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September 9, 2011
Board Meeting Minutes

Vice President Cheryl Wolff called the meeting to order. Roll call was taken with Richard Kummer, Mark Benjamin, Don Sciascia, Larry Bonander, Gary Varney, Paul Meredith, Dick Dorton, and Attorney Michael Wyman present.

Motion: To excuse Jeff Shimmin.

Motion made by Paul Meredith Seconded by Mark Benjamin Passed

Motion: To accept the August 12th, 2011 Board Minutes.

Motion made by Gary Varney Seconded by Don Sciascia Passed

Motion: To accept the minutes from the Special Board Meeting, August 19th, 2011

Motion made by Richard Dorton Seconded by Richard Kummer Passed

Correspondence

A letter of resignation from Larry Bonander was received.

Motion: To accept the resignation of Larry Bonander.

Motion made by Paul Meredith Seconded by Don Sciascia Passed

Vice-President Cheryl Wolff requested agenda item #7 be moved to item #3.

Approved by consensus

New Business

Lot owners concerns. Cheryl Wolff told the audience that they had a three minute time for speaking per owner.

Wayne Sahli; Wayne read a letter he had written to the Board concerning the dismissal of Rochelle Detering and his concerns regarding the management.

Wayne suggested to the Board to bring in a human resource firm to evaluate employees.

This might help to identify opportunities for improvement.

He also suggested that the Desert Aire Board write a letter to the Desert Aire owners, making clarifications to why decisions like this were made.

Wayne stated that he thanked and appreciated the Board members for their voluntary work and for listening to his concerns.

Wayne requested copies of how employee's performance is measured, procedures used to evaluate employees, and procedures involved in termination.

E.W. Smith; E.W. read his petition to the Board regarding the dismissal of Rochelle Detering. He stated that the members of Desert Aire are concerned about the process of



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this termination. They are requesting a forum where concerned parties can be present to go through this process.

Ron Bundy; Ron started by thanking Larry Bonander for his years of service on the Board.

Ron stated everyone at one point has probably had to employ and terminate someone and we know it isn't fun. But, it always needs to be done properly and that the termination of Rochelle Detering is a very poor example of a rightful termination. The Board has put the home owners in a situation that could cost us a lot of money. The answer to Rochelle's letter, according to state law, is not acceptable.

Ron feels that Desert Aire needs to consider some new leadership in Desert Aire.

Gloria Carrigan expressed her concerns for Rochelle as 14 years ago she went through the same thing and was not allowed to meet with the Board before their decision either. She stated that she feels this was a very bad decision.

Velma Best stated her views on the termination situation. Velma was in support of the board and felt that everyone should get all the facts before doing something that will hurt us all.

Gary Walls asked about the special meeting that was held, and if it was regarding the firing of Rochelle Detering. Cheryl Wolff stated how the meeting went and stated that it was unanimous among the 7 members in attendance. Gary asked if Rochelle was ever offered any management training.

Wayne Sahli again requested a letter from the Board to the members stating the reasons why they made the decisions they did and what the Boards feelings are about what is going to happen in the future.

Randall Weber asked if corporate council blessed this decision from the Board. He suggested that they do so before doing anything else if you haven't. Attorney Michael Wyman stated that he was involved in the meeting and that he has been in constant contact with the staff about these issues. He was actively involved in the discussions that took place in the executive session in the special meeting. He stated that he does not make any decisions, that he is only an advisor. The Board is the one that makes all the decisions by a majority vote.

Linda Varney was in attendance to implore the Board to revisit the whole decision process by which Rochelle Detering was fired. It seems more information has come out that the Board was not aware of when they made that decision. She is also concerned about the due process that was afforded her. She doesn't feel that due process was given to her.

She asked the Board to revisit the situation with the new information that maybe they weren't aware of.

Cindy Couples stated that the home owners voted for the Board to represent us as a community, we as home owners expect the Board to communicate with us. Cindy feels that there has been a lack of communication regarding this particular incident. She feels the home owners deserve it as they voted the Board in.



