



Pine Mountain Club
Property Owners Association, Inc.
2524 Beechwood Way PO Box P
Pine Mountain Club, CA 93222
P: 661-242-3788 pinemountainclub.org

October 4, 2024

Hello PMC Condor subscribers,

Due to circumstances beyond management's control, the new-and-improved monthly Condor Newsletter is not being mailed/emailed for October. We apologize for the inconvenience of not receiving a full monthly newsletter.

In lieu of that, we're providing a simple abbreviated version on the following pages, highlighting what we believe to be the most important information for you. Please note that monthly Treasurer Reports are still not available (see the General Manager's Report). By **October's board meeting (10/19 @ 10am)**, we expect to provide a revised March report, April, and May. June's report will follow not long after, allowing us to complete our annual audit by November.

For the most up-to-date event, activity, and club information, please visit pinemountainclub.org or come by the office for schedules and literature. Weekly Condors will continue to be emailed every Wednesday, also with up-to-date information.

And a special apology to our paid Condor advertisers - please contact the general manager via email gm@pmcpoa.com for a reimbursement or other compensation plan.

Thank you being a part of Pine Mountain Club!

Let's Appreciate Our Employees!

Grace L. Wollemann, Human Resources Specialist

First, I would like to thank our great employees for their dedication, loyalty and perseverance in making the Pine Mountain Club Property Owners Association what it is today.

As PMCPOA's human resources specialist, I need to discuss the topics of "Hostile Environment Harassment" and "Workplace Bullying." We seem to have a problem regarding the treatment of our employees by certain members, guests, and vendors. It is our responsibility to protect our employees. I wish to address this issue here.

We, as an Association under Title VII of the Civil Rights Act of 1964 and other employment laws must create and maintain a harassment and bullying-free workplace, and that obligation extends to members, guests, and vendors. If someone, whether an employee or member or guest engages in behavior that violates the law, we are required to step in and protect our employees.

When harassment and bullying occur in the workplace, California law gives the victims the right to recover money from the employer, members, and guests. Therefore, you could be required to pay damages. I'm sure none of us want to open our wallets to potential litigation.

We also have our posted Association Rule 3.10, which states in part, "3.10 Abusive, bullying, threatening, and harassing language or behavior directed at staff or members is not allowed at any time or place within the community. If this rule is violated, you may be subject to a fine and/or removed from the property.

In deciding if harassment and/or bullying is sufficiently severe or pervasive enough to create a hostile work environment, courts will look at all the circumstances, such as: 1) the nature of the conduct; 2) the frequency of the conduct; 3) the severity of the conduct; 4) it's context; 5) whether the conduct was physically threatening or humiliating or merely an offensive utterance; and 6) whether the conduct unreasonably interferes with an employee's work performance. In most cases at the Association, the harassment does affect the work performance of the employee victimized. We even had employees quit on the spot due to intense altercations.

Some examples that have occurred are as follows: 1) belittling; 2) threats; 3) false accusations; 4) unreasonable demands; 5) items thrown at them; 6) physical and 7) verbal assaults.

Be aware that this does not stop anyone from making legitimate complaints regarding our employees. Remember, all complaints must go through the general manager, who will take appropriate action if warranted.

Now, for some advice: Be respectful and remember, it's very hard to acquire help from the limited employee pool we have here on the mountain, and it's especially hard to keep them when they're subjected to harassment and bullying from our members, guests, and vendors. Start each day giving a compliment to at least one of our employees. Thank them and show them how much you appreciate them. If they're excelling at their job, tell them.

September 21st Open Board Meeting Highlights

These are highlights of the Board of Directors open meeting of September 21, 2024. Complete minutes are available at the business office or online at www.pinemountainclub.org after their approval at the next board meeting. In the regular open meeting Chair Jennifer Emett called the meeting to order at 10:10 a.m. Nine directors attended: Cam Acosta, Mark Bailey, Candace Bennett, Shawn Coulter, Jennifer Emett, Philip Gabriel, Randall Gates, Carolyn Gilbert, and Brad Hudson. Also, in attendance were general manager Todd Greisen and recording secretary Grace Wollemann.

MOTION by Director Gilbert, **SECOND** by Director Gabriel that the amended agenda for the Board of Directors Meeting of August 17, 2024 be adopted. Director Bennett **abstained**. Directors Bailey, Coulter, and Gates **opposed**. Directors Acosta, Gabriel, and Hudson **approved**. **MOTION** carried.

MOTION by Director Gilbert, **SECOND** by Director Hudson to approve the draft minutes of the Board of Directors' regular board meeting of August 17, 2024. **MOTION** carried

MOTION by Director Gilbert, **SECOND** by Director Hudson to approve the amended committee applications. Director Gabriel **opposed**. Directors Acosta, Bailey, Bennett, Coulter, Gates, Gilbert, and Hudson **approved**. **MOTION** carried.

There were sixteen (16) committee applications for approval.
Chair Jennifer Emett presented the chair's report.

