

Mountain Comedy Presents  
DMC Clubhouse  
**COMEDY NIGHT**  
*Featuring*  
**Bob Golub**



**7pm Friday January 10<sup>th</sup>**  
**Condor Room**

Bob Golub is a comedian, actor, writer, and filmmaker whose work is largely inspired from the true-life childhood experience of growing up in a dysfunctional home located in the steel-mill town of Sharon, Pennsylvania. He is known for Goodfellas, Die Laughing and EZ Streets.

To watch Bob's comedy videos: [www.bobgolub.com/standup](http://www.bobgolub.com/standup)  
[www.mountaincomedy.com](http://www.mountaincomedy.com)

**Tickets: \$15 (Adults only)**  
*Come by the PMC office or call (661) 242-3788*

# the Condor

The official publication of the Pine Mountain Club Property Owners Association, Inc.

2524 Beechwood Way . PO Box P  
Pine Mountain Club . California . 93222  
[www.pinemountainclub.net](http://www.pinemountainclub.net)  
661.242.3788 . 661.242.1471 (fax)

Want to try a new recipe?  
See Page 5 for a Salmon  
Cakes recipe shared by Chef  
Mike of the Condor Cafe.



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The official publication of the Pine Mountain Club Property Owners Association, Inc.

VOLUME 42 . NUMBER 1 . JANUARY 2020

Check out PMC's website at [www.pinemountainclub.net](http://www.pinemountainclub.net)

## Please Note:

The only OFFICIAL PMCPOA Facebook page can be accessed at:

<https://www.facebook.com/Pine-Mountain-Club-Property-Owners-Association-483903745518764/>

## Meet Your PMCPOA Board of Directors

Tony Harmon and his wife of 34 years, Lori, moved to Pine Mountain Club in 2015 and quickly jumped into becoming involved here. Tony was instrumental in the formation of the Pine Mountain Club Guitar Society, which meets twice a month and hosts the annual "Guitarfest" Concert on the Greens, and Lori is manager of the Equestrian Center.

In 2019, Tony was elected to the PMC Board of Directors, and serves as liaison for the newly re-established Communications Committee. He says he enjoys the beauty, peace and sense of community that life on the mountain brings.

"I ran for the Board to help preserve the quality of life we all share here in Pine Mountain Club," he says. When asked what he likes best about serving on the Board, he said, "I feel that it is more of a commitment and a duty to try and do what is best for all members, and that I like." Tony brings with him a background in computer technology and more than 20 years of experience in city and state government. "I became involved in computer technology in the mid-'70s, and eventually found myself as the Web Services Administrator at Allan Hancock College in 2001," he said. "Somewhere in between, I worked for the City of Lom-



Tony Harmon

'DIRECTORS' Continued on page 11

## Let's All Appreciate Our Association Employees!

Grace L. Wollemann, Human Resources Specialist

First off, I would like to wish everyone a Happy New Year! Especially our great employees who I am very proud of. I wish to thank them for their dedication, loyalty and perseverance in making the Pine Mountain Club Property Owners Association what it is today.

As PMCPOA's human resources specialist, I need to discuss the topics of "Hostile Environment Harassment" and "Workplace Bullying." We seem to have a problem regarding the treatment of some of our employees by certain members, guests and vendors. I wish to address this here.

In deciding if harassment and/or bullying is sufficiently severe or pervasive enough to create a hostile work environment, courts will look at all the circumstances, such as: 1) the nature of the conduct; 2) the frequency of the conduct; 3) the severity of the conduct; 4) it's context; 5) whether the conduct was physically threatening or humiliating or merely an offensive utterance; and 6) whether the conduct unreasonably interferes with an employee's work performance. In most cases at the Association, the harassment does affect the work performances of the employees victimized.

Some examples that have happened repeatedly to multiple employees at the clubhouse lately are: 1) employees are followed around and checked on to see how long they are on break or lunch; 2) bad mouthing of employees takes place; 3) false accusations have been made to the Board of Directors and/or general manager; 4) unreasonable demands have been made; and 5) there have been verbal assaults.

