeah. So we've got bug hotels coming.

Mr. Colasinski: Some are already in the park.

Mr. Dale: Yeah. Which is kind of neat.

Mr. Colasinski: They're outside of the shed.

Mr. Dale: The other thing that I'm going to share that Steve and I were talking about but were not able to officially post is that I am very proud to announce that through *Space Coast Living*, probably one of the best magazines and if not the best magazine in the county, we were elected again as best golf course in the Space Coast. That was really neat. What made it even more neat is that *Hook & Eagle* also won honorifics, but I don't know what category it was for.

Ms. DeVries: I thought it was best burger.

Mr. Dale: I don't know what they won best of, but they won best of something. So, we'll get the official word. We're not able to post about it until the magazine comes out in the middle of January, but believe me, we're going to be putting that logo and that honorific all over our

advertising pieces. That was a lot of hard work on your part and your staff and the Board and everybody gets a pat on the back tonight. That is the only thing other than the fact that we already talked about the minor sprinkler debacle that we had on Farmer's Market day, but sometimes stuff happens. I think it was all fixed by 10:00 a.m. Santa was still there and I saw a number of really neat pictures on the Farmer's Market page.

Mr. Melloh: At the Farmer's Market, we were doing an irrigation demonstration.

Mr. Dale: That's exactly it.

Mr. Carnesale: Unfortunately, it was on spots that was supposed to be filled by vendors, which had to be shifted.

E. Restaurant Report

Mr. Dale: With that being said, I'm going to segue into the restaurant. I had a very long conversation today with our contractor and we got on the phone with Hood Depot, because I don't like the fact that our hood was supposed to go in on September 19th and here, we still are. Joe was very gracious. He said, "*Yeah, let's light it up a little bit*" and we got on the phone with Greg from Hood Depot.

Mr. Colasinski: You didn't call me for this as the Project Manager.

Mr. Dale: Well, I actually got off the phone at like 5:30 p.m. tonight.

Mr. Colasinski: You still should've called me. Geez.

Mr. Dale: The Hood Depot gentleman said that the hood should be constructed in the next day or two. We didn't get into that part of the nitty-gritty, because Joe has to go to the Fire Marshal and as you know and get things approved with the platform and that stuff. So, what we found out was Joe now has some dates. He's going to go to the Fire Marshal and try to get things passed so we don't have to put up a platform on the roof. He wants to do it with anchor ties, which is also, I guess an acceptable way of putting things up. But after a long conversation, the guy felt that the first week or the second week of January, those two weeks, is when we're going to try to get the hood thing in. What were you told?

Mr. Carnesale: I'm sure it was sooner than that.

Mr. Colasinski: The second or third week of December. Is that January 2023?

Mr. Dale: 2023. Joe said he's not even going to have approval by the Fire Marshal.

Mr. Showe: It will take January for some of his equipment to go in.

Mr. Dale: Yeah.

Mr. Rysztoji: What is their reasoning?

Mr. Colasinski: There is no reason. That's the issue.

Mr. Dale: There is no reason. This is a shortcoming of our build-out process. I don't want to get into all of it right now. I don't put this on Steve. It was the only part of our build-out that we did not put under our contract.

Mr. Colasinski: The restaurant will not be open for the grand opening.

Mr. Dale: Yes, it will. It's going to be completed by the second week of January.

Mr. Colasinski: No. That's just the hood. You've got to have the electrical controls in place too.

Mr. Dale: That part, I'm going to let you talk to Joe about because Joe did address that. He felt that it would be completed.

Mr. Colasinski: He has to get a commitment from the electrician. I'll talk to him about that.

Mr. Dale: Right. Talk with them about that. That's more of your area of expertise.

Mr. Colasinski: That's why I not involved with the call? You understand.

Mr. Dale: I get it, but we wound up talking about the plumbing and then we started discussing the hood and he said, "*Well, how about we call this guy up?*"

Mr. Colasinski: That's a good idea.

Mr. Dale: Yeah. That's kind of how that transgressed.

Mr. Colasinski: I could talk to Joe.

Mr. Dale: Yeah. I wasn't happy about the plumbing part.

Mr. Colasinski: No one is.

Mr. Dale: I'm trying to keep a couple of our conversations down there for the meetings.

Mr. Colasinski: I'm glad you actually took that opportunity then.

Mr. Dale: Please give him a call tomorrow and have him re-explain that part.

Mr. Colasinski: Yeah. I'll call him.

Mr. Dale: The word was we would be complete by the second week in January for the hood.

Mr. Colasinski: Hopefully, we got enough sufficient lead time for the electrician.

Mr. Dale: I know. Believed me, I'm very concerned about that January 21st grand opening.

Mr. Melloh: The person, you need to be concerned about from my experience is the Fire Marshal.

Mr. Dale: Right.

Mr. Melloh: He is the guy that likes to pull out the red pen and go, "*No, this needs to be changed.*"

Mr. Dale: Which is why Joe spent a lot of time in the discussion talking about the Fire Marshal and the platform and all of this stuff. He wanted to get the ball rolling now, so we have a month lead time to be able to do that.

Mr. Melloh: If he could see the plans and all of that stuff that far in advance then he can...

Mr. Dale: Yeah. But I will tell you, Greg, at Hood Depot didn't instill me with confidence on this. We had a three-way conversation going.

Mr. Colasinski: Just like the movie *The Money Pit*, two weeks, two weeks, two weeks.

Mr. Dale: Yeah.

Mr. Melloh: He's a salesman.

Mr. Dale: But Joe did press and said, "*When are you going to have the hood constructed,*" and he was told that it will be done tomorrow or the next day. That I felt was a significant enough commitment. He actually had to go back and check in the pro shop and talk with the guys and then we got back on.

Mr. Colasinski: Instead of just telling you what you want to hear.

Mr. Dale: Instead of saying, "*Let me go check with the manager.*" So with that being said, I certainly encourage you to follow up on that though, please.

Mr. Colasinski: Yeah, it was supposed to go in on December 5th.

