



**Clark County Park District
Regular Monthly Board Meeting
January 20, 2022
6:00 p.m.**

- 1. Call To Order**
 - a. Commissioner Richards called the meeting to order at 6:00 p.m.
- 2. Roll Call**
 - a. Commissioners in attendance were Joey Ewing, Jeff Wallace, Randy Blankenship, Roy Sweet, Jeff Trefz, and John Richards. Also in attendance was Executive Director Jeff Tippett.
- 3. Pledge of Allegiance**
- 4. Approval of Agenda**
 - a. Wallace commented that he only has three evaluations in so far, so they may have to strike this.
 - b. Wallace motioned to approve the agenda tabling items 12, 13, and 14. Ewing second. 6 ayes, 0 nays. Motion carried.
- 5. Approval of Minutes**
 - a. Special Board Meeting Minutes 11/15/21
 - b. Public Hearing Meeting Minutes 12/16/21
 - c. Regular Monthly Board Meeting Minutes 12/16/21
 - d. Ewing motioned to approve the Special Board Meeting Minutes dated 11/15/21, the Public Hearing Meeting Minutes dated 12/16/21, and the Regular Monthly Board Meeting Minutes dated 12/16/21. Sweet second. 6 ayes, 0 nays. Motion carried.
- 6. Public Comment**
 - a. Georgann Welsh commented that she would like to talk about the way they have changed some of the rules and she would like to ask them to reconsider. They have their camper, and their cousins face them, they face the opposite way. She knows that when they go in, they go through the grass, but he has gotten out every year making sure that it is clear. She can think of about 5 other campsites and their lots are small and it gives them more room if they go a different direction than where their electric box is. They just drove past, looking here, when they have their cousins and they are facing each other, they share the same tables, they share the same grills, they have their breakfast together. It makes it nice. The lots are a lot smaller than all of the vehicles and the campers and the boats and everybody is trying to do the best they can. She doesn't understand why that is an issue. Yes, it is driving in the grass, once in the spring and once in the fall taking it out. They put theirs the way they are supposed to, but they still have to go in the grass to get theirs in, but they go over and take care of it. She knows that Grump even, because he puts his in sideways as well,



he waited an extra week because he didn't want to go in the grass and cut it up. But with that being said, she would like for them to reconsider that. Another thing too, which is nobody's fault, the people who come to camp for a week or a weekend, they don't know what the rules are and they aren't going to read a book or get online prior to, she thinks it would be nice, and she doesn't know how expensive it would be, but get a couple of campers together and Board members together and say follow the one way roads, which is not being done at all. There is a speed limit, go slow we have children playing around. If an under 16-year-old is not to drive a golf cart, then that's the rule and everyone should be applied. A lot of these people don't know it and when you see 1 or 2 or 3 people doing it, then more and more people are going to do it. That is a security issue, and she knows, they go to the Board meetings, they know how hard, they are out here most of the summer, so they know how hard that is as well. They went there and looked and if Terry and Lisa put theirs with the back of it facing them, they barely have enough room to put their awning out. They would have almost no room at all. This way they thought would be more convenient and they could share things and they have always parked on the gravel, and she thinks that most people do. She thinks that if they do, they just don't know. She would just like for some of them, at some time, to reconsider.

- b.** Tippett asked if he could ask Welsh a question. Both of her campers are facing each other, and they have to come in the grass to get them in the first time is that correct? Randy Welsh commented that theirs is up against the electric post, it is really hard for them to even get in without, across the road where the Brights are where the wet spot is, it is tough for them to even get theirs in. They usually do have to go out into that a little bit because they can't even get theirs backed without pulling across in the grass. Georgeann commented that she is not complaining but the roads just aren't that wide for those big campers to come in and when you need the room. They do the best that they can.
- c.** Ewing commented that it is tight over there and when you are trying to back in a 27' or 30' camper, unless it's a 5th wheel because you can get it in, but a bumper pull, you can't.
- d.** Georgann Welsh commented that she thinks that what they can do too, and she doesn't know what the laws are or the book of the park, maybe the people who are seasonal who stay there all the time, it could be a perk that they could do that because they won't be moving their campers around. Then everyone else has to park by the book. Randy Welsh commented that they aren't blaming the weekenders because there are definitely seasonals that don't follow the rules at all. Georgann went on to say that she doesn't know why it is a big deal if they are renting the lot for the entire season. She knows they don't want the grass messed up, that is what makes it look so nice and pretty is the nice grass all around. She didn't know if they can look at that and reconsider.



