

THE SALT POND GOLF CLUB OPERATIONS INC.  
SPECIAL MEETING OF THE BOARD OF DIRECTORS  
JANUARY 3, 2011

The special meeting was called to order by President Dick Crawford at 10:00 am in the Salt Pond Golf Meeting Room.

**Attendees**

Board Members present: D. Crawford, J. Kennedy, C. Gularson, W. Kester, and M. Sewald  
Also present: Bruce DeForest, Superintendent

**THE PURPOSE OF THIS MEETING IS TO UNDERSTAND UNEMPLOYMENT CLAIMS**

The unemployment claims submitted to date and the effects to our budget were discussed.

Bruce sought guidance on seasonal layoffs for two of his employees. For one employee, Rich, it was decided to not lay him off. There is sufficient work available to keep him employed through the winter. For the second employee, Al, there is not enough work to keep him busy for the next few months and Bruce wants him laid off instead of reducing hours. The board agreed that if there is not sufficient work to justify keeping him on the payroll, it would be better to lay him off. It is a seasonal business and layoffs will be part of the business model. This will result in one employment claim for \$10,500 in 2011 rather than two claims.

It was also pointed out that three of the Birdies staff has also filed (as is their right) for unemployment. Perhaps next year these people can be hired as contractors to avoid these claims. The Board agreed that it needs a better understanding of the DE rules on the matter.

It was generally agreed that we need to better understand DE's unemployment insurance. Wendy does apply annually for any possible credit of insurance paid in the past year, but we need to determine if the management of hours worked or employee classification will lower our unemployment obligations, Jim will contact our lawyer to determine good sources to research the unemployment laws.

**SKIPJACK VILLAGE RIGHT OF WAY TO THE EIGHTENTH TEE**

The question of the Skipjack Village issue of the lack of easement for use of the Skipjack road for the golf course use between the 17<sup>th</sup> and 18<sup>th</sup> holes was discussed.

The deeds and easement of record that are available will be reviewed by Jim. Jim will ask Bill Johnstone of the SPHA Board to provide a map of Skipjack Village to see if an easement was noted. Bruce will contact Rupert Smith if an easement for the golf course was provided for during the establishment of the village.

It was noted that the road through Skipjack Village was plowed by the Course employees. All roads within the villages are plowed by the golf course personnel. The objective of the snow removal is to provide access from the villages to the main streets. Chuck said that every owner, either in the villages or individual homeowner, pays the same to the homeowners association and they should receive the same treatment. He also mentioned that a portion of the resurfacing funds for the main roadway are set aside for the villages for when they determine the need to resurface their roads. This will be further researched before a decision is reached

### **ADJOURNMENT**

The meeting was adjourned at 11:00 am.

Respectfully submitted,

M. Sewald  
Secretary