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Motion: To close the open comment session @ 4:35

Motion by Richard Kummer Seconded by Mark Benjamin Passed

Gary Varney stated he had very serious reservations rather due process was served. Gary had talked to Rochelle and has heard both sides of the story. With the information that was provided to the Board, they really didn't have a choice based upon that information to make any other decision on what they did. But, unfortunately, he thought they didn't have all the information. Gary stated that one of the things he would like to do is go into executive session and go over this issue again. Gary feels that the Board, as an employer, needs to deal with the employees in a very fair manner and give them the opportunity to make corrective actions. He is disappointed that Rochelle was not given the opportunity to do so. The Board needs to put a process into place so that it is very clear and people are very aware of what action is available for corrective action.

Don Sciascia made a statement that while the Board was in executive session he didn't feel comfortable regarding the information that was coming in. He is now asking himself if they did make the right decision. Unfortunately you have to make a decision with the information that was given. Don stated he agreed with Gary that they need to take a second look, look at the additional information, and re-assess it.

Someone in the audience asked if Gary Varney could read his letter that he sent to the Board. Gary proceeded to read the letter.

Cheryl Wolff announced that it is not the practice of the Board to discuss the reasons behind employment separation. The reason for termination was discussed with Rochelle, she did have a chance to respond, a termination letter was sent to her, she also had at that time the opportunity to discuss the reasons further with James Curdy, Jeff Shimmin, or come to the Board. She has not done that.

As you know, the Board has a difficult job and they are all volunteers. The Board is elected to make decisions on the behalf of the residents and the residents trust the Board to make educated and well informed decisions. If the decisions that the Board needs to make are put out there for everyone to work on, they would not get made. We can take into consideration to go back into executive session, either after the end of this meeting tonight, or at another meeting.

Gary Varney requested that they do go back into executive session tonight.

Cheryl told the audience that the Board appreciated their comments tonight and being able to hear from each of them their concerns.

Doug Kreie was present to ask about removing his second water meter after combining his two lots. Chris Guillen had told him that that is the policy and that the policy was made in 1996. Doug feels that it is unfair to take the meter from his place and re-sell it to someone else. Cheryl Wolff suggested turning in a formal request for a variance.

There was some discussion on the possibility of changing the policy.



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Cindy Couples voiced her concerns regarding drinking in the park. She asked if there was some way to get a gate or something to help stop this. Cheryl Wolff stated that the Board is already working on something like that.

Wayne Sahli asked what will be done for the process to fill the vacant Board position. Cheryl Wolff explained the process. The first thing someone needs to do is send a letter of interest to the office in 150 words or less. There was a discussion on the length of terms for the Board members.

Karan Kronholm asked about the amount of bonuses that were given out. She wanted to know how to look at the financial records. Cheryl Wolff stated she just had to come up to the office for that information. James Curdy stated that the bonuses are in aggregate, not per employee. There was some discussion on whether wages and bonuses were public knowledge. Gloria Carrigan stated that it is public knowledge as the home owners are paying those wages with their dues.

John Kronholm asked if there was some kind of form that was used for giving raises or bonuses. James Curdy stated that there is an annual evaluation process. The Board has established a new pay for performance. They are still in the process of drafting the different forms and such that goes with all of it.

Gloria Carrigan asked just what James Curdy's job was. James stated it would be easier to tell you what isn't his job. James said he manages the day to day operations of Desert Aire. Gloria asked if he was the General Manager of Desert Aire, James stated you could use that term too, but here at Desert Aire he is the Superintendent.

Committee Reports

Golf

Don Sciascia reported that the committee discussed the forward tee situation and Brian Mullen did an excellent job going around all the tees and laying out where the tees would be.

Architecture

Cheryl Wolff stated there were no applications to go over at yesterday's meeting so the committee discussed violations, hanger homes, and other procedures the committee needs to work on.

