dmasso@ccparkdistrict.com

From: Ron Stone <rstone@sycamoreengineering.com>
Sent: Monday, February 06, 2017 2:21 PM
To: dmasso@ccparkdistrict.com; jwilliamson@ccparkdistrict.com
Subject: FW: Status

Thanks
Have a Great Day
Ron Stone
Illinois Development MGR
217.826.2722 Marshall Office | 217.822.6152 mobile
www.sycamoreengineering.com

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From: Charity Murphy [mailto:charitymurphy@ccparkdistrict.com]
Sent: Wednesday, January 11, 2017 6:35 AM
To: Ron Stone
Cc: terry stepp; Lorna K. Geiler
Subject: Re: Status

If anyone has any questions, they are welcome to call me. I would be happy to speak to anyone.

Thank you,

Charity

On Jan 11, 2017, at 6:27 AM, Ron Stone <rstone@sycamoreengineering.com> wrote:

> Charity, Thanks for the information. This is park business and I would like to share this email with the other board members. One member at a time so they are all informed.
>
> **Thanks**
> **Have a Great Day**
> **Ron Stone**
> Illinois Development MGR
> 217.826.2722 Marshall Office | 217.822.6152 mobile
> www.sycamoreengineering.com
> <image001.jpg>

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From: Charity Murphy [mailto:charitymurphy@ccparkdistrict.com]
Sent: Tuesday, January 10, 2017 11:10 PM
To: Ron Stone
Cc: 'terry stepp'; 'Lorna K. Geiler'
Subject: RE: Status

Ron,

I did contact Terry with my resignation. As I shared yesterday evening during the meeting, I have a follow up appointment on January 26th. My doctor will not release me prior to my follow up due to the extended recovery as a result of the extensive reconstructive surgery I had, and the setbacks associated with it. My intent is to be back in the office on the 27th, and my resignation effective March 31. My hope is that this will allow the board ample time to conduct a search. As I mentioned to Terry, I am happy to help my replacement get acclimated, with the hope that the transition will go smoothly, as there is much to be done prior to opening day, and at the beginning of the season. I will send an update to the board this week with the projects we are working on and the day to day activities that I've been completing while working from home so that everyone is in the loop.

Regarding my reasons for resigning, and in submitting my resignation to Terry, the basic reason is that my professional relationship with you seems to have declined, judging by the constant nitpicking I receive, the micromanaging, and the hostility that has been festering the past several months, not to mention the things that have occurred without my knowledge and in fact behind my back with regard to staff, among other things. Furthermore, the manner in which you addressed your concerns regarding what you perceived to be an inappropriate relationship between Joey and I was out of line. Your decision to hold my paycheck was also out of line. These are two of many issues I have with the way things have been handled. I have tried to work with you. I've asked you point blank what the riff is between us. I wanted things to work out.

Several months ago I sent you an email regarding my frustrations with the board, their interactions with me, my team, and the manner in which some have conducted themselves on multiple occasions. In early August I also sent an email to you and to Glenn in an attempt to be proactive at the onset of my medical issues expressing my concerns over the upcoming months should my health

decline. Neither of you responded to that email in which I asked that we discuss the next 60-120 days and the approach we should take should my health decline. Instead, I've received criticism, disrespect, micromanagement and at times harassment from several members of the board. The constant turmoil, lack of work among the board for the greater good of the District, and the failure to maintain control of the situation at nearly every committee and board meeting has led to my decision. Behavior such as what was exhibited by Steve Turpin during the dock committee last night is a prime example of what I am referring to. Disagreeing with me, my leadership or management style, or any other issue is not the problem. Not approaching the issues in a professional, respectful manner is the issue, and the fact that you have allowed this, is completely unacceptable- and that is the problem.

To take my points one step further, I must share that during a visit to our office, that Steve stated to both Jana and Danielle that when the board changes in April, I will be the first to go, and Jana will be the second. First of all, that statement itself fosters a hostile and intimidating environment. Second, it is once again completely disrespectful and unprofessional. Unfortunately, due to the circumstances surrounding my interactions with you, I felt that my complaint regarding the matter would be met with a non-serious attitude. Meanwhile, as I am criticized for what some consider substandard work performance, we have commissioners who have been charged with completing certain tasks, and they remain incomplete. All the while I have been given added responsibilities that should not be considered priorities, but are merely items that fit into the personal agendas of certain commissioners, and you are no exception. I have taken the brunt of criticism from outsiders due to some of your actions.

As I said to Terry, I do not pretend that there are things that have not fallen through the cracks in the wake of my medical issues. However, often times, those items have been things that were not high on my list of priorities, but were added by you or others, and not significant in our day to day operations. It seems that only a few acknowledge that we've had outside distractions of a large volume to add to the workload, along with changes in staff that were no fault of mine. I am frustrated over what seems to be a continued personal attack of my credibility and efforts at the park. Not only does the scrutiny of the Board bring into question my ability to lead the efforts at the park, but it also brings into question the ability of the Board to come together for the common good to move the park forward in the effort to continue the positive momentum I've worked so hard to establish.

