

**SUNRIVER OWNERS ASSOCIATION
BOARD OF DIRECTORS MEETING
SROA BOARD ROOM
MARCH 19, 2022**

DIRECTORS PRESENT: Keith Mobley, Clark Pederson, Bill Burke, Mike Gocke, Mark Murray & Tony De Alicante, Gerhard Beenen & Scott Gillies

DIRECTORS ABSENT: Paul Coughlin

STAFF: James Lewis, Susan Berger & Jesus Mendoza

The Board of Directors meeting was called to order at 9:01 A.M.

NUMBER OF ATTENDEES: 4

OWNERS FORUM: Bob Stillson, 10 Belknap Lane discussed two issues. First, he commented about the decision of the Deschutes County Commissioners to require universal service and payment for adding side-yard recycling to Sunriver – he questioned whether or not that decision had anything to do with the 2021 owners vote which did not approve the new recycling facility. Second, he noted the challenge to meeting all owner’s desires and keeping them happy in the face of rising costs to provide SROA services – especially as related to other rising costs (such as water/sewer) and requested funds (levy requested by SSD for new facility). He noted that this may lead to some unfounded grumbling by some and that SROA is good at managing the association’s funds. However, in light of rising costs, he believes that SROA should consider scaling back some projects (such as new tunnels) and re-direct those funds to supporting people/staff and supporting the superb facilities that we have by keeping them open and providing good service.

OWNER FORUM FOLLOW-UP FROM LAST MONTH’S MEETINGS

GM Lewis reported that on Friday, Bob Stillson, 10 Belknap Lane thanked the Recreation Director Leigh Anne Dennis and the entire recreation staff for the additional lap swim offerings and the willingness of staff to go the extra mile which sends a positive message about the trajectory of SHARC. He spoke in favor of closing the existing recycle facility in Sunriver and lastly, he noted how while he appreciated the in-depth discussions on the proposed pathway dog leash rule and the proposed labyrinth the Board seemed flummoxed and had a hard time deciding on these issues.

On Saturday, Randy Schneider, 6 Dixie Mtn. Lane, commented on the Board’s discussion on Friday concerning the possible addition of Class 2 ebikes and noted the number of variables that influence the decision and future use on the pathways if allowed.

RECAP OF 3/18/22 BOARD WORK SESSION

President Mobley reported the Board heard a presentation from Tim Smith, NW Regional Manager for NW Natural, owner of the water and sewer companies who provided an update on water quality, the upgrade to the sewer treatment plant, recent rate hikes, and plans to replace Well #2 this summer.

Assistant GM Kessariss provided an update on recreation statistics and was happy to report that both the Recreation Plus Program (RPP) and Member Preference Program (MPP) sales continue to run ahead of last year and illustrate the commitment from the owners to support those programs.

Director Beenen provided an update on the Telecommunications Task Force reporting that a survey went out to all owners signed up to receive email blasts from SROA. The survey was sent to 4,500 email addresses and to date 1,891 have been returned. The survey will be available until March 20th and once complete will be reviewed by the taskforce after which the taskforce will bring a recommendation to the Board for consideration.

Public Works Director Mark Smith provided some history and the Board held further review of the Conceptual Pathway Master Plan which is on the agenda for action today.

GM Lewis provided an update on the recycling situation and reported the Deschutes County Commissioners approved a universal fee of an additional \$14 per month to all Cascade Disposal customers in Sunriver. They anticipate starting the side-yard collection in September.

The Board held another lengthy discussion on ebikes and whether Class 2 ebikes should be allowed on the pathways in the Sunriver. Safety was the main concern cited by several Board members and majority agreement was reached that a 15 mph. speed limit should be adopted. This item is on the agenda for action today.

The Board heard a presentation from staff regarding the immediate need to hire an Events Coordinator at SHARC, a position that was eliminated during the pandemic. This is an unbudgeted position, the cost of which will be offset by additional bookings at SHARC and the savings in Recreation monies due to unfilled positions at the facility. The Board also heard a presentation from staff regarding the current hiring challenges being experienced and staff's recommendation of how SROA might be more successful through higher wages and incentives to seasonal employees.

