

# American Legion Post #49 Board of Directors

July 28, 2016 1805-1940

The meeting was called to order and the pledge of allegiance was recited.

Roll call was done and the following were present: Chairman Kevin Ferguson, Sr. Vice Cmndr. Jed Fall, Asst. Finance Officer Chuck Aubrey, Sgt. at Arms Jim Montgomery, Kitchen Manager Billie Coon, SAL Rep. Steve Hamilton, Pas' Cmndr. Mike Kinney, Adjutant Tom Breen and Legionnaire Ed "Tip" Bierhalter. A quorum was deemed present.

The minutes of the previous meeting were read by the Adjutant. The Adjutant then pointed out what he thought were some problems with the previous meeting. One of which was corrected later by Mr. Hamilton in that the Adjutant made a statement that none of the bartenders who have been discussed were not present while being discussed by the board, however, Miss Angie Smith a former bartender and bar Manager had been present on at least two occasions that

occurred before the Adjutant was seated. The previous statement is intended to correct the record. A short discussion occurred about the legitimacy of a letter that the bartenders were asked to read and sign at a bartender's meeting. The letter was read by Billie Coon and a copy is attached to this report. Mr. Fall stated that the board makes a decision regarding the post and one individual carries out that decision. Mr. Hamilton stated that a business is ran as a dictatorship not a democracy and agreed with Mr. Fall's statement. Mr. Hamilton stated that if the minutes are approved the inconsistencies will become a matter of record/history and he would not approve them because of that. Mr. Aubrey made a statement that the minutes reflect what happened at the previous meeting and are therefore accurate. He made a motion the minutes be approved it was seconded and with a vote of 7 ayes and 2 naes were approved.

Finance report: Mr. Aubrey read the finance report and a copy is attached to this report. Mr. Bierhalter asked how many times the loan for the wall had been refinanced. Mr. Aubrey said he knew of only one time at the rate of 6% and the monthly payment is \$1750.00 and it is a 5 year balloon. Mr. Aubrey recalled that a previous year the post used \$11,000.00 paying bills and salaries. And the Insurance Co. closed its doors and the post had a \$20,000.00 bill which

constituted over \$30,000.00 and to keep the post afloat some things such as salaries, the wall payment were looked at in an attempt to refrain from raising dues and bar prices. Mr. Ferguson stated that the book keeper, bartenders, custodian, and PTA are the only employees being paid. Everyone else are volunteers . A motion was made to accept the report it was seconded and passed without objection, pending an audit.

Bar Manager's Report: Mr. Ferguson said the bar is running like "a well oiled machine" and the two new bartenders Bill and Nancy have picked up the job exceptionally well and are doing fine. He stated that Nancy had a personal problem in that while she was on vacation her daughter passed away. He told her to take the time she needed to get thing in order and that the other bartenders stepped up and covered Nancy's shifts without any problems and that Nancy will be back by the end of the month. Mr. Ferguson stated the bar did exceptionally well working a class reunion and the 4th weekend really "kicked butt." Mr. Fall made the following observation. When he was at the bar he saw a male bartender pour what looked to him as a triple shot while making a drink. He opined the bartenders should pour a double and no more.

The drug policies were discussed and it was decided the Adjutant and not the Sgt. at Arms will get the employees tested.

Mr. Hamilton brought up the broken popcorn machine. It is noted here that the machine has been fixed and is working well.

Mr. Montgomery then took the floor and stated that at the last regular membership meeting a donation to the city for the fireworks was voted down and that he found out about a week later the membership board had voted to give the city a donation anyway and was told this by a legion member in the bar. Mr. Montgomery asked the commander about it and was told that is what happened and it was all legal. Mr. Montgomery during his statement also mentioned the Flint city water "thing" in his statement.

Mr. Ferguson stated that neither the check to the city nor the Flint water problem was discussed or voted on by this board.

Mr. Montgomery made it clear he was talking about the regular board members some of whom are also on this board and apologized for any misunderstanding.

Mr. Ferguson gave a report on the pull tab machine in that some members had damaged it while playing pool and had to be repaired. He talked with the repairman and found a new machine would cost about \$6,000 and a used one about \$3,000. It was decided to stick with the one we have and repair it as needed.

