

Mount Massive Lakes

Board Meeting

July 6, 2019

MML Shop

Draft: Subject to board approval

1. **Verification of Quorum:** Board members, Gregg Anderson, Joe Angleson, Janice Good, Jim Keller, Ham Lokey, Shaun Mulligan and Colin Perry were present.

Asst Manager Bryan Hamacher was present.

Members: Jan Grey, Greg Brunjak, Don Murphy, Jim Tims, Ken Shaw, Bob Casey, Steve Smith, John and Pat Jones, Ron Reedy, Kevin Lentz, Don Poline, Don Holmgren, Irene Green, Alan Williamson, Bill Bennett, Evan Lipstein, Earl Kastning and Jocelyn Ellis Haydon were present.

Being a quorum, president Angleson called the meeting to order at 9:00 AM

2. **Approval of May 18, 2019 Board Meeting Minutes:** Motion to approve by Lokey and second by Perry. Approved by all.
3. **Manager's Report:** Assistant manager Hamacher gave the following report.
 - Bryan gave an accounting of the fish that have been planted so far in 2019 averaging 44.4 ounces. Bryan reported another 4,000 fish will be planted the week of July 8 with an average wt of 41 ounces.
 - Bryan reminded members to record and report the tag number and condition of any tagged fish.
 - Bryan says staff will hold back 1000 rainbows for our 2020 super-catchable program. Those 1000 fish will be planted just before ice-on due to the success with the experiment in 2018 and also due to the fact that the fish this year are diploids and tend to have a high mortality in our rearing system while trying to spawn each spring.
 - Bryan gave an update on all the other fish in the system and reports that all species and year classes are doing well.
 - Bryan then gave an accounting of staff vacation and comp days. Tom has 0 days due to still being on probationary status. Bryan has 15 vacation days accrued, 39 sick days and 10 comp days. (Bryan gained 11 comp days due to the extra days of work cause by Brent Groenke being released.)

- Bryan reported the remainder of the 2019 catchable rainbows would be stocked out the week of July 8th. The prior planned additional stocking for August has been eliminated due to lack of fish.
- Bryan was thanked for his and Tom's efforts during this time.

4. **Old Business:**

- President Angleson wanted to remind all in attendance that the board is researching additional housing for staff. Joe said the board will consider all options and that providing housing for all staff is becoming necessary due to the following influences:
 - a.) Our main competitor for staff is the State of CO and housing is the "norm" with the State of CO in the fisheries business.
 - b.) The availability of affordable housing in the Leadville area is becoming very difficult to find. Providing housing is almost a necessity at this time.
 - c.) Demands of the job often require quick response times if something goes wrong – much easier when staff in on the club.
- Angleson pointed out that our intentions were to include a message in the June Troutline encouraging members to donate towards the construction of the new firehouse being built across the highway from MML. Joe reminded those in attendance of the benefit of having a much closer fully manned fire house with EMT personnel: quicker response times for all emergencies and possibly lower cost or easier to obtain home owner's insurance. Joe said he would send an e-mail in the very near future instructing members on how to make payments and that MML would match the first \$5,000 of contributions dollar for dollar. Member Brunjak added the importance of MML being a good neighbor and the far reaching impact in the community.

5. **LUC Report:**

- LUC chair, Bill Bennett, reported that LU has processed all current LU applications consisting of 3 additions, 2 decks and 1 application to put part of the home row ditch in a pipe to reduce flooding of a member's cabin. Discussion ensued regarding the potential for loss of trees if too much of the ditch is replaced with pipe. LU will be diligent in all requests.
- Janice brought up that with the new attention to possible liens that the LUC may be required to ask for LU applications for work that, in the past, would not have required a permit (examples – re-applying road base to a driveway, replacing windows, electrical upgrades, interior remodels, new roofs, etc). After some discussion, it was suggested the board should come up with a dollar amount threshold for requiring a permit. Joe suggested possibly \$5,000 to \$10,000. Board will discuss with input from LU at a future date.

6. MML Website:

- Anderson reported that he has had two additional requests for posting of cabins / memberships for sale.
- Anderson also commented that he has had several comments that potential buyers have been frustrated that attempts to contact sellers at the contact information provided have gone un-answered.
- Anderson stated that the majority of the traffic on our site is focused on the “for sale” section.