Communications

Rich Kummer announced that the next scheduled meeting is Wednesday, October 12th, 2011. The newsletter should be out next week. The communications committee would like to start highlighting people and services around Desert Aire that make this a better place to live.



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Airport

Rich Kummer reported that the airport committee meets at 4 PM Thursdays, prior to the Board meeting. Rich explained how the airport works and the improvements that they have made and are in the process of making. He discussed the EMS landing zone and another tie-down area at the east end of the runway for excess parking for planes.

Water

Dick Dorton stated that the water tower needs a new paint job next year. The water department is also looking for a safer way of putting chlorine in the water.

Treasurer

Gary Varney reported we are still ahead of the budget.

Parks, Marina and Greenbelt

Gary Varney stated that there are a few things going on such as the PUD developing a new Priest Rapids Recreation Area Development Plan. They are currently evaluating the shoreline that is adjacent to Desert Aire plus they are working on Sunland and Crescent Bar even though they are all separate plans. The marina/shoreline trail is on schedule. There will be a cleanup day for the shoreline area on Saturday, Sept. 24th, 8 AM. Grant County will be down to help, bring bags and gloves, etc.

Lately there have been a few problems down on the beach. A golf cart and car were stuck down there and in the process the people were arrested for substance abuse. Before Grant County could come remove the vehicles, the owners took a backhoe down there and destroyed the PUD common area.

The parks department will be working on a new agreement for the river camp ground. Cheryl Wolff asked if anyone had shown any interest in joining the committee for the park gate, pool, or exercise room. Gary stated that he has not, but would like to assess the pool soon as it has a leaky pump and a few other problems.

Dick Dorton wanted to thank Bob Kibler for all his years of service trying to get the marina going. Bob stated he will still be on the committee to see it to the end; he just won't be heading it up.

Manager's Reports

Superintendent; The primary banking accounts will stay in Mattawa at the Columbia Bank.

Beginning Nov. 7th, office hours will be 8:00 AM – 4:30 PM.

Water Master; The pool is now closed for the year.

Golf Pro; Gary Varney reported that from Jan.1 – Aug. 31, the green fees are up to \$154,000 vs. \$140,000 last year. Pro Shop is up from \$101,000 to \$109,000.



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Old Business

Cheryl brought up the Board of Directors Code of Conduct. She asked if anyone had any questions regarding it.

Motion: To accept Code of Conduct for Board Members.

Motion made by Richard Kummer Seconded by Paul Meredith Passed

Dick Swaab was present to go over a proposal to buy the common area behind their house. After recommendations from the board at the last meeting the Swaab's talked to Dick Skogerson regarding boundary line adjustments. Dick brought them some information on the line adjustment and the value that Grant County gave the area of ground they would like to purchase. There was some discussion on the value of the property and whether they should sell them that piece of common area.

It was decided to send the matter through the Parks and Marina Committee for a recommendation after gathering information they will need to make a decision.

New Business

Attorney Michael Wyman's contract expired last month and the board needs to approve a new one. The board went over the proposed contract with the attorney, discussing the wages per hour and travel/meeting expense.

Motion: Approve contract for professional services between Desert Aire Owners Association and Lemargie, Wyman, and Whitaker, and authorize V.P. to sign in Jeff's absence.

Motion made by Don Sciascia Seconded by Paul Meredith Passed

Motion: To adjourn to executive session for 10 minutes to discuss personnel issues.

Motion made by Dick Dorton Seconded by Mark Benjamin Passed

Executive session was extended four times, for ten minutes each. Secretary Kummer made public announcements prior to each extension.

Return to regular meeting.

A discussion regarding the board reviewing and working on the corrective action processes related to employment matters followed executive session.

Motion: To adjourn regular meeting.

Motion made by Don Sciascia Seconded by Dick Dorton Passed

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These minutes have been reviewed and accepted by the Board of Directors this 14th day of October, 2011

Signatures:

_____ Date:
President

_____ Date: