

LAKE RIDGE PARKS AND RECREATION ASSOCIATION, INC. (LRPRA)
MEETING OF THE BOARD
September 8, 2020 Minutes

Due to the COVID-19 pandemic, this meeting was conducted as an in-person/virtual hybrid meeting that included three board members physically present with the remainder of board members attending virtually. Members of the community were offered the ability to be in person or to join in, virtually using the software, ZOOM. They were given notice of how to receive instructions for login a week in advance. We were able to have six of the current board members that were not in person, present virtually. We also had multiple members of the community and committee members attend via ZOOM.

PRESENT: Board Members: Janet Foote (President), Michael Butler (Vice President via ZOOM), Brent Barnwell (Treasurer, via ZOOM), Christopher Berry (via ZOOM), Jason Devers (via ZOOM), Jean Lohier (via ZOOM, logged on at 7:10pm), Michael Stephens, and Ron Yoho. **Staff:** Ike Mutlu (Chief Operating Officer/General Manager), Rebecca Hale (Assistant Finance Director), Laura Krauss (Recreation Director, via ZOOM), Doug Milburn (Director of Administration and Human Resources), Michael Yuenger (Director of Finance)

Other Attendees: John Maher (Lake Ridge Deer Management & Conservation), Neil Nelson (Trails Oversight Committee), Pia Trigiani (MercerTrigiani), and homeowners

ABSENT: Board Members: Tina Herndon **Staff:** Mark Brooks (Facilities Director), Thomas Weldon (Covenants Director), Megan Yuenger (Assistant Covenants Director), Brodie Freer (Assistant Facilities Director)

A. MEETING CALLED TO ORDER: Ms. Foote called the meeting to order at 7:00pm. She welcomed all the attendees to the meeting and stated she is grateful for everyone's attendance. Ms. Foote discussed rules about homeowners speaking on hybrid meetings, and that they should remain muted on their computers, unless speaking during open forum.

B. OPEN FORUM: A homeowner spoke about how fond he is of the program ZOOM. He likes to see all Board Members and that the ZOOM frame lights up for someone speaking. He does not like the call-in participant option because he cannot see their faces. He recommended that homeowners turn video off to cut down on bandwidth use. Another homeowner spoke about the employee health insurance agenda item. He requested that the board consider reducing the 100% coverage. The same homeowner made a statement that he is unhappy with the trash service, and stated that they have missed 14 dates in his neighborhood in the past year. He would like to see LRPRA collect penalty fees from them in these instances. Ms. Foote stated that the point was taken, and we will monitor the contract. A homeowner spoke to thank LRPRA for successfully opening the two pools this summer and congratulated LRPRA on a job well done.

C. BOARD MEMBER TIME: Mr. Butler expressed gratitude for the association for giving him the ability to enjoy the pool with his family on Labor Day weekend. Ms. Foote stated that

she really appreciates the time the homeowners took to send emails for their positive opinions on all the hard work that was done by LRPRRA to open two pools this summer.

D. CONSENT AGENDA (MINUTES): The minutes for the July 14, 2020 Board Meeting and August 11, 2020 Special Board Meeting were approved through unanimous consent. **(Resolution 2020/9-1)**

E. EMPLOYEE HEALTH INSURANCE PRESENTATION: Mr. Mutlu presented on the topic of employee health and dental insurance in which five LRPRRA employees are receiving 100% of coverage paid for by the Association. He presented past, present, and future financial forecasts on the topic. Ms. Foote asked the Board if there were any questions for the COO/GM after the presentation. Mr. Lohier questioned why it was relevant to bring this issue to discussion at this time. Mr. Mutlu stated that after two years of working for LRPRRA he had seen this topic brought to his attention on enough occasions and that rarity of the situation is evident. Some questions on the presentation and its charts were raised to help Board members and legal counsel thoroughly understand the presentation.

F. CONVENE INTO EXECUTIVE SESSION: Mr. Stephens made a motion to convene into executive session to consult with legal counsel regarding employee health insurance liability. The motion passed with six Board members voting in favor. **(Resolution 2020/9-2)**. The Board convened into Executive Session at 7:51pm.

G. COO/GM HIGHLIGHTS: Ms. Foote reopened the meeting to the public at 8:33pm. Mr. Mutlu talked about how FY2020 was one of the most difficult years to navigate in his career. He thanked the staff at LRPRRA for their hard work through the pandemic. Mr. Mutlu talked about all the safety precautions that LRPRRA continues to take for their employees. He discussed that many of our recreation events and community center rentals have slowed or stopped and our CD rates have dropped drastically, causing our income stream to be much lower than usual. Mr. Mutlu stated that our logo has finally been approved by the United States patent office, and we are protected for five years. He praised the Architectural Committee for its ability to elect its new members, address the alternates and their ability to vote, and continue its ability to work efficiently. He spoke about LRPRRA employees continuing their education to become more knowledgeable in the industry.

H. EMPLOYEE HEALTH INSURANCE: Mr. Berry made a motion that stated “Motion to Reduce and eventually eliminate the LRPRRA paid 100% employee health and dental insurance coverage which is currently available in the employee personnel manual for five employees and their dependents at the schedule below; Reduce to 90% LRPRRA paid coverage for health + dental insurance in December 2020. Reduce to 80% LRPRRA paid coverage for health + dental insurance in December 2021. Reduce to same percentage coverage paid by other LRPRRA participants for health + dental insurance in December 2022.” Mr. Barnwell seconded the motion. After some discussion, a vote was taken that resulted in the motion not carrying due to a 4-4 split on votes. **(Resolution 2020/9-3)**

I. SEPTEMBER 15, 2020 POA HEARING: Ms. Foote let everyone know that on September 15, 2020 there will be a POA Hearing at 6:00pm.

J. STRATEGIC PLAN MATRIX UPDATE: Ms. Foote spoke about the strategic plan that is included in the agenda. She discussed that the board worked hard, starting last April, and the plan was approved on November 12, 2019. The employees of LRPR are continuing to work on reaching these goals, and Mr. Mutlu has included the update for the Board.

K. USPTO TRADEMARK REGISTRATION UPDATE: Ms. Foote stated that the LRPR logo has officially been registered by the USPTO.

L. COMMITTEE REPORTS: Finance Committee: Mr. Barnwell stated the recent committee meeting had reviewed possible financial impacts for the upcoming year. The Finance Committee had also dealt with the health insurance question on the Board's agenda.

Deer Management: Mr. John Maher said that the conservation effort to get a pollinator plot is going well this year.

Trails Oversight Committee: Mr. Neil Nelson spoke about a very brief update from the Parks Department, which is awaiting soil borings to determine potential bridge site.

M. OPEN FORUM: Mr. Nelson advised the community of the cleanup scheduled for Saturday, 9/12/2020 at 9:00am at the Hooes Run boat ramp. He noted there would be kayaks available to the public for the event. One homeowner expressed concern that LRPR had paid some employees more than was fiduciarily responsible. Another homeowner wanted the Board to put more pressure on the County to bring the proposed Trail to fruition. He also expressed his disappointment in the Board vote on the employee health insurance topic. Another homeowner stated that he believes the Board made a fair decision on the health insurance topic, and that LRPR honored an agreement with the grandfathered employees.

N. ADJOURNMENT: Mr. Yoho made a motion to adjourn the meeting. Mr. Stephens seconded the motion. The motion was approved unanimously. Ms. Foote adjourned the meeting at 8:56pm.

Tina Herndon, Board Secretary: _____

Douglas Milburn, Recording Secretary _____