

AGENDA

BOARD OF TRUSTEES - LLC INC.

March 21, 1992

9:00 AM

1. ROLL CALL
2. APPROVAL OF MINUTES - February 22, 1992
3. FINANCIAL REPORT: - Nan Stricklin
4. CONSENT AGENDA:
 - A. GREENS COMMITTEE
 - B. LAKE - DAM COMMITTEE
 - C. MAINTENANCE COMMITTEE
 - D. NOMINATING COMMITTEE
 - E. ARCHITECTURAL COMMITTEE
 - F. COMMUNITY SUPPORT COMMITTEE
 - G. LONG RANGE PLANNING COMMITTEE
 - H. INN COMMITTEE
 - I. WATER COMMITTEE
 - J. FINANCIAL ADVISORY

ITEMS FROM CONSENT AGENDA:

1. Inn - Tuesday Dance Lessons
2. Lake / Dam - Beach Security
3. Financial Advisory - Fill Opening
4. Long Range Planning - Committee Capital Budgets Update
5. ARCH D2-210 D2R-35
6. GREEN-COMMITTEE RECOMMENDATION ON POWER

5. EXECUTIVE COMMITTEE:
 - A. Personnel Policy
 - B. Refund on Dues - Recommendation
 - C. Accept Recommendation of Attorney on Overtime Suit
 - D.
6. OLD BUSINESS: *apr 18* *24* *25*
 - A. Review Calendar - Board Dinner, Candidate's Night, Annual Meeting
 - B.
7. NEW BUSINESS:
 - A.
 - B.
8. COMMENTS FROM MEMBERSHIP
9. CORRESPONDENCE
10. ADJOURN

LAKE LIMERICK COUNTRY CLUB
BOARD OF TRUSTEES
MARCH 21, 1992

The meeting was called to order by President Dick Lombard at 9:00 a.m. Trustees attending: Al Wilson, Nan Stricklin, Jim Joseph, Jim Ergen, Betty Malloy Braget, Jim Nutt, Phil Lalle and Helen Woodruff. Bob King was not present.

The following amendment was made to the February 22, 1992 Minutes: Page 3 - item #3, Jim Ergen will be asked for his expertise on plants that could be harmful to the tank concrete at #3 water storage tank.

Motion made by Tr. Al Wilson, seconded by Tr. Nan Stricklin and carried by the board as follows:

To approve the Minutes of February 22, 1992.

Motion made by Tr. Jim Joseph, seconded by Tr. Jim Nutt and carried by the board as follows:

To approve the Consent Agenda of March 21, 1992 and to add Item #5. - Architecture by John Stricklin and Item #6. Greens Committee - Recommendation on a mower.

Consent Agenda Item 1. Inn Committee -

Dance lessons: Would be held on Tuesday night from 6:00 p.m. to 9:00 p.m. starting in June, at no charge. There will be a notice in the Newsletter. The Inn Committee will make suggestions for the Lounge.

A motion was made by Tr. Al Wilson, seconded by Tr. Jim Joseph and carried by the board as follows:

The Board gives their approval for dance lessons.

The Dart Boards were purchased, retaining \$150.00 for maintenance for one year, to be paid when the Contract is fulfilled. Elise Kemp donated for 1/2 the dart board payment and \$150.00 for the Fishing Derby prizes. Dick will send her a thank you letter for her generous donation.

Consent Agenda Item 2. Lake/Dam -

Carolyn and Phil discussed the beach security. The private beach security guard would be on duty every weekend from Memorial Day through Labor Day.

A motion was made by Tr. Jim Ergen, seconded by Tr. Helen Woodruff and approved by the board as follows:

To accept the recommendation of the Lake Dam Committee and hire the Security Guard.

A letter will be written to Terry McNabb, from Aquatics Unlimited, to start on the necessary permits for the lake treatment. The final recommendations will be at the next meeting.

Consent Agenda Item 3. Financial Advisory -
Phil Lalle resigned.

A motion was made by Tr. Betty Malloy Braget, seconded by Tr. Jim Nutt and carried by the board as follows:

With advise and consent the board approves the appointment of Dick Sirokman as Chair-person, and Dick Lombard to fill the vacancy on the Financial Committee.

Don Gardner gave his presentation on alternative corporate tax structures at the Financial Advisory meeting.

Consent Agenda Item 4. Long Range Planning -

Jack King updated the status of the Committee. The 5 year Capital Need Budgets are due on April 1, 1992. They will be presented at the next Board of Trustees meeting. The pro shop and cart shed's 1st proposal plans were passed around. After the plans are finalized Jack would like a firm estimate for the bid.

Consent Agenda Item 6. Architecture -

John Stricklin discussed the complaints of noise from the renters on Div 2 lot 210.

A motion was made by Tr. Nan Stricklin, seconded by Tr. Jim Nutt and carried by the board as follows:

To write the owner a letter to please correct the situation and that they will be contacted by the police any time it is necessary. The club attorney, Rob Wilson-Hoss will be requested to write the letter.

A motion was made by Tr. Jim Joseph, seconded by Tr. Jim Ergen and carried by the board as follows:

The Architectural Committee recommends the club build a fence behind the maintenance shed next to Div 2r Lot 35.

A letter of apology will be written to the owner.

A motion was made by Tr. Jim Joseph, seconded by Tr. Jim Nutt and carried by the board as follows:

Jim Ergen is appointed to verify with the County that they are using only clean fill dirt to dump on Div 3 lot 498.

John Stricklin submitted his Chair-person resignation. All Chair-persons are asked to submit their resignations so that the next President may appoint the Chair-persons.

Consent Agenda Item 6. Greens - Roy Magnussen

A motion was made by Tr. Nan Stricklin, seconded by Tr. Jim Joseph and carried by the board as follows:

To accept the Green's Committee recommendation to purchase a used Toro Tee Greens Mover for \$2,500.00 and to start getting rid of unused equipment.