Mr. Dale: Yes. I want to start writing this one down. I'm putting this in our hands now. The other issue that I had was a discussion with our Restaurant Manager. One of the frequent comments that I get from the community is, "*We built this great outside area. We built this great outside bar. When are we going to use it? When are we going to staff it?*" The problem that we have with the restaurant, and I understand Jeff's point, is Number 1, the outside part. Back when we established his original contract, a couple of tables were out there and now we've got the bar.

It's additional staffing. But his biggest issue is, he's gotten pushback from his servers. Keep in mind...

Mr. Colasinski: Who owns that place?

Mr. Dale: Let me finish, we have an issue with being able to staff the place, as does every restaurant. So, we do have to be sensitive to the servers. The reason why the servers have an issue with staffing is they say that they don't make any money out there because nobody is going to the outside bar. Well, our counter is that nobody is going to the outside bar because nobody is staffing it, so nobody knows to go there. So, we've got kind of a catch-22 situation.

Mr. Colasinski: It's not a catch-22.

Mr. Dale: Let me finish. What I'm trying to do is to come up with some middle ground here. The first thing that I asked Jeff to do was to have signs out there, which he's assured me they will have out by the end of the weekend, that will say, *"We will serve you out here, but let somebody know that you're out here,"* so that the servers know that they're out there. He assured me that they will have signs up by the end of the weekend. The other part of the discussion was, servers don't want to work out there because they're not going to make tips, etc., so therefore, we probably need to make that a salaried position. I'm not talking about a full-time position. I'm talking about paying somebody \$15 an hour to sit out there and staff the bar. I think that at a minimum, we need a Thursday through Sunday staffing of that outside bar and at a minimum, from 12:00 p.m. to 5:00 p.m., which is the prime time when golfers are going to be there. We can adapt or we can discuss. I'm just throwing out some initial issues. What Jeff and I discussed and we both feel is fair is, Jeff said, *"I'm willing to pay the minimum wage for servers, which I guess is \$7 an hour, roughly, but would the Board and the District be willing to kick in the other \$8 an hour so we can pay this person \$15 an hour to be able to staff that."* That way it's segregated from the restaurant part and we don't have to worry about whether or not that person makes enough in tips and whether they're going to quit. They will be guaranteed the \$15 an hour salary. That is kind of where we're at. What I'm proposing is that that the District kicks in from Thursday to Sunday, at least five hour a day basis, the differential between the two and assure him of that. Because if we do not do that, it's really not part of his initial contract and that does affect his profitability on the restaurant.

Mr. Colasinski: Then why did he buy a kegerator for out there?

Mr. Dale: I don't want to go into that. You can discuss that portion with him. I don't know why we got a kegerator out there.

Ms. DeVries: Why don't people tip out on the patio?

Mr. Dale: We've staffed it before and nobody comes out there. That is the issue. The premise of what a lot of people are saying is, "*Well, nobody is ever staffing it.*" So we've got to have somebody out there on a regular basis. What my hope is, is that if we staff it for a season, up until March or April or whatever you guys want to do, we use this as our trial run.

Ms. DeVries: Its seed money.

Mr. Dale: Seed money.

Ms. DeVries: Okay. Because we're building a business out there.

Mr. Dale: Yes.

Mr. Carnesale: So, we're talking 40 hours a week.

Mr. Dale: No, 20 hours a week.

Ms. DeVries: We're in a catch-22.

Mr. Carnesale: You said, five hours a shift for four days.

Mr. Dale: Four days, correct. Four times five is 20. So its 20 hours a week. That's what I'm thinking.

Mr. Carnesale: Okay.

Mr. Showe: Maybe we should set a not-to-exceed amount and then you could just do it for a certain time period. I think setting it for a certain time period would be the appropriate way and then re-evaluate.

Mr. Dale: Right.

Mr. Showe: But you're talking 20 hours a week times \$7, which is \$140 a week from the CDD.

Mr. Dale: Right. I get what you're saying, Steve. In some respects, the man is in a position where we're telling him profit, profit, profit, but then we want him to staff the place for 20 hours a week. Then if nobody goes there, that affects his profit and then we're yelling at him about profit. Whereas in this scenario, it's a compromise.

Mr. Colasinski: But we didn't invest in that area unless we thought we could make a profit.

Mr. Dale: I understand.

Mr. Carnesale: But in physical items as far as the bar is concerned, the refrigeration is concerned, the actuals and all of that furniture is concerned, we've already spent that. Alright? So, now we're saying, *"Well, if we want to start up that piece of the business, we have to do something."*

Mr. Dale: Yes, and it's not really starting it up because he is servicing the area. But what he's not supposedly able to do, because he doesn't have the staff and the staff doesn't want to work out there, is man the bar.

Mr. Dale: That's a real problem that the staff is going to ruin the restaurant.

Ms. DeVries: Staff doesn't want to work the bar.

Mr. Colasinski: Right. That's a problem. We have a management problem if the staff is telling him that they're not going to do it. An effective manager runs a place based upon what the employees want to do.

Mr. Dale: I understand that part.

Mr. Colasinski: I do too.

Mr. Dale: I also look at the amount of people. The times that we've utilized the outside bar, it was predominantly me, Michelle, maybe Steve and a couple of other people.

Mr. Colasinski: So, you do realize the restaurant lost money last month and in October?

Mr. Dale: I do. It lost \$2,000.

Mr. Colasinski: I don't know that November is any better. We don't have the numbers yet.

Mr. Dale: Right.

Mr. Colasinski: But I've got to start seeing something.

Ms. DeVries: Well, to be fair, it was closed until October. It was closed for a while when I came back because I had to be out on the patio. I came back in October.

Mr. Colasinski: Okay, but we still lost money.

Ms. DeVries: Yeah, but he was closed inside.

Mr. Colasinski: Okay, but my point is that I want to see something positive before we start plunging into something else.

Ms. DeVries: Right. I don't have the answer right now.

Mr. Dale: The reason why I'm presenting this is people are saying, *"Open the outside bar."* I've heard that from a multiple of people, but I've also heard from other people, *"Oh yeah, you do this and we'll be there"* and then they don't come.

Ms. DeVries: Right. We're sitting out there with you and Michelle and Steve.

Mr. Dale: I am not the king of the Board, so that's why I'm having the discussion with everybody.

