



BOARD OF DIRECTORS' MEETING

Date: Saturday, September 14, 2019 **Stan Roe. Time:** 9a.m

Attendance:

| | | |
|--|---------------------------------------|--|
| <input type="checkbox"/> Allan Ortman | <input type="checkbox"/> Med Espinosa | <input type="checkbox"/> Tony Reyes |
| <input type="checkbox"/> Bart Wilenski | <input type="checkbox"/> Ron De Marco | <input type="checkbox"/> Vivian Catá |
| <input type="checkbox"/> Manny Hernandez | <input type="checkbox"/> Ron Trice | <input type="checkbox"/> Viviana Ramos-Perez |

Motion Sheet

Allan Ortman (President) – Motions (A-B)

A. Motion: I move for the Board approve to waive the reading of the minutes of the Board of Directors Meeting of August 10th, 2019.

Second by: _____

Vote: Ortman _____ Trice _____ Catá _____ Wilenski _____ Espinosa _____

Demarco _____ Reyes _____ Ramos-Perez _____ Hernandez _____

| | | |
|------------------------|---------------------------------|---------------------------------------|
| Motion Outcome: | <input type="checkbox"/> Passed | <input type="checkbox"/> Did not Pass |
|------------------------|---------------------------------|---------------------------------------|

B. Motion: I move for the Board to review and assign monetary fines to violations accrued in ORLK.

Second by: _____

Rationale: Amendment to Chapter 718 requires the Board, in an open meeting, to assess fines relating to park violations.

Vote: Ortman _____ Trice _____ Catá _____ Wilenski _____ Espinosa _____

Demarco _____ Reyes _____ Ramos-Perez _____ Hernandez _____

| | | |
|------------------------|---------------------------------|---------------------------------------|
| Motion Outcome: | <input type="checkbox"/> Passed | <input type="checkbox"/> Did not Pass |
|------------------------|---------------------------------|---------------------------------------|



Outdoor Resorts at Long Key a Condominium
P.O. Box 816 Long Key, Florida 33001

C. Motion: I move for the Board to adopt a resolution re-implementing 3-year staggered terms as set forth in the By-Laws.

Second by: _____

Rationale: To approve, execute, and retain in the official records along with the minutes.

Vote: Ortman _____ Trice _____ Catá _____ Wilenski _____ Espinosa _____
Demarco _____ Reyes _____ Ramos-Perez _____ Hernandez _____

| | | |
|------------------------|---------------------------------|---------------------------------------|
| Motion Outcome: | <input type="checkbox"/> Passed | <input type="checkbox"/> Did not Pass |
|------------------------|---------------------------------|---------------------------------------|

Viviana Ramos – Perez (Secretary) – Motions (D-E)

D. Motion: I move for the Board to approve a Paid Time Off Policy for full time employees of Outdoor Resorts Long Key.

Second by: _____

Rationale: Existing policies were divided among vacation, personal and sick time. A Paid Time Off approach provides employees with more flexibility in using paid time off. A cost analysis was completed resulting in no immediate cost to Outdoor Resorts. The new policy establishes the following:

- A Paid Time Off program vs. Vacation, Personal, or Sick Time.
- A grandfathered plan for employees with 5 years or more of service
- A generous policy for other staff.
- As employee attrition occurs and positions are replaced, the grandfathered plan will eventually be eliminated.
- Employees will be allowed to start using Paid Time Off after 6 months of employment.
- Employees will be allowed to roll over 40 hours into the next calendar year and will be eligible for Paid Time Off payout at the end of the year for hours exceeding 40 hours into the next calendar year and will be eligible for Paid Time Off payout at the end of the year for hours exceeding 40 hours and at termination of employment.

Vote: Ortman _____ Trice _____ Catá _____ Wilenski _____ Espinosa _____
Demarco _____ Reyes _____ Ramos-Perez _____ Hernandez _____

| | | |
|------------------------|---------------------------------|---------------------------------------|
| Motion Outcome: | <input type="checkbox"/> Passed | <input type="checkbox"/> Did not Pass |
|------------------------|---------------------------------|---------------------------------------|



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P.O. Box 816 Long Key, Florida 33001

E. Motion: I move for the Board to approve a Holiday Pay policy for full time employees of Outdoor Resorts Long Key.

Second by: _____

Rationale: To establish recognized holidays for full time employees and define pay procedures for employees required to work on designated holidays.

Vote: Ortman _____ Trice _____ Catá _____ Wilenski _____ Espinosa _____

Demarco _____ Reyes _____ Ramos-Perez _____ Hernandez _____

| | | |
|------------------------|---------------------------------|---------------------------------------|
| Motion Outcome: | <input type="checkbox"/> Passed | <input type="checkbox"/> Did not Pass |
|------------------------|---------------------------------|---------------------------------------|

Bart Wilenski (Director) – Motions (F)

F. Motion: I move for the Board to amend the current Marina Slip/ Lot 9 Lottery Application to include updated information and clarification of lottery eligibility.

Second by: _____

Rationale: Lottery application continues to be revised as potential errors and problems are identified.

Vote: Ortman _____ Trice _____ Catá _____ Wilenski _____ Espinosa _____

Demarco _____ Reyes _____ Ramos-Perez _____ Hernandez _____

| | | |
|------------------------|---------------------------------|---------------------------------------|
| Motion Outcome: | <input type="checkbox"/> Passed | <input type="checkbox"/> Did not Pass |
|------------------------|---------------------------------|---------------------------------------|



Manny Hernandez (Director) – Motions (G)

G. Motion: I move for the Board to approve Florida Clippers to remove and replace old grass with Sod at the dog park. Cost not to exceed \$3,000 ; funds to come from the Landscaping account #4265-000.

Second by: _____

Rationale: Dog park currently has many varieties of grass and weeds growing. Sod will beautify the park as well as making it easier to maintain.

Vote: Ortman _____ Trice _____ Catá _____ Wilenski _____ Espinosa _____

Demarco _____ Reyes _____ Ramos-Perez _____ Hernandez _____

| | | |
|------------------------|--------------|--------------------|
| Motion Outcome: | _____ Passed | _____ Did not Pass |
|------------------------|--------------|--------------------|

Med Espinosa (Director) – Motions (H)

H. Motion: I move for the Board to approve installing an emergency generator for the Bayside Market. Cost not to exceed \$8,000 ; funds to come from the Contingency account #04441-000.

Second by: _____

Rationale: Generator is in place and need to be properly installed.

Vote: Ortman _____ Trice _____ Catá _____ Wilenski _____ Espinosa _____

Demarco _____ Reyes _____ Ramos-Perez _____ Hernandez _____

| | | |
|------------------------|--------------|--------------------|
| Motion Outcome: | _____ Passed | _____ Did not Pass |
|------------------------|--------------|--------------------|

Adjournment @ _____ a.m.

Motion for Adjournment: _____

Signed: _____ Viviana Ramos-Perez (Secretary)