General Manager Todd Greisen presented the managers' report.

There were no treasurers report available.

The board acknowledged receipt of the committee minutes.

There were six (6) environmental control committee projects recommended.
There was one (1) cottage industry permit requested.

BOARD ACTION ITEMS:

OLD BUSINESS:

None

NEW BUSINESS:

MOTION by Director Gilbert, **SECOND** by Director Gabriel to remove Director Gates as Treasurer for cause. Directors Bailey, Bennett, Coulter, Emett, and Gates **opposed**. Directors Acosta, Gabriel, Gilbert, and Hudson **approved**. **MOTION** failed.

MOTION by Director Gates, **SECOND** by Director Coulter to approve **RESOLUTION #01-09-21-2024**, Navajo Court road repair, NTE \$62,000 from the operating fund. **MOTION** carried.

MOTION to approve **RESOLUTION #02-09-21-2024**, repurposing the Ford F-550, Reserve Item 6065, NTE \$3,300 from the reserve fund. **MOTION** Withdrawn.

MOTION by Director Gates, **SECOND** by Director Hudson to amend and approve **RESOLUTION #03-09-21-2024**, replacing the 2011 Dodge 2500, Reserve Study #6059 with a 2024 Dodge Ram 3500 Crew Cab, replacing NTE \$80,000 to \$60,000 from the reserve fund and \$20,000 from the operating fund. Directors Bailey, and Coulter **opposed**. Directors Acosta, Bennett, Gabriel, Gates, Gilbert, and Hudson **approved**. **MOTION** carried.

MOTION by Director Gates, **SECOND** by Director Gabriel to amend and approve **RESOLUTION #04-09-21-2024**, the purchase of a 2024 Dodge Ram 5500 or equivalent, NTE \$111,500 from the operating fund. **MOTION** carried.

MOTION by Director Gates, **SECOND** by Director Hudson to approve **RESOLUTION #05-09-21-2024**, replacing the 2002 Nissan Model 50 forklift, Reserve fund #062, NTE \$40,000 from the reserve fund. **MOTION** carried.

MOTION by Director Gilbert, **SECOND** by Director Gabriel to approve the update to the Emergency **MOTION** by Director Gilbert, **SECOND** by Director Gates to combine five **MOTIONS** into one **MOTION**. **MOTION** carried.

MOTION by Director Gilbert, **SECOND** by Director Gates to approve the update to the Emergency Preparedness Committee Charter and **MOTION** to approve the update to the Governing Documents Committee Charter and **MOTION** to approve the Consent Calendar and **MOTION** to approve the User Fee update and **MOTION** to approve the Rules Violation Fine Schedule update. Director Coulter **opposed**. Directors Acosta, Bailey, Bennett, Gabriel, Gates, Gilbert, and Hudson **approved**. **MOTION** carried.

MOTION by Director Gilbert, **SECOND** by Director Hudson to approve the Environmental Control committee recommendation for a variance for 3405-205. **MOTION** carried.

The board sent and received sixteen (16) items of correspondence.

MOTION by Director Gabriel, **SECOND** by Director Bennett to add board liaisons to PMC's elected government officials including but not limited to the county supervisor, state representatives and federal representatives. **MOTION** carried.

MOTION by Director Gabriel, **SECOND** by Director Hudson to start a food closet that would be funded by PMC and donations from the community. **MOTION** withdrawn.

The next Regular Open Board Meeting will take place on October 19, 2024 at 10:00 a.m. in the Condor Room.

Meeting adjourned at 1:25 p.m.

Board of Directors Chair Report

Now that we have available space over the post office and we were unable to extend the pavilion building due to geological issues, an executive subcommittee has been formed to discuss and review clubhouse design options with the design team and project manager. We're also considering postponing and scaling back pavilion building upgrades. We hope to present all options to the membership for feedback within a month or two.

A detailed reserve study will begin in the next month or so. It will be key to determine funding and design options.

The Bear Ad Hoc committee has received eight applications but one person has dropped out so there will be seven members. I will contact everyone to arrange a meeting time and location, including Zoom, once the applicants are approved later in today's meeting.

PMC POA continues to coordinate and work with CDFW so it is already doing everything it can to resolve the bear problems.

PMC POA facilitated the process by providing the meeting space and continues supporting the movement forward as a *community service* by adding the link to email blasts and placing the link on its Facebook page.

While the PMC POA is greatly impacted by using its resources and employee time to combat the problem, the PMC POA itself, i.e., the Board of Directors was not asked to participate directly because it's not appropriate for the PMC POA, LLC. to sign petitions.

That being said, I *personally* support trying anything to remedy the problem that is a nominal cost to the association.

PMC will participate in the Great Shake Out - will remind everyone there will be a siren 10/17 @ 10:17 to drop/cover/hold on. More information will be provided as that time grows near.

I am activating the Budget Working Group early this year to give them additional time to review the new reserve study and build next year's budget.

