

Mr. Chadwell stated I will abide by what you say, I will take the year probation and walk away from this but my wife had foot surgery and my wife works here and there are no accommodations made for her. I happened to be home because I was working too and she sends a text that she needed payroll to be up and no mention of bringing it later, it was wanted now so I came up here because I didn't like the text. My wife had surgery, she was laid up, she was working, the people got paid, everything was fine. I will admit I mouthed those words I don't know who saw it but it was down there on the curb because that is where my car was parked, that is how far away I was. I didn't use profanity in the office and I did say one day you will get what's coming to you. I didn't threaten him. I will abide by the rules and take it and move forward. I teach and it was embarrassing and my wife works here and they allow my students and if they see my name up there. I have been here longer than anybody and I don't think I was given the respect. It was made personal and I will drop it at that.

Mr. deNagy asked just for the record with the probation will that run from the date of the incident for one year?

Mr. Parr stated from today.

Mr. Chadwell stated I don't think that is fair, I served four months. I should get the time that of the suspension. I don't think that is fair. I have gone to swim meets I have stayed away, I will probably never come up here again except to drop my wife off or bring her something.

Supervisor Herold stated the chairman and I have seen a few things happen and I look at these things very seriously as far as how I as a board member would react to this. I had gotten the letter and understand it, you had words, you left and you came back so with what you exhibited were you actually surprised that there was some suspension associated with this?

Mr. Chadwell stated if you want to do a year that is fine.

Supervisor Herold stated in my point of view there was no apology tonight in front of the board and the public forum. That speaks to the state of how Mr. Chadwell addresses things to anybody. I don't think a one year probation based on how it happened and what occurred here and this situation and in a public setting with guests and residents. I'm not in favor a one year probation I think it should be a little bit more than that, a six month suspension with six months probation starting from this time. We could have handled this last month and Mr. Chadwell was not available unfortunately he had to travel but from this point forward that would be my recommendation. I don't need to see this happening anyplace else at any other amenity that we

have and we were able to allow him to attend swim meets over the summer and we were lenient on that. That would be my recommendation six months suspension six months probation from today.

Supervisor Bruno stated an apology of some sort is in order, that is my opinion.

Mr. Chadwell asked who do you want me to apologize to?

Chairman Tabor stated we have dealt with these things and they are always difficult and we weren't there we didn't witness it and there are a couple different sides of things. My personal thought is we have entrusted Hampton Golf with the management of this facility I'm inclined to lean towards their recommendation. I think they have been extraordinarily generous under the circumstances as I perceive them and I agree. Our job here is not to legislate manners it is not to legislate morality. You have your way of doing things and just understand it is a public facility a lot of folks come and go and there is a certain amount of decorum a certain amount of respect for other folks and employees that we expect. The last time we had a major incident here I think the two members were suspended for a year so I think Ryan has probably done you a huge favor in shortening what could have been a more punitive situation. It is not about the punishment per se it is really about an expectation of behavior. I know you are a public school teacher and I know there is a certain standard of behavior you are held to at that facility and I would think that would be the way you would want to carry yourself in public. I think there is plenty of opportunity for improvement on all fronts. I appreciate where Supervisor Herold is coming from I think it is important to note that there was not any kind of apology forthcoming; however, having said that my inclination is to go along with the management group's recommendation with the expectation that we would have the right kind of response from you in terms of where we go from here. I'm content to leave it at that. The other board members may disagree and that is your prerogative.

Vice Chairman Rush stated I'm fine with what Ryan suggested.

Chairman Tabor stated it is a one year probationary period commencing tonight and it is a no tolerance policy. Any other outburst or any confrontation physical or otherwise we would evaluate more seriously at that point.

Vice Chairman Rush moved to accept staff's recommendation of Mr. Chadwell having a one-year probationary period from this date. Supervisor Bruno seconded the motion. Motion passed 3 – 2 with Supervisor Herold and Supervisor Butler opposed.

VI - Management Team Reports

A. District Counsel

B. District Manager – Discussion of the Fiscal Year 2018 Meeting Schedule

Mr. deNagy stated you have the proposed meeting schedule for fiscal year 2018, monthly meetings at 6:00 p.m. at this location on the fourth Thursday with the exception of November and December will be on the third Thursday.

Supervisor Herold moved to approve the fiscal year 2018 meeting schedule. Supervisor Bruno seconded the motion. Motion passed 5 - 0

Mr. deNagy stated we just found about this today and you should have a resolution in front of you, 2017-20 and in 2016 we did a similar resolution amending the golf budget. The reason for the resolution is the cash flow situation is tied with our budget and with U.S. Bank. We received notice that we have spent all the money that was in our budget for FY17. After review we are projecting additional expenses through the end of the fiscal year totaling \$515,000 and increasing revenue by \$462,000, which we will revise by way of the resolution.

Mr. Andersen stated when we do the golf budget every year we have an agreement with the trustee that they will fund. Our revenues continue to go up our expenses continue to go up. We are going to increase the expense budget line items and increase that by \$515,000, which is good for August and September and we are also going to increase the revenue line item \$462,000, which will cover those months also. This does not affect whether we make money or lose money or anything this is strictly a mechanism to transfer money from U.S. Bank over to us. We aren't moving money we are giving them a piece of paper that says they are allowed to move the money that we made back to us to pay the expenses that we have.