Mr. Fall then started a discussion on hiring a full time bar/club manager that would cost around \$30,000 a year. Mr. Montgomery added that if the bar/club manager was also a bartender that would come in around 1000 then open the club at noon work until 1800 when relieved by the night shift and stay around if needed the leave the salary would be absorbed as part of the bartenders regular pay. Billie Coon objected saying the manager should be just that. A motion was made to buy a new popcorn kettle it was seconded and passed without objection.

Kitchen Report: Ms. Coon started by saying she was called into the post because the Lion's didn't have a key or a money bag. This was later cleared up by Mr. Aubrey in that he had them sign for and was provided with a key. He opined that maybe the Lion with the key was not available that particular Sunday. Ms. Coon also stated she pays the bills and orders the food and that a breakfast team needs to be formed by the legion and properly trained so she would not be needed on

Sunday. Ms. Coon continued saying the kitchen in general is doing very well but she needs to have it degreased. A motion was made to accept the kitchen report seconded and passed without objection.

Old Business: Mr. Fall made a motion that we "look into" hiring a full time Club/bar manager it was seconded and passed without objection.

New Business: Ms. Coon opined that the post needs to look outside the post to find a club/bar manager and the manager need not be a bartender also. It was mentioned that because of safety and accountability reasons two people are needed to count the PTA money. The subject of allowing dogs onto the back lot was brought up and that this has been discussed before and was deemed that they had to on a leash and the owner is responsible for any "cleanup " needed. Mr. Fall suggested that a trash can be provided to dispose of the cleanup.

Mr. Ferguson stated that all bartenders except Nancy and Bret are CP certified and he wants the bartenders to hold 50-50's on the weekend to help pay for an AED machine the cost of which is about \$1,000. Mr. Fall posed a question asking if a bartender did use the AED on a patient and the patient died would the bartender be liable. He was assured

that because of the Good Samaritan law the bartender would be covered.

Ms. Terry Gregory asked if the bartenders should start the weekend 50-50 during the day shift and carry it through the rest of the day. She also wanted to know if the winner had to be present to win. She was told the people need to put their name and phone number on the back of the ticket and that way they wouldn't need to be present and that the drawing should take place between 1900-1930. She then asked if the closing bartender could count the 50-50 put it in a separate envelope then into their bag for Mr. Sullivan. This was agreed on as the proper procedure.

Mr. Ferguson stated he is trying to keep the inventory low on products that don't sell well and gave Guinness as an example in that there are 6 cases in the cooler and have been for a year. He said it is not an easy decision deciding on a weekly basis on what product to purchase and if the cooler was checked no one would be able to tell whether or not it properly stocked.

Suggestion Box: The box was opened and the suggestions were given to the Adjutant. They were read and a copy of them are included in this report. Because of the nature of some of the suggestions apologies are extended to Mr.

Kinney. One of the suggestions was a complaint over setting up lawn chairs on the 4th. It was determined the complainant did not understand the nature or intent of our policy. Which is if they wanted to set up their chairs and stay here that would be ok. Jennifer.

Ms. Gregory stated Jennifer asked that we address closing earlier on Sunday and Thursday because business is falling off around 2100 and she is just wasting time and money. Mr. Ferguson said the reason for staying open until 0200 on Sunday is in case people from out of town get here late. Ms. Gregory then asked that we consider going back to Coke at the fountain. She said Coke told her they would come in and at no extra charge set up the bar. Also their equipment is new and they would supply everything to convert. All we would have to do is modify the bar to their specifications. Ms. Gregory explained some of the modifications which sounded minor. She also said it would save us money because now she throws away a lot of product in that she has to open a can of coke and at the end of the day if it is not used it is discarded, also fountain coke is cheaper. Mr. Montgomery pointed out that once we get behind the ice sinks to modify the area we might run into a "whole lot of problems." Also now we've gone from Coke to Pepsi and now back to Coke. Ms. Gregory continued saying that last July or August when Mr. Aubrey was chairman of the board he ask at a bartender's meeting for them to write down some of their



procedures for a handbook. She did just that and produced and handed out a 13 page outline on opening and closing procedures. Stating that we may find out that 15 minutes may not be enough time. To which Mr. Ferguson replied that the time is actually 30 minutes not 15. Ms. Gregory the asked to pass out a letter that she said explains some things at least her side of things. It is a four page letter and a copy is attached to this report.

Respectfully submitted,

  
Thomas Breen

Adjutant Post #49.