MINUTES OF MEETING

UNIVERSITY PARK RECREATION DISTRICT

BOARD OF SUPERVISORS' RESCHEDULED MEETING

Tuesday, October 13, 2026

8:00 a.m.

Business Offices

8301 The Park Boulevard, University Park, FL 34201

Board Members present in person:

Steve Heitzner	Chairperson
Scott Huebner	2nd Vice Chairperson
Gregory Selep	Board Secretary
Steve Swanson	Treasurer

Also, present in person or Via Zoom:

Vivian Carvalho	Senior District Manager – PFM Management Services LLC
Kwame Jackson	A. District Manager- PFM Management Services LLC
Joe Rassett	General Manager – Country Club
Paul Fay	Finance Director/CFO – Country Club
Marisa Powers	District Counsel – Blalock Walters
Various Audience Members	25 Participants via zoom

FIRST ORDER OF BUSINESS

Organizational Matters

Call to Order, Roll Call, and Pledge of Allegiance

The rescheduled meeting of the University Park Recreation District Board of Supervisors was called to order at 8:07 a.m. by Ms. Carvalho. Roll call confirmed a quorum with all four Board members present: Steve Heitzner, Scott Huebner, Gregory Selep, and Steve Swanson. The Pledge of Allegiance was recited.

Ms. Carvalho noted that the Board would need to adjourn by 8:45 a.m. in order to proceed to the Lakeside Room for the Strategic Club Solutions Board Retreat scheduled for later in the morning.

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Public Comments

The following public comment was received:

Dean Matt addressed the Board regarding the Osprey Consulting Agreement, characterizing Osprey as redundant given PBM's involvement, and raising concerns regarding negligence. He also raised issues related to PBM not being considered part of the Club's management team and the Board's oversight of that relationship.

No additional public comments were received.

Opening Remarks by Board Chairman

Mr. Heitzner provided opening remarks covering five topics:

1. Board Behavior: Mr. Heitzner addressed an exchange between Board members at the prior meeting that he described as unprofessional and embarrassing. He reminded all Board members that while disagreement and debate are expected, every member has the right to voice their opinion without publicly insulting a colleague or accusing them of failing at their job. He called on the Board to maintain mutual respect going forward, noting that the Board has accomplished a lot under challenging circumstances and must continue to do so professionally.

2. Strategic Planning Advisory Group Update: Mr. Heitzner provided an update on the Strategic Planning Advisory Group. He noted that the Board's prior decision to appoint a Board member liaison to the group is inconsistent with District policy, as advisory groups are General Manager-led and no advisory group has a Board member serving as liaison. He thanked Mr. Selep for his work with the prior committee and Mr. Huebner for his willingness to step in, but stated that the correct course is to turn leadership of the group over to General Manager Joe Rassett. Mr. Heitzner further noted that Mr. Rassett has asked Rusty Piersons – still a candidate for the Board of Supervisors – to join the group and co-lead the effort alongside SCS, targeting completion of the 5-year strategic and financial plan by the end of January 2027.

3. Board Seat 3 Appointment – Deferred: Mr. Heitzner proposed delaying the vote for the fifth Board member to a future date to be determined, citing a clear lack of Board alignment. The Board reached consensus with no objections to deferring the Seat 3 appointment vote to a future meeting.

4. UPCAI Update – Settlements and New Invoice: Mr. Heitzner reported that the Board received two documents on or around Friday, October 2nd: (a) a settlement offer from Tom Christopher proposing a sharing of the John Fetzik severance costs; and (b) a letter from the

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UPCAI attorney suggesting a path toward mediation. Due to Sunshine Law constraints, the Board cannot discuss these outside of a publicly held meeting. Given the abbreviated time available this morning, the Board will review and discuss both documents in detail at the October 27th meeting. Mr. Heitzner also noted a new invoice received the prior day for a separation agreement and payment that PBM made for Curtis Nickerson, in the amount of just over $11,000. He stated he was not consulted on this. District Counsel confirmed she would be prepared to speak to both matters at the next meeting. The proposed management agreement and mutual cooperation agreement with UPCAI will also be brought forward at that time.

5. October 19th Management Company Presentations: Mr. Heitzner previewed the October 19th workshop at which the Board will hear presentations from approximately four organizations: Hampton Golf (8:00 a.m., Jacksonville, FL-based golf and country club management company); Berman (10:00 a.m., Orlando, FL-based full-service property management and facility services company with special district experience, being considered primarily as a PEO); Troon (12:00 p.m., world's largest golf and golf-related hospitality management company, with regional offices in Bradenton); and FrankCrum (2:00 p.m., professional employer organization – PEO). He emphasized that no decisions will be made at the October 19th meeting; the Board will discuss at a subsequent meeting which, if any, organizations to invite back. He noted that the Board's priorities communicated to each company include taking care of employees, enhancing the member experience, and providing operational excellence. Each company has also offered to extend the same benefits program to UPCAI employees if UPCAI elects to participate.

