

## Desert Greens 2001 HOA Executive Board Meeting

May 2, 2021

### Emergency Meeting-Employees Pay

Call to order 2:05pm

Present: Michael Held-President, Arlene Chandler-Vice-President, Michael Mouer-Treasurer, Louis DeCanio-Director and via Zoom Darren Proulx-Director

Homeowners: Marietta Rio and Nancy Suter

This meeting is being held to discuss pay raises for the current employees and the hiring new employees. We are short three employees in the landscaping area.

Michael Mouer-our starting pay is at \$10.00 an hour. Michael M. made a motion to have parttime landscapers starting pay at \$10.00 per hour with raises on merit. Inexperienced fulltime landscapers at \$11.00 an hour. Permanent, experienced fulltime new landscapers \$12.00 per hour with a \$.50 raise after six months and followed by another \$.50 raise at the end of the first year. Raises will be done on merit. Motion seconded by Michael H. Discussion-Louis-have we done research on what the going rate of pay for like jobs in our area? I think our starting pay rate is too high. Michael H.-it has been difficult to find and retain employees with such a low pay scale. We have had numerous employees who were hard workers but due to the low pay, they left our employ. We have two full time workers, but they can not do all that is needed by themselves. I interviewed two possible hires. One might start tomorrow, but needed to make more than \$10.00. He requested \$12.50, I countered with \$12.00. He is a mature and experienced with in landscaping. We also have a 16-year-old young man, who is currently working parttime. His mother has assured me she will make sure is at work on his scheduled days as he does not yet drive. His pay is \$10.00 an hour. Once school is out, he will work 40 hours a week through the summer. (School gets out for the summer on May 20.) Darren P. I have also researched local wages. Ours are not out of line, in fact I thought they were on the low side. We need to get new employees to the market rate quicker than six months. Maybe consider giving them a dollar after six months. Getting new hires to a competitive salary sooner may help us retain them as employees. Is there any other compensation our employees receive? Answer-No! We should probably have a discussion at another time about rainy day pay. Darren P. made an amendment to the pay for parttime and full-time new hires. The motion is amended to parttime employees start at \$10.00, full-time with experience start at \$12.00. Raises will be based on merit. Arlene Chandler seconded the motion.

All are in favor-motion passed. Louis D. asked why there was 19 hours of overtime this last pay period. The overtime is due to the staff shortage.

Michael H.-Mike M will you please start with the other increases to be looked at. Michael M. I make a motion we increase Manny's pay from \$15.16 an hour to \$18.00 an hour. Manny has been with us since 2007. He is the supervisor and continues to do an excellent job. Arlene seconded the motion. Open for discussion. Louis D. asked how is it someone makes \$15.16 an hour? Michael M. the last raises given were as percentages not dollars. After more discussion a vote was called and unanimously passed.

Michael M. makes a motion to increase Rogelio's pay from \$12.54 to \$15.00 an hour. Darren seconded the motion. Call for vote. Everyone is in favor, motion passed.

Michael M. makes a motion to raise Kim's pay from \$15.92 to \$18.00 an hour. Kim communicates well with our community and vendors. She gets the job done. She has been working from home due to covid guidelines. She will be back in the office soon. Motion seconded by Darren. Call for vote. All in favor -motion passed.

Michael M. made a motion to retroactive the pay increases for the fulltime employees to the start of the current pay period, which started last week. Motion seconded by Michael H. All in favor-motion passed.

Meeting adjourned