Board of Directors Meeting

Sept. 29, 2016

Roll Call: Cmdr. Stan Wakild, COB Kevin Ferguson, Ladies Aux. Billie Coon, Financed Pat Sullivan, SAL Rep. Steve Hamilton, Sr. Vice Cmdr. Jed Fall, Past COB Mike Kinney, Sgt. at Arms Jim Montgomery, SAL Cmdr Ben Newton, Adjutant Tom Breen and SAL member Tim Sanford and Bartender Terry Gregory.

A quorum was deemed present and the meeting was called to order. The minutes of the past meeting (Aug 25, 2016) were passed out and read individually. Ms. Gregory objected that the minutes stated that a "poster" of her's was taken down but it was a "dry erase" board and she objected to the term "argument" between her and Mr. Ferguson and stated it was not an argument but a "discussion" about her payment for her work on the employee handbook. This statement will serve and the correction to the previous meeting. A motion was made to accept the minutes, with corrections, it was seconded and passed without objection.

Finance Report: Mr. Sullivan passed out a hard copy of the finance report and a copy is attached. A motion to accept was made seconded and passed without objection pending an audit.

Bar Manager's report: Mr. Ferguson stated he was able to talk to 95% of the bartenders and they agree that everything at the bar is going smoothly, with a few things that need to be tweaked. Mr. Fall asked if there are any write ups? There were three write ups with Bret getting one and Terry two. Bret and Terry getting one for the removing signs (eraser board) incident

and Terry one for insubordination, not using the proper chain of command. Mr. Fall then asked "aren't they suppose to come before the board?" (this is where the adjutant had a foreboding sense of 'BOHICA') Mr. Ferguson then stated "as bar manager I looked at it as my job, that's what I was told by the board that's what I was put here for and I deemed one of our employees needed a write up and that's what I did. Mr. Fall..."it should have come before the board, that's I think." Mr. Ferguson..."the board put me in charge to run this bar and that's what I did. That's what I was told and I don't need the board looking over my shoulder. Cmdr. Wakild took the floor and made a statement to the effect that the board should work as a team, if an employee has a problem they come to the board and the board makes a decision. To which Billie Coon commented that she believes a "devastating situation" involving an employee should be handled by the board not every day problems. He was designated to be the bar manager. Mr. Fall---"He wasn't designated, he volunteered to be the bar manager and the board said okay, and I also have the bar manager duties. When he down as the bar manager he's the bar manager not the head of this committee. And the bar manager never had the privilege of writing anybody up. They could bring it to the board and the board could prove or disapprove, all I'm saying is bring it to the board, that's the way it should work." Ms. Coon then opined that would either let an important decision wait until the next board meeting or constantly call an emergency board meeting every time a decision needs to be made. Mr. Fall---"It would have been no big thing to wait until this board meeting and brought it up and the board could have voted, I still think the board has to vote on, we got it set up by the constitutional by laws this board runs (the bar) not the bar manager. Mr. Fall suggests the board read the bar manager's duties (which, of course, he just happens to have a copy of... I wonder how he knew he would need that???) He outlines that the manager is to keep inventory and order new stock etc, etc, etc. Mr. Fall transitions from bar manager's duties to Mr. Ferguson's wife getting paid for doing inventory and ordering stock and since he Mr. Fall can't vote on an issue having to do with his daughter Mr. Ferguson shouldn't be able to have input with

anything having to do with his wife's duties at the post. Mr. Fall then pulls out timesheets starting in June and gets into an argument/discussion with Mr. Ferguson over bartenders time spent on the clock. One of the problems Mr. Fall had is the 2 hours paid to Mr. Ferguson's wife Kathy for helping the adjutant during June with membership. At this time the adjutant asked Mr. Fall "who authorized the 2 hours?" he wasn't able to answer and no one else knew either. The adjutant then made the statement that if Mrs. Ferguson is to get paid for helping him, then he the adjutant should be asked to verify/authorize any hours and that it is a shame that she was paid only 2 hours and as far as he is concerned, if she is to be paid the post owes her at least another 6 hours just for June alone. Mr. Fall then started to question Mr. Ferguson over the verification of the bartender's timesheets, at this Mr. Ferguson said he does the sheets every Monday at 0900 and invited Mr. Fall to come in at that time and go over the sheets with him. Mr. Ferguson invited Mr. Fall to come in on Monday and go over the timesheets with him Mr, Fall accepted the invitation. Mr. Falls's contention is that Mr. Ferguson volunteered for his position and that Mrs. Ferguson shouldn't be getting paid for helping him. Mr. Fall stated "I have one other thing I want to bring up" (which gave the entire board a 'false sense of hope') Mr. Fall stated he observed a male bartender counting his drawer at the corner of the bar on two separate occasions and that any money counted should be in the safe room. Mr. Ferguson stated "this is the way it works if a bartender counts the money anywhere other than the safe room and it comes up short the bartender will have to cover the loss ie. if it's $1000 short the bartender owes the $1000. Mr. Fall stated "I thought, what I remember when it was brought up (where to count money) you said secure room and...THAT'S WHERE YOU COUNT YOUR MONEY." Mr. Ferguson " like I said if it's counted anywhere else and it's short it's on you. The adjutant then asked " if you saw an infraction like that Jed, did you write up an incident report?" Fall "no, but I can." Adjutant " well, if that's the proper thing to do, then you should have done that, how long ago did this happen?" Fall "about 6 days ago." Adjutant "there's a little bit of water under the bridge isn't it?" Fall "well maybe. Also if you read what he did to