The Board was provided with the outline for an IT Strategic Plan and a request to allow a taskforce to be appointed to begin work on this issue.

The Board discussed the request from the Sunriver Service District for a statement in the May Deschutes County Voter's Pamphlet.

The Board reviewed the agenda for 3/19/22

An executive session was held discuss a contractual matter.

BOARD ACTION
BOARD MEETING MINUTES

Director Beenen moved to approve the minutes of the February 18, 2022, Board Work Session minutes as corrected. Seconded by Director Pederson, motion passed unanimously.

Director Burke moved to approve the minutes of the February 19, 2022, Regular Board meeting minutes as corrected. Seconded by Director Gocke, motion passed unanimously.

BOARD ACTION
FINANCIALS

Treasurer Beenen referenced the operating income statement provided in the board binders and reminded the Board that any positive number in the variance column is a good thing and any negative number in the variance column is a bad thing. Total revenue exceeded plan by \$110,940 putting us \$136,000 ahead of plan year to date. This was in part due to Recreation Plus Program (RPP) sales which through the end of

February stand at 97% of budget. Member Preference Program (MPP) sales are a bit weaker but those tend to be purchased or renewed when people are in Sunriver, so we expect that number to rise as owners are here for spring break. Additionally, a payment was received for the platting of plots at Caldera Springs. Departmental expenses were under budget by just under \$16,000, some of which is timing related but some that is expected to be ongoing savings. Non-department expenses were over budget by \$4,145 some of which is related to legal expenses for January that were not processed until February due to timing of invoices.

For the month ended February 28, 2022, there was a net operating surplus of \$126,331 which was \$122,727 better than budget. Operating revenues were over budget by \$110,940 due to RPP sales and a settlement payment related to the Caldera expansion settlement. Materials and services were under budget by \$16,289 due to timing of invoices and lower operating expenses. February's legal invoice had not been received at the time these reports were generated. Non-operating income was over budget by \$16,942 due to an adjustment in recording interest income on investments.

For the two months ended February 28, 2022, there was a net operating surplus of \$32,189 which was \$176,846 better than budget. Operating revenues were \$136,163 ahead of budget due to the above-mentioned reasons. As of the end of February RPP and MPP sales were at 94.1% and 32.1% of their respective goals. Material and services were under budget by \$36,422 through the first two months. As of February 28, 2022, there was a combined operating and non-operating surplus of \$484,620.

Total assets as of February 28, 2022, were \$37,826,771. Cash and investments totaled \$15,007,981 an increase of \$451,949 from January. As of February 28, 2022, investments included \$6,552,321 in US Treasuries and \$5,250,388 in the First Interstate Bank CDARS program. There is \$330,000 in prepaid insurance due to be refunded from cancelled policies. 60% of owners have prepaid their 2022 maintenance dues which is in alignment with recent history.

February 28, 2022 (Year to Date Unaudited)

	<u>ACTUAL</u>
TOTAL REVENUE	\$1,922,484
TOTAL EXPENSES	\$1, 890,295
OPERATING FUND SURPLUS	\$ 32,189

Director Murray moved to approve the unaudited February 2022 financial statements. Seconded by Director Burke, motion passed unanimously.

GENERAL MANAGER'S REPORT

GM Lewis reported this recap is for activities in February.

Staff continues to monitor and respond to both state and county orders regarding COVID-19 requirements for facility capacity, mask requirements and social distancing requirements.

GM Lewis continues to participate in the Central Oregon Intergovernmental Council (COIC) Board of Directors and Sunriver/Lapine Economic Development (SLED.)

GM Lewis continues to work with SROA legal counsel regarding a number of items.

GM Lewis continues to attend and participate in the regular monthly meetings of the Owner Enrichment, Finance, and Covenants committees as well as the Telecommunications Taskforce.

GM Lewis continued working with the taskforce updating the Design Review Manual, draft #4.

GM Lewis participated in phone conferences with Gail Long at Bend Broadband regarding issues related to the head end sublease and a draft Bulk Service Agreement for Sunriver.

