

PINE MEADOW RANCH OWNERS' ASSOCIATION
MONTHLY BOARD MEETING
CLOSED SESSION
JULY 18, 2023

In Attendance: George Sears, President; John Adams, Vice-President; Chris Moore, Secretary; Andrew Pagel, Treasurer; Marty Hansen (Area 2); Shaun Baker (Area 5); John Kleba (Area 6); Taissa Folden (Area 7)

Area 3 Candidate

Joe Pagel and John Pettijohn are candidates for Area 3 Rep. Dave Telian, a third candidate, had sent an email removing his name from consideration. Joe Pagel was the only candidate who came to the meeting this evening and introduced himself to the Board.

Joe Pagel is the brother of Andrew Pagel. The Board discussed the downside of having family members on the Board at the same time. It was noted that this would be a temporary position until the owners can decide who to elect as the long-term Area 3 Rep at the Annual Meeting. John Adams thought the Board needed to look at ways to protect the Board from conflicts and/or any type of group influencing the Board. The Board should always be a fair representation of the entire community.

Andrew Pagel stated that he would continue to conduct himself as he always has on the Board regardless of who they choose for Area 3. His recommendation was to appoint the person who showed up and let the owners decide who should have the permanent position at the Annual Meeting. Other Board members agreed. The temporary position was only four months and there was minimal risk.

MOTION: Taissa Folden moved to approve Joe Pagel as the appointed Area 3 Rep. Marty Hansen seconded the motion.

VOTE: The motion passed. John Adams voted against the motion.

Compensation

George Sears reported that the Executive Committee had talked about additional compensation for Jody and Trent, aside from their current base salaries. He noted that currently Jody and Trent are not reimbursed if they use their own vehicles to travel to Salt Lake or elsewhere on behalf of the Ranch. Mr. Sears believed that Jody and Trent should be reimbursed for using their private vehicles for Ranch business.

Mr. Sears also noted that Jody and Trent are not compensated when they get called out on a weekend or in the middle of the night beyond their normal workday. In trying to do something similar to what the Water Company does, the Executive Committee recommended compensating Jody and Trent for a minimum of four hours of work, but no more than eight hours, if they are called out in the middle of the night or on weekends to address issues related to their job on the Ranch. Mr. Sears suggested establishing an

hourly rate that is consistent with their base salary. Jody does not mind doing the extra work, but he would like it to be acknowledged and appreciated. It is especially difficult because the Water Company compensates Brody and Trevor in these same situations.

MOTION: George Sears moved to modify the employee policy to allow for mileage reimbursements when Jody and Trent use their personal vehicles for Ranch business and to compensate Jody and Trent, up to four hours but no more than eight hours, if they are brought in on weekends or at night after their normal workday, subject to verification. John Adams seconded the motion.

VOTE: The motion passed unanimously.

The Board discussed additional perks and compensation for Jody and Trent. It was noted that Jody repairs and maintains the equipment himself, which saves the HOA a lot of money.

Miscellaneous

The Board talked about the amount of work required to maintain the Ranch. A question to consider when they talk about purchasing a new asset is whether it is something that can be used by their current manpower who is already stretched, or whether it is better to hire a contractor at an hourly rate to use their own equipment to do the work.

John Adams believed that the difficulty in getting a weekly or monthly schedule and knowing which project is being worked on and why, is due to the sentiment that everyone who asks for it are Board members who come and go. Mr. Adams heard that many times and he has been doing everything he can to change that attitude. Mr. Sears remarked that the Board has made more decisions in the last 18 months than other Boards had made in the last 15 years. The problem is the resistance to change.

Mr. Pagel noted that Jody is very good at finding cost-effective solutions and keeping the equipment and the Ranch running on a cheap budget.

Jody was promised a work shed where he could work on equipment during the winter. Jody was supposed to have a shed years ago and the HOA had not done much to make it happen. They need to figure out how to get Jody a shed.

Mr. Adams noted that Fire Chief, Ben Nielsen, understands that Jody needs a better place to store the equipment and he needs a better place to have an office and to stay overnight when necessary. Mr. Adams suggested building an office on to the fire station building.

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Mr. Adams asked Board Members to go to Dropbox and look for the folder called "Roads-community information" where they will find all the information that has been collected on geotechnical services, civil engineering, and asphalt prices. He noted that the bids to tear out all of Tollgate Canyon Road, repave it, and go all the way around to Pine Meadow on Arapaho were between \$1-\$3 Million. Mr. Adams thought it was apparent that Summit County, the Fire District, and the community would like the HOA to start developing a 10-20 years long-term plan to address all the issues related to insurance and fire safety. The Board members need to begin thinking about that discussion. He will come back with additional information at their next meeting.

The closed session was adjourned.