Terr,first he gave a report, she showed them to me, and he stated on this one report--he wrote her up. He stated it will go to the board. The adjutant opined that if something comes up in a bartender's meeting and isn't settled then and there and waits until the next meeting and something goes wrong the bar manager could be hung out to dry. And the by laws are guidelines not written in blood. Cmdr. Wakild asked for the floor stating "I am the commander and this is my board and I am sick of this. (an explanation of sick is unnecessary) Every time, Jed, you come in here and start to pile on. I want you to look at things objectively, and you to Steve. Just because of relationships, I understand. But you're on the board and your suppose to run like a board. You can't come in here beating uour drums, causing problems and adding hours to the meeting. All over nothing. Now I think this board an operations manual and address these problems. Mtr. Fall "that's what we try...and I think we should get this...can anybody tell me how's the club room deal, are we getting any applications?" Cmdr, Wakild "Mr. Jed, I have the floor, thank you. I can't say it enough I'm really upset over this. This board has been dysfunctional for decades to begin with. One of my goals is to put it back in order and you are not making my job any easier. We have conflicts with bartenders, conflicts with board members and I want it to stop. I want it to be a team, if you can't look at it objectively and talk about it nicely then I suggest maybe you can't handle it. Mr. Fall "all I'm thinking of Stan is we do have by laws for the post and I think this committee should work with the by laws, it had them for years and they should work with it." Cmdr. Wakild "right and the by laws are very sketchy at this moment on how the BOD works and it's a long time coming but we are getting back together to work. I want to see more teamwork. Mr. Ferguson stated that he and Cmdr. Wakild are in constant contact and any large decision he makes he clears it with the commander first and that they are on the same page. Cmdr. Wakild stated that this is the first time being the commander that he's had any interest in the BOD meeting. Indicating the dysfunctional problem with the BOD. Mr. Montgomery made a statement agreeing with the dysfunctional description of the board and concluded saying he thought a

lot of the problems would be solved with a permanent bar manager. Cmdr. Wakild took the floor and said he agreed with Billie and understands her position of the "nit picking" involving the board and asked if this board hasn't given Mr. Ferguson the permission he needs the board should do so as soon as possible so there will no further arguments. Mr. Ferguson stated that the board told him to run the bar, and he thought that meant run it as best as he saw fit. He said he handles minor problems and employee infractions and knows any major infractions or decisions should go before the board. He said he gets calls from members asking "who is working" and based on the answer they decide whether or not to come in. Also we are starting to get into our down season and we can't afford to run off customers. Mr. Fall made a motion for the board to back the bar manager in all matters and the manager should bring any important matters involving a major decision before the board in a timely manner. The motion was seconded and passed without objection. (I believe the board is hoping this FUBAR situation is finally resolved)

Miss Gregory asked for the floor and stated she has three ideas to bring more business into the bar during the winter months. First, bar bingo, this would be for members and their guests only and be held on Tuesday night it would require a $55.00 a year license and the required equipment. Mr. Montgomery opined that we may have bingo equipment in the attic. Second, a trivia tournament held on Wednesday night involving teams. The first session would run from mid November to mid December the second from mid January to mid February with a play off for the two winning teams in March. The third is a pool tournament on Monday and Thursday. Mr. Ferguson wanted to table the idea based on getting the license for the bingo, but it was suggested we take a vote now pending getting the license. That idea was taken as a motion seconded and passed without objection.

Kitchen Report. Billie said Sunday breakfast will end the last Sunday in October and she wanted to decide on whether or not to raise the price a

dollar so as not to surprise the customers next May. It was decided to table this until the next meeting so Billie can give the board a report on how much the breakfast cost as compared to how much the Post benefited before raising prices. Mr. Hamilton took the floor and proposed an SOS breakfast that he would host and provide on the first Sunday in November. The board voted on the above and it was passed without objection.

Old Business: Cmdr. Wakild opined on the condition of the Tiki Hut outside, in that if it is useful can it be refurbished. Since parties like to use it it should be done.

New Business: The cooler went down Sunday and had to be fixed on a Sunday. The business came in but didn't have a part and had to come back Monday Mr. Ferguson wants to check the bill to make sure we are not charged for two service charges. Stanley Steamer will be here Monday at 0830 to clean the ducts. Also, he is going to inform the bartenders to close early if there is not business and the bar will go to winter hours on November 1. 1200-2300 Monday-Thursday, weekend hours 1200 to midnight. With a caveat to stay open if there are customers.

Ladies Aux.: Billie said the Auxiliary would like to have a soup and sandwich lunch once a week or once a month. It was okeyed.

Mr. Fall made a motion to get someone in to check the furnace a member "Paul" of Jerry's furnace service could do it before the winter hits, it was seconded and passed without objection.

The new coke lines were discussed with a bid for $950 and one for $1310 to replace the lines. Mr. Ferguson said that the commander of the Hartford Post Ruben Mireles would go over the bids to see if his crew could do the job for less and all he would want is the cost of the installation to be

donated to his post. A motion was made to accept this offer, seconded and passed without objection.
Mr. Ferguson informed the SAL has offered $400 for the new camera surveillance system and asked Billie if she would petition the auxiliary for the other $400 and if the auxiliary denied the request made a motion for the Post pay the rest of the cost. Mr. Fall suggested this be brought up at the next regular membership meeting. The advice was accepted.
Mr. Ferguson informed the board the Post has received 4 applications for the bar manager position and when Mr. Aubrey returns from vacation they will be processed.

Suggestion Box: one suggestion to replace two lights over the pool table as the ones presently there are two harsh.

Last, the kitchen needs to be cleaned thoroughly. Finally the carpet in the club room needs attention and it was decided that Ben Newton And Mr. Kinney would research carpet squares as replacement.

Respectfully submitted,

Thomas Breen
Adjutant Post #49