GM Lewis participated in an Appeals Board hearing, Judicial Council hearing and Mediation regarding an ongoing series of design manual violations by an owner.

GM Lewis worked with Human Resources and Recreation staff regarding staffing needs and recruiting efforts.

GM Lewis participated in the Sunriver You Town Hall regarding the top Infrastructure & Amenities Plan (IAMP) items from the Comprehensive Owners Survey.

GM Lewis attended Deschutes County Commissioner meetings regarding recycling service and fees for Sunriver.

GM Lewis met with five of the property management companies as a regular check-in and discussion of multiple visitor issues prior to the 2022 summer season.

GM Lewis attended the Deschutes County Commissioner meetings regarding recycling service and fees for Sunriver.

In the Accounting Department, Controller Healy presented the December 31, 2021 & January 31, 2022, unaudited financials to the Finance Committee.

Accounting staff continued processing a significant number of annual maintenance fee payments.

Accounting staff worked on 2022 Member Preference Program and Recreation Plus Program sales reconciliations.

Controller Healy assisted the Sunriver Service District (SSD) with development of the 2022-23 annual budget.

IT staff has done DocuWare training for the Natural Resources Department and created Outlook email routes for moving email directly into DocuWare.

IT staff freed up significant space on the file server by moving IT department files to another storage location freeing up over one terabyte of free space.

IT staff added the ability to the database to upload multiple photos and display them in a thumbnail format for Community Development, Public Works, and Natural Resources.

IT staff worked with data from Deschutes County Dial to update SROA fields for consistency in property identification.

IT staff worked with Public Works staff on fixing issues when entering and retrieving RV data and resolved an issue causing the application to hang from code to send an email.

In the Communications Department, Scene advertising was at \$17,226 (February 2021 was \$17,730).

The SROA website, www.sunriverowners.org continues to feature a COVID-19 page, which is updated frequently to ensure the most current information is available.

There were 203 reads of the online February Scene including readers from Canada, the Philippines, Puerto Rico, Norway, and Italy.

The SROA website was visited by 6,800 users in February with the most popular pages being weather, job opportunities, flagging/paint colors and the member preference program.

The SHARC website was visited by 8,500 users with the most popular pages being swim sessions, aquatics, hours and plan your visit.

Additional projects for Scene staff included: messaging the tunnel replacement project and road closure to owners, property managers, and Scene advertisers; participating in the communications team for the SSD's Public Safety building project; and ongoing organization of images for placement in our digital asset management program.

The Community Development Department reports the Design Committee meetings continue to occur on a regular schedule with multiple items on each agenda – the two February meetings had a total of 13 items (combined).

There are currently 345 active projects/building permits, up by approximately 40 from the previous month of December.

The number of applications submitted in February was up in comparison to the same month in previous years.

Staff continues to issue compliance letters for design and rule violations with ten compliance request letters and three citations issued. Community Development permit compliance (compliance with approved project requirements) resulted in nine citations and four warnings.

Considerable time in February was again spent on coordinating magistrate hearings, appeal board hearings and judicial council hearings related to violations of design requirements – much of it related to an individual property owner.

Community Development staff continued assisting with the Design Manual Update by participating in the most recent taskforce meeting.

The Natural Resources Department was awarded a \$375,000 grant from Oregon Department of Forestry as part of Central Oregon Shared Stewardship Landscape Resiliency Project. The grant will fund ladder fuels reduction (LFR) and tree thinning on commons this year. This money must be spent by the end of next year. While that may allow us to do additional work, we are essentially at the mercy of available contractors to do additional work.

The bid for 2022 LFR contract work on commons was released for bid.

Staff completed fall 2021 inspection data entry and processing for single family residential properties as part of 2022 LFR Compliance Program.

Inspected and permitted removal by Public Works Department of approximately 130 dead trees on commons.

Natural Resources staff continued an internal review of the Sunriver LFR Plan and completed a project with a contractor to survey three SROA-owned tax lots in the Great Meadow.

Natural Resources staff assisted the Public Works Department in preparation of the Ft. Rock tunnel replacement.