Supervisor Herold moved to approve Resolution 2017-20 amending the golf budget. Supervisor Butler seconded the motion. Motion passed 5 - 0

C. Tree Amigos - Report

A copy of the report was included as part of the agenda package.

D. Hampton Golf - Report

Mr. Parr stated we had an incident in Talons between two residents, both golf members, that was some pushing and shoving going on, no punches thrown. The first one has lived here for 13 years a very good track record, one of those guys who doesn't get his membership's worth but is still here. His issue with another member, there were words exchanged, the other member got in his face and he grabbed him and pushed him into some chairs in the bar. On a side note from all of that a few other things have happened in the last couple months. Myself and Hampton Golf had put out a memo I'm not sure it was sent to all residents because all of these have been between golf members so I may have sent it to the golf membership, addressing conduct we expect our members, residents and their guests to follow. The staff here handles things to help aid and in no circumstances are we going to tolerate any pushing or profanity or yelling or any of those things in any of the amenities.

The other situation, Mr. Roberson, has a track record with us. I am confident in our bartenders and assure our residents that we are monitoring these people and making sure we provide a safe place for them. I have actually talked to him twice in different situations within the bar where our team members are uncomfortable to serve him. We have members and regulars who are leaving the bar area, which translates into lost revenue for us that don't want to be a part of the situation when he is there. This dates back to the beginning when he became a member here. We haven't had any physical issues with him but the level he conducts himself in this place makes it very difficult for me to ensure the safety of the rest of the patrons and residents who are in here specifically families and new families, children and those types of things.

With the track record we are making a recommendation to you on what Hampton thinks the punishment for these should be and it is purely based on track record. We have one guy with a clean slate who reached out to me and apologized to myself and Steve, they support our community and he conducted himself in a poor manner but he is also one of those people you

really have to push the buttons. I would like to recommend we give Mr. Adams six months probation and no suspension.

The second one based on track record the fact that I have difficulty ensuring the safety of people in this establishment our team members and residents are avoiding the situation we recommend a year's suspension and lifetime probation.

Chairman Tabor asked have we ever reprimanded or warned Mr. Roberson in the past?

Mr. Parr responded I have personally done that twice and the last time he was yelling profanities at our employees across the bar and I told him that was the last warning and next time it would be suspension of privileges.

Mr. Garrison stated the only recommendation is it is always better to put in a term on probation from what he has described and the track record it is always better to put a fixed term on it a slight tweak to the recommendation.

Conclusion: Mr. Adams to have a six-month probation period per recommendation of staff. Mr. Roberson to receive one-year suspension from the date of the incident and one-year probation from all amenities to be reviewed each year.

Mr. Parr gave an overview of the golf report, copy of which was provided in the agenda package.

E. District Operations Manager - Report

A copy of the report was included as part of the agenda package.

VII - Financial Reports for July 31, 2017

A. Approval of Check Registers

Vice Chairman Rush moved to approve the July 31, 2017 check register. Supervisor Bruno seconded the motion. Motion passed 5 - 0

VIII. Authorizing Chairman/Designee to Cancel the September 14, 2017 Meeting if No New Business Arises Within 72 Hours of the Meeting

Supervisor Butler moved to authorize the Chairman or his designee to cancel the September 14, 2017 meeting if no new business arises within 72 hours of the meeting. Vice Chairman Rush seconded the motion. Motion passed 5 - 0

IX - Minutes Approval

A. Approval of Minutes of the July 27, 2017 Meeting

Supervisor Herold moved to approve the minutes of the July 27, 2017 meeting. Vice Chairman Rush seconded the motion. Motion passed 5 - 0

X - Supervisor's Requests

Supervisor Herold stated I received a phone call today about another incident that we discussed this evening about a golf member and I'm not sure what is going on it appears that nothing is out of bounds. This board has taken steps this evening per recommendations of Hampton to send a message I hope. I feel that this board and staff have taken the proper steps. People act foolish in a public setting and we will take staff's recommendation but the message has to be clear about acceptable behavior and unacceptable behavior. Early on in the year there was a staff meeting and I said I understand the resident, guest, the patron is not always right and we are seeing it time and time again but we all have to do the appropriate things and document incidents and report to supervisors and when asked if you have a record of this in the file and the answer is yes then that makes our job a whole lot easier. It bothers me to see this trend and that we have four of these at a time. We have to be steadfast in making sure the message gets out there that we are not putting up with this.

Vice Chairman Rush stated I agree with Chairman Herold.

Chairman Tabor stated it is a fair question, what is going on. We have never experienced this before. There are a lot more people coming through here.

Mr. Andersen stated I don't think there is a trend. I think we have a couple people that have gotten out of hand. In a situation where we have thousands of visitors and we have a couple of incidents this sends a great message, this gives staff the ability to react immediately. We have signs on the golf course that say, registered golfers only, and that gives us the ability now to say did you see the sign, get off. Before it was a written policy but now you can't get on

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The Crossings at Fleming Island CDD

the golf course without seeing the signs. It doesn't mean the vast majority of the people do it but some people do.

XI – Adjournment

Hearing no objections the Chairman adjourned the meeting at 7:15 p.m.



Secretary/Assistant Secretary



Chairman/Vice Chairman