

Lake Limerick C.C.



est. 1966

LAKE LIMERICK COUNTRY CLUB
BOARD OF DIRECTORS

VIDEO CALL WWW.ZOOM.US

Meeting I.D. 886 4688 8194 Password: 010743

August 15, 2020

DRAFT

DRAFT

DRAFT

DRAFT

DRAFT

DRAFT

The meeting was called to order at 9:00AM by President Brian Smith.

- 1.) **Roll Call:** President, Brian Smith; Vice President, Dean Dyson; Secretary, John Ingemi; Treasurer, Connie Wong, Directors; Pat Paradise, Amanda Stephen, Sheila Nokes, Tamra Ingwaldson, Stacie Stoney, Don Bird (Ex Officio), Invitee: Roger Milliman, CAM; Doug Carothers, Water Manager

Amanda Stephen will be co-hosting the meeting with B. Smith. A. Stephen will have everyone on mute who is not speaking.

- 2.) **Approval of Minutes:**

A Motion was made by S. Nokes and seconded by S. Stoney to approve the minutes of the July 2020 meeting as presented. Motion passed unanimously.

- 3.) **Financial Report: Treasurer, C. Wong**

Cash is steady. Current cash overall for the HOA is just < \$1,002,000.00 (with PPP.) We've spent approximately \$50,600 on capital projects. \$730,000 of that is cash in the reserves of Edw. Jones. A/R is steady and nothing out of the ordinary with P&L. Some items are high but have been high all year. Others under budgeted. Questions from B. Smith on capital expenses being noted. J. Ingemi on parentheses and variance issues. He will bring it up to R. Harper. C. Wong asked to be included when he does. J. Ingemi also asked about getting it printed on larger paper. R. Milliman will make it available. B. Smith thanked both R. Harper and C. Wong on getting the detail and it's actual and accurate. P. Paradise on breaking out cash on hand and Water Department monies. C. Wong explained that the Water Dept. has \$1,054,000 and that is on top of the HOA monies. R. Milliman spoke on the PPP accounting not being due yet. C. Wong talked with E. Springer-Johannesen on moving some Water System money around, specifically out of Heritage, due to the combined balance at Heritage Bank is getting high again and she (C. Wong) will be looking at our HOA accounts as well, to possibly move money to a credit union to get more interest and reduce the balance at Heritage Bank. C. Wong noted that we don't show depreciation on our P & L. There was further discussion from T. Ingwaldson and R. Harper on appreciation/depreciation issues.

A Motion was made by J. Ingemi and seconded by T. Ingwaldson to approve the Financial Report as presented. Motion passed unanimously.

- 4.) **Additions to the Agenda from Board**

All items moved to New Business

- 5.) **Additions to the Agenda from the Membership.**

Various items have been added under New Business

6.) President's Report – B. Smith

B. Smith is waiving his report due to the size and scope of the current agenda. He will be speaking on a number of issues, that he has been directly involved with, that will be coming up for discussion. There was a little discussion about masks and social distancing. B. Smith mentioned several violations of social distancing on the S.S. COVID CLUSTER that coasts along in Lake Limerick. And we need to be concerned about the same issues in our parks.

7.) CAM Report – R. Milliman

First R. Milliman would like to thank the members for supporting Golf, Restaurant, Café and Lounge operations. We are 6 months into our COVID operations and staff has really appreciated the trust and support while we are working with the "WA Safe Start" requirements. Updates: Bus shed shelter behind the fire station has been removed and replaced with a gravel area and 2 NW design concrete benches. Anglia Park gate issue, K. Evans and R. Milliman have met with a couple of contractors and we have 1 bid in to replace the system (\$6,000). Another contractor is looking at adding capacity to the current system at a lower cost. R. Milliman, J. Betterly and K. Evans met with the Dept. of Ecology Dam Safety engineers for the five (5) year review of our dam structures which include Cranberry, Leprechaun retention structures and Limerick Dam. They gave an indication that our maintenance looks good. Work toward getting the final report in October. Items will include removal of brush and trees. We are awaiting PUDs estimate for upgrading power to the golf cart storage sheds and the maintenance shop. This will be part of the capital requests for 2021. Sport Court repairs should start on this Wednesday and be finished by Saturday. Gates will remain locked until it has been determined that the paint is dry. Work on Olde Lyme Park continues along with other Park Maintenance. We are performing maintenance on lake buoys as well. Another unbudgeted project that needs to get done is a carryover from 2015. It involves a "fish structure for habitat" on the shoreline of Cranberry Creek. We have been working with the Dept. of Fish & Wildlife and there will be more on this as it evolves. Inn Island Log Boom permits have been approved and will come up under new business. Payments Service Networks continue to grow. We are at 326 for dues accounts and 463 for water accounts. We have drafted an Employee Grievance Procedure Policy that is being review by our attorneys and, when completed will be brought before the Board for ratification. The last 2 months have been focused on budget development and dealing with COVID issues. K. Evans thanked R. Milliman for his work on the Log Boom applications.