Natural Resources staff assisted the Sunriver Police regarding the tampering and alteration of field markers (flagging, paint, etc.) within the 2022 LFR contract area.

The Public Works Department has installed new balance steps at the SHARC play area.

The bids received for the Mary McCallum Park restrooms were far outside budget numbers. Returned bids came in at \$350,000 not including utilities. That project has now been re-thought and we will purchase a two-room restroom like what is at Fort Rock Park instead which will cost less than half as much as what the returned bid amount came in at. That unit has been ordered and will be installed once received.

The existing pavilion at Mary McCallum Park will be rehabbed and work on the walking trail is scheduled to begin at the end of March.

Large wood rounds throughout Sunriver were removed in hard-to-reach areas and moved to the area next to the recycle center.

The gate project for pickleball at Fort Rock Park has been completed.

PW staff prepared and installed notifications, detours and mobilization for the Fort Rock tunnel project that is well underway.

Spring road projects are being prioritized and some fall projects are being moved up due to the concern about rising costs of labor and materials.

Public Works Director Mark Smith and staff have prepared the Conceptual Pathway Master Plan for the Board's consideration for adoption.

In Fleet Services, the new Ford Transit van was received. This replaces an older van. Several repairs were completed for the Sunriver Fire Department. The sander trucks hydraulics were repaired.

At SHARC, the Facilities/Aquatics team are developing a contract for several SHARC pool projects. The outdoor pool replaster will be completed this year prior to the facility opening for the season. Ongoing updating and cleaning continue at SHARC, and pump rooms are showing major improvement.

The overhead doors for the Public Works shop and wash bay have been refurbished.

Two new Public Works employees have been hired bringing the number of positions left to fill down to one.

GM Lewis commended Recreation Department Director Leigh Anne Dennis who started in January and

in a little over two months has really been able to look at staffing needs and take what we have and repurpose it, reschedule it, etc. to offer more open times at SHARC. She is doing a fantastic job which puts the GM's mind a little more at ease that we can use what we have and get more out of it. Director Burke added that Ms. Dennis' ability to expand hours while reducing by five previous positions really creates credibility around the discussion yesterday about what our talented management staff is doing to avoid increased costs.

The Recreation Department had a fairly busy February with 5,152 visits to SHARC. There were 4,480 combined uses for RPP, MPP and guest passes for February 2022 which was 63% of the same RPP/MPP/guest passes usage groups as in 2019 with our limited 2022 availability. Staff saw the first slow weekend (March 4/5) in many weeks which was a much-needed break before Spring Breaks begin on March 19th.

The SHARC facility is now open seven days a week from 6:30 A.M. to 6:00 P.M. Aquatics runs from 7:00 A.M to 3:30 P.M. Monday through Wednesday and from 7:00 A.M to 5:30 P.M Thursday through Sunday.

Due to the lack of snow the sledding hill has remained closed.

Recreation staff continue to recruit daily. It is estimated that we need at least 35 additional aquatic staff to resume full operations. There is also the need for 12 more attendants and seasonal workers for tennis, pickleball and front desk support. Current full-time openings include Aquatic Manager, Head Guard, Front Desk, and Member Services.

Copies of GM Lewis' full report were included in the board binders.

LIAISON AND COMMITTEE REPORTS

Copies of the minutes received from committees that met last month were included in the Board binders.

SUNRIVER SERVICE DISTRICT (SSD) REPORT

Director Beenen reported the bulk of what is being discussed on the SSD Managing Board is the upcoming Deschutes County Levy to construct a new facility which will be sent to owners who are registered to vote in Deschutes County in May. If the levy passes, that will set a number of wheels in motion. The SSD is already looking at locking in the loan rate in the beginning of April with the assumption that if the levy passes the loan rate is already locked in and they can move forward. If the levy doesn't pass there is no consequence in going back to the lender and notifying them that the project will not be able to move forward.

Additionally, the SSD Board is busy working on their 2022/23 fiscal year budget which runs from July 1st through June 30th. Some tough choices will have to be made in order for the budget not to end up in the red. Director De Alicante noted he was disappointed that the proposed elimination of charges for treatment/no transport for owners was voted down. Depending on an owner's insurance coverage, these charges may be covered but not all owners may have that coverage.