Mr. Carnesale: So, basically what we're saying is Number 1, we're thinking in terms of kicking in the additional dollars necessary to man the bar out there and that's their job.

Mr. Dale: Yes.

Mr. Carnesale: Okay. Their job is not serving food and not serving anything else out there.

Mr. Dale: Actually, they would serve food too.

Mr. Colasinski: No, no, no. Now you're saying you're paying that person more money than you're paying the people in the other area to do the same job.

Mr. Dale: The problem is, once that starts filling up like that, then we can adapt this.

Mr. Colasinski: Okay.

Mr. Dale: That means then we're having a flood of people. Then we have a good problem.

Mr. Carnesale: Okay, but I'm just saying that the immediate thing would be you're going to have staffing that's going to say they're doing exactly what we're doing for the same people and getting paid differently.

Mr. Dale: They are getting paid differently, because the times I've looked when we've had it staffed or when I've sat, there aren't that many people out there. The reason why the staff says they don't want to go out there, is they don't make anywhere near the same amount of money.

Mr. Carnesale: But you are saying that they don't want to man the bar. You're not saying that they don't want to serve the people.

Mr. Dale: They don't want to man the outside is the bottom line, the bar, the tables. It's all encompassing if you're going to be out there, is the way I understand it.

Mr. Carnesale: Like I said, effectively you're creating two separate restaurants. If you're going to start saying that the wage method is different for exactly the same job, you're creating a real big hassle down the road with the personnel.

Mr. Dale: I don't agree with that.

Mr. Colasinski: I agree with Pete. I don't like that concept at all.

Mr. Dale: You cannot like the concept, but I think that's different. I mean, Jim makes more money than the guy that goes in and sprays.

Mr. Carnesale: Well, in a lot of restaurants you have a bartender that is paid differently than the servers. I don't have a problem with that. Okay? I do have a problem with the same job being totally described in two different locations, which are part of the same entity, getting different wages.

Mr. Dale: When you're in the military and you live in Fort Polk, Louisiana, is there a pay differential living in Fort Polk versus living in Washington D.C.?

Mr. Carnesale: Yes.

Mr. Dale: That's the same effect of concept.

Mr. Carnesale: No. It's totally different because each of those two places do not have contact with each other on an everyday basis.

Mr. Dale: You have a physical distance, but the reason why that pay differential exists is so people are able to make the money to be able to pay their bills.

Mr. Carnesale: The reason that exists is because there's a difference in the standard of living totally in the entire area. That's not the case here.

Mr. Colasinski: If the bar is full, one person is not going to be able to serve all of those people.

Mr. Dale: I would agree with that. Then they're going to have to start pulling in people and that's when I think our problem goes away.

Mr. Colasinski: Recently. I've seen about a 60/40 or 50/50 seating, 60% in the restaurant and 40% outside. As we get into January, February, March, it will probably go the other way. There are times where it's been full outside too. One person won't fulfill the need if you only have one, because you can't serve that many tables. We've got, eight tables outside?

Mr. Dale: Well, if he starts serving outside, he'll get more people out there.

Mr. Colasinski: I would hope.

Mr. Carnesale: Basically, you're talking about a server of the tables is getting a different wage factor based on law than a bartender would. So, I'm just saying if you wanted to hire a bartender for those 20 hours, strictly a bartender, where the other people are doing the servicing of the tables, then I wouldn't have a problem with it. Okay? I just have a problem with two sets

of people getting exactly the same job in the same basic area, getting different money as a result and they talk to each other.

Mr. Dale: What are we going to do if nobody wants to staff that?

Mr. Carnesale: That becomes a management problem for the manager of the restaurant.

Mr. Colasinski: That's exactly what it is.

Mr. Carnesale: Okay? Its service of the personnel and service of the tables. If he has to bring on another person, that's fine as the business grows because of the people. Alright? But salaries have to remain the same across the board. I'm not saying they have to remain the same as they are today, but they have to remain the same across the board.

Mr. Melloh: Can I interject something?

Mr. Dale: Please.

Mr. Melloh: The issue is that the servers want to make money. So, if Jeff said, "*Hey you know what, we need to bring in a third server for the lunch shift,*" well, they're all going to scream and holler because all of the tips are then going to be divided three ways instead of two.

Mr. Dale: Right.

Mr. Melloh: Do you know what I'm saying?

Mr. Dale: I do. I heard that one last night.

Mr. Melloh: So, that's the issue. Yes, I will say that Jeff has an extremely difficult job there because a server at the Texas Roadhouse is probably earning \$400 a night. Okay? Well, it doesn't take them long working at *Hook & Eagle* to know that that's not going to be the case there.

Mr. Dale: Right.

Mr. Melloh: There are going to be some nights when they will do okay. So, what we're looking for, I don't know, but I do draw a lot of experience from my time because I was there for 16 years at Florida State University. At Renegade Grill, we had a porch outside of the patio. There were times when the weather was really nice in April, May or June and that was the first place to fill up. But other times, when it was a little brisker, the server that we put out there earned an extra amount of money. It's not uncommon to see that. They talk, but it's just like, "*Man, you're trying to run a business here.*" I think the best thing that we have going for us right now with that out there, is what he's going to do over the weekend, putting signs on the table that say hey, "*Please see the inside for the server.*" That brings me to another thing. I've mentioned

several times before, that when you go to Panera Bread that kind of service is called fast casual. You go up to a cashier, you place your order, they give you a number or they give you the little buzzer and then when your meal is done, you're your own server. They say, *"Here's a cup. Get your diet coke out of the soda fountain."* That's something that could be a solution to the problem. You can just sit there and say, *"Look, we're not doing table service."* We can set two really nice cash registers up at the bar and people can come up and form a line and further down the bar, they can pick up their order. That's something that can be done. He would have to analyze it and know what's going on. Jason's Deli is another one that's fast casual. Then you have the people that will come in, sit down and say, *"Well, I'm just going to go in and order my lunch and they will tell me when it's done or they will bring it out to me."* Some places bring it out to you. Like Jason's Deli, they'll bring it out to you. They will find your number and bring it to you. We had one server that recently left us. When she was out there running the bar, it seemed as though she had quite a few people out there purchasing drinks. So I think that can still be a viable situation.

Mr. Dale: Right.