I have worked tirelessly to turn the park around. I and my family spent much time ourselves working during times when we had no staff due to shortages or lack of funding to cover payroll. I took a $10,000 pay cut from what was previously offered when I took on the role of interim director, simply because of my love of the park and knowing that the District couldn't afford to pay me $35,000 initially. I have dealt with more issues than any other director, and still managed to dig us out of hole and turn things around financially. We had a total of $147,235 the day I was appointed, and of that, we were negative $31,000 in one account, had borrowed money from the erosion fund to cover payroll, and were looking at borrowing money to survive the rest of the season. To date, we have nearly $600,000. Employee morale has improved. Customer satisfaction has improved-so much so that we are having to maintain waiting lists for camping and cabins. Patrons have stated that they have returned to check us out again after going elsewhere for several years simply because of all the positive improvements we have made, AND those positive statements are making their way through our patrons by word of mouth. It is simply unthinkable that we aren't continuing to move forward and as I've said for some time now, are stagnant due to the personal agendas and vendettas of some of our board. Not only does this send a negative message to the community, but it also sends a negative message to my team, who feel that every move they make is questioned.

The combined items mentioned above led to my decision. At a time when I most needed the support of the board, I received nothing but criticism by some. It is further shown by the recent communication regarding my PTO and the statements that there is concern that I've not accurately documented my time. I put in enough time in the first year to more than make up for any time I took off. A bit of understanding in light of my circumstances would have been appreciated. I certainly hope that if any of you are ever met with the same situation that someone shows some compassion instead of looking for ways to undermine you.

For the sake of the future of the District, someone needs to get a handle on the board as a whole, stop the bickering and back stabbing, and figure out how to fund tomorrows park at today's prices.... The District cannot thrive or even survive when you change directors every couple of years, and with all that has happened over the last few years, you may find yourselves hard pressed to find a director who is willing to relocate to this community, deal with all of the same criticism I have, and do so with grace and dignity, at a salary level anywhere near mine, given the reputation of the board which is easily confirmed by a variety of sources. It makes me very sad to see the park potentially return to the state it was in when I arrived. I would suspect that many of our patrons feel the same way and

won't likely respond favorably to the increase in fees when we are once again in a position of not making improvements and charging more.

I wish the District nothing but the best and hope that the individual board members can somehow see past personal vendettas to come together collectively for the betterment of the park. There is still so much to do and I hate the thought of it sliding backward instead of moving forward. I will continue to offer my support wherever I can as I still believe the park has the potential to be even greater than it is currently.

Sincerely,

Charity

****

Charity Murphy
Executive Director

Clark County Park District
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From: Ron Stone [mailto:rstone@sycamoreengineering.com]
Sent: Tuesday, January 10, 2017 12:10 PM
To: charitymurphy@ccparkdistrict.com (Charitymurphy@ccparkdistrict.com) <Charitymurphy@ccparkdistrict.com>

Cc: 'terry stepp (testepp42@yahoo.com)' <testepp42@yahoo.com>; Lorna K. Geiler <lgeiler@MeyerCapel.com>
Subject: Status

Charity, Terry stopped me after the meetings last night and informed me that you indicated that you would be Resigning affective March the 31st. I need to know what you are thinking and if that is so. I then got a call from Jana, she said that you had called her and told her that you resigned yesterday to Terry. Please let me know what your thoughts are so I can inform the rest of the board so they do not hear this on the street.

Thanks in advance for you time and information on this matter.

Thanks
Have a Great Day
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dmasso@ccparkdistrict.com

From: Ron Stone <rstone@sycamoreengineering.com>
Sent: Monday, February 06, 2017 2:21 PM
To: dmasso@ccparkdistrict.com; jwilliamson@ccparkdistrict.com
Subject: FW: Resignation Status

Thanks
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From: Charity Murphy [mailto:charitymurphy@ccparkdistrict.com]
Sent: Tuesday, January 24, 2017 1:56 PM
To: Ron Stone; terry stepp; Glenn Kuehnel; cjewing6@frontier.com; donpine@joink.com; 'Turpin Appraisals'; randys_101@yahoo.com
Cc: 'Lorna K. Geiler'
Subject: Resignation Status

Good afternoon,

After careful, heartfelt consideration, I am standing by my decision to resign from the District effective March 31, 2017.

As I mentioned previously, I feel that the climate surrounding the board as a whole has deteriorated, resulting in lack of positive communication and a desire to move the district ahead in a manner that is conducive to the overall objectives and goals for its future. I absolutely love our park, our patrons, and my team. I've been personally invested in the betterment of the park for many years and have dedicated countless hours to making positive improvements. The improvements that we have been able to achieve despite being distracted by more than 200 FOIA requests during my tenure should speak volumes about my abilities. Turning things around financially was a huge accomplishment that I've very proud of. We worked with fewer team members and cut expenses to do so. The District is on the right track and is in the best place it's been financially in years. Even so, I'm still met with criticism and

hostility by some members of our board, regardless of my attempts to rectify the situation. As I stated in an earlier email, the lack of support I received during my illness was unexpected. In fact, the manner in which several things were handled especially during October when I was in and out of the hospital was unjustified. I feel that I've reached a point where I can no longer be effective with the lack of support and growing division of the Board.

Moving ahead, I want what is best for the District. I hope that we can all work together over the course of the next couple of months and put aside personal differences and agendas for the betterment of everything and everyone involved. I ask that we all make an attempt to be respectful and professional to one another as well as my team. Using public meetings as an opportunity to grandstand only makes us all look bad. There are opportunities for discussion at other times. I look forward to continuing to work with you all over the next couple of months as we prepare to kick off the 2017 season.

Cordially,
Charity

****

Charity Murphy
Executive Director

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