7. New Business:

- Angleson reported to the members in attendance that manager Brent Groenke had been released “for cause” on May 20th, 2019 and explained that, due to the confidential nature of the situation, the board was not allowed to go into much detail. Joe reviewed the plan to interview assistant manager Bryan Hamacher during executive session and anticipated that Bryan would be offered the position of manager at that time. Joe also reviewed the need to find an additional person ASAP to help Bryan and Tom with the summer work load. It was hoped this next hire could also be offered the assistant manager’s position later in the fall if they worked out. There were multiple comments from the members in attendance offering their support of Bryan and encouraging the board to offer Bryan the position. There was also some criticism of the board for not acting to promote Bryan more quickly and that the board could have done a better job of communicating what was going on with Brent to the membership in a timelier fashion. Joe apologized and stated that the board makes every effort to be transparent but, due to the sensitive nature of the situation and the need to execute agreements and documents, the board was not at liberty to go into much detail for a period of time. Joe asked for understanding and explained that there was a lot going on in a very short time that the members did not see.
- Joe then gave a short explanation that with the departure of Brent, the board became aware that the manner in which we provide housing to staff may need some additional documents / agreements to protect the club. Joe explained that the way we do it now, if a staff member is dismissed, the employee may be considered a tenant and may be entitled to the normal “eviction” process afforded a tenant. Joe further explained that this meant we could fire an employee and they could possibly remain in their house until all the normal eviction processes were followed and could take a month or more. Joe explained that the board would be exploring alternative options such as a “License to occupy” that may offer much quicker options to evict. Once decided, all staff will be required to agree to and abide by the new requirements.
- Joe then commented that member Don Holmgren had inquired of Joe if the club had ever explored having an AED (defibrillator) available on the club in case of an

emergency. Don explained that he had recently been through a CPR class and was also trained on the use of an AED. Don commented that the Eagle County Heart Starters association would be willing to do a site assessment and make recommendations to MML. Don was asked to request the assessment and report back to the board with findings.

- Joe explained that Lake County would resume work improving the road up Weston Pass this summer and the additional truck traffic would again cause dust issues for Home Row. Joe said that applying magnesium chloride to the road would significantly reduce the dust but could cost the club up to \$4,000 if treated from the beginning of the dirt road up to the cattle guard. It was felt that this should be Lake County's responsibility for dust control just like any road project. After some discussion, member Greg Brunjak said he would contact Lake County and see if they would apply the mag-chloride at their expense. There was then a motion by Mulligan and a second by Anderson to allow the club to spend up to \$3,000 if the county would not agree to do it at their expense. Approved by all.
- Joe commented that he had just been informed that the persons that previously applied for a conditional land use permit for a group camp were now making application for a Bed and Breakfast. Initial findings are that a B&B will not be subjected to the same public input process since it is already an "approved" use of the land. Joe said he would be researching more on Monday July 8th and would report back.
- Janice reminded the board that we needed formal approval of the monies previously approved by e-mail vote to renovate the manager's house now vacant before the new manager moved in. Janice also wanted to thank the many members that had volunteered with the renovation: Bob Tatro, Jim Tims, Earl Kastning and assistant manager Bryan. It was also pointed out by Joe that Janice had done a LOT of work not only cleaning the house but also putting together the budget, lining up contractors and spearheading the renovations. Applause by all. Motion by Lokey and second by Perry to approve the estimated \$9,500 for renovations. Approved by all.
- There was a thank you from member Don Poline for all the efforts of the board these last few months during some challenging times. Applause by all.
- Don Poline asked the board to once again research possible ways to control the goose population. It was explained that geese do not fall under the depredation rules and that prior attempts at decoys have been unsuccessful.
- Janice thanked Bill Bennet for his cheerful manner in chairing the LUC.
- Member Brunjak asked for permission to work with staff and other volunteers to build an additional kiosk to spotlight MML's community involvement with such things as the Healing Water's program and others. The kiosk would be placed by

the clubhouse and similar in construction to the "Fish ID" kiosk currently existing. Permission granted.

- Perry circulated transfer forms that needed board signatures.
8. **Next Meeting:** 9:00 AM Aug 31, 2019 at the clubhouse.
 9. **Motion to Adjourn:** 10:25 AM Motion by Perry and second by Keller. Approved by all.
 10. **Executive Session:** The board went into executive session.
 11. **Meeting resumed:** The board was called back into session at 10:55 AM.
 - Motion by Good and second by Keller to promote Bryan Hamacher to Manager effective July 6, 2019 at the Tech 5 level pay with applicable merit pay. Approved by all.
 - Motion by Perry and second by Mulligan to pay Bryan the difference between the manager's pay rate and the assistant manager's rate from May 20 to present as well as an additional \$1,000 bonus. Approved by all.
 - Motion by Good and second by Anderson to allow Bryan to occupy the manager's house as soon as practical and contingent on Bryan agreeing to the new "license to occupy" when ready. Approved to all.
 - Motion by Lokey and second by Keller to approve the action to terminate the employment of Brent Groenke. Angleson called an emergency session of the board May 17, 2019 once information was revealed about an incident witnessed by several members that occurred on May 15 on club property. Perry and Angleson terminated Brent Groenke "for cause" on May 20th. Approved by all.
 - Motion by Good and second by Keller to authorize Hamacher to interview and offer a probationary position to an assistant manager, contingent on a successful background and DMV check, as soon as practical. Approved by all.
 - Motion by Perry and second by Good to adjourn at 11:30 AM. Approved by all.