

**UNITED STATES SUBMARINE VETERANS, INC.
GROTON BASE BOARD OF TRUSTEES MEETING
MINUTES – 29 MAY 2008**

Attendees: Bob Bentley, Doc McCance, Charles McMullin, Red Padgett, Alina Saffel, Charlie Starratt, John Tippet, Ron Workman, John Wynn

Lynn Wynn, Recording Secretary

The meeting was called to order at 1800. Minutes of the last meeting were reviewed and approved.

Old Business

1. The bar inventory is complete and is in a handwritten format. Ultimately the Board would like it in an electronic format.
2. Bartender Ray Stern left the club for a new job.
3. The Club hired Eric to tend bar. We also hope to hire Allie (sp?) who is TIPS trained. The BOT indicated there's no opposition to her being hired.
4. Karen Torkleson left for another job. However she is staying on for bartender shifts. The Club is required to have 1 QFO per shift.
5. Abby (sp?) has moved up to primary cook, a salaried position.

New Business

1. Increase on liquor prices

Marc Stern recommended a \$.50 increase in drinks across the board. The reasoning is that although the bar is bringing in more business, the Club is also paying out more for various services due to increases in fuel, delivery prices, etc.

Alina presented her recommendations as well as the basis for increases for certain liquors and wine. For example, we make \$.78 per small bottle of wine while the recommended profit is \$1.35. Alina commented she would like the prices of wine in carafes to be increased to \$3.00 and wine for parties from \$10 to \$12 per bottle. Per John Tippet the Bylaws allow the bartender to recommend increases. Alina commented that drink prices had just been increased before she assumed her position and Tom Connors asked her to delay any additional increases at that time.

Some of the Board members questioned the need to increase prices and they discussed the various criteria that could be used to determine what prices should be increased and by how much. Ron Stated the BOT needs an analysis to determine increases. This is difficult to do because of the antiquated cash register that does not allow monitoring of specific drinks sold.

Doc McCance suggested the Club raise prices for liquor \$.25 now and re-evaluate the situation in 6 months. Bob Bentley suggested increasing the prices for high end liquor. Doc also suggested that the Club develop a list of premium liquors and let people know the higher prices. It will be Alina's responsibility to develop the list and provide it to John Tippet. He will then send it out electronically.

At the end of the discussion, the recommendation presented By Doc was to increase the price of all liquor drinks by \$.25 and next month review a list of premium liquors to determine if their prices should be increased more. At the same time discussion will include what increases, if any, should be made for wine and beer. The initial \$.25 increase will occur on 6/3 after it is announced the next Base meeting. The motion was approved unanimously by the BOT.

2. Cash Register

The Base has offered to purchase a new touch screen cash register for the Club. It will allow closer monitoring of inventory, can handle credit card transactions, can monitor chips given out and taken in and each bartender will have his/her own ID. Reports can be generated including a shot out report for each shift.

For parties upstairs, the drinks dispensed will continue to be tracked and the figures will be entered into the new cash register after a function ends.

The cost is \$2,800 for the cash register and \$1,300 for training Alina.

3. Complaint letter from John Carcioppolo

Bob Bentley asked Alina to leave at this point. He then stated that John Carcioppolo and Alina are at odds and the problem will never be resolved. This comment was a result of a complaint letter from John Carcioppolo relating to the disciplinary action taken against him after his refusal to clean the beer coolers. He criticized Alina's apparent inequity in disciplining staff who do not complete their assigned tasks.

Bob added that Alina annoys a number of people and her behavior can change unexpectedly. But she is the permittee and, if there is a problem, the BOT needs something concrete in order to eliminate the permittee's job. He stated something has to be done about the situation and it has to involve a decision that will benefit the club. Lastly he stated Alina's contract is up in 11/08 and the BOT can submit for a new contract.

Doc said the letter was "whiney" but the comments about Alina's unequal treatment have some truth. If she counsels John Carcioppolo for his actions, she should counsel others when they do not perform their duties..

John Tippett said the requirements and schedule for the cleaning of the coolers was discussed at the bartender's meeting last month and all were aware of the requirements.

Of greater concern is what will the BOT do if the next permittee has the same personnel problems as have occurred recently. Doc said the BOT must establish ground rules. Charlie Starratt added that problems must be documented, including dates, time, circumstances, etc.

Returning to the specifics of the letter, Ron Workman asked why the coolers were not cleaned during the day shift. John Tippett said the schedule was agreed to on 4/22. John Carcioppolo was first, Ray Stern second, etc. When Ray quit, Alina cleaned the coolers.

Doc made a motion to respond to John Carcioppolo to notify him that his letter was received and that no action will be taken. Bob Bentley added that no action should be taken but if John fails to clean the coolers again, he should be terminated.

The combined motion was approved by the BOT. John Tippett will send an e-mail to John Carcioppolo explaining the BOT decision.

4. Karaoke

As a side issue to the he complaint letter discussion, some BOT members questioned the introduction of a Karaoke night. Some believe it is chasing some members away. Is it really bringing in customers? BOT members think there should be an accounting to determine if it is bringing in business, especially when the cost is \$150 for the emcee.

The decision is that this issue must be evaluated. Charlie Starratt added that it should be remembered that this is a Subvet's club, not a night club.

The meeting adjourned at 1930. Next meeting will be June 19th at 1830.

Respectfully submitted,

Lynn Wynn