Mr. Melloh: The situation there being the \$15 is going to be, if nobody at all shows up, they will get \$15, but they're going to get \$15 plus what other tips they happen to get. If they get it going and then there's regular service out there, it can be like what Steve said. It could be the fact that we just don't have enough help out here.

Mr. Dale: Right.

Mr. Colasinski: The current policy is to split all the tips across the board to everybody.

Mr. Dale: Right.

Mr. Colasinski: Then you go and hire that person separately and now they're going to have to split their tips with whoever is out there.

Mr. Dale: Again, this isn't me talking. It is the servers and Jeff. I'm just communicating what was presented.

Mr. Colasinski: The issue that I have with the servers is that we have an 87% turnover rate. Why are they dictating what we're doing?

Mr. Dale: I get that. That is another issue though.

Mr. Colasinski: Those are the people that are dictating what's going to happen and they're going to be gone in three months.

Mr. Dale: I also don't want to get into the business of dictating to the restaurant unless we've got a good reason.

Mr. Colasinski: As long as they're making money there's no need to dictate anything.

Mr. Dale: Right.

Mr. Carnesale: If on a temporary basis you wanted to hire a bartender for the outside and just guarantee that they will make at least this, including their tips, you can do that.

Mr. Dale: Right, which is what he did say. That was the part of his presentation.

Mr. Carnesale: Alright. So that would not mean that they would get \$7 to \$8 every single time. Okay? It would be just when it's really slow and there's nobody there and they're standing there at the bar with no customers.

Mr. Dale: That's the reason why I'm bringing this up because I am getting barraged with this issue. Like I said, I'm the lightning rod and everyone is saying, "*Why don't we man the bar?*" Well, because nobody wants to work it, is the answer.

Mr. Carnesale: Well, what I'm saying is basically, you may have one of them that's willing to work the bar if they know that there's a minimum, they're going to wind up going home with. I don't know what that minimum is.

Mr. Dale: Right.

Mr. Carnesale: You're saying \$15. I don't know that that's going to do it either.

Mr. Dale: That was the number that Jeff threw it out.

Mr. Carnesale: Okay. But all I'm saying is that the person you hired to be out there, cannot be doing exactly the same job as the people that are inside. Alright? If you are going to vary the way they're paid, then you have to vary the job they do as well.

Mr. Dale: I understand what you're saying. I hear you. I don't completely agree with that. Another example I would use is from the military. If you're a signal guy, you're going to make a bigger bonus, then you're going to make as an infantry man. So that's the other analogy I would use, but I understand what you're saying. I understand that they are different jobs, but with that being said, are we willing to throw in some kind of number to augment a salary that Jeff is willing to throw out there to keep some of his staff, even if it winds up being a losing proposition for the outside bar. That is basically the issue.

Ms. DeVries: I would consider it seed money, temporarily, to get it going. It would be a different job like you said. It's a bartender.

Mr. Dale: We don't want them to service food.

Ms. DeVries: Right. I guess if the food comes out, yeah, they can handle the food. But they're not going back in the restaurant and getting the food and all that. They're at the bar. They are a bartender. We're guaranteeing them a minimum amount of \$15 an hour just to get it going.

Mr. Dale: Right.

Ms. DeVries: Not forever.

Mr. Show: I think if you're going to set a temporary time, you should set a timeframe and enough time that the Board would have another meeting to evaluate it, whether a month or six weeks. That way by the time you get to your next Board meeting, you'll be able to make another call.

Mr. Dale: Actually, Steve should establish a metric of some sort to collect the data. I guess is the way that I would put it.

Mr. Colasinski: Yeah.

Ms. DeVries: Maybe they will make \$15 an hour.

Mr. Dale: That's my hope, that we wind up really rocking it outside. Are we talking, say, a three-month period?

Ms. DeVries: You were saying until the next meeting. Give them a month and let's see how it goes.

Mr. Dale: Yeah, well, this is a rough month. January would be a good measure. Until the end of January?

Ms. DeVries: Until the end of January.

Mr. Dale: We'll augment somebody for \$8 an hour to supplement Jeff's \$7. Is that what we're saying?

Ms. DeVries: As needed, if they're not making \$15 an hour.

Mr. Dale: Yeah.

Ms. DeVries: That's my two cents.

Mr. Carnesale: Because if they are basically getting his \$7 and only getting \$3 in tips, we wouldn't have to augment as much.

Mr. Dale: I think that starts to become a bit of an accounting nightmare if we're talking about tips and especially if it's cash.

Mr. Carnesale: The only way he'll know what the tips are is if they're doing it with the computer.

Mr. Dale: My recommendation would just be to augment the \$8 an hour to his \$7, guarantee the \$15 per and if they get tips on top of that, they're doing good. We do it until the end of January and see how it works.

Ms. DeVries: See if we can get that bar going.

Mr. Rysztoji: Bartenders only.

Mr. Dale: That sounds good to me if that's the pleasure of the Board. They are going to have the same system that the inside could. I would imagine they could take orders and then they can work out the logistics with the other servers if it's a food thing at the table.

Mr. Carnesale: Once you start having them take the orders, basically, you're introducing them into the food part of the business.

Mr. Dale: So, you just want them to take orders at the bar?

Mr. Carnesale: A bartender is a bartender.

Mr. Dale: If they're sitting at a table, we get somebody from the inside of the restaurant.

Mr. Carnesale: That's what it should be.

Mr. Melloh: That's going to be hard to do. It's going to be hard to go up there and say, "*I want a gin and tonic and I want to order a Philly Cheesesteak.*" They are going to say, "*If you want a Philly Cheesesteak, you have to go inside.*"

Mr. Showe: When you go to the Olive Garden, you can sit at the bar and even though there's a bartender there, they serve the same food. I think you have to give them that opportunity.

Ms. DeVries: They make more tips when they have the food.

Mr. Showe: It's going to be far more complicated for them to try to coordinate it. If the people inside aren't willing to bring food out now, then what are the chances they're going to do for this person that you have there?

Mr. Melloh: If we want to build the business, then I think you have to allow that to happen.

Mr. Carnesale: Now, let's say they order at the bar a drink and a sandwich and there's a tip, where does the tip go?

