

HOA Board Meeting highlights for May 2019

The following have been discussed.

- The fencing along Deer Creek Way. We will not wait for landscaping before putting up fence. Survey of land will happen in the next couple weeks so that we can put the fence up along Deer Creek Way.
- The issue with the sensitivity of the gates at the entrance hopefully has been resolved. They have been set to a more sensitive setting and will read the cars approaching earlier now.
- The neighborhood rep meeting was poorly attended. We need to send more reminders for next meeting. We also should include that HOA Board members will be present. A couple ideas from the meeting: 1) Having a neighborhood pod cookout to help build a sense of community..
- Special meeting will be held week on May 23 at 5:30 p.m. with HR personnel and is an expert in the studies of jobs and positions in the area, will be coming to speak to us. This will be a unique opportunity for us to receive an objective view of workload for full-time and part-time positions.
- The audit is wrapping up. Pam will do a management response to the audit. Someone from the audit firm will speak to us once complete. So far we have been able to answer all their questions.
- The Marston House was discussed. There are questions concerning property. We are ensuring that we are held harmless so that we are not sued and making sure everything is done legally. Pam confirmed with Lester that it is family land. It is in Pike Road. We are taking it down because of the profanity and people “camping out” or “hanging out” within the property.

- Pool work is complete. Everything is up and running. Pressure washing of deck was done. Pool opens Friday.

- Roto-Rooter was able to grind up the roots in the area by playground where water was backing up. We might need a drain cover to prevent debris from going in.

- There are new signs for the splash pad. New exhaust fans installed.

- The A/C at the guard shack was fixed thanks to Luquire. The unit will not have to be replaced.

- Updates us on the lifeguard meeting. It was about an hour and 15 lifeguards were hired. One is currently getting certification.

Question regarding how many lifeguards will leave to college was raised and they were hired for the entire pool season. Board will need to decide on if limited hours in August to weekends only is warranted. Need to decide by end of June. If any resident asks why we have lifeguards, explain that we need lifeguards to ensure safety and for insurance purposes.

- Will make some FAQs for residents to be posted online. Let her know of any ideas to include.

- An HR person was invited to attend to provide feedback concerning staffing needs in the office. Work volume and wages were discussed. The changes in the roles of all the personnel due to Lowder and Arinov no longer actively selling houses nor being the Employer for the staff was discussed. Lifeguard salaries were discussed. Darby offered to do a job study and help us gather data for the workflow and volume of patrons who come into the office. The Board accepted the offer.

- Changing the office hours and the need to keep a log book to keep track of traffic. The motion to change the office hours was voted on and unanimously approved. The new hours will be: 9 am to 6 pm Monday through Friday, 1 pm to 5 pm on Saturday, CLOSED on Sunday. The new hours will start on June 1, 2019. The new hours will be posted on the website, and an email will be sent to all residents.

- Due to the feedback from the HR personnel, the Board motioned to enact an Anti-Nepotism Clause. The board unanimously voted to approve the clause.

- The Board motioned to have all new full-time and salaried hires, as well as part-time office personnel approved by the Board prior to being hired. This motion was unanimously approved.

- Currently, we are going by the Lowder Employee Manual. We need to change to HOA Board. The special Committee are in charge of this transition and making the changes necessary.

- Currently, the clubhouse cannot be rented online. However, we are going to try and change that.

- Currently, the attorneys represent the HOA and the builders. In order to avoid any conflict of interest, we need an attorney who represents the HOA only.
- The Committee will work on the evaluation forms for employees.