We, as an Association under Title VII of the Civil Rights Act of 1964 and other employment laws must create and maintain a harassment and bullying-free workplace, and that obligation extends to members, guests and vendors. If someone, whether an employee or member or guest engages in behavior that violates the law, we are required to step in and protect our employees.

When harassment and bullying occur in the workplace, California law gives the victims the right to recover money from the employer, members and guests. Therefore, you could be required

'EMPLOYEES' Continued on page 10

# January is the Deadliest Month for Carbon Monoxide Poisoning

*PMCPOA Emergency Preparedness Committee*

Often called “the invisible killer,” carbon monoxide is an invisible, odorless, colorless gas created when fuels (such as gasoline, wood, coal, natural gas, propane, oil and methane) burn incompletely in your home. Heating and cooking equipment that burn fuel can be a source of carbon monoxide poisoning.

In May 2010, the state of California enacted a law requiring homeowners to install carbon monoxide detectors in their homes and apartments. All new homes and remodels must have hard-wired detectors with battery backup. In older homes, detectors should be plugged in with battery backup. CO alarms should be installed outside each sleeping area and on every level of the home. For best protection, interconnect all CO alarms throughout the home. Follow the manufacturer’s instructions for placement and mounting height. Test the CO and smoke alarms once a month.

## **How Can I Prevent Carbon Monoxide Poisoning in my Home?**

- Have your heating system, water heater and any other gas-burning appliances serviced by a qualified technician every year.
- Do not use portable flameless chemical heaters indoors.
- Never use a generator inside your home, basement or garage or less than 20 feet from any window, door or vent; fatal levels of carbon monoxide can be produced in just minutes.
- Have your chimney checked and cleaned every year, and make sure your fireplace damper is open before lighting a fire and well after the fire is extinguished.
- Make sure your gas appliances are vented properly.
- Never use a gas oven for heating your home.
- Never let a car idle in the garage.
- Know the symptoms of carbon monoxide poisoning (dizziness, nausea, headache, weakness).

## **Steps to Take When a Carbon Monoxide Alarm Sounds**

- Never ignore a carbon monoxide alarm.
- Immediately move outside to fresh air.
- Call 911.
- Do a head count to check that all persons are accounted for.
- Do not re-enter the premises until emergency responders have given you the permission to do so.

***Please help us to save trees and keep our costs down substantially by allowing us to email all of your member notices and your monthly Condor to your email address. Simply email me at gm@pmcpoa.com and we will add your email address to your member account.***

***Thank you,  
Karin Shulman, GM***

# the Condor

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The PMCPOA Board of Directors meets on the third Saturday of every month at 10 am in the Condor Room of the Clubhouse. All members are invited to attend the open session. The executive session is a closed meeting for the discussion of and action on legal and personnel matters, third party contracts, and member-requested hearings.

Members may request copies of the open Board Meeting minutes. These requests should be made in writing to the Corporate Secretary. There is a charge per page for making copies of the minutes.

# PMC's Snow Berm Removal Procedure

During the winter months, our Association faces many weather-related challenges. The first priority in the event of a snow storm is clearing and sanding the roads of the community. In a nutshell, we have well-established and effective procedures that determine the order in which snow is removed throughout PMC.

The removal of berms from property owners' driveways is provided as a courtesy to members who, in advance, have requested this assistance. In order to be added to this list, you need to present a current ADA placard or doctor's note at the Business Office.

This free service is only provided after snow removal from all Association roads and necessary sanding have taken place. As a result, it could be two or more days before the crews begin to remove berms.

As with the roads, this courtesy service has an established procedure in determining the order in which property owners' berms are removed.

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**Members, if you are going out of town for any period of time, please come to the Business Office and complete a "Vacation Check Form" with Patrol. The Patrol staff will monitor your home while you are away.**

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When crews are available to begin berm removal, they will follow the approved ADA berm removal list. Our berm removal list is quite long; and due to limitations of time, equipment and manpower, the process of removing berms for every property owner on the list can take several days, even after the snow has stopped falling.

The berm removal list is intended for the physically impaired.

If you have any questions regarding our snow plowing and berm removal policies, please call 242-3788 or come see us.

## Communications Committee Update

After several months of being dark, the PMCPOA Communications Committee has reconvened since October 2019.

