

GRENELEFE ASSOCIATION OF CONDOMINIUM OWNERS NO. 1, INC.
Minutes of the Meeting of the Board of Directors
September 20, 2011

John Rasmussen called the meeting to order at 1:00 p.m. on the date above noted at the location and time specified in the notice of meeting.

Those present were:

John Rasmussen, President	Earl Monari, Director (via phone)
Shirley Gold, First Vice-President (via phone)	Richard Moore, Director (via phone)
Joyce Brown, Second Vice-President (via phone)	Joyce Morris, Director (via phone)
Bryon Smith, Secretary (via phone)	Chris Gourdie, General Manager
Carl Bauer, Director (via phone)	Carol Post, Asst. General Manager

Robert Krueger was absent.

The president announced that a quorum was present and that the notice for this meeting was posted in accordance with the bylaws and statutory requirements.

An amended budget was presented to the board incorporating the changes approved at the September 15, 2011 meeting. Joyce Brown suggested that instead of requiring the general manager to reduce work hours to 35 per week, that the board leave it up to Chris whether he wants to reduce hours or reduce personnel to accomplish the cuts. Shirley Gold agreed and felt that the board would be micromanaging by not allowing Mr. Gourdie this leeway. Earl Monari indicated that it didn't matter to him whether the Association reached the number with fewer people working 40 hours or more people working 35.

Mr. Rasmussen stated that he did not feel this was micromanaging and felt that specifying a 35-hour work week would give a more concrete number than allowing a reduction in staffing. He also stated that the 35-hour work week had been decided and voted upon at the last meeting. He suggested that the board leave it as is, and if an employee leaves or Mr. Gourdie chooses to eliminate someone, that Mr. Gourdie could go back to the board at that point.

Shirley Gold suggested setting a certain number of total hours that a department may work and allowing Mr. Gourdie to determine how those hours are accomplished. Mr. Moore also spoke in support of giving Mr. Gourdie a dollar amount on a per month basis and indicated that he didn't care how he got there.

A discussion was then held concerning the pay rates of Association employees, and Mr. Rasmussen presented a wage policy which was implemented by the board two years ago. Mr. Moore indicated that the lows were all right, but that he felt the caps were too high, that he had carpenters working for him for a lot less money. Mr. Rasmussen indicated that the wage tables were based on Florida data for this area in 2009. He stated that he would forward a copy of the wage policy to the board and it could be considered at another meeting.

Mr. Moore moved and Carl Bauer seconded a motion to freeze all wages until the board has had a chance to review what the wages should be. Carl Bauer then withdrew his second and Mr. Moore

withdrew his motion. Mr. Krueger then briefly joined the meeting. Mr. Moore moved and Carl Bauer seconded a motion, which was passed unanimously, to freeze all wages as of September 20 until further notice.

The discussion then resumed regarding whether to allow Mr. Gourdie the leeway to determine how he reaches the dollar amounts set for payroll, and Mr. Monari indicated that he would like to give Mr. Gourdie the flexibility of how to handle the hours on the cost basis of a 35-hour week. Carl Bauer then moved, and Richard Moore seconded a motion to rescind the motion passed at the last meeting reducing the work week to 35 hours and instead reduce payroll by \$133,000. Carol Post indicated that the \$133,000 was the total of all of the cuts and included savings in insurance benefits, payroll taxes, workers compensation, and costs associated with the reduction in the number of buildings to be renovated and painted.

Shirley Gold suggested having two separate votes, the first to approve the budget as presented, and the second to allow Chris to either institute the 35-hour work week or choose other ways to achieve the savings in payroll. Earl Monari moved and Joyce Brown seconded a motion, which was passed unanimously, to accept the proposed budget as presented, with the \$133,553 going to reserves. Robert Krueger and Joyce Morris were not present for this vote.

Shirley Gold moved and Joyce Brown seconded a motion to recommend the 35-hour work week to Chris but not dictate it, to allow him the flexibility to meet the numbers in the approved payroll budget. Carl Bauer indicated that he could not vote for the motion, that it was too nebulous. Joyce Brown withdrew her second, and Shirley Gold withdrew her motion. More discussion ensued, and John Rasmussen stated that the board could deal with the issue when and if it comes up. Shirley Gold restated the motion. However, it died for lack of a second.

At 2:30 p.m., Joyce Brown moved and Earl Monari seconded a motion to adjourn, which was approved unanimously.

Respectfully submitted,



Bryon Smith
Secretary