- e. Tippet commented that he isn't sure on what they are asking, you guys can face each other but when you come in you pull in the grass once is that what you are saying? Then you cut your truck loose and back it out for the summer to which Welsh responded yes. Tippet commented that he doesn't see a problem with that. Sweet commented to just clear it with the director.
- f. Wallace asked if it is in the policy that you have to back them in to which Tippet responded no, but it does say that you can't park on the grass.
- g. Ewing commented that he understands what their case is, they have been here. He thinks that what the issue isn't with that, it is the other people who come in and, he has seen it, where they just pull right into the grass and waller it in there. To him, it is probably in our policy to not park on the grass or drive on the grass and things like that, you are supposed to be in the confines of the rock is how he thinks it is written, but what they are doing, technically they are driving in the grass, he understands that. If we let them park like that and tell the next guy that he can't, then you could have an issue. But on the same token, everybody has to park accordingly unless approved by said Director.
- h. Blankenship commented that is what he would say, they can come and ask.
- i. Wallace commented especially the ones who come in and stay with us for the season, they come in and they are sitting. For someone coming in a spot and moving every week or every month, that might be a problem. But maybe they can relook at it.
- j. Tippet commented that it was with the Board, they want everything on the rocked area. They don't want you parking your boat on the grass, that is what he tried to say through this policy. Everyone knows that at one point in time you are going to be on the grass, that's the way it is.
- k. Ewing commented that they could talk more about it when they get to this policy. Even at that, also our policy does state that there is no camping on the grass once overflow established. Tippet commented that we have overflow parking, and it is clear. Ewing commented that he knows that everyone at the soccer field can park there or up at the boat launch they can leave their boats and trailers. He knows that in the Campers Committee that they have tried to instill, a lot of people pull in and unhook their trailers and pull them in the grass, he would like to see them park them in the overflow at the soccer fields or up here, but then we got into the problem of people unhooking their trailers and who's trailer is that, is it someone just dropping it off here or is it someone just here camping?
- l. Tippet commented that they stopped having them at the overflow, but we put overflow parking signs up at the soccer field. If you want to cut your trailer loose at the soccer field, he doesn't think that anyone has a problem with that.
- m. Welsh commented that we they first started coming here camping, you weren't supposed to park in the grass and our boys would come out, and they didn't



have enough room, so they would always park their cars over at the soccer field and they would walk back or get the golf cart.

- n. Randy Welsh commented that he can understand the one policy, people loading up their lots with tents and trailers and everything and no room to park, so they expect to park on the grass. He understands that from someone who loads their site up.

7. Director's Report

- a. Tippet commented so that they can see, number one line has all of the concrete at the OSLAD boat ramp has been completed, for all intents and purposes. We still have to stripe it and put in parking blocks, but they won't do that until after April 1st. We built the pergola and the deck over the lake there and that is complete. Now they are moving the chippings and as much as they can with the 1 ton. They made a check dam back here, to try and hold up some of the erosion. We have an additional drain back here waiting to be installed in the A Section, but the weather has been holding them up. All of the boats are out of the water. The rock boat is out of the water. They just took the conveyer belt off of it, and they will replace that within the next couple of weeks. They bought a jack plate for the back to pull the motor up and down because it is such a big motor. When it is empty, it cavitates. OHV is still in the works and they are working on it as much as weather permits. The security vehicle popped a motor, this is the second time they have played with it. Rather than buy a new security vehicle he just bought a used motor to put in it and they will put it in within the next couple of weeks.
- b. Wallace asked if the engine had a warrantee on it to which Tippet responded that the engine that they bought has 70,000 miles on it and a 2-year warrantee.
- c. Tippet commented that he was approached by Martinsville Fire Department to purchase equipment to put on the security boat. They also asked if they could further monitor our band because there is always someone from the Martinsville Fire Department here and they would like to help if we were to have some sort of a problem. Chris Davidson was telling him to ask for Martinsville Fire Department on the radio and someone will respond if they are on the lake. There is about \$800 worth of equipment that he would like us to put on the security boat. He told him that he didn't think they would have a problem outfitting the security boat, if we have a problem, at least we have a boat that could go right away. The controlled burn is scheduled for April or May. It will actually start here and work its way back to behind the campground. He is trying to do it in sections and do a different section each year. It helps with the ticks.
- d. Ewing commented the boat ramp, you say it is done but they are still waiting on the approach. Tippet responded that they have put some CA6 on it and he has talking to Dallas, they have \$19,000 in paving. He got the bill from Dallas, he quoted us \$52,000 and sent us a bill for \$25,000, so he thinks that they made out



on that deal. They have \$19,000 and he talked to him about the approach, and he might actually bring it back further for a gradual rise, so it is all smooth. He said he can do it, but he just doesn't know how much. Blankenship commented that surely it won't be \$19,000 to which Tippet responded that he hopes that it isn't. Ewing commented so the that should be the last thing that we need to do is black top, chip and seal, or whatever for the approach to which Tippet responded yes. Ewing commented and then the lighting to which Tippet responded that they are still waiting on the lighting. Apparently, the subcontractor they used for the lighting, can't get the poles or is having a hard time getting the actual poles to put up, so it is on hold. He has put the payment into the payment of the bills, but he is going to ask them to let him hold the check until this is complete.

- e. Blankenship commented that he doesn't know if they can hold a check to which Tippet responded that they have done it before. Wallace commented that was for the OHV bathroom, they held the check until it was rectified.