8.) Water Report: D. Bird

Financials are looking good within the Water Division. Revenue is down a bit but will increase over the summer. Financially, Water is in good shape. We apologize for the low water issues. PUD3 power issues were to blame. D. Bird also spoke on different control strategies on the pumps to combat the low-pressure issues. Water losses are back down considerably and are around a 4.5% loss and annual loss is around 6.9%. We try to stay below around 10% annual loss total. Thanks to the member who reported a hydrant leak. Our system is 50 years old and we are going to experience this more and more. On the Navy issue, Doug Eckland, the engineer who is working with us, is preparing to present a solution to the Navy for re-routing our water line along another path that we think satisfies the Navy, Dept. of Health and the County because their storm water drain goes along a similar path. We have received a draft of a Water Rate and Reserve Study from Northwest Water. The conclusion of the study is because of the age of our system, we will need to put more money in reserves. There were several "rate structures" that were proposed as well. Both to increase conservation and generate a little more revenue. And also, to add more capital for reserves. We (Water Committee) will be having another meeting this week to discuss this further. We want to have some sort of resolution, and recommendation before the start of the new fiscal year. We are certainly taking into account the COVID-19 situation that our members are facing. As has been mentioned, we definitely need to hire additional Water staff to take care of our aging water system and have witnessed that recently with the water main break and the issues at Wells #4 and 6. This will be discussed under New Business. NW Water estimates the cost to replace our water system would be upwards of \$25 million dollars. There was discussion from J. Ingemi, D. Bird, S. Nokes, (water pressure issue). B. Smith stated that the study should be made available on the website so everybody has a chance can look at. D. Bird said current study is a "draft" and wants to wait until it is finalized.

B. Smith welcomed Doug Carothers (our new Water Manager) to our meeting and asked him to introduce himself to the Board. D. Bird gave a brief description of D. Carothers' credentials. D. Carothers stated that he is currently monitoring all the wells. He gave a brief description of his background. He is happy to be here.

9.) Consent Agenda – Motions and Actions to the Board from Committee Minutes

C. Wong on the "pictures" of Architecture and Compliance registers and finding them hard to read. I will speak with Christy and the Committees as to what format they need to be received in. B. Smith asked D. Dyson to explain the phrase, "the Board has the file." D. Dyson explained that means that the issue is in the Board's jurisdiction and that the Committee has done everything it can. Some may be files that are now under the attorney's review for action. A. Stephen on Lake/Dam motion on lawns and the word, "maintain." What "unmaintained" means. K. Evans gave an explanation on geese issue and fertilizer getting into the lake. J. Ingemi on Architecture issue of fence height at a home on Dunvegan. J. Ingemi also spoke on the issue of "fine forgiveness." These types of issues can come back and haunt us in many of our cases. Members who have repeatedly broke the rules and have caused physical and emotional harm to their neighbors, over and over again, should have to pay the price for that. S. Hamilton and P. Paradise on the issue of the height of the fence. S. Hamilton brought up some of the issues that the member is concerned for their safety. B. Smith spoke on variances for fences in the CC&Rs. He spoke about other fences and that the Board doesn't need to follow past precedents. Moved to new business. R. Milliman on L/D motion #3 for the proposed budget for 2021. Administration supports everything in the budget except for two line items: the yellow Iris treatment for \$8,000.00 and the hydrogen peroxide treatment for Cranberry Creek at \$16,000.00. We can talk about this more at the budget meeting, but we are working toward a net zero budget and this would throw that off by \$24,000. C. Wong on motion #1 for L/D. Issue discussed by P. Paradise, C. Wong, K. Evans on the 20ft. setback and wants to use the word "nuisance" as it is within the CC&Rs. B. Smith stated that we need a "rule" and he wants L/D to thrash out what that rule would look like for the lawn/lake issue and bring it back to the Board for consideration. Lake Patrol might be able to find out how many properties are affected. T. Reber stated that J. Betterly and J. Gray have looked at lots, with lawns, going down to the lake and have documented such. Further discussion from D. Bird.