Mr. Dale: They get the tip.

Mr. Carnesale: Who gets the tip?

Mr. Dale: The bartender or the server that's there.

Mr. Melloh: There's no tip-splitting.

Mr. Carnesale: Right now, they're doing it.

Mr. Dale: They do tip-splitting, but Jeff specifically said he would want to keep that segregated. He doesn't want the inside people getting outside. I don't want to get into the micro-managing of the tip pool. I think that's something Jeff can work out. All I'm trying to do is find out if we're willing to help augment a salary like Jim said as seed money to get the outside bar going, because I'm getting beaten up about getting the outside bar going.

Mr. Colasinski: I just can't understand why we can't have a manager that can do the job we're asking him to do.

Ms. DeVries: It's not in his contract is what Rob is saying.

Mr. Colasinski: Then maybe we need to change the contract.

Ms. DeVries: Right.

Mr. Colasinski: I find that as an awfully weak excuse.

Ms. DeVries: We expanded his restaurant for him.

Mr. Colasinski: That was the intention all along though.

Ms. DeVries: I know.

Mr. Colasinski: We put tons of money into that place for the idea of expanding the amount of business in that place. That's not something that was ever discussed. I don't see any reason to do this.

Mr. Showe: Someone will just need to just make a motion.

Mr. Dale: If we have no motion, then I don't have an answer.

Mr. Colasinski: Well, it's not your fault though. Remember that.

Mr. Dale: But I guess where I'm coming from is, and I'm not trying to be defensive or anything like that, I get both sides on things and I get frustrated with certain things at times, but the core issue that I come back to, is we're trying to deliver an amenity, a service that's for the residents. It's not for me. That's what I come back to. For \$8 an hour to do that for six weeks and try something out, I'm willing to throw some spaghetti against the wall, I guess, is where I'm at.

Ms. DeVries: So it's \$8 an hour for 20 hours a week or \$160 a week for six weeks.

Mr. Dale: For six weeks, its less than \$1,000.

Ms. DeVries: Less than \$1,000. Its seed money.

Mr. Dale: Yeah.

Ms. DeVries: To get that area going.

Mr. Dale: That's kind of where I'm at.

Mr. Carnesale: Okay. There would strictly be a bartender. I can understand why you would want to be able to take the order at the bar, but they never leave the bar. They don't go to the tables for delivery.

Mr. Colasinski: It's just too quirky to make sense.

Mr. Moller: If you go Shrinks, the bartender might have four or five high tops around the bar area.

Mr. Carnesale: I don't have a problem with that. What I'm having a problem with is if you have a bartender and their job is to be at the bar and the food is coming from the kitchen to get to the table, they have to leave the bar.

Mr. Moller: When I was in a college. I had to go back to the kitchen.

Mr. Carnesale: Well, that's what I'm saying.

Mr. Colasinski: I think the thing is there are eight tables. I don't know that one person can do that many tables.

Mr. Moller: They can't do the entire restaurant.

Mr. Dale: Oh no. They wouldn't be able to.

Mr. Carnesale: But if you have one person at the bar and they don't have to do the tables, one person can do it.

Mr. Moller: If you have one server outside, you only set half of the restaurant. These servers are self-service. So as you're sitting there, you're going to have to come to me or you're going to have to go inside. These tables that have the tents on them, are available for table service.

Mr. Showe: I think if you had eight tables full, I don't think you would have a problem with finding somebody to work out there because the tables would be full. I think in this case, you're going to have to not put a whole lot of restrictions on it or else it's just not going to work at all.

Mr. Dale: Right. There are too many variables here. The main gist of it is, in life if you have somebody that's not willing to do the job, you have to create an incentive for them to get out there. That's effectively what we're trying to do.

Mr. Melloh: Really the truth of the matter behind it is that if you're bartending outside and the food comes up in the window, most restaurants have a runner or an expediter to run the food out.

Mr. Dale: Right.

Mr. Melloh: Just like Jim said, you go to Chili's and it's like whoever runs the food out.

Mr. Carnesale: Which would be somebody other than the bartender, which is all I'm saying.

Mr. Melloh: That's fine. That part's fine.

Mr. Dale: We can give Jeff general guidance.

Mr. Colasinski: I'll be honest with you. I don't think we could actually serve food outside. The reason I say that is our turnover both cooks and servers, when you do the numbers, is 87%. They're always short-staffed. Getting that volume of food out there, I don't think he's going to be able to do it because he's always short staffed. We have people coming and going almost every couple of weeks. The national average for restaurants right now, the turnover is 75%, but we're higher.

Mr. Dale: I get it, but the big variable that's involved here is we just went through a major build-out and it killed our business.

Mr. Colasinski: We've had people come and go all year long.

Mr. Dale: I know. You got some very valid points there. I'm not arguing that.

Mr. Colasinski: I'm just trying to think it through. It sounds quirky.

Mr. Dale: I understand.

Mr. Showe: Will it be beneficial for maybe Jeff to put a plan together instead of the Board?

Mr. Dale: Well, this is essentially Jeff. I talked to Jeff for an hour before the meeting and my concern was that we need service delivery on the bar outside.

Mr. Colasinski: I'm disappointed that what I would consider to be temporary people are dictating permanent structure. You've got servers at an 87% turnover. They're dictating and

telling their boss what they're going to do and what they're not going to do. They're probably not going to be there another three months. That bothers me.

Mr. Dale: They definitely won't be there another three months if they're out there and not making anything but \$7 an hour.

Mr. Colasinski: Then what are you worried about it? They are going to leave anyway, whether they're inside or outside.

Ms. DeVries: It's hard to get them.

Mr. Colasinski: I know and that's my point. Investing is something that we can't even know if we can keep the restaurant going.

Mr. Dale: I'm willing to throw some spaghetti against the wall.

Mr. Colasinski: I'm not willing to throw anything against the wall.

Mr. Dale: Six weeks.

Mr. Colasinski: You also got two weeks to hire a person, give them training and getting them working out there.

Ms. DeVries: That's true.

Mr. Colasinski: What's the chance of that happening? Very small.

Mr. Dale: Are we saying we're not going to?

Mr. Colasinski: I'm just saying I'm not for it.