We are still waiting for the new commercial rough mower to arrive. Last month Mark Bailey stated the old rough mower was inoperable and the board was misled. That was a false statement. In fact, during the July board meeting, the resolution was clearly amended to remove that statement and Mark restated that it was operable. The old mower is still working and was always planned to be a backup. However, is very inefficient and staff spends significantly more time than would be needed.

Stay safe and be prepared.

Best Regards,

Jennifer M Emett

General Manager's Report

It's been a busy month since my last report. Limited staffing has kept us from completing projects we'd like to have done by the end of the summer. I've been out a lot myself, due to a family medical emergency.

We've made some improvements to Lampkin Park this summer, but not completed others that I'd hoped to have in place for the youth sandlot league. Among those projects yet to be completed are repair of the scoreboard shed and shades over the grandstands. Thank you for your patience as our staff continues to work on daily maintenance priorities.

One of those is safety on our roadways. As you travel some of them, you may have noticed some improvements designed to make our roadways safer and mitigate reckless driving. An ongoing project is to paint stenciled warnings on roadways, such as "STOP AHEAD" and "25 MPH". We've also focused on clearing vegetation blocking above-ground signage. Striping, following our annual resurfacing project, has been stalled by our inability to getting reasonably priced bids. Due to our remoteness, sometimes it's hard to get vendors to make the trek up to PMC to complete important work. Another road safety project you may have noticed is our recently repaired radar sign, reminding drivers of their speed. This sign will be observed on a rotating basis along major roadways throughout the community.

Unfortunately, our ability to enforce speeding and other reckless driving is limited. For example, Patrol does not have authority to pull someone over for speeding. We do not have sworn law enforcement officers on staff, which is what it would take to do that. What we can do, is take civil action through our rule violations, which can include hearings and fines, when we're able to connect a vehicle to a residence. If you are able to observe consistent speeders, and can identify the culprit, your reports to patrol are welcomed. We all need to participate in making our roadways safer for vehicles, bicyclists, and pedestrians.

Another threat to PMC homes is the ongoing bear break ins. Fortunately, we've seen a significant decrease in bear activity within PMC recently. We can't factualize the reason for the decline – only speculate a few possible reasons. PMC's national and international media attention in recent months may have helped get us the needed attention from California Fish and Wildlife to take more serious action mitigating the problem. Due to the many homes damaged, more residents have certainly taken more preventative measures to protect their homes. Or it could simply be that, coming out of years of drought, the forest fruit and berries are abundant this year in the surrounding national forest. These are preferred for bears over human food, keeping them in their natural habitat. Regardless of the reasons, we are pleased to report this good news!

Speaking of our surrounding wildlife, we are continuing our ongoing work on greenbelts to mitigate wildfires. This summer's project, overseen by the USDA for environmental protection controls, took place in the northeastern area of PMC, around Nesthorn Drive. Each summer, following mating and nesting season, another section of our many greenbelts will have fuel control measures taken to impede the spread of wildfire. These efforts are paid for through grants, so that PMC members aren't bearing the cost. I also hope to complete a grant in the coming months to support similar projects underway by the National Forest Service. The goal will be to create a shaded fuel break around all of PMC. A community similar to Pine Mountain Club, called Alta Sierra has done this and proven it to be successful in preventing a nearby wildfire from devastating that community.

A few administrative notes... we're back on track to getting our monthly financial statements produced for the membership. These delays were caused by a failed attempt to upgrade our management system

software. Unfortunately, the system we chose was found to be insufficient for our needs, so we've reverted to our old system until the ideal solution can be found. We are still in catch up mode, but on track to have the annual audit complete and sent to the membership by November.

We've also begun updating our reserve fund study for capital improvements. The board has selected a new vendor to meet mandated requirements that a physical inventory of all PMC components be inventoried and assigned a current value, its remaining useful life, and estimated cost to replace at the end of its life. A 3-year cycle is established with this physical inventory in year one and updated in years two and three. This is a method associations use to set aside funds to avoid borrowing when major repairs or replacements become necessary. Funds must be set aside from annual operating expenses into this separate account for this purpose. When completed, the board approves the study and establishes the necessary funds split out from operating costs into investment accounts to save for these future expenses. Associations who don't follow this best practice find themselves borrowing large sums of money, and when underfunded see negative impacts to home values.

Lastly, on lighter notes, we've come to the end of our summer Concerts on the Greens. August's event was a success with a Pat Benatar cover band. September concluded our series with a band called Katfish. Only a few golf tournaments remain this season. Other successful recreational events have included some well-attended teen events. The pool season is winding down, with open swim ending Columbus day weekend and lap swim ending at the end of October. Our Halloween events are scheduled including kids and adult clubhouse events, and the annual barn bash at the Equestrian Center. Check for details of these community events in the clubhouse or online at on PMC's Facebook or our website.

Have a great day!

Todd Greisen, General Manager & COO