



Board Work Session Meeting

July 21, 2022 – 9:00 a.m.

Boardroom at the Country Club & via Livestream

Agenda

- I. Call to Order
- II. Update on settlement of the Trafalgar Fire lawsuit
- III. Proposed concrete walking & biking paths
 - a. Berksdale South
 - b. Blowing Springs to Metfield connection, extension beyond Metfield
- IV. Proposed midyear cost of living adjustment for staff, excluding department directors and officers
- V. Committee nominations for the Elections Committee
 - a. Margaret Killen
 - b. Paul Bickford
 - c. Kelly Austin
 - d. Mary Sinkus
- VI. Open Forum – Property Owner comments. Comments are limited to three minutes per property owner.
- VII. Response to Open Forum
- VIII. **ANNOUNCEMENTS:**
 - a. **Board of Directors Regular Session** – Thursday, July 28th at 6:00 p.m. in the Boardroom at the Country Club and via Livestream
 - b. **Recreation JAC Meeting** – Monday, August 8th at 4:00 p.m. in the Boardroom at the Country Club and via Livestream.
 - c. **Lakes JAC Meeting** – Wednesday, August 10th at 2:00 pm. in the Boardroom at the Country Club and via Livestream.
 - d. **Golf JAC Meeting** – Wednesday, August 10th at 4:00 p.m. in the Boardroom at the Country Club and via Livestream.
 - e. **Rules and Regulation Meeting** – Thursday, August 11th at 1:30 p.m. in the

- Boardroom at the Country Club and via Livestream.
- f. **Board of Directors GM Meeting** – Thursday, August 11th at 2:30 p.m. in the Boardroom at the Country Club (CLOSED MEETING).
 - g. **Board of Directors Work Session** – Thursday, August 18th at 9:00 a.m. in the Boardroom at the Country Club and via Livestream.
 - h. **Board of Directors Regular Session** – Thursday, August 25th at 6:00 p.m. in the Boardroom at the Country Club and via Livestream.

IX. Adjournment



From: Tom Judson, COO
To: Bella Vista POA Board of Directors
Date: July 19, 2022
Subject: Proposed concrete walking/biking paths

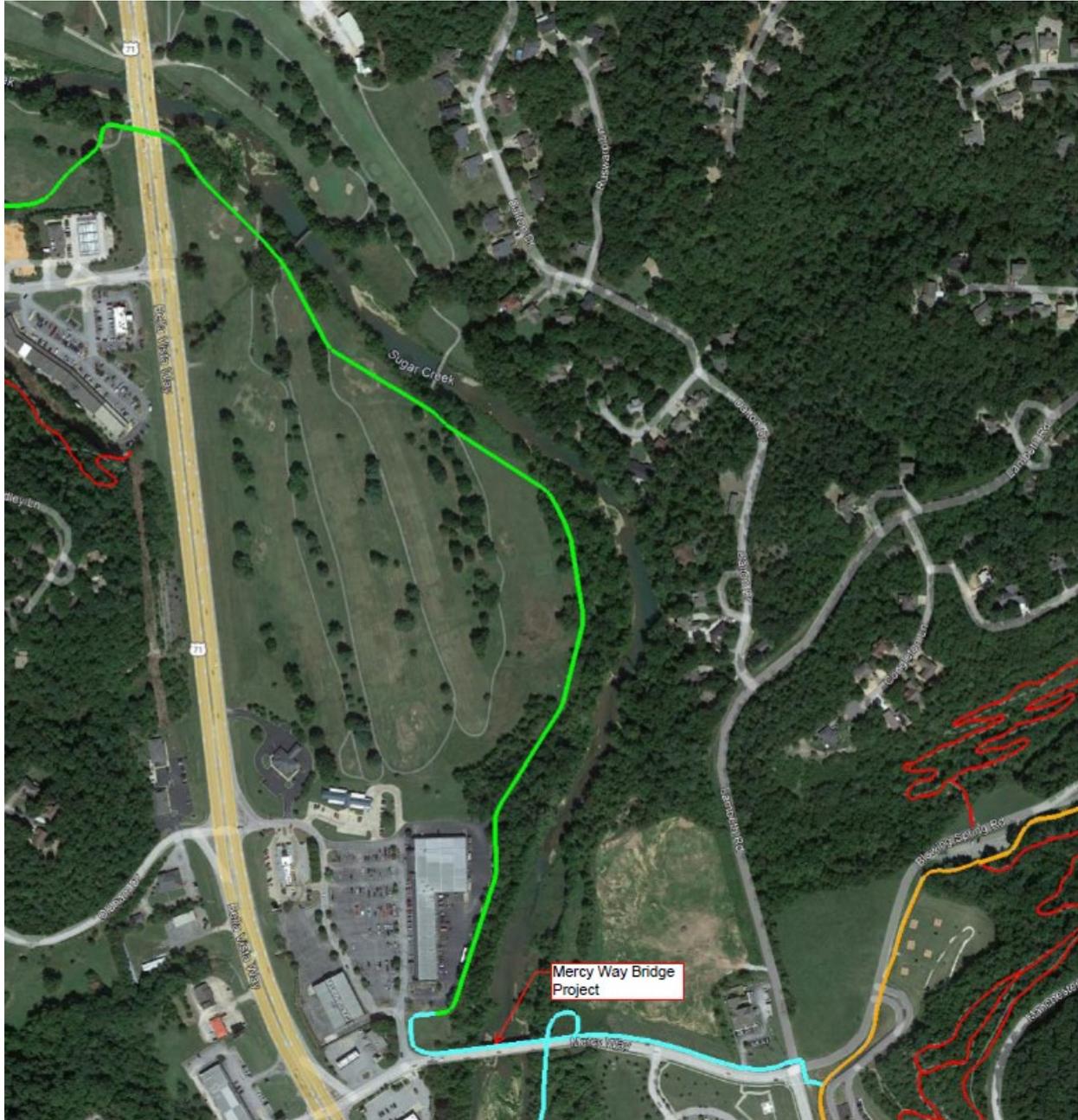
The Trailblazers have proposed the addition of two new concrete walking/biking paths. The Trailblazers would cover the entire cost of construction, which could be more than \$5 million for both projects combined.

