

Minutes
Fountain of Sun Country Club
Board of Director's Meeting
January 21, 2020

The Board of Directors of the FOS Country Club met on Jan. 21, 2020 at 9:00 AM in the Boardroom of the Country Club. CC Members Rick Dickson, Jerry Berg, Mike Sebastian, Dave Schroeder, Arnie Novotny, and Neil & Mindy Beemer were present. Managing Director Ann Schmidt called the meeting to order at 9:01 AM. Board Members present were John Beck, Ann Schmidt, Tom Kilzer, Chris Erickson, and Dave Laehn. All Directors were present.

Schmidt made a motion to approve the December Board Minutes as posted. Beck seconded the motion. All voted yes, motion carried.

Schmidt moved to approve the December Financial report. Kilzer seconded the motion and after discussion all voted yes, motion carried.

In response to a question about equipment, Laehn stated that the CC needs to replace some equipment and has a tentative plan to obtain used equipment using a lease purchase, beginning at such time as current leases expire. Laehn will provide more information as needs and availability become clearer. Laehn also discussed some maintenance issues, but indicated that the course was in excellent shape.

Head Professional Ryan DeBois reported that December golf revenue was down, due to five rain out days. January income is up over the prior year and with demand for tee times high and with our course conditions equal to or in most cases better than competing courses, the CC will, beginning in February, be charging \$48.00 per round for outside play. Availability of carts is a limiting factor in expanding outside play and DeBois has contacted our cart vendor to attempt to address the problem. The handicap system used on the course has been changed by national golf associations. This has resulted in most handicaps being lowered and DeBois has met with members who have questioned the changes. He hopes that CC members adjust to the changes and will do what he can to ease the transition. The Love of Golf Tournament is filling up. Pro Shop employees will be golfing in this tournament. Discussion was held on the use of gold tees and the condition of certain tee boxes. DeBois explained that each individual CC league sets rules for use of the gold tees during league events. The 18 Hole Men's Home & Home still needs players.

Schmidt advised that Birdies lease has not been finalized as a question on liquor liability insurance has not been addressed. Other changes in the lease include a rent increase of \$2500, a variation in responsibility for maintenance of equipment, and an extension to a three year term. Some CC members expressed the opinion that the CC was being very generous and that Birdies should be paying a higher rent. Schmidt stated that she would keep the Board advised of progress and that she would try to complete all matters in the very near future.

During Director reports, Laehn said that the Golf Course is in nice shape, we are down by two grounds employees leaving four available and are searching hard to get back to six, the crew is

currently spraying herbicide on the course, that swan decoys donated by the 19th Hole are in the front pond and the CC is awaiting replacement for a damaged swan for the back lake. Laehn and DeBois are looking into reseeding next year by front/back nine in order to keep the course open for nine hole play rather than closed for three weeks. Workers are planning on working on improving tee boxes over the summer. Schmidt suggested removing a bench on Hole 15 to an area where it would be less attractive to roosting birds.

Schmidt reported that the CC had a vendor, Ensign Electrical Inc., inspect our outside electrical wiring leading to the waterfall at the first tee box. Ensign believed it could repair the wiring for around \$1000. This information was conveyed to all board members and they unanimously agreed to proceed with the repair. Schmidt moved to ratify and approve this action taken without a meeting. Chris Erickson seconded the motion. During discussion it was stated that the final cost was \$1250. All members voted for the motion and Schmidt declared that it carried. Schmidt thanked Laehn for his work on this project and mentioned that she is already getting compliments from golfers that this water feature is back in working order.

Member Jerry Lennick has agreed to work on the first hole landscaping project and will report to the Board in the future. No action was taken pending receipt of further information.

The CC received notice that FOSA was withdrawing its request that the CC consider allowing use of CC property for a temporary bocce ball installation. FOSA thanked the CC for its willingness to consider the matter.