Recess: 10:15 to 10:20

EXECUTIVE COMMITTEE

A. Dick Lombard passed out the revised personnel policies for each job.

A motion was made by Tr. Helen Woodruff, seconded by Tr. Jim Joseph and carried by the Board as follows:

To accept the personnel policies as presented.

B. A motion was made by Tr. Phil Lalle, seconded by Tr. Helen Woodruff and carried by the Board as follows:

Upon written request Lake Limerick Country Club will issue a Social Membership for the balance of the year when the lot is sold by a member, providing there is no history of poor conduct, or club privileges previously suspended.

C. A motion was made by Tr. Betty Malloy Bragget, seconded by Tr. Jim Ergen and carried by the board as follows:

To accept the recommendation of the club attorney on settling the overtime suit on the former Greens Keeper.

OLD BUSINESS:

The Annual Meeting Agenda was reviewed. The new Board of Trustees will receive their packets the following Saturday, May the second.

NEW BUSINESS:

Dave Best gave an update on the water storage tank.

CORRESPONDENCE: None

The board adjourned to go into Executive Session at 10:55 a.m. The meeting was resumed at 10:59 a.m.

Motion made by Tr. Jim Nutt, seconded by Tr. Nan Stricklin and carried by the board as follows:

To adjourn the meeting at 11:00 a.m.

Respectfully submitted,
Jim Joseph, Secretary

LAKE LIMERICK COUNTRY CLUB, INC.
E 790 ST. ANDREWS DRIVE
SHELTON, WA 98584
(206) 426-3581

PERSONNEL POLICY

PERSONNEL POLICY, effective November 26, 1977, as revised January 1, 1979, November 3, 1979, May 10, 1980, August 9, 1980, November 23, 1981, October 9, 1982, April 9, 1983, October 19, 1985, August 15, 1987, August 19, 1989 and March 21, 1992.

SECTION I.

ELIGIBLE EMPLOYEE: Non-seasonal, salaried and hourly employees who have been employed at LLCC for three consecutive months, based on a 40 hour week.

VACATION: Two weeks after one year from date of employment, three weeks after five years of employment. Benefit is prorated by month between employees Anniversary date and the start of the next fiscal year. Vacation to be approved by the Executive Committee and Committee Chairman. Any unused vacation will not be paid. Vacation must be taken within fiscal year.

HOLIDAYS: New Year's Day, President's Day, Memorial Day, July Fourth, Labor Day, Thanksgiving and Christmas. An employee working a holiday shall receive one and one half pay, providing that he/she has worked as scheduled the day before and the day after the holiday. If a holiday falls on an employee's regular day off, he/she will be compensated with a day off with pay, with agreement of his/her supervisor.

SICK LEAVE: Up to ten days each year after one continuous year of employment. Unused sick leave from previous year may be accumulated to a maximum of fifteen days. After two days continuous absence a physician's release is required upon return to work. A physician's release may be required for any absence of this nature.

MEDICAL BENEFITS: The employee will be provided with a medical insurance plan, as determined by the Executive Committee. If the employee should already carry health insurance from a bona fide carrier and can furnish proof of such coverage, LLCC will pay into that amount equivalent to what is paid for every other employee.

PAID LEAVE: Three days paid leave will be granted for the death of an immediate family member (spouse, children, parents, and siblings), one day paid leave will be granted for other family death.

SOCIAL MEMBERSHIP: An employee, part or full time, shall be given a social membership upon request, to extend to the employee only, not to their spouse, family, etc. The membership will automatically expire on the termination of employment.

OVERTIME: The work week will begin Thursday A.M. and continue through Wednesday P.M.; the work week be based on a forty hour work week, with overtime paid in addition to forty hours.

PERFORMANCE REVIEW: To be evaluated annually or when deemed appropriate by the appropriate committee chairman, supervisor or the Executive Committee, regardless of the anniversary date of employment.

DUTY CHANGES: To be reported quarterly. Position descriptions to be updated if required, and reviewed with the employee and the committee chairman.

MILEAGE: Any employee or committee person who is REQUIRED to use their vehicle for LLCC business will be reimbursed at .27 per mile.

SECTION II.

PART TIME EMPLOYMENT: Holiday Pay: Time and one half if employee works.
Overtime Pay: Time and one half over 40 hours per week.

SECTION III.

PROCEDURES:

Hiring: The Executive Committee, as manager, has the authority and responsibility to hire employees.

Safety: The safety program established by LLCC will be strictly adhered to by the employee. Negligence or lack of care may result in dismissal.

Discipline: Reasonable disciplinary measures may be taken by the Executive Committee or delegate, including, but not limited to; reprimand, suspension without pay, etc.

Termination: An employee may be terminated by the Executive Committee or it's delegate.

*LAKE LIMERICK COUNTRY CLUB INCORPORATED IS AN AT-WILL EMPLOYER. NO STATEMENTS CONTAINED HEREIN ARE INTENDED TO BE A PART OF THE EMPLOYMENT RELATIONSHIP AND ARE SIMPLY A GENERAL STATEMENTS OF COMPANY POLICY. THE CORPORATION RETAINS THE RIGHT TO MODIFY, INTERPRET, SUSPEND, OR CANCEL IN WHOLE OR IN PART ANY OF THE PUBLISHED (OR UNPUBLISHED) POLICIES OR PRACTICES OF THE CORPORATION WITHOUT ADVANCE NOTICE. IN ITS SOLE DISCRETION, AND WITHOUT HAVING TO GIVE CAUSE, JUSTIFICATION OR CONSIDERATION TO ANY EMPLOYEE.

Adopted by the Board of Trustees, March 21, 1992.