8. December Financials – Discussion

- a. Wallace commented that he would just briefly touch on it. On the income side, please note that we have received the majority of our property tax. He thinks that this is about the last unless there is another small one coming to which Tippet commented there may be one small one left. Wallace commented so they did come out better, even though they really don't have anything going on, as far as money coming in then we did going out. Our account balance is \$1.25 million but we are prepared to write some bills here tonight which will knock that down to \$1 million. As far as anything else that is going on within the Profit & Loss or the Year to Date on the budget, he doesn't really think that there is really to concern them with. It does look like the collection on our fines and everything, it has went up a little bit. We are currently just under \$100 on that which is not bad. That is all that he really has as far as Financials.

9. Payment of the Bills

- a. Ewing commented that on the payment of the bills, you are wanting to exclude payment of, what was that again to which Tippet responded he just wanted the caveat put on, write the check and issue it once the light poles have been installed. Ewing clarified that was part of the Feutz bid, the light poles, the electrical work and all to which Tippet responded yes.
- b. Wallace motioned to approve the bills as they were presented to them tonight and they note that on the check in the amount of \$188,405 to Feutz Contractors, Inc., that that check be printed but not presented until all of the actual items are complete on that project. Richards second.
- c. Ewing asked for further discussion. On that \$188,000, do we have a timeframe for which it would be completed? Tippet responded that January 8 we were supposed to get the light poles. He doesn't know what has happened between



then and now. Ewing commented and they didn't give us a date of a week or two behind to which Tippet responded that no one has said a word, he will make a call and find out what's going on. Ewing commented that if they don't get put in until summer, we are going to have to square up with some of it with the concrete, you can't hold this man's money for that long over a light pole. Tippet commented no, he is hoping that he will be coming in sometime in the next week or so and he will get him his check. Ewing asked what happens if we don't get them in the next week to which Tippet responded that they will see him in February asking them to just issue the check. Ewing asked if they could do that to which Blankenship responded that the job isn't done. Ewing commented true. So, this bill is for everything, the lights, the whole lock, stock, and barrel to which Tippet responded yes. Blankenship commented so in reality, they can hold it until it is done. Is that really cool? Maybe not, it could put a fella out of business, it would kill him anyways. Wallace commented that if they have not resolved this by the next meeting, maybe they can make the decision at that point to pay the majority of it, he doesn't know. Blankenship asked if they could exclude the lighting. Richards commented that they would have to break that out and submit another bill. Wallace commented he was just thinking about what they could maybe do, he was thinking about taking the soccer poles down and bringing them down here. Ewing commented so you will find out more about it this next week to which Tippet responded that he will call him on Monday. Ewing commented that he guesses that if they can get them, if it is going to be the middle of summer, they will have to square off on the concrete and just hold off on the electrical he guesses until that is remedied but that is for a later discussion. Blankenship commented that Marshall has telephone poles to which Ewing responded that Marshall has some aluminum poles. Blankenship commented maybe we can switch for those, what are we supposed to get to which Tippet responded that these are the square brown poles with the brown overhang on the lights. Blankenship commented that maybe we can switch to the aluminum to which Tippet responded that they would probably have to reset all of the bolts. Trefz clarified that these are just one sided as well? Or do you need two sides, are we already committed to certain bolts? Blankenship commented he was just thinking about getting the job done. Wallace commented that with his business, that is the one thing that he struggles with is getting raw materials. Aluminum costs are way up and transportation and all that. Ewing commented like what he said, if you reach out to him on Monday and if he feels that it will be remedied in the next couple of days, its fine, but if he feels that it is going to be midsummer, he doesn't want to lay on this. He may just have to resubmit for the work he's done and then we can square up with him at that point in time. That is still part of the grant, so we still have to satisfy those dollar amounts because that is what we proposed what we were going to



do. Let's see what Monday does and see if we can get clarification. Blankenship asked how long is the grant good for to which Tippett responded we still have time. Wallace commented that we still have to put the kayak launches and that stuff in to which Tippett added and the fishing pier. Ewing asked do we submit that as completed to which Tippett responded in quarters. The OSRAD grant is not until it is complete. Ewing clarified so we don't get anything until it is completed, then we are reimbursed to which Tippett responded yes. Ewing clarified that we don't do it in stages or percentages. Ewing commented one more discussion, the Menards North, what is that for to which Tippett responded that is for the OHV that was plumbing and electrical supplies. They had some electrical supplies and plumbing come out of OHV because they were originally planning on putting a line out and electric out to the motor cross track. He doesn't know that they will do that, but we have the materials for it. Ewing commented that was all of the questions that he had, he just wanted clarity.

- d. Ewing aye, Wallace aye, Blankenship aye, Sweet aye, Trefz aye, Richards aye. 6 ayes, 0 nays. Motion carried.