Director Beenen noted that this is the year of the collective bargaining agreement (CBA) for the police department and those negotiations have begun. Part of the challenge on the budget side is that 80-85% of the SSD budget is personnel related so how the CBA turns out will have a huge impact on the budget. A percentage has been added as a placeholder, but the CBA could come in higher than what is currently planned which will present some big challenges.

The SSD Board also held discussion on asking Deschutes County for reoccurring Transient Room Tax (TRT) dollars in the future. One of the reasons this came up is because the Police, and to some extent the Fire Department are spending significant time dealing with issues outside of Sunriver but are being paid by Sunriver owners. Director De Alicante noted the Police Department did receive a donation of 15 rifles, so all officers are equipped with their own now. Director Murray wonders what the Police Department in Sunriver really needs with 15 rifles. There followed a brief discussion about the need for the rifles and the advantages of each officer having a weapon assigned to only them.

By way of administration, Mindi Holliday who was the assistant to previous Administrator Debbie Baker has been approved to step into the Administrator position for four months and that is working out well so far. Dana Whitehurst who has been with the Police Department for several years has retired from the Police Department but agreed to stay on and assist as needed at the Fire Station. Chief Darling has hired an assistant who will be starting soon, the Fire Department is looking to hire a new assistant and then they hope to hire one additional assistant to help the SSD Administrator with SSD Managing Board related affairs.

The approved minutes of the January 13 and January 24, 2022, meetings are included in the board binders.

BOARD ACTION
COMMITTEE APPOINTMENTS/RESIGNATIONS

Director Beenen moved approval of the resignation of Jen Zelen from the Finance Committee and Ken Bartell as an alternate on the Design Committee. Further move approval of the appointment of Tony Selle to the Nominating Committee and the change in status of Mike Applegate from alternate to full-time voting member on the Finance Committee. Seconded by Director De Alicante, motion passed unanimously.

BOARD ACTION
CONCEPTUAL PATHWAY MASTER PLAN

Director Murray moved to adopt the updated Conceptual Pathway Master Plan as submitted. Seconded by Director Burke, motion passed unanimously.

BOARD ACTION
FIRST READING TO SR RULES & REGS SECTION 2.03
PATHWAYS, PEDESTRIANS & CYCLES

Director Gocke moved approval of a first reading to the proposed changes to Section 2.03 of the Sunriver Rules & Regulations. Seconded by Director Gillies, motion passed with 7 yea and 1 nay votes.

Director Beenen moved to amend the motion to include the addition of: “the speed of authorized vehicles on the pathways shall be limited to 15 mph.” Seconded by Director Gillies, amendment passed with 7 yea and 1 nay votes.

Director Pederson moved to amend the motion to eliminate the proposed language changes in Section 2.01-A, 2.03-B and 2.03-G. with the exception of the amendment just approved, the addition of “in accordance with the Americans With Disabilities Act in Section 2.03B and the requirement in Section 2.03-Q requiring recumbent bicycles to fly an orange flag atop a pole of not less than five feet in length. Seconded by Director Gillies, motion passed with 5 yea and 3 nay votes.

Director Pederson moved to amend the motion to change Section 2.03-R from a Class F offense to a Class D offense. Seconded by Director Beenen, motion passed with 6 yea and 2 nay votes.

Director De Alicante moved to amend the motion to change Section 2.03-B to exclude all electric assisted bicycles. Seconded by Director Murray, motion failed with 1 yea and 7 nay votes.

The proposed changes will be noted in the next edition of the Scene and will be posted to the SROA website for a minimum of 60-days to allow for owner comment. The proposed changes will come back to the Board at their May 21st meeting.

BOARD ACTION
EVENTS COORDINATOR POSITION REINSTATEMENT

Director Pederson moved to approve the hiring of an Events Coordinator to assist with all aspects of planned events utilizing SROA facilities. Seconded by Director Gillies.