Our immediate goals are to improve our current website functionality and create a comprehensive New Member Handbook. Additionally, each member of the committee has reached out to other PMCPOA committees, task forces and groups to establish ways that we can be helpful to their group and facilitate better communication to all members.

We will continue to explore ways to improve communications within the PMC community and welcome ideas and comments.

# PMCPOA's Policy on Snowplowing

During winter storms, the Pine Mountain Club Maintenance Department's snowplow equipment will be dispatched as needed to maintain all roadways, cul de sacs and access roads within the PMC community.

This equipment will be dispatched as soon as possible after the snow begins to stick to the road surfaces, and plowing will continue until all of the roads are clear of snow. Cinders will be applied when the Pine Mountain Maintenance Department deems it appropriate.

The streets in our community will be plowed in the following order: First, the main roadways. Second, all access roads. Third, all cul de sacs. And, when time permits, attempts will be made to try to clear snow berms in driveways.

*(Copies of this policy are available in the PMC Business Office. The Snow Removal Policy brochure is also viewable on the PMCPOA website in the Association Governance & Business menu. Just click on the "Business Office" tab to view.)*

---

## PMCPOA Office Hours:

**8 a.m. to 5 p.m.  
Mon-Fri  
8 a.m. to 3 p.m. Sat  
(Closed for lunch from  
12-1 p.m.)**

---



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# PMCPOA Newsbriefs

## Opting Out of Email Address Sharing

Effective January 1, 2020 members now can request to opt out of email addresses being given to other members who ask for member mailing addresses and email addresses. (This does not affect your email blasts, Condors or any other communication from the PMC office).

Please send in a letter (to P.O. Box P, Pine Mountain Club, CA 93222) or email the office at ar@pmcpoa.com to request opting out of giving members the right to receive your mailing address and email. We must receive requests by Dec. 31.

## Dog Park Update

The Dog Park (in the corner of the PMCPOA Campground) is now open to all members and their guests (no locks on gate). Please maintain the area (pick up dog poop, etc. and put it in trash bins). If it is not kept up, the dog park will be closed permanently.

## Kern Transit News

Kern Transit's bus service to and from Pine Mountain Club (Route 210) will continue all winter — depending upon weather and road conditions. To check whether a scheduled bus will be arriving, call (800) 323-2396 and press 1 to speak with a live dispatcher.

## Condor Cafe Hours

Mon-Sun -- 8am - 2 pm  
 Thu Single-Pot Meals in Lounge, \$9.99 -- 5pm  
 Fri Dinner – 5-8:30 pm  
 Sat Dinner – 5-8:30 pm  
 Sun Bar Food -- 2-7 pm

## Prepping Your Car for Winter Driving

If you don't already have them, please purchase snow chains for your tires. Here is a helpful listing of where you can buy them in or near our area:

- Ace Hardware — Frazier Park
- CarQuest Auto Parts — Lebec
- O'Reilly Auto Parts — Castaic
- Walmart — Stevenson Ranch
- Amazon

Another option is Spikes-Spiders. For more information about these, please visit [www.spikes-spiders.com](http://www.spikes-spiders.com).

## Speed Limit Reminder

Please obey the speed limit in PMC. The speed limit on all PMC roads is 25 mph. This is especially important during the winter months when roads may be icy. Let's protect our wildlife, and ourselves.

## Rules for Snow Play on the Golf Course

A reminder that the PMC Golf Course must have a least 6 inches of snow on it before anyone can sled or play on the course. Please do not go onto the golf course after it snows unless there is 6 inches or more of snow. The course will be monitored closely and people will be asked to leave if less than 6 inches of snow has fallen.

If in doubt, please call the office or Pro Shop before arriving.

### Golf Shop Hours:

9 a.m. to 5 p.m.  
 Every Day

Call 242-3734 for tee times.

Twilight hours/rates are available. Contact the Pro Shop for details.

