

CAMP CREEK WATER COMPANY
Board of Directors Teams Meeting Minutes
June 04, 2024 @ 6:00pm

Meeting called to order by Phillip Garrett at 6:01pm.

- Board members present: Board members present: Alan Beard, Ralph Crum, Phillip Garrett, David Greenwood, Nancy Hughes, Mike Noack, Rochelle Smith, Barry Veazy, Sheri Walters, Clint Cooper, Freda Strzelec, Bert Hart, Keith Williamson
- Board members not present: Mark Schinzler
- Employees present: Kris Maxymof

Discussion regarding the eliminating the existing Patrolman Employment Contract and related Schedules.

- Phillip Garrett - the existing employment contract and related schedules for the patrolmen. The patrolmen have a different sort of contract. In short, it is a contract that guarantees some PTO (personal time off) and their job description is not quite as extensive as it was several years ago, prior to about 2021. What we're trying to do is go back to a job description that covers more bases, financially does not affect anybody negatively, calculate what the included PTO would have been and make the new salary for the patrol position the same amount. Financially, no one is hurt. We're just changing the job description and moving away from a contract for the patrolman. Phillip asked if anyone wanted to talk about those changes, had questions or we could call for a vote. Bert made a motion to pass the elimination of the existing Patrolman's Employment Contract and Related Schedules. Alan seconded the motion. The motion passed unanimously.

Discussion regarding the new Patrolman Job Description – Phillip Garrett.

- Phillip confirmed that everyone received the new patrolman job description this afternoon. He asked if anyone had any questions about the job description or wanted to talk about it. There were no questions or comments. Phillip asked for a motion to approve the new Patrolman Job Description. Nancy made a motion to approve the new Patrolman Job Description. Bert seconded. The motion passed unanimously.

Discussion regarding the 5 Patrolman interviews and the recommendation for the new Patrolman – Phillip Garrett.

- Ralph left the meeting.
- We had a 5 patrolman interviews. All Board members were invited to attend the candidate interviews. Kris, Phillip, Rochelle, Mike and Alan participated in the first 4 interviews and that included Ralph as a candidate. Mike was not able to attend the fifth candidate interview.
- In terms of everybody we interviewed, Ralph was the top candidate. After much discussion, it was decided that the Patrolman job and the Board position would remain separate. If Ralph wanted to resign, he could. The Board was not going to ask him to resign. If there was negative feedback or concern from shareholders/lot owners, we would address it at that time. Rochelle made a motion to vote to approve Ralph Crum to be the new Patrolman. Mike Noack seconded the motion. The motion passed unanimously.

Final Thoughts

- Phillip thanked everyone for their participation with a little over 24-hours' notice.
- He will communicate with Ralph on his hiring.
- The meeting closed at 6:33pm.

Next Meeting: Teams-June 11, 2024 In Person-August 10, 2024