From the Survey and Focus Groups which took place last fall, we learned there was strong support within the community for more flat concrete walking/biking trails. This support for more walking trails is substantiated by the estimated 8,000 monthly users of the Blowing Springs Connector.

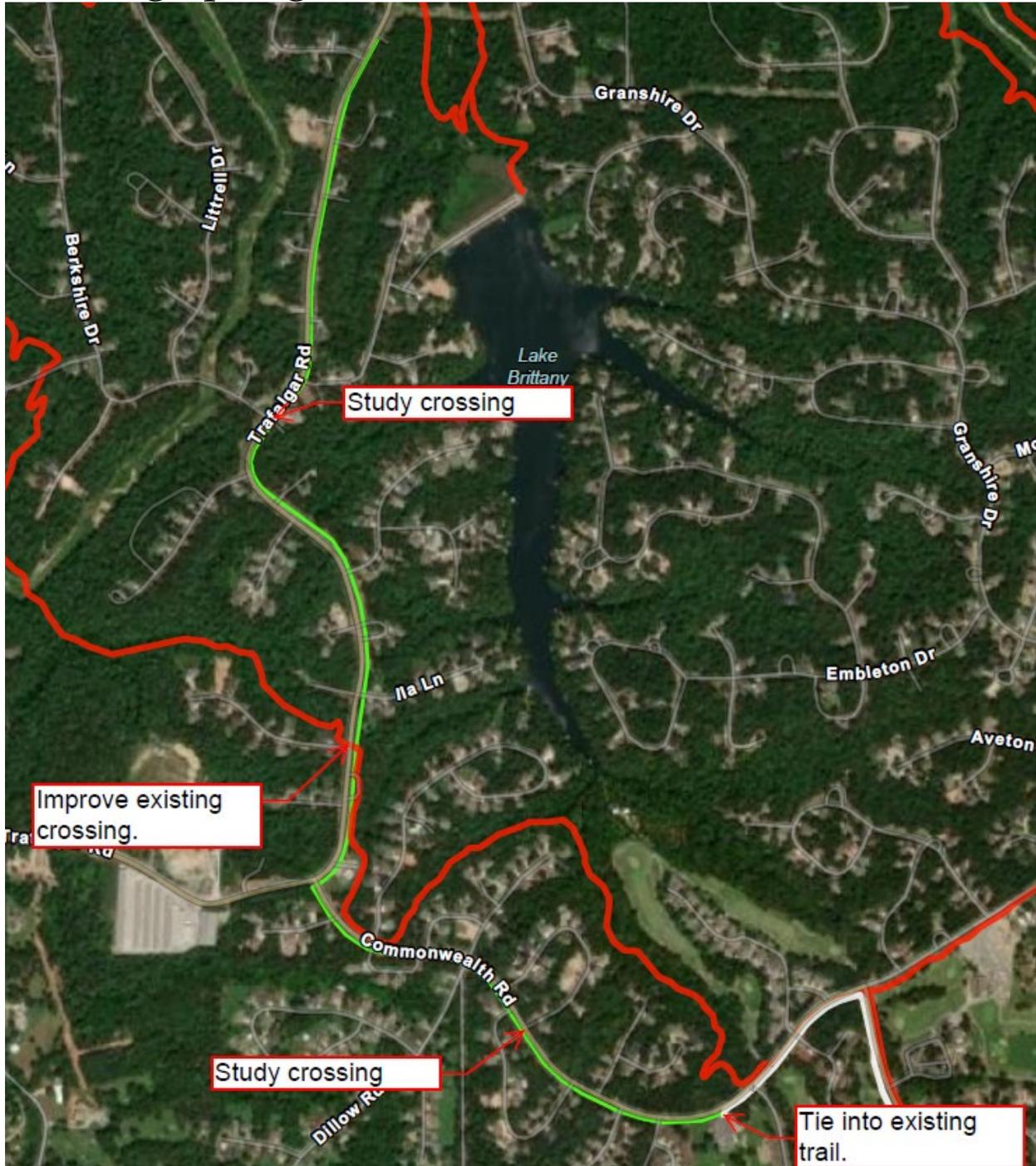
The Trailblazers have proposed the new projects in two locations (see green line on maps).

