

MINUTES OF THE MEETING OF THE BOARD OF DIRECTORS  
DIAMONDHEAD COUNTRY CLUB AND PROPERTY OWNERS ASSOCIATION, INC.  
NOVEMBER 21, 2016

A regular meeting of the Board was held at 7610 Country Club Circle, Diamondhead Mississippi. President Laird chaired the meeting and called it to order at 7:05 P.M.

Present were President Laird, Vice President Finley, Secretary Blakeney, Treasurer Allen, Director Ertel, Director Harvey, Director Montjoy, Director Nolan, Director Silcio, Director Tullier, and Ex-Officio Director Fletcher. Also present were Interim General Manager Benvenuti and board attorney Rick Tubertini. Approximately 25 other members were present, as well as a police officer.

Michael Benvenuti gave the monthly manager's report and the financial report for October 2016. Both reports are on file at the DPOA offices.

President Laird announced that the Admin Committee previously voted to recommend two changes to DPOA rules and regulations. Violations Committee is to be given mandatory minimum penalties for verbal and physical abuse of employees as follows:

*Verbal Abuse*

- 1<sup>st</sup> Offense – Verbal Warning
- 2<sup>nd</sup> Offense – Loss of Privileges for one (1) Week
- 3<sup>rd</sup> Offense – Loss of Privileges for three (3) Months

*Physical Abuse*

- 1<sup>st</sup> Offense – Loss of Privileges for one (1) Month
- 2<sup>nd</sup> Offense – Loss of Privileges for three (3) Months
- 3<sup>rd</sup> Offense – Loss of Privileges for Six (6) Months

Laird moved to adopt the recommended changes, and the motion was approved by unanimous vote. Harvey asked that the minutes reflect his position that the penalty for physical abuse should be double the proposed amount.

Harvey moved to adopt proposed fee changes for golf, pools, and pavilions. The motion was approved by unanimous vote. The new fees will be included in the annual mail out.

Director Finley reported on the requests of member Burl Nelson, which were first raised at the October 21, 2016, meeting. Finley will continue to address the issues on behalf of the Board and will work with the City to reach a resolution.

Laird moved to create a committee to work with the City on enforcement of the covenants and bylaws, and the motion was approved by unanimous vote. The Board voted to appoint the following committee members: Harvey, Committee Chair; Nolan, Montjoy, Finley, Ertel, and Laird.

Harvey moved that the Board enter executive session to discuss confidential human resources matters. The motion was approved unanimously. The Board entered executive session at 7:35 P.M. and returned to the general meeting at 7:55 P.M.

Montjoy moved that a regular monthly Board meeting be held at 7 P.M. on the third Monday of every month, unless noticed otherwise. The motion was approved unanimously.

The meeting adjourned at 8:10 P.M.

Pat Laird, President

SPECIAL NOTE: These minutes were originally recorded by Secretary Betty Blakeney prior to her resignation, initially prepared by Interim General Manager Michael Benvenuti, and revised by legal counsel before being submitted to the Board for approval.

(Approved 12/19/16)