Director Beenen moved to amend the motion that approval of this is contingent on maintaining a zero-based budget, all revenue associated with events and all expenses worth associated with events add up to zero. Seconded by Director Burke.

Discussion followed including the fact that there is no way to know or even anticipate how many additional bookings we will get at this juncture, and we need to be staffed in such a way that events can be professionally executed to the standard our owners and guests expect. Director Gillies added that we need someone in that position now as even clubs and groups need to be able to book and may need setup assistance and there have been times during the pandemic that it has been difficult to schedule events due to the lack of staffing. Director Beenen is not arguing about the need for the events coordinator, he is arguing a budget issue. Director Murray added that perhaps it is as simple as strongly encouraging the general manager to make every attempt to do this within the existing budget. Director Pederson feels strongly we need to move ahead with approval of this position due to the fact that we will pick up additional bookings to offset the cost as well as the recently received Caldera monies, so it is not a budget issue in his mind. While Director Beenen understands what others are saying he feels adamant that management must be held to a zero-based budget.

Director Murray commented that while he is generally against giving more money mid-year, due to an oversight, the position did not get budgeted for, mistakes happen, you recognize that the position is needed then we find a way to fit it into the budget and depend on the GM to do his utmost to achieve those expectations. Director Gillies added that while he agrees with the zero-based budget, he does not feel it should be tied specifically to this position.

Director Beenen rescinded his proposed amendment to the motion.

Call for the question on the original motion, motion passed unanimously.

BOARD ACTION
RECREATION STAFFING

Director Murray moved to approve the adjustments to seasonal employee wages and bonuses for the summer season employees (May 1st – September 15th) and regular full-time employees as presented in the SROA 2022 Recreation Staffing and Recruitment Report and Recommendation. Seconded by Director Burke.

Director Beenen commented that if this falls inside the budget as he thinks we are assuming it does, then it is up to the General Managers discretion, and he does not think he needs Board approval to disperse those monies as he sees fit unless we are going to exceed that budget. GM Lewis responded that this would be more money beyond the approved budget. Director Beenen questioned will we end up with a

\$100,000 deficit as a result of this approval or not and what is the general managers intent. GM Lewis noted that all depends on where we can save dollars elsewhere such as the monies being saved at present by not having an aquatics manager, unfilled full-time positions, and the unplanned Caldera monies. While this was not budgeted for, there are other savings that are being realized and the management staff reviews and discusses these issues on a daily, weekly, and monthly basis. Director Beenen commented that the general manager has control over expenses in his budget and he can prioritize those monies and move some of those dollars from one area to another at his discretion.

Director De Alicante commented that what he is hearing the general manager say is that it depends on a lot of unknowns, and no one has a crystal ball to peer into the future to know exactly how those dollars will be offset. Director Pederson added that the Board has directed the general manager to open our facilities to a certain standard including being open seven days a week, opening the Member Pool earlier in the year, etc. and the GM is saying to do that the support of the Board is needed.

Director Murray added that as the general manager GM Lewis can make decisions that will ensure that it happens, they may be difficult ones and may have a negative impact but that is what he has been entrusted to do. Director De Alicante added that GM Lewis and staff have illustrated the need through the repeated discussions that have been held relative to finding and keeping enough seasonal staff.

Director Beenen commented that in his days as a general manager if he told his boss there would be a shortfall somewhere, he had to make up for it somewhere else and while GM Lewis has the ability to juggle things around to meet the needs of the community, at the end of the year, he does not want to see us go over budget, he is unwilling to allow an additional \$100,000 expense and believes it must be managed inside the existing budget. Director Beenen is not saying the GM Lewis, or his management team are going to do anything malicious but from a Board perspective are we willing to possibly allow for a \$100,000 deficit.

GM Lewis commented that if the Board feels strongly that they do not want to approve this, we can remove it from the agenda, he will do as Director Beenen suggests and spend the money necessary to get and keep the staff needed have SHARC open seven days a week from dawn until dusk, open the Member Pool earlier than planned and have the number of guest representatives needed to provide the level of service the populous demands and he and his staff will make every reasonable effort to find savings elsewhere as well as generate more revenue to the best of their ability.