The BOD contracted to have the CC building inspected and a report has been received. A copy of the report is available in the Administrative Office. The report indicated that the building is in good shape considering its age and that the restaurant is one of the most organized and cleanest that the inspector has seen. On the negative side, the building fascia & gutters are in need of immediate repair or replacement. This project plus work on floor tile outside the building were added to the CC project list. The inspector did not check the building electrical wiring and this item was also added to the list.

The CC received a notice that Maricopa County had changed the tax assessment of certain golf course property as requested by the CC. This change was requested to correct errors in the assessment of CC property and only covered recent tax years, but greatly reduced the tax assessed on the property, and is much to the benefit of the CC. Some future action may be required for tax years before 2016, but any changes should be favorable to the CC.

The CC Project List will be updated for the next meeting and discussed at that time. In addition to changes resulting from the building inspection, DeBois reported that work on a golf bag holder has been delayed because of a health issue, Laehn is in charge of the stop sign project, and a retractable screen for hiding the sink area of the patio will be ordered. Schmidt urged those with suggested projects to contact the office so that their projects can be considered for addition to the list.

Member Rick Dickson representing the Love of Golf Tournament reported that he had discussed possible dates for the Tournament with the Pro Shop and that February 16th was available, He

indicated that the format used last year would be followed and that the net proceeds would be used for golf course improvements. The Board stated that repair of the building fascia, patio floor tile, and gutters appeared to be the most pressing projects at this time. Kilzer moved to allow the Love of Golf Committee to hold a tournament on the course on February 16, 2020, with the net proceeds used for building improvements, course beautification, or other projects as proposed by the Committee and approved by the BOD.

Directors recommended appointment of the following members to committees under their jurisdiction:

Schmitt:

Business Advisory: Paul Lucas, Bill Etter, Sue Ferguson, George Hier, and Gary Miller

Grievance: Dave France, Rick Dickson, and Bonnie Williams

Election: Mindy Beemer, Pat Lennick, Sandra Hoffman, Bonnie Williams, and Jan Van Court

Kilzer:

Finance: Mike Sebastian, Bill Etter, Terry Malott, Dave Schroeder, and Tom Kilzer

Beck:

Membership: Mindy Beemer, Dodie & Bob Bemis, Karen Kilzer, Nancy Strine, and Jan Van Court

Erickson:

Long Range Planning: Mindy Beemer, Jerry Lennick, Sue Ferguson, Toni Pioreschi, and Dave France

Schmidt moved that all appointments listed above be approved. Laehn seconded the motion and all voted yes, motion carried.

Schmidt asked that those on the Bylaw Committee at the time the CC Bylaws were revised be contacted to determine their position on staggering terms of office of director so that at least one director would be elected each year. Former Chairman Sebastian was asked to help obtain that information.

The Board expressed its thanks to the many individuals and groups who had donated to CC projects during 2019. Administrative Director Beck will prepare and send letters of appreciation.

Tom Kilzer reported that the Finance Committee met with representatives from the CC insurance agency to review CC policies. Values were adjusted based upon current income, the addition of certain R/L equipment, and increased replacement cost estimates. The annual premium increased by about \$5500.

The Board entered executive session to review a member request and starting salaries.

The Board returned to regular session.

No action was taken on the member request as it appear that there was no longer an issue to be decided.

Head Grounds Keeper Aviud Morales-Cruz has been unable to hire qualified workers at the \$12.00 starting pay established by the CC and had requested that the starting pay be raised to \$13.00 per hour. Some workers currently on staff are making less than \$13.00 per hour. Schmidt moved that the CC starting pay be set at \$13.00 per hour starting immediately, and that the pay of workers making less than \$13 or otherwise impacted by the raise in starting pay, be fairly adjusted, effective at the earliest feasible date as determined by the Finance Director. Laehn seconded the motion and after discussion on the need for a through review of all CC wages prior to the next budget, all voted yes motion carried. A copy of the wage changes is available from the CC Office.

There being no further business, the meeting was adjourned.

The next regular BOD meeting will be on February 18, 2020.

John Beck
Administrative Director