1. Berksdale South – 12-foot-wide concrete path will connect the Razorback Greenway from Mercy Bridge to the park which is getting developed at Berksdale West (behind Casey's).
2. Blowing Springs Connector Extension – This popular path is seeing 8,000 users per month. This extension would go from Metfield Park north on Trafalgar. Most of this path will be in the road right of way, but some of it would be on POA common property.

Berksdale South



Blowing Springs Connector Extension





Proposed motion for the Regular Meeting on July 28th

I make a motion approving the two concrete trail projects proposed by the Trailblazers: Berksdale South, and the Blowing Springs Connector Extension. The cost of development, engineering, and construction of these three projects will be 100% paid for by the Trailblazers.



From: Tom Judson, COO
To: Bella Vista POA Board of Directors
Date: July 19, 2022
Subject: Proposed midyear cost of living adjustment for staff

The POA continues to struggle to attract and retain qualified staff. In my entire career, I have never experienced such a competitive job market. With the impact of inflation, we are losing staff to other companies who are offering more money. In many cases, we are being told by these outgoing employees that they love working for the POA, but the price of gas and everything else is driving them to seek higher paying employment. I recognize the Board generously granted a wage compression increase the first of this year, however, I feel strongly an additional increase is necessary for the POA to remain competitive.

	<u>POA only</u>	<u>Water</u>
4% Increase – Remaining year impact	\$181,500	\$34,900
4% Increase – Full year impact	\$470,900	\$58,900

These estimates were calculated by Stacie. They include 401k matching and payroll taxes. In other words, this is our entire estimated cost. We are proposing an across the board increase of 4% for all employees (hourly and salary), excluding department directors and officers.



Here are a few statistics to consider:

- Average hourly earnings (nonfarm) increased by 5.2 percent for the 12-month period ending May 2022, according to the Bureau of Labor Statistics.
- For the 12-month period ending March 2022, wage and salary increases ranged from 4% (construction and maintenance) to 7.8% (service occupations), according to the Bureau of Labor Statistics.
- Salary.com surveyed employers in March and found that 43% of US organizations were targeting a merit increase of 5% or more.
- Grant Thornton, LLP conducted a survey in April regarding employee expectations and 40% of those employees surveyed are expecting pay raises greater than 6%

To be clear, this midyear cost of living increase will not diminish the need to include another increase for our staff in the 2023 Budget. In other words, this proposed increase is in addition to a 2023 Budget increase, not in place of a 2023 Budget increase. At this time, we have not yet determined what the recommended 2023 Budget increase will be, but we do know it will have to be more than the 3% increase the employees are typically given each year.

I would like to thank the Board for your continued support of our team.

Proposed Motion for the Regular Meeting on July 28th

I make a motion granting a 4% midyear cost of living increase for our staff, excluding department directors and officers, due to the rising inflation which is negatively impacting our staff.



From: Tom Judson, COO

To: Bella Vista POA Board of Directors

Date: July 19, 2022

Subject: Committee nominations for the Elections Committee

As a result of recent resignations, the Elections Committee is down to just one member. We propose the addition of four additional members to the Committee: Margaret Killeen, Paul Bickford, Kelly Austin, and Mary Sinkus.

Proposed motions for the Regular Meeting on July 28th

I make a motion to appoint Margaret Killeen to the Elections Committee.

I make a motion to appoint Paul Bickford to the Elections Committee.

I make a motion to appoint Kelly Austin to the Elections Committee.

I make a motion to appoint Mary Sinkus to the Elections Committee.