A motion was made by S. Nokes and seconded by T. Ingwaldson to approve the Consent Agenda as amended. Items removed from the Consent Agenda have been placed under new business. Motion passed unanimously.

10.) Old Business

a. Status of the Deck Project – P. Paradise

Nothing new to report. P. Paradise has spoken to FineLine twice this week and they were waiting on a lumber package takeoff. Ashby Home is playing phone tag and R. Milliman is speaking with NW Integrated. R. Milliman stated that they planned to submit a bid.

b. Reserve Study Update – C. Wong

C. Wong stated that in the Board Packet, there is a summary and the signed contract with Association Reserves, Federal Way. She said that she spoke to the person who is going to be doing the site visit here. He told her that we looked very well organized and was very pleased with all of the documentation that we had submitted. He was concerned about getting the report done before the end of our fiscal year and C. Wong told him that we were not considering it for this fiscal year but we want to get it completed as soon as we can. Once we get a date for the site visit, C. Wong will notify the various Committee Chairs (Water, L/D). P. Paradise on the Bridal trails. It is a substantial amount of property. B. Smith not sure if it is something for them to develop a trail system, as opposed to estimating maintenance costs once a system is established. Further discussion by S. Nokes, C. Wong, R. Milliman, J. Ingemi, P. Paradise and B. Smith. It was explained that the study will look at Green Belt as part of our resources. These issues will be further discussed as we move ahead.

c. Navy Train Trestle Status and Approval of Next Steps – B. Smith

B. Smith stated that as D. Bird indicated, our next step is to have a ratification by the board for our engineer to go forward with a replacement plan with the Navy. B. Smith asked for a voice vote from the Board.

A motion was made by J. Ingemi and seconded by C. Wong to approve/ratify the plan to have our engineer go forward to the Navy with the replacement plan for our water lines. Motion passed unanimously

d. Navy Golf Easement – B. Smith

B. Smith stated that he has sent the survey information to the Navy, once again, that was sent two years ago, and again last year when they couldn't look at it. He has asked them to take a look at it and tell us if there are any defects in the survey, so we can fill out the official application and get this done! He hopes to hear back from the Navy on this, since they are now being paid. And then, they will do an environmental assessment, on less than an acre, etc. It's moving forward.

e. Fireworks Issues – J. Ingemi, A. Stephen

J. Ingemi on developed questions for the survey and A. Stephen will share the questions/preliminary Survey with the Board Members for their input. It is still a work in progress. We can talk about it at the next Board Meeting.

f. Welcoming Committee – S. Stoney

S. Stoney met with C. Smith to discuss current package that is being given out to new members. After Labor Day we will be making some modification to this material. S. Stoney is proposing to have meeting once a month (2nd Sunday evening). Purpose of the Committee is that we are able to go over the CC&R's with new members so they can understand our rules and regulations and it may help to eliminate some of the Compliance and Architectural issues. Also, to let new members know about the amazing amenities we have here. List or copies of the forms we use – Architecture, Complaint, etc. Also, a list of "who to call," when issues are happening and you need to call someone (water issue, etc.). B. Smith on welcoming gifts discussion. Many ideas were presented and will be further evaluated in the upcoming discussions.

g. Architecture Committee – J. Ingemi

Issue closed on the Bernacki property. Also, the work spent with the prospective buyers from S. Hamilton, K. Summers, C. Johannessen, and myself (J. Ingemi) on the various aspects of the property and issues involved (setbacks, encroachment) with it were a testament to the great job the Architecture Committee does.