Mr. Dale: What about the outside bar then?

Mr. Colasinski: What about it? We have a Restaurant Manager already. That's his problem to solve not ours.

Mr. Dale: Is our expectation for him to man the outside bar?

Mr. Colasinski: Yes.

Ms. DeVries: Then it needs to be in his contract.

Mr. Carnesale: It wouldn't have been because that doesn't exist.

Mr. Colasinski: The restaurant facility is *Hook & Eagle* and includes the patio and indoors.

Ms. DeVries: Okay.

Mr. Colasinski: That's the contract. There was nothing in there about an indoor only facility.

Mr. Dale: When it was originally drawn up, all we had was a few tables out there and now we have an outside bar.

Mr. Colasinski: My point is this is the *Hook & Eagle* facility. That's the issue.

Ms. DeVries: As a business person I look at and go, "*Wow, they gave me more opportunity to make money.*"

Mr. Colasinski: It should be.

Ms. DeVries: Right?

Mr. Melloh: Jeff, expected this. Let's face it. We had a conversation 10 months ago about building out a bar on the other side of the grill and he was all excited about that.

Mr. Dale: Right.

Mr. Colasinski: He even bought a kegerator for outside too and it hasn't been used yet.

Mr. Melloh: I think he's just a little overwhelmed. Look, if you have to get two servers inside and then you have 30 people outside on the patio and they're all coming inside, going, "*Oh yeah, want to place an order,*" well then just making a whole pot full of money more than what they were making before.

Mr. Dale: Right.

Mr. Melloh: Then as it becomes steady and there's more and more people sitting out there, then maybe one of the regulars wants to break loose and go out there.

Mr. Dale: Right, but what you are talking about is table service versus staffing the bar on a regular basis when there's nobody out there.

Mr. Melloh: Yeah.

Mr. Dale: That's the difference. Well, I don't want to beat a dead horse. So between you and I, we're going to communicate to Jeff that...

Mr. Carnesale: We know that Steve is against the whole thing. It doesn't make any difference how you do it. Okay.

Mr. Colasinski: That's not what I said.

Mr. Carnesale: Well, no, you said you're against throwing money into it.

Mr. Colasinski: That component, yes.

Mr. Carnesale: Okay. It sounded to me like Jennifer was willing to throw some money into it as seed money. I didn't hear anything from Rob. I know that you want to do it, but you are not really sure because you're not sure where everybody else is.

Mr. Dale: What I'm doing is presenting the issue to the Board.

Mr. Carnesale: Okay.

Mr. Dale: Like I explained about the lightning rod, I get 50 comments a week about why this isn't this open. When I have an issue like that, I bring it to Board.

Mr. Carnesale: Okay. Now, if we want to do this and we want to do it as a test, seed money or whatever you want to call it, my point would be that six weeks from the first day that the person is on board, would be the timeline. Not start the timeline now, when it takes how long to hire somebody. Okay? We don't know if that's going to take two weeks, three weeks, four weeks and you still don't have anybody in place. Now its six weeks and you've drawn the line and the time is gone. Alright? I would be for it if the person out there strictly stays at the bar. They can do whatever they want as far as feeding that computer. Okay? If somebody wants something to eat, the computer is right there. You don't want to lose the customer because of the fact that they want a sandwich as well. However, the sandwich getting to the person has to be a separate individual. I don't care whether it's a runner or one of the people that work inside as a server. That's irrelevant. Alright. I just don't want the bartender leaving the bar.

Mr. Dale: That makes sense.

Mr. Carnesale: If we're going to pay them a flat fee.

Mr. Rysztoji: I agree with Pete.

Mr. Dale: We're at the point where I will entertain any motion from the Board, if somebody wants to make a motion.

Mr. Carnesale: I would make what I've just explained into a motion. I don't have a problem with it.

Mr. Dale: Jason, do you want to craft that into two sentences or less?

Mr. Showe: It sounds like what I'm hearing is the motion would be for a not-to-exceed amount of \$1,000 for a maximum of six-week trial from the point of hire for a person to be strictly behind the bar outside of the restaurant and the CDD will fund the supplemental difference.

Mr. Dale: The \$8 supplemental difference.

Mr. Showe: Not-to-exceed a \$1,000 total in six weeks.

Mr. Dale: I like it.

Mr. Carnesale MOVED to approve a not-to-exceed amount of \$1,000 for six weeks from the start of employment for an outside bartender up to \$15 an hour with the CDD funding the supplemental difference of \$8 per hour and the restaurant paying \$7 an hour and Mr. Rysztocki seconded the motion.

Mr. Dale: Discussion?

Mr. Colasinski: I am not in favor of it. I won't vote for it. I think it's the wrong message that we're sending. I think we need to get better help in the restaurant first before we try this. I haven't seen any data says we're there. I have no confidence of it succeeding.

Mr. Dale: I'm reluctantly approving it.

On VOICE VOTE with Mr. Dale, Mr. Rysztocki, Ms. DeVries and Mr. Carnesale in favor and Mr. Colasinski dissenting, approving a not-to-exceed amount of \$1,000 for six weeks from the start of employment for an outside bartender up to \$15 an hour with the CDD funding the supplemental difference of \$8 per hour and the restaurant paying \$7 an hour was approved. (Motion Passed 4-1).

Mr. Colasinski: I will hold the Board accountable for this.

Mr. Dale: Let's move on to the Treasurer's Report.

NINTH ORDER OF BUSINESS

Treasurer's Report – Consideration of Financial Statements

A. Approval of Check Register

Mr. Dale: Sure. We have the Check Register. In your General Fund, we have Checks #4576 through #4597 for \$32,510.15. We have Check #169 in your Capital Project Fund for \$7,900 and Check #30195 through 30274 in your Golf Course Fund for \$119,274.96 for a grand total of \$159,685.11. We can take any questions or a motion to approve.

On MOTION by Mr. Colasinski seconded by Mr. Carnesale with all in favor the Check Register for November 10, 2022 through December 8, 2022 in the amount of \$159,685.11 was approved.

B. Balance Sheet and Income Statements

Mr. Showe: We went through some of the financial issues and I can take any additional questions that you have. I've already emailed the accountant to have some of those issues cleared up.