Director Pederson disagrees, he thinks it was completely appropriate that GM Lewis brought this to the Board and he, along with Director Gillies feel the Board should vote on the motion as it stands. GM Lewis also reminded the Board that in 2021 we were projected to lose \$1 million dollars but through things management did throughout the year, we ended up with a quarter million-dollar loss instead. Director De Alicante agrees that this should be voted on by the Board and the GM should receive the vote of confidence that the Board trusts him and his staff to manage it and to ensure we protect the Sunriver brand making sure we offer the services that we have told people we will offer and that they have come to expect.

Director Beenen went on to say he has a contract with the owners to deliver a balanced budget and that's the contract he wants delivered this summer. Director Beenen went on to say he doesn't believe the Board needs to be involved in what starting salaries are to begin with despite it being illustrated that one of the reasons for the request is that if we want to be open as much as is being requested, we have to be more competitive and that includes offering higher wages than has been done in the past. The Board should not be managing or micromanaging staff, that is the general manager's job.

Call for the question, motion passed with 6 yea and 2 nay votes.

Director Burke commended the GM, the Assistant GM, the Controller, the Recreation Director, and the HR Director on the very thorough presentation of facts that were provided to the Board relative to this issue. This report required a lot of research and it's been a dynamic and changing environment that they are working in to realize what they are going to have to do to staff our facilities appropriately. Additionally, Director De Alicante pointed out that housekeepers starting wages were \$25 per hour last summer with a \$1,000 end of season bonus, so the hiring market has definitely changed and if we want to be competitive, we have to do the same.

BOARD ACTION
IT STRATEGIC PLAN TASKFORCE

Director Beenen moved to approve the creation of a taskforce to assist in the development of a Strategic Plan for the SROA Information Technology Department subject to the five-point directive and report provided. Seconded by Director Murray, motion passed unanimously.

BOARD ACTION
DESCHUTES COUNTY VOTERS PAMPHLET
SUNRIVER SERVICE DISTRICT (SSD) REQUEST FOR STATEMENT

Director Murray moved to approve a statement from the SROA Board of Directors to be included in the Deschutes County Voters Pamphlet that supports Deschutes County Ballot Measure #9-144, and to further authorize signature thereof by the President of the SROA Board of Directors. Seconded by Director Burke, motion passed unanimously.

BOARD ACTION
CASCADE NATURAL GAS EASEMENT

Director Murray moved to approve an easement from SROA to Cascade Natural Gas Corporation for an existing natural gas service line located in SROA commons adjacent to Circle 1. Seconded by Director Gocke, motion passed unanimously.

OTHER BUSINESS

GM Lewis commented that Director Coughlin has notified him that his property has closed and as such he is no longer a member of the SROA Board. The Board has the option of filling that position now by looking at the candidates from last year's election and seeing if the person who came in fourth to see if that person is willing to serve. There are two years and four and a half months left on Mr. Coughlin's term. Director Pederson agrees with the suggestion of referring to the list of candidates from last year and contacting the person who came in fourth to see if they. Personally, Director Gillies feels the Board needs to be more diversified and he would like to see if that position can be filled with a female.

Pat Hensley, Chair of the Nominating Committee who was in attendance noted the efforts of the committee this year via articles, email blasts, phone calls, etc. trying to find a more diversified field of candidates. She also shared that one of the female owners she contacted felt there was no way she would be qualified as her impression was that you needed to have been the CEO or in top management in their previous life to stand a chance of getting elected. Ms. Hensley is not sure of the answer on how to change that perception, but it is definitely something that bothers her. The Board was encouraged to forward any names that should be considered to the Nominating Committee.

Director Pederson volunteered to contact Julianna Glassman-Hayes as the candidate who finished in fourth place and President Mobley asked him to follow-up with her.

There being no other business, President Mobley asked for a motion to adjourn the meeting.

Director Murray moved to adjourn the meeting. Seconded by Director Beenen, motion passed unanimously.

The meeting adjourned at 12:11 P.M.

Respectfully Submitted,

Mark Murray, SROA Secretary