10. New Business

- a. Discussion and Vote Dam Assessment Bid
- i. Tippett commented that this is the NRCS bid that went out to do the dam assessment. He collected the bids and opened them. We received two bid and he will read them. The first bid was Saluki Engineering in the amount of \$63,105. The second bid was from Banning Engineering and it was for \$27,500.
 - ii. Wallace clarified it was the same scope of project to which Tippett responded that it was the same scope of project.
 - iii. Wallace motioned to accept the low bid.
 - iv. Blankenship asked if they go off of the same instructions to which Tippett responded yes. Mr. Robinson did have some questions. We went so far as to have Matt from NRCS, who heads it up talk to him about it. We sent everybody the same paperwork and we had the same conversation with both engineering firms.
 - v. Blankenship second.
 - vi. Wallace commented that he does have one further item of discussion here. So, what about our regular dam inspection, will this take the place of that to which Tippett responded actually no, we are in the biyear, so it is every other year. Wallace commented so then we could go to, maybe you could ask, that would save us to which Tippett responded sure.
 - vii. Richards commented so we have a motion and a second to accept the low bid from Banning Engineering. Wallace aye, Blankenship aye, Sweet aye, Trefz aye, Richards aye, Ewing aye. 6 ayes, 0 nays. Motion carried.
- b. Discussion and Vote Camping Policy and COVID policy



- i. Trefz asked who was here for the camping policy to which Wallace responded Tippett, Williamson, Sweet and himself.
- ii. Ewing commented that he wasn't here, he had to get rid of COVID.
- iii. Trefz commented that he did see some verbiage when he was reading through the campground. Required permits for trailers over a certain size, is that it? Tippett commented right, but not only utility trailers, but vehicles, if you are going to put up a deck or stairway, start monitoring what is going on. Right now, if anyone pulls anything in on the campsite and wrecks it, we are living with it. Trefz commented as long as it is on their campsite, on the rock. What sparked this?
- iv. Tippett commented that in A4, the lady has, and it is unfortunate, but she probably has 30 some feet of decking that goes out 10 feet. Way more than we will ever use. What he asked for in the decks and patios and tents is, and this is how we get into these problems, put up whatever you want, and we just live with it. If a lake dock owner wants to put up something on our property, they have to fill out a sheet. If they want to cut a tree down, they have to fill out a worksheet on it and get it approved. He doesn't know why they are differentiating in the campground.
- v. Wallace commented that the one that he is talking about, they actually wanted the Park District to come out and move it for them to which Tippett responded yes. Wallace commented that he knows that Tippett said at the time that it would just probably fall apart if they tried to move it. It is just a really large structure.
- vi. Tippett comment so they came up with a modular, in their mind, a modular design so that it would be easier to move it. So, your piece of deck, if you wanted to move it, wouldn't be more than 5' X 5' each piece of it. Bolt them all together, unbolt them and take them all apart where you can move it a little easier.
- vii. Ewing commented that their current deck policy, when he came on the Board, they were talking about building decks off of campers. Those decks were only to be as big as your camper awning was, if he remembers right. They approved it then, that they could build a deck to their camper door, but it had to stay in the confines of their awning when they pulled it out and that was it. Now we have gotten away from that a little bit throughout our campground with tents and all of that.
- viii. Tippett commented that now with the passing of this camping policy, he doesn't want to say the word control, they are going to have to submit the paperwork and see if it is going to be aesthetic for the grounds. It is getting out of hand. They have all said that in different policy meetings and camping meetings.



- ix. Ewing commented that they aren't saying that you can't, they are just saying that they need preapproval before doing it. It is going to be a site specific. Can we police this and handle this to which Tippett responded that they handle everybody else, this is just another part of it.
- x. Richards commented that he has a question on those decks, it says that in total design it is not to exceed a total height equal to the bottom of the entry door to the RV, does that mean that they can't have a handrail around it to which Tippett responded that they can have a handrail, absolutely. What he doesn't want is when they come out of the RV, they go up 3 steps, so they are higher than everybody so now they have a lookout over everything.
- xi. Tippett commented that they have an at least 10' X 12' deck on the ground, again in the A section just so that folks have something to sit on. Ewing asked if that is the one that they park their golf cart on, is that the same one he is thinking of with the zip up tent. Tippett responded no but he knows where he is talking about.
- xii. Ewing commented that he could not make the campers meeting, so he was just reading about this stuff coming up. He knows that he and Tippett have had this discussion before in the past. Boats, decks, tents, you can go out there any weekend. We have always had this discussion about tents and cars and boats, and it is always an issue every year. He thinks that they do need some language, but he doesn't want to over burden the park staff, them making the call that they can have it, and they can't. This one can and this one can't. if we make it site specific, that just lays the burden on our personnel.
- xiii. Sweet commented that they are campsites, correct? It seems like to him with these different tents and structures, they have turned into building sites, but they are not building sites, they are to pull your camper in and have a good time. Maybe have some lawn chairs and stuff, but the only way to stop it is just to stop it.
- xiv. Ewing commented that 99.9% of these issues that we have is probably not our weekenders, is that fair to say? These are our monthlies and such. Once they bring one kitchen sink, they bring another kitchen sink, you know? He camps, he knows that you can fit in a camper.
- xv. Wallace commented that if you look at 1 & 2, what we are trying to do is involve the Park District administrator to make approval to do it so that we have an actual process to do it. Right now, we don't have any actual teeth. You didn't say anything, so we just do it. Like Tippett said, it is just like when we approve a dock, it has to go before him. He is sure that it will take a while to get the word out and they aren't sure what they are doing about a campground host this year, but they can get the word out.



- xvi. Georgann Welsh commented so everything needs to be approved, is that correct to which Tippett responded yeah.
- xvii. Richards commented so do you want to vote on this now or kick it back to committee for more discussion to which Ewing responded that they can have a little more discussion now.
- xviii. Ewing commented that if the Director is okay, as long as our way out is the Director's approval, and he really doesn't even like that. That is laying the saddle on him. If they are going to draw a line in the sand, then we just need to draw the line in the sand.
- xix. Tippett commented that the line in the sand that came back out of the committee the other day was there is no grandfather clause to this.
- xx. Ewing commented that our current policy now allows you to have a tent.
- xxi. Tippett commented that this is the policy that we have now, it was in the policy manual, it is number 1 actually and that was it. Everything else was added.
- xxii. Welsh commented that she thought you could have your camper, a tent, and possibly a trailer to put your golf cart in to which Tippett responded that was the discussion, you are absolutely right, but it all has to be on your rock site. Welsh commented so now we get approval or a sticker from you guys. Tippett commented that they will have a form to fill out for approval so we can say no, the Park District said you can put that there or the Park District denied your work order and you can't put that there.
- xxiii. Wallace commented that he has a feeling that most of this will be policed as seasonal campers return. Tippett will say well these people are back, and these people are back, I will go down and explain it to them this is what is going on. You always explain it in your newsletters.
- xxiv. Richards commented as far as number 4, the second paragraph, does that need to be there?
- xxv. Ewing commented that with the decks and porches, that is already in there, they already voted on that. Tippett asked on what to which Ewing responded the decks, that it has to get preapproval. Tippett responded that again, it has fallen to the wayside and they are redoing the policy so that is why. He doesn't know why that happened, so now they are going to put square footage on it, how high it can be, and that you have to get approval on it. He didn't think about the railings, it is just a part of the structure, it is more of a safety thing than anything else.
- xxvi. Richards commented that it says total design, to him that it is almost like it would preclude you from having railing on it and he apologizes for not being at that meeting so he could comment on it at that time. Tippett



commented that is an easy fix, he can fix that to say not to including the railing.

- xxvii. Wallace suggested not to exceed a floor height, maybe.
- xxviii. Blankenship commented that he is just saying that he wants it level to the camper door, you can't go up higher.
- xxix. Richards commented that the deck would be equal, but you would have to have a handrail that would go up 3 feet or whatever.
- xxx. Ewing apologized for not being at the campers meeting too or whatever, but he doesn't want to kick the can down the road anymore, they need to do something. He would feel better if they could have one more committee meeting to go over the fine points before they bring it to the Board. He asked Trefz if he would agree to which Trefz responded yes. Ewing commented that there were a lot who were not at that meeting.
- xxxi. Trefz commented that this was a policy deal, this was touch on at that meeting. Richards commented that this was done at policy.
- xxxii. Trefz commented that he thinks that they could go over it some more, to look at the camping side of this.
- xxxiii. Sweet commented that those meetings were combined weren't they to which the response was yes. So, there was a camping meeting. Trefz commented there was but they didn't talk about this. Richards commented that there was a Lake Management and Camping meeting, but this was a separate day.
- xxxiv. Wallace commented that from what Tippettt brought them at the meeting, they didn't change much verbiage in there did they? They went through and he might have said well instead of saying instead of Clark County Park District we should say the Park District Executive Director or designee that makes the decision.
- xxxv. Richards commented that they are going to move on to the COVID policy.
- xxxvi. Ewing commented so we are going to require our full-time employees to get vaccinated to which Tippettt responded no. Ewing commented that a full-time employee will be required to schedule a vaccination during work hours. Ewing reread the proposed policy and realized that it said should.
- xxxvii. Richards explained that he is just saying that if they have to schedule time during work hours to do it, go do it.
- xxxviii. Tippettt commented that he received a phone call from Commissioner Williamson with one addition to the bottom line. This is the last line. "Should a full-time employee be required to quarantine as per the Department of Public Health, the employee is not current or is current on all vaccination requirements, accrued personal time may be used during the quarantine period only." She just asked for that addition.



- xxxix. Richards commented that if you are going to put it in there both ways, you don't have to say anything at all. Tippet responded that what he was getting at was they can use their accrued personal time. Richards commented right, but you don't have to say anything about their vaccination status if you are going to do it either way. Just say should a full-time employee be required to quarantine as per the IDPH, accrued personal time may be used for the quarantine period only.
- xl. Wallace asked should they say accrued personal time, vacation time, or no pay be used for the quarantine period only. So, let's say that someone has vacation or personal time that they need to save for whatever reason later in the year and they would rather go no pay, would that be an option or not. Tippet responded yes, they would just go on FMLA, but it requires you to use your comp time before you go on Family Medical Leave, it is part of your 12 weeks. Wallace commented that he can understand that then, yes.
- xli. Tippet commented that is why he just said accrued time. If you are full time you have to use it because you are going on FMLA, the way he understands it, he could be way off.
- xlii. Sweet commented that he wants to ask a question, so say a salaried employee has to stay off for quarantine, and an hourly employee has to stay off for quarantine, the hourly employee doesn't get anything, but the salaried person continues to draw their money to which Tippet responded no, the salaried person would also be required to take accrued time for their quarantine as well as any full-time employee who gets it. They all get benefits, personal days, vacation, and sick time, they would be required to take the first part of it with their accrued time.
- xliii. Wallace commented so is that the case like what we had in December pretty much to which Tippet responded that in December, we had part time people who were severely affected and that it was prompted by call was to get everyone covered for the three days that we covered them. At this point, if we had a part time person who went out on quarantine, they would not, they would just be off on quarantine. As a matter of fact, we have two of them off right now.
- xliv. Wallace commented that the concern that he has right now, with the way that this is a revolving door, for instance, you have a person at home right now because their kid tested positive, so now they have to stay home. So, what happens if their husband turns up sick, they have to stay home. Then they themselves get sick, then they have to stay home so they can be out for several weeks. It is not like we can sit here and pay out people for all of this. Tippet commented that is why he makes them use their accrued time, if they are out of time. Wallace commented so for



instance, salaried, the same thing, so say they are out of time to which Tippet responded that they don't get paid.

- xliv. Sweet commented that he guesses that he is soft hearted, he thinks that maybe they should consider that if a full-time employee comes down with COVID, there should be 4 or 5 days, not to be used as sick days or personal days and not to be saved at the end of the year, but he doesn't know why they couldn't do something like that. It is not going to break us, that's for sure and we value our people. Something to think about.
- xlvi. Richards commented that he thinks that you should only offer that to vaccinated people because the only way that you are going to put that out is if you have symptoms. If you are vaccinated and you have a relative at home who has COVID, as long as you aren't symptomatic you can go to work.
- xlvii. Sweet asked well what would happen if a person that is unvaccinated doesn't have any symptoms to which Richards responded that they are quarantined. That is one of the perks to getting vaccinated, you don't have to be quarantined unless you are having symptoms or are sick yourself. Say a person is vaccinated and they actually test positive for COVID, well now they are, from the first day they are symptomatic, 5 days as long as they are no longer symptomatic, they can go to work. They have to wear a mask, but they can go back to work after that. You could say if you are fully vaccinated, you can get 5 days paid, then that is fine. He thinks that is reasonable and that is another incentive to get people vaccinated without requiring it. But he wouldn't extend that. Put a carrot out there, if you wanted people to get vaccinated, it is an incentive to do so. That is just one way to do it, but if you wanted to do it across the board, you could do that also. Sweet commented that it is just unusual times, and we value our people. That is just something for us to think about sooner or later. But what you are saying, that is a good incentive.
- xlviii. Richards commented that people shouldn't be punished for getting sick, but if you are making the choice to be unvaccinated and you are continually getting put off work because you keep coming in contact with these people, you are basically making that decision. That is fine, everyone is entitled to their own decision making, but every decision you make is a consequence, and that is a consequence of that decision.
- xliv. Wallace commented that the one reason that he just thought, as far as our policy, that we just basically if you follow that first sentence there, then we are following the IDPH guidelines, and we don't have to change our policy. If the guidelines change, it is stated so that we don't have to change our policy every time. So, the only thing, he thinks, that might



need to be changed in here is that line about is if the employee is not current on all vaccination requirements or whatever.

- I. Richards commented or you could leave it and you can say should the full-time employee be required to quarantine, and the employee is not current on the vaccine requirements, they burn their time until it is gone and then they are not paid. However, if the employee is current on vaccinated status, they may be paid up to 5 days, something like that. You are making some kind of delineation on that and he thinks that the point of this was to make some kind of delineation between those who are and are not vaccinated. What Williamson asked for was to negate that with what she said. Is that something that you guys have an appetite for is a delineation there between those who are vaccinated and unvaccinated.
 - li. Blankenship commented no, not him, he is unvaccinated. if you are going to give it to one, then he thinks you should give it to everybody. It is 5 days, not 5 weeks. You are only going to use it once.
 - lii. Wallace commented, not necessarily. This is something that they struggled with at ZF, we had employees who were gone probably 3-4 months out of the year because they weren't vaccinated, none of their family was vaccinated, and every time one of the family members got it, they took off work. He thinks ZF is still taking 10 days. 10 days here and 10 days there.
 - liii. Richards commented that the delineation there is saying that if you are unvaccinated, then every time that you come in close contact, you are going to be put out for a length of time by the Health Department as it stands currently. You are only going to be put out if you are sick or showing symptoms or test positive. That should only be 5 days. However, his ability to predict the future on this is pretty dim.
 - liv. Blankenship commented that is for everybody. One person may not get sick and the next one might die.
 - lv. Ewing asked are other parks or businesses, are they entertaining a COVID policy? When we talk about vaccine requirements, this COVID policy is for the COVID vaccine. They may have a new one show up tomorrow, and they will have to do a policy for that one. Can't we just follow the guidelines? Do we actually need a policy?
 - lvi. Blankenship commented just a policy to follow the guidelines.
 - lvii. Ewing asked isn't the guideline policy enough to which Tippett responded that it has to say it, it has to be in writing somewhere to say that is what they are going to do.
 - lviii. Sweet commented that it may have not been a great idea to pay them. He keeps thinking about this one young man who was off so much, and



he is living paycheck to paycheck, you know. It sucks and maybe there is sometimes you can't do anything about things that suck.

- lix. Ewing commented that he had to take a week off of work and he didn't get paid, he just had to eat it.
- lx. Tippettt commented that somewhere, there is a policy that says that why you are not getting paid. Ewing commented that there may be, but he hasn't seen it. At Marathon, they have people off 5 days here and there, he doesn't know if they are using their sick time or what they are using as far as that, he doesn't know. He would have to find out.
- lxi. Tippettt commented what he is looking do is get a COVID policy in place right now, so they have something to follow. They can take it back to the Policy committee after that and we can refine it any way that they want to but at least we have something to go on.
- lxii. Blankenship motioned to follow the Illinois Department of Public Health guidelines on COVID restrictions and quarantines.
- lxiii. Richards asked for further discussion. Maybe what they could do for now is strike the bottom portion of that and go with what he has written there. Blankenship commented that he is okay with that. They can use anything that they have available to them to get pay while they were off. He would just think that would be standard to use any time they have while they are off. Richards commented that the only other thing that they would have to write in there further is if they decide that they were going to do something to make it beneficial to be vaccinated. On this camping, maybe they could do the same thing with it, if they maybe take out the very specific language about the decks for now and refine that later or they can just kick that back to camping committee.
- lxiv. Wallace commented so they are talking about the second paragraph to number 4, to remove that for the time being to which Richards responded yes. He knows that they have a motion, but he does have a little more discussion on the COVID policy.
- lxv. Richards commented that there was no second, so please continue.
- lxvi. Wallace commented that if they were only going to pass the first two parts of the COVID policy, does that give Tippettt the authority to tell his employees that if you are off, you have to use your vacation time, does he have that authority to which Tippettt responded no. That is in the FMLA. This is where it gets confusing. If you take COVID time off, then you can use your accrued time. The COVID guidelines state that per our PDRMA, but it is also your family leave time. At that point, the Family Leave time says that you have to use your accrued time first and then you go on Family Leave which is 12 weeks of nothing to which Blankenship commented except you get to keep your job. Tippettt agreed. Richards



commented well it isn't 12 weeks, it is up to 12 weeks, it could be a day, it could be a week. Blankenship commented it is whatever you need up to 12 weeks.

- lxvii. Wallace commented that he just wanted to make sure that they had it covered in the situation that they have to burn their personal, vacation, and sick time. Blankenship asked if that includes their vacation time to which Tippet responded that is accrued time. Wallace commented so you are saying that accrued time is everything.
- lxviii. Tippet commented that he put in there that it may be used in case someone wants to save their vacation time and maybe put 2 sick days together and 5 days off with permission.
- lxix. Wallace commented that is what he is getting at. He is trying to help the employees out here too. Let's say the employee has a daughter who is getting married in June, and they have something they have planned. Maybe they are getting married. They don't have to burn the time, but they can decide that they can still save that somehow.
- lxx. Ewing commented that he thinks that is what he is saying. Are you saying that they have to use their accrued time first for the sick time to which Tippet responded that they may use it? Ewing commented that if they are using the verbiage of may allows them to either burn up their time so that they can get paid, or they can choose not to and still maintain it so they can attend that. Tippet commented right, using that exact scenario. Ewing commented so they will get paid for that, but they won't get paid for this.
- lxxi. Wallace commented that what he is concerned with the employee that they would burn all of their time and then they are out of it and then the only way they would be able to attend it would be to say well, Jeff, I won't be in tomorrow to which Tippet responded that they can't do that either.
- lxxii. Ewing commented that by using the verbiage of may, that allows the employee and the director to have that discussion on whether they want to use that time or their sick unpaid time. So, they are leaving it up to the employee to decide on how they want to play it by using the word may.
- lxxiii. Wallace asked if his point make to which Tippet responded yes, your point makes sense and that is why they use the word may. We ran into a problem where they had two employees that wanted to go home at 2:30 and they didn't want to get paid for it or they want to take tomorrow off to go hunting and just don't pay me for it. That is not the way we do business because you now have disrupted. Wallace commented that may be why we need to put a point system in place or something.



- lxxiv. Ewing asked that they are going to require these to a COVID positive to w which Tippet responded yes. Ewing commented so they just can't go Friday at noon and say I think I have COVID and go home and lay out for 5 days. he doesn't know that with HIPPA laws if they are allowed to ask to which Tippet responded that so far, he has asked them, and most of them have taken the quick test and taken a picture of them.
- lxxv. Ewing commented that he thinks that he understands it. By using the word may, it leaves the employee to decide whether they use it or not. We are not forcing them to use it at that time for COVID only. Flu, hiccups, chicken pox, don't care, this doesn't apply. Only for the current scenario right now.
- lxxvi. Wallace would make a motion on the COVID policy to have it as it has been presented to them tonight with in the last paragraph, to line out where it says and the employee is not current on all vaccination requirements so that it says should a full-time employee be required to quarantine per the Department of Public Health, accrued personal time may be used for the quarantine period only. Richards second. Blankenship aye, Sweet aye, Trefz aye, Richards aye, Ewing aye, Wallace aye. 6 ayes, 0 nays. Motion carried.
- lxxvii. Ewing motioned to table camping policy at this time to be kicked back to the camping committee meeting. Trefz second. 6 ayes, 0 nays. Motion carried.