Mr. Dale: Thank you.

Mr. Showe: Absolutely. That's all we have.

TENTH ORDER OF BUSINESS

Supervisor's Requests

Mr. Dale: Pete, do you have anything?

Mr. Carnesale: My only issue is with the gift cards. I don't know if we can institute the new program while we're looking into the old program in terms of separating the three sales going forward, just as a start and then looking back to try and incorporate the past history. We want to get there somehow down the road so we can track gift card sales. Right now, it looks like a lot of stuff is getting mixed into it. We think we know where it's coming from, but we don't know exactly. So, if we were to take at least all of the new stuff and start separating it and then start looking at the stuff that's in the past and start to move that to where it would be in the three, I think that would be a better way to go. So that at least down the road, we would have better figures to look at.

Mr. Dale: If I hear you correctly, what I think you're saying is partially what we're already doing. Eddie shared that he keeps a separate inventory of the ones that he accounts for on his own in the pro shop. But it also sounds like, from a reporting perspective, your concerns may revolve around rain checks and the way that things are reported, line item in the budget. Am I correct?

Mr. Carnesale: Yes.

Mr. Dale: Okay. So, from that perspective, Jason, are we able to break it out?

Mr. Showe: That's what we're all working together on.

Mr. Dale: Yes.

Mr. Showe: We're going to take as an example, in the October financials, we show \$785 worth of sales and we want to try to break that down and figure out where that \$785 came from.

Mr. Dale: Right.

Mr. Showe: Once we figure that out, then we can determine exactly how the financials should reflect, if different categories need to be created.

Mr. Dale: That's where I'm going.

Mr. Showe: Absolutely.

Mr. Dale: Creating the separate categories. Okay.

Mr. Showe: We can do that.

Mr. Dale: Thank you. Alright. You good?

Mr. Carnesale: Yeah. That doesn't need a vote, that's just procedural.

Mr. Dale: No, I understand.

Mr. Showe: We're all on the same page on that.

Mr. Dale: Okay. Good. I think we're all on the same sheet. Jen, welcome aboard.

Ms. DeVries: Thank you.

Mr. Dale: Again.

Ms. DeVries: Officially. I have one request. I was looking on the website for the rates and I don't see the nine-hole rates. There was some weird stuff.

Mr. Colasinski: Which website?

Ms. DeVries: The Viera East Golf Club website.

Mr. Colasinski: It's actually on the GolfNow website.

Mr. Melloh: We post stuff on there. The reason why we never have posted rates, and certainly this can be changed, but when you sit there and look at the rates that we post for 18 holes, there are over 50 different rates or close to the 50 different rates.

Ms. DeVries: It's a nice table.

Mr. Melloh: Yeah. To do that for nine holes, it might be confusing. I don't want somebody coming in only looking at the nine-hole rate thinking, "*I'm here to pay \$30 when really it's \$50.*" So, I'm wondering if we should put a note, Jennifer, because the nine-hole rate is 67% of the 18-hole rate.

Ms. DeVries: Okay. Maybe you just put a note at the bottom.

Mr. Showe: Yeah, saying that nine-hole rates are available.

Mr. Melloh: We had that on a rate sheet, but we can do that.

Ms. DeVries: Okay. That would be great. Just a one liner like that.

Mr. Melloh: Okay.

Ms. DeVries: Take a look at them. Maybe I need to take a look at them one more time. When I looked at it, it was weird. I'm looking at the numbers and I'm doing the calculations in my head and one was totally weird.

Mr. Melloh: Well, maybe there was an error.

Ms. DeVries: I think there was an error.

Mr. Melloh: Just a typo type of thing.

Ms. DeVries: Right. It didn't follow the pattern.

Mr. Melloh: Yeah. It gets to be very cumbersome because you have the public rate and the CDD rate is now 40% and 30% off. Then the loyalty program rate is 20% off. Loading that all up into computer can be a little difficult at times, but we've got it all down.

Ms. DeVries: Okay.

Mr. Melloh: I'll take a look and see about maybe just adding the note to that, if people really want to know what the calculation is for nine-holes, instead of just adding a whole other chart on there and run the risk of somebody picking up the wrong number. Because that's only \$30. You know what I'm saying.

Mr. Dale: Right.

Mr. Melloh: Okay. Sure. Thank you.

Mr. Dale: Is there anything else?

Ms. DeVries: No.

Mr. Dale: Well we're glad to have you on board.

Ms. DeVries: Thank you.

Mr. Dale: We're just as glad to have Ron on board.

Mr. Rysztogi: When you were talking about rain checks and everything else, we have the Thor Guard lightning alarm. Right?

Mr. Melloh: Yeah.

Mr. Rysztogi: Okay. If you force the golfers off of the course, is that an automatic rebate or do they have to wait it out? What is the normal policy?

Mr. Melloh: Our policy is that if they come in and want to leave, we'll give them a rain check. Then we have this matrix of when they teed off, how many holes they played and what was returned.

Mr. Rysztogi: So if they play 16 holes and the Thor Guard goes off, do you give them a rebate for two holes. Is that how it works?

Mr. Melloh: Yeah. It's a minor amount of money, but the beautiful thinking behind that is if I'm giving you \$8, you're coming back. So, that's the reason why. Certainly we can change all of that.

Mr. Dale: That makes sense.

Mr. Rysztogi: It's a portable alarm. Right?

Mr. Melloh: Yeah. It's a pretty sophisticated system. It was used by NASA and the PGA tour. NASA doesn't use it now, but it's a lightning prediction system. Most of the systems that are out there, only go off once there's a lightning strike. There is a thing on the roof of the building, actually two things that they use to constantly monitor the atmosphere for the buildup of static electricity. Once it gets to a preset number, it will go off and bring people in off of the golf course. Every golf course has a sticker on it that says, "*One long 20 second blast means you have to come in.*" Then three smaller blasts, 5 second blasts mean it's open for play. But what's great about that is it's fully automated. The guy or girl that you have in the pro shop, isn't the one making the decision to bring to people off the golf course when it gets to be really dangerous out there. It's a mandatory thing.

Mr. Rysztogi: You've never had any problem getting people off of the golf course, generally?

Mr. Melloh: Generally.

