

Lakewood Shore Property Owner's Association, Inc.
Board of Directors Special Meeting – Tuesday, January 4, 2022

A. Call to Order: The meeting was called to order at 4:30 pm by President Carolyn Eickel

B: Board Members Present: Carolyn Eickel, Bob Drogosch, Kristine Handy, and Diane Long

D: Visitors Present: None

E. Agenda: This special meeting took place for the following:

1. Wage increase approval for the LSPOA paid employees: Based on cost of living and to keep pace with inflation, hourly wage increases were proposed by LSPOA Executive Director and the Finance Committee for the current paid employees. The wages are within the LSPOA's budget for 2022.

A motion was made by Carolyn Eickel and seconded by Bob Drogosch for the approval of the hourly wages increases for the employees. One voice note. All in favor. Motion carried.

2. Set starting wages for the part time Maintenance and Beach Club wait employees: After research of local wages for the roles and guidance from consultant, hourly wage for these two roles were proposed by LSPOA Executive Director and the Finance Committee for future paid employees. The wages are within the LSPOA's budget for 2022.

A motion was made by Carolyn Eickel and seconded by Diane Long for the approval of the hourly wages. One voice note. All in favor. Motion carried.

3. Start and maintain Employee Recognition Program: It was proposed by LSPOA Executive Director to start an employee recognition program, a method of motivating employees to do good work by rewarding them with small, one-time incentives for going above and beyond their job description. The Executive Board reviewed the 2022 budget, funding is available.

A motion was made by Carolyn Eickel and seconded by Diane Long for the approval of the Employee Recognition Program. One voice note. All in favor. Motion carried.

F: Adjournment: A motion was made by Carolyn Eickel and seconded by Kristine Handy to adjourn the meeting at 5:20 pm. On voice note. All in favor. Motion carried.