11. Old Business

- a. Discussion and Vote Online Reservation Pricing
 - i. Tippet commented that after much discussion at the lake management meeting, they went over all the pricing and ask him to bring it to the Board for a vote to leave the \$2 pricing for all reservations to start this out. if they see somewhere where we drop or lose this business due to this \$2 reservation fee, they can adjust it at that time.
 - ii. Blankenship commented so boats, canoes, kayaks to which Tippet responded everything.
 - iii. Ewing commented that he thought that by going with the other one that they discussed at the last meeting, that we weren't going to have the increase. Tippet commented that they discussed it. Ewing commented he means at the meeting that they voted on this new online, because they had the first proposal that they had they didn't vote on, they voted no. The second one, we compared the three, and this one didn't have any reservation fees or user fees for increases, am I right?
 - iv. Tippet responded no, this one has a \$2 fee for all reservations.
 - v. Blankenship commented that the other one was higher, it was a lot higher.



- vi. Trefz commented that he thought that they talked about eating the \$2, having the customer pay it, or splitting it up \$1 and \$1. They discussed what, 3 different options to which Tippet responded yes, there were 3 different options.
- vii. Ewing commented that the first option that they had was an increase for every transaction. The very first one that they voted on which was OnSite or whatever, but that was for every transaction whether it was a bag of ice, a boat rental. So, they kicked it back and we voted on the new one that he proposed to them.
- viii. Tippet commented that OnSite had a huge registration fee to it, an annual fee and CampSpot does not, it just has the \$2 registration fee for all reservations.
- ix. Ewing commented so that is just for online reservations, anything made in house, like if they were to pull up to the gatehouse to which Tippet responded no, if they were to pull up to the gatehouse and rent a boat, it would charge the \$2 for a reservation fee.
- x. Richards commented that it is more of a processing fee to use their services.
- xi. Wallace commented that he was more on the intent that the smaller, we were maybe going to, on some of those smaller fees, eat half of it. That was what he was thinking.
- xii. Ewing commented that he knows that he said that if we do this, we can roll it back, but he thinks it is too late now.
- xiii. Tippet commented that he gave them an option 1 and an option 2 and they rolled it back and he was literally told to charge them \$2, and that is where he is with that.
- xiv. Richards commented that is alright, let's just vote.
- xv. Sweet asked does he think that the \$2 is going to keep someone from camping? The only think that he sees is the \$2. He doesn't see how that is going to break anybody. It is a processing fee, why should we eat it. If that is what they want to do then that is fine, but he just doesn't see the point.
- xvi. Richards motioned to accept the processing fee of \$2 on each reservation. Sweet second. Sweet aye, Trefz no, Richards aye.
- xvii. Ewing commented that this is the one that we discussed at the last meeting, the one that we voted on to which Tippet responded yes, you voted it in already. We are just about done putting it into effect. Ewing commented that he guesses he doesn't understand why it is coming back to here. Wallace commented that they can't actually vote in the committee. Ewing commented that they voted at the last meeting to which Trefz commented to accept the program, but they haven't vote yet



to accept the rates yet. Ewing commented that these rates are changeable at any time by us to which Tippett responded yes, by us. We will get charged by CampSpot for all of the reservations. Ewing commented but we are not obligated to these people for 12 months for “x” amount to which Tippett responded no. Ewing commented so they automatically take out, so we can adjust that moving forward at our discretion to which Tippett responded yes.

- xviii. Ewing aye, Wallace no, Blankenship aye. 4 ayes, Trefz and Wallace no. Motion carried.

12. Executive Session 5ILCS 120/2

- a. Tabled

13. Motion to Adjourn Executive Session

- a. Tabled

14. Discussion and Vote to Approve and Open/Close Executive Session Meeting Minutes 12/16/21

- a. Tabled

15. Committee Reports

- a. Campers - 1/4/22
 - i. Trefz reported that they discussed what they just voted on, the several different options for the reservations.
- b. Lake Management – 1/4/22
 - i. Richards commented that on the Lake Management side of things, they discussed quite a few things. Most of it had to do with fees, and somewhere they got off on providing health insurance somewhere down the line. They discussed COVID and things like that.
 - ii. Ewing commented that on Lake Management, have they got back to the new Hills & Dales cluster dock preapproval to which Tippett responded that they passed it. It is in policy.
- c. Finance
 - i. None
- d. Policy – 1/10/22
 - i. Sweet commented that they pretty much just talked about what they talked about right here.
- e. Trails
 - i. None

16. Adjourn

- a. Ewing motioned to adjourn the meeting. Trefz second. 6 ayes, 0 nays. Motion carried.
- b. Meeting was adjourned at 7:12 p.m.