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**Southern Oaks MORTGAGE/REALTY**

## Cafe News and a Nice Recipe from Chef Mike

*Michael Beurer, PMCPOA Food and Beverage Manager*

Save the Date: Baby Back Ribs are Back! We sold out last time, so don't miss out! Here are the details and menu:

### **Baby Back Ribs**

Sunday, January 19, 2020

2 pm - 6 pm

#### **Menu:**

Baby Back Full Rack  
Garlic Mashed Potatoes  
Cole Slaw — \$24.95

1/2-Rack Baby Back Ribs  
Garlic Mashed Potatoes  
Cole Slaw — \$18.95

8 oz. BBQ Chicken  
Garlic Mashed Potatoes  
Cole Slaw — \$16.45

Florentine Jumbo Ravioli — \$16.45

### **Save the Date!**

## **Super Bowl LIV is February 2!**

***Come to the Clubhouse for the big game and cheer on your favorite team with your friends!***

### **Drink Specials**

### **Tailgate Food Buffet Raffles**

***Watch the game and / or commercials on two big-screen TV's!***

***More details coming soon***

### **Recipe of the Month**

#### **Scrumptious Salmon Cakes**

##### **Ingredients: Makes 8 patties**

- 2lbs. of fresh salmon or 2 (14.75-ounce) cans of salmon - minced
- 3/4 cup Italian-seasoned Panko (Japanese bread crumbs)
- 1/2 cup minced fresh parsley
- 2 eggs, beaten
- 2 green onions, chopped
- 2 teaspoons seafood seasoning (such as Old Bay)
- 1-1/2 teaspoons of ground black pepper
- 1-1/2 teaspoons garlic powder
- 3 tablespoons of Worcestershire sauce
- 3 tablespoons of grated Parmesan cheese
- 2 tablespoons Dijon mustard
- 2 tablespoons creamy salad dressing (such as Miracle Whip)
- 1 tablespoon olive oil

#### **Directions:**

If using fresh salmon: Cook in skillet with butter till done and mince.

Mix Salmon, Panko bread crumbs, parsley, eggs, green onions, seafood seasoning, black pepper, garlic powder, Worcestershire sauce, Parmesan cheese, Dijon mustard and creamy salad dressing together in a large bowl; divide and shape into 8 patties.

Heat enough olive oil in a large skillet to cover the cooking surface over medium heat. Fry salmon patties in batches until golden brown, 5 to 7 minutes per side. Repeat with more olive oil as needed.

Enjoy!

***Happy New Year from your PMCPOA staff!***



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# A Message from the Chairman

Bill Lewis II  
pmcboard@pmcpoa.com

After the November Board meeting, the usual negativity continued as well as the routine dissemination of false and misleading information. It's truly sad to think some people have nothing more productive to do than assault the integrity of this Board and to continue to falsely speculate and mislead members. However, I am hopeful for positive outcomes despite the negativity.



On a positive note, I would like to thank all of the members who replied directly to me in person and by email regarding my most recent messages this past month with the single purpose to keep members updated and informed. It seems members appreciate getting updated information. They deserve it. They deserve the truth. I also learned that some members are not up to speed on what we are doing around here and some have become victims on the misinformation highway.

I received a few emails that I might

classify as a little hostile and I received some messages that were very personal — from some members I'd never met and names I didn't recognize — and I believe most of those members just wanted to be heard, they wanted their stories told and they wanted to know what the future holds for them. After I replied back to almost all of them, and after they then replied back to me, I am confident that these members feel a little better about what we are doing — maybe not 100 percent happy, but more optimistic. I mention this because I continue to believe that positive communications with and among our members is so important, and I have been asked by members to continue sharing these messages to keep them informed, and I plan to do so.

I can report to you that the preliminary planning and oversight to build a new pool isn't an easy task — but we are proceeding forward. We are still waiting to receive and review the bids for Phase 1, and that approval and subsequent project start is essential as both phases must be complet-

ed together to get the projects both signed off at the same time so the facilities can become operational.

As we look ahead toward the remaining phases of the master plan concept — and there is still nothing on the table for the immediate future necessitating action — we are expecting language from our legal counsel before our January meeting to address expenditures over one million dollars that will require both a vote by the members, and to be in compliance with our governing documents. The bylaw amendments submitted by Director Bryan Skelly at our December meeting were forwarded to our legal counsel for review and are now serving as the basis for a single proposed amendment.

2019 was a good year. I would like to say thank you and happy New Year to the members, our dedicated employees, the Board and the good people who devote