11.) New Business

a. Governor's Proclamation on opening (Phase 1,2,3,4) and our activities – R. Milliman

R. Milliman stated that we are currently still operating under Phase 3 and recently, the State shut down Bar patronage. We're back to no bar service in the bar itself. In all of our locations, people are doing a very good job complying with the "wear masks" mandate. This has taken a lot of stress off of staff. Also, with the Inn Committee and their volunteers working on the "check-in" process, this has been very successful. Revenues at the Inn are 1/3 to 2/3s of what they were last year. In the Café are anywhere from 1/2 to 3/4 of what they were last year. We are still focused on customer service and providing the best experience we can. R. Milliman did some research on serving food in the bar and finds it to be unrealistic at this time.

b. Budget Update – R. Milliman

R. Milliman stated that Ron Harper, our Accounting Manager, has joined the meeting. He has sent the Board the current list of assumptions that are being used as guidelines to build our HOA budget. These were then discussed by R. Milliman, J. Ingemi, C. Wong.

B. Smith on when are we going to have budget materials available for the Board as we need time to review, have a vote in September and have the materials available on the website for the membership in order to vote on it in October. R. Milliman stated he will ask for a special Board Meeting in the next couple of weeks to go over the budget (capital and expense). B. Smith on certain minimum timeframes spelled out in our bylaws. B. Smith also wants the proposed budget materials posted at least a week prior to the September Board Meeting. Meeting notice posted on our website. Discussion also ensued on the issue of the credit card fee that the Board approved and the HOA will be applying on both dues and water payments.

c. Lake Dam Presentation on Invasive Weed Problems

K. Evans asked S. Glen if he wanted to handle this. S. Glen wasn't prepared to do that so K. Evans said that T. Reber did not confide in him as to what the concerns were other than the weeds were really trying to take over Lake Leprechaun this year. And our Limnologist shared that trying to treat them right now would not be very effective. So, we need to do something for next year, otherwise Lake Leprechaun will become a pasture real soon. S. Glen stated that the mares tail weeds are taking over one end of the lake (NW end). Problem is that it is taken over almost 90% of the lake. K. Evans wants funding in the budget for the Spring. It would be about \$8,000. This will be brought up at the next L/D Committee meeting. Discussion by D. Dyson and K. Evans and B. Smith on 5 year plan that the L/D has submitted. K. Evans stated that this plan is an "awareness" plan so that no one is surprised by the things coming up. C. Wong will be giving these items to the Reserve Study group.

d. Golf Course Walker Issue – S. Nokes

S. Nokes stated that the Walker issue is not just a golf but a Community concern. We have a lot more walker's this year – due to COVID-19. The cart paths had been opened up to people for exercise when there was no golf going on. We have adults, adults with children, strollers, front packs, dog walkers, children walking alone, children on bikes, at all times of the day, also now we have playgroups coming thru. The concern is: who is responsible for the safety of the walkers on the paths? She brought up various liability scenarios as to who is responsible if someone gets hurt. Other golf courses don't allow walkers at all on their courses. Currently, walkers are not abiding by the established posted rules, refuse hand-outs, refuse to listen to the Marshalls, etc. Some are belligerent to golfers and staff. Do we want to allow walkers at this point? S. Nokes wants to try and get input from the walkers. Play is being held up and, in turn is getting backed up because the walkers are not stopping for the golfers. J. Ingemi spoke on the fact that the Golf Course is an amenity that belongs to every member. We are the owners. Not the Golfing Community here. This makes this issue different than at other Golf Courses. We need to reach an amicable solution for all concerned. Discussion ensued from A. Stephen on maybe regulating people walking on the paths with rules acknowledged. V. Duggan on golfers so worried and/or concerned on hitting walkers. T. Ingwaldson on liability issues, golfers vs. walkers. D. Bird on signing up in the club for time slot for walking. P. Paradise on what is the current policy on this that the Board has passed in the past. What are the rules? Who made them? All policies need to come from the Board. C. Wong on how pleasurable it is to walk the paths. Other golf courses don't allow walkers during golf play. Maybe we need to improve signage and have walkers sign liability waivers. We are constantly bombarded with Lake Rules, why not have Golf Course rules? S. Stoney on signs posted. "YOU ARE WALKING AT YOUR OWN RISK." New signs are supposed to be coming? We had updated rules pertaining to driving, hitting members' homes, hitting walkers, etc. There is a group of women that walk about 15 kids, S. Stoney had stopped and spoke with them. Most walkers are respectful. She presented a different walking path, Rd. of Tralee, Penzance, route. Education is the key to what we need to do. J. Ritter on being a golfer AND a walker with kids. We need to have input into any policies. We do try to follow the rules. As members of the Community, this is a resource that we should have access to, and we shouldn't be limited to this entitlement. I want to say that we have (as walkers) a lot of pleasant interactions with the golfers, while we are walking. So, it's not all negative. But, it was also discussed that there is one member who doesn't like walkers on the course and has been aggressive when having interactions. K. Skinner on new signage and maybe put stations for walkers to stop (chain-link or netting fencing) with signage. I. Dyson on people not getting out of the way and doesn't want to hit anyone. There are many areas for walkers to walk. Doing research, I. Dyson stated she found a course in CA that allows walkers to be off the course by 8AM and at night