Mr. Colasinski: We are humans.

Mr. Melloh: Well, because generally when that thing goes off, there's a lot of rain coming right behind it.

Mr. Rysztogi: I'm familiar with the system.

Mr. Melloh: Where you have your real issues with that system or any system like that is people go, "*How come we can't go back out there, it looks beautiful?*". Well, the thing is still picking up data saying that there's going to be a lightning strike. It's like a 30% chance within 5 miles of the golf course or something like that. Don't quote me on that exactly. We just recently purchased their most sophisticated their newest and greatest thing. It seems to be that it's a little more sensitive to getting people out quicker and that type of thing. The rain checks are just something that we have no control over. Normally, when the Thor Guard goes off, it's at least a

minimum 30 minutes before we'll send out an all-clear signal. People know that and if they have to go somewhere or something like that, they just ask for a rain check. Some people will sit there and wait it out.

Ms. DeVries: Hopefully in the bar.

Mr. Melloh: Well, I'm going to tell you and Jeff knows this really well, whenever that thing goes off at Noon or 1:00 p.m., they're getting pounded in there.

Mr. Dale: Business goes up.

Mr. Melloh: So, it can be good for business. Again, those people go away with their rain check, but they're coming back to spend it and they're bringing their buddies with them. It's not a loser for us. As a matter of fact, to be honest with you, a lot of times there are people that get a rain check that never use it. I do have a list of the rain checks and I can tell you that there are people from five years ago that have a \$40 rain check and they're not coming back.

Mr. Dale: It stays on the books forever.

Mr. Melloh: We book that money on that day.

Mr. Rysztogi: Okay. I'm familiar with the Thor Guard system in the job that I have.

Mr. Melloh: Oh, really. Do you know Mr. Bob Duggan?

Mr. Rysztogi: No. I do security for IRCC. That's why I'm familiar with the Thor Guard system. I just didn't know what the policy was and how you handle the golfers.

Mr. Melloh: I got you.

Mr. Rysztogi: Okay. That's all. I'm done.

Mr. Dale: Thank you, Ron. Welcome aboard.

Mr. Rysztogi: Thank you.

Mr. Dale: Steve?

Mr. Colasinski: We've made a considerable investment in the restaurant in the last year to a tune of about \$150,000. I want to see an Improvement Plan for the retention of employees in the restaurant because we are well above the industry average for turnover. I don't want us squandering our investment unless I see something being done differently by the management for the restaurant to retain employees, because the turnover rate is too high and the level of service is unpredictable because of it. So, I'd like to see some sort of plan from the Restaurant Manager to address new ways and techniques of retaining employees in order to ensure our return on investment.

Mr. Dale: I would agree to that. Tim, you're the General Manager.

Mr. Melloh: I already wrote it down.

Mr. Dale: That's one I want you to take the lead on, because I think that's a little more extensive than Board time is going to allow for. Do you want to add anything to that?

Mr. Colasinski: No, it's pretty simple. We need to make sure that we have a high confidence on our return investment. We will have a return on investment, but the nature of service is continually disrupted by employees leaving constantly.

Mr. Dale: Yeah.

Mr. Colasinski: Above the industry.

Mr. Dale: I think we could either have Jeff at the next meeting or if he wants to prepare some report or whatever, but I'm not as concerned about the aesthetics of what it looks like as to the content in terms of the game plan. Because that is a concern for me too.

Mr. Showe: That would be a good item for the workshop as something that you guys can actually discuss.

Mr. Carnesale: We only have a month.

Mr. Colasinski: It's crazy.

Mr. Dale: It is something that we have to address.

Mr. Colasinski: No. The crazy part I'm talking about is the time duration we have, the time involved between our regular meeting and the next workshop.

Mr. Showe: The next workshop will be on January 12th.

Mr. Carnesale: Well, that's because we moved all of these forward,

Mr. Dale: We moved everything forward.

Mr. Colasinski: Yeah.

Mr. Dale: Yes. I am fully in agreement. I get that we went through a tough period with construction and everything and people didn't make as much money and all of that, but at a certain point, we run out of excuses.

Mr. Melloh: How many county services do you have? Is it like two?

Mr. Dale: He's got Nicole.

Mr. Melloh: He's got Nicole.

Mr. Dale: He's got Jen.

Mr. Colasinski: She only works a couple of days a week.

Mr. Dale: He has Shea.

Mr. Melloh: Yeah, Shea.

Mr. Dale: He has one other that works one day a week, which is Matty. I think one of the other ones just left. I don't know if I really would count them.

Mr. Colasinski: But the thing is that counts.

Mr. Dale: Here's my observation. That may be a starting point for the conversation. I see them as a family. Why do we have so many friends and family?

Mr. Melloh: Okay. I'll find out what it is. I really wish I knew.

Mr. Colasinski: We are just asking him for a plan. That's all.

Mr. Dale: I think the shutdown did some damage to us, but we're out of that now.

Mr. Colasinski: Let's not get too sidetracked. We had nine other months that still had that turnover.

Mr. Dale: I get it. But where I'm going with this is we want to be on the right footing going forward. There's nothing wrong with it. As a military officer, every year, I'm expected to put together my OER Support Form that says what we're going to do during the year, what the expectations are and what it is going to be measured by. That's what I think we should be looking at here with the restaurant.

Mr. Carnesale: You would have gone crazy with mine. Because I never wanted to do what my boss wanted me to do.

Mr. Dale: Alright. I only have one thing. I want everybody to have a Merry Christmas and a Happy Holiday. Don't get run over by a drunk driver, be safe and have fun. Go to *Hook & Eagle* and spend lots of money. That's all I have. That's our last meeting for the year.

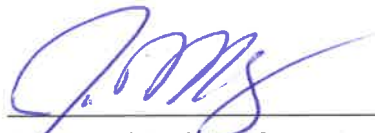
Ms. DeVries: Alright.

Mr. Showe: The next workshop I think is on January 12, 2023.

ELEVENTH ORDER OF BUSINESS

Adjournment

On MOTION by Mr. Colasinski seconded by Ms. DeVries with all in favor the meeting was adjourned.


Secretary/ Assistant Secretary


Chairman/ Vice Chairman