Discussion ensued regarding whether PBM should be invited to present. The Board reached consensus that given the existing familiarity with PBM and the absence of an obvious presenting party, PBM would not be added to the October 19th roster; the Board could revisit in a second round if needed. Mr. Swanson noted he would defer any community polling decision until after the October 19th presentations, and that the option should not be taken off the table if the Board remains divided after that.

SECOND ORDER OF BUSINESS

Old Business Matters

1. Nominations & Appointment of Board Member for Vacant Seat 3:

a. John Haddock
b. Dale Otterman
c. Rusty Piersons
d. Bill Price

As announced during the Opening Remarks, the Board reached consensus by agreement of all four members to defer the Seat 3 appointment vote to a future date to be determined. No motion or vote was taken.

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2. Consideration of Osprey Consulting Agreement

District Counsel Marisa Powers presented an overview of the proposed Osprey Consulting Agreement with Michael Beaumier of Osprey Consulting. Key terms include:

- Flat monthly retainer of $5,000, consistent with what has been paid since Mr. Beaumier initially began working with the District.
- Term commencing September 1, 2026, for one year; however, the agreement auto-renews so long as the scope of work is ongoing.
- The District may terminate with 30 days' notice; the District is not committed to paying the full one-year term upon termination.
- Scope includes consulting work related to the community activity building, administrative offices, fitness building, and all proposed capital improvement projects.
- Fee equates to approximately 5.5 hours per week of time on average. The retainer structure means time involvement may vary by project phase.
- Insurance terms were reviewed and coordinated with the District's insurance company, which has confirmed comfort with the limitations of liability and waivers in the agreement.

Mr. Heitzner provided context, noting that Osprey was originally engaged to help resolve issues arising from a prior capital project (the outdoor café) that experienced problems under prior management. Mr. Beaumier has since been working with the District on a month-to-month basis during the period when no active contract was in place. He has continued consulting on the kitchen and Fitness/Wellness Activity Center projects.

Discussion centered on whether to defer approval until after the October 19th management company presentations, given that some management companies (such as Troon and Hampton Golf) include project management resources in their service offerings. The Board agreed it was prudent to defer to avoid potential duplication of services, while noting that Osprey's work on active projects would continue on a month-to-month basis in the interim.

The Board reached consensus to defer the Osprey Consulting Agreement to the October 27, 2026 meeting. No motion or vote was taken. Mr. Beaumier's ongoing work will continue month-to-month in the interim.

3. UPCAI Update

The UPCAI Update was addressed during the Opening Remarks by Board Chairman. The Board will discuss both the Fetsick settlement offer and the UPCAI mediation letter, as well as the new Curtis Nickerson severance invoice, at the October 27, 2026 meeting, along with the proposed management agreement and mutual cooperation agreement.

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THIRD ORDER OF BUSINESS **Supervisor Comments & Future Agenda Items**

Mr. Swanson reported that the $1.8 million that had been held by U.S. Bank following the bond closing has been received back into the Club's coffers and invested in a Treasury bill. The Board acknowledged this positive development.

Mr. Selep requested that the Pre-Retreat Workbook Summary and the Member Focus Group Summary be posted to the District's website prior to the Board Retreat later in the day. Ms. Carvalho directed Kwame Jackson to post the two documents, noting that the Pulse Survey summary was already posted. Mr. Jackson confirmed he would do so.

Mr. Heitzner noted a question raised by a Board member regarding the UPCAI gatehouse renovation project. He clarified that the gatehouse is an HOA matter and directed residents with questions to attend Chair Council or HOA meetings. He provided an update: UPCAI has not yet received permits for the gatehouse renovation, which was originally expected within 30 days but now may take 60 days, pushing a potential start into season. The UPCAI Board would meet Thursday of that week to decide whether to proceed in season or delay until April 2027. Mr. Heitzner expressed his view that if the project is delayed, a beautification effort should be undertaken to improve the community entrance in the interim, as the current state is not consistent with the standards of the community.

Upcoming Meeting Schedule:

Date	Meeting Type	Time	Location
October 19, 2026	Board of Supervisors' Workshop (Management Company Presentations)	8:00 AM-3:00PM	University Park Business Offices
October 27, 2026	Board of Supervisors' Meeting	2:00 PM-4:00PM	University Park Business Offices
November 13, 2026	Board of Supervisors' Meeting	2:00 PM-4:00PM	University Park Business Offices
November 24, 2026	Board of Supervisors' Meeting	2:00 PM-4:00PM	University Park Business Offices
December 11, 2026	Board of Supervisors' Meeting	2:00 PM-4:00PM	University Park Business Offices
December 29, 2026	Board of Supervisors' Meeting	2:00 PM-4:00PM	University Park Business Offices

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FOURTH ORDER OF BUSINESS **Adjournment**

There was no further business to discuss.

ON MOTION by Mr. Heitzner, second by Mr. Swanson, with all in favor, the Board of Supervisors for the University Park Recreation District adjourned the meeting. Motion carried 4-0. The meeting was adjourned at 8:45 a.m.

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Secretary / Assistant Secretary Chairperson / Vice Chairperson

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