7:30 to 9:00PM. The rest of the time is only for golfers. V. Duggan on working on rules and policy recommendations to present to the Board. J. Ritter on alternative of walking throughout the neighborhoods with our children on roads without any shoulder or sidewalks presents a bigger risk than walking on the paths. B. Smith stated that our streets are not safe for walking with kids. He supports “multiple uses” of our amenities. He suggested the Greens Committee reach out to walkers like J. Ritter and K. Skinner to solicit their input to the Committee’s work. B. Smith stated that all Committee Meetings of more than ten (10) need to be done on ZOOM. S. Nokes thanked everyone for their input and will take everything said under advisement when presenting it to the Greens Committee.

e. Island Log Boom Project – R. Milliman

R. Milliman stated that all permits are in hand for building the Log Boom. To date \$1,030.00 has been spent on permits toward the Inn Island Repair Project, an approved Capital Plan project. The plan, as designed, is to be built before September 30, 2020 which is our timing window through Fish & Wildlife, through our Facilities Department. My proposal and recommendation to the Board is to purchase materials with a budget of “not to exceed” \$15,000 for this project. We had actually allocated \$25,000 in the current budget. Discussion on paperwork by J. Ingemi and C. Wong.

A motion was made by D. Dyson and seconded by J. Ingemi that we move ahead with the Inn Island Repair Project and appropriate a budget of “not to exceed” \$15,000 dollars. Motion passed unanimously.

f. Architecture Issue – S. Hamilton

A permit for a fence from a member in Division 4, on Dunvegan is requesting to build it 5 – 6 feet high in the front of his residence. The claim is for security reasons and J. Ingemi thinks that everyone on that street, including the person that they are trying to keep out, can claim the same thing and all have fences that high. J. Ingemi thinks it is precedent setting and doesn’t think it should be approved. S. Hamilton spoke on the issue and believes it should be approved, as well as a variance can be allowed on fences. Discussion ensued by P. Paradise, C. Wong, D. Dyson, S. Nokes. S. Hamilton will speak to, and get further clarification on the setbacks from the property owner.

A motion was made by J. Ingemi and seconded by D. Dyson to approve the permit for the fence with the requested variance. Motion passed.

g. Golf Pro Justification and Presentation – S. Nokes, V. Duggan

V. Duggan is hoping the Board had a chance to read what he had sent on the matter of the Golf Pro. He stated that he can’t emphasize enough what a pro does for a pro golf course. We have been very fortunate to have had a golf pro come in for 8 weeks and work with the staff in providing lessons. R. Milliman could confirm 70 people getting lessons, etc. In the last 4 years, before the pro, revenues had been way down. This year we have built a strong team and moving forward, we need to add another team member (the Golf Pro.). T. Ingwaldson on financials showing the same or more without the golf pro. V. Duggan feel we need this team member to maintain/sustain our growth. S. Nokes on our previous pro Ron had set the wheels in motion for improvements and different ideas for bringing in revenue, which Elen and Mark have continued with. They have created tournaments every other week which is bringing in income. The Pro brings a lot of knowledge of the game to us and to our course and people pay attention to that when they are looking for a golf course to play. They can also address issues that we may have on the golf course in a professional manner as well. S. Nokes feels it is an asset we need, just like a chef in the restaurant. J. Ingemi on Golf Budget and the Greens Budget. They are different. Is the golf pro going to replace staff? I don’t agree with adding a golf pro if we don’t have the money. D. Dyson on a Pro taking over Elen’s position and he believes he will increase revenue. V. Duggan says we have a strong management team already. The Golf Pros duties would be redefined, based on our current team. We are worried that people think we don’t need a golf pro when we actually do. C. Wong on how hard it was to find someone last time we tried. V. Duggan explained mainly the pro’s contacts would be beneficial to our course as well. S. Stoney on maybe we should be looking at someone fresh out of college with the appropriate certification, who may be “hungry” for that first job, first chance at starting their career. We do need someone who will be in charge of marketing

and advertising. S. Nokes on all the issues previously brought up have been discussed. We have been left hanging in the wind without the benefit of a Golf Pro. D. Dyson stated that the Greens Committee needs to put it in the budget, and it will be discussed by the Board, during budget discussions.

A motion was made by S. Nokes and seconded by D. Dyson to place into the 2021 Budget, funds for a Golf Pro. Discussion by R. Milliman, B. Smith on current and projected needs to meet the costs of adding this position. S. Stoney on where did the budget monies go that were allocated? S. Nokes agrees. B. Smith on our fiduciary responsibility. T. Ingwaldson on Golf Pro "windows" on salary. A. Stephen on calling the question. Roll called: 4 aye, 4 nay and one abstention. Motion doesn't pass.

S. Nokes will take this back to the Greens Committee to get more input. We will look at our budget, at expenses and what we are now charging, etc.

h. Water Department Assistant – D. Bird, D. Carothers

D. Bird stated that he sent out a justification for the Water Assistant position this morning to the Board. He stated that we have a \$500,000 annual budget and we only have 1 person on staff, plus NW Water one day a week and alternate weekends in our current contract. We are looking to renegotiate with NW Water, knowing Doug (Carothers) can handle more than we have been able to before. Many sources D. Bird has reviewed recommend 2 or 3 full time people. Doug has been working A LOT of extra hours trying to keep our system up and running. We have a safety issues with only one person climbing the wells, tanks, running the backhoe, being in the ditches, etc. it is actually required to have more than one person. Because of system age we have many more failures, Our Well capacity is reduced, etc. There is a lot of deferred maintenance. We have over 100 valves in the system that control flow that haven't been exercised or tested in years because it is/ or has been considered lower priority. While trying to keep the system running, we haven't had time to do maintenance. Also, the valves in the streets right now are over 50 years old and the Reserve Study shows that the service life of them is 50 years. Our 54 water hydrants are also over 50 years old. We need to be testing Wells and booster pumps, Warmer weather has led to higher consumption, we have numerous reports that have to be developed, completed and submitted, to ourselves and our Regulatory Agencies. Also, long term planning. All other department with Lake Limerick have numerous employees but Water, our biggest responsibility, only has one. It is critical that we support our most important resource.

D. Carothers stated that D. Bird covered what most Water Utilities are doing. The Water System at LLCC is a real utility and it doesn't seem like it is being treated as such. At the moment, I am not doing, or completing as well as I should, many of the important tasks that I should be doing. I have to wake up every 2 – 3 hours, in the middle of the night to check the Water System. This obviously wears a person out. Many evenings I have to drive back to work. Sometimes more than once an evening. I haven't had an actual day off in over two (2) months. We are not maintaining the grounds around the system. I have to climb into confined spaces – by myself. I think I was hired to do more than just try to keep the system running. I am a project manager, to plan long term and get our capital plans in order. I shouldn't be spending all night running to Well booster sites. I humbly request that, for now, we get one more person on. I need this and your water system needs it. There was much discussion from T. Ingwaldson, D. Bird, K. Evans, S. Nokes, P. Paradise, J. Ingemi, D. Dyson, C. Wong, V. Duggan on budget, job description, workload, OSHA, NW Water limitations and preventative maintenance.

A motion was made by D. Dyson and seconded by T. Ingwaldson to hire a full-time assistant for the Water Department Manager at an hourly rate of between \$17.00 - \$22.00 per hour, based on qualifications. Plus, the benefits that would usually be associated with such a position. After further discussion, the question was called for. Motion passed unanimously.

12.) Other Business

None

13.) Correspondence

None

14.) Announcements and Upcoming Events

- a. Board of Directors meetings to be held via ZOOM will continue
- b. Committee (and other) Meetings being held via ZOOM or other means
- c. All HOA Events are still CANCELED until further notice
- d. Food and Beverage, Golf and HOA Administrative Business Operations – Roger Milliman

15.) Motion to Adjourn to Closed Session to discuss legal/personnel issues

No issues for Closed Session

16.) Motion to Adjourn

A motion was made by J. Ingemi and seconded by S. Stoney to adjourn at 1:36PM. Motion passed unanimously.

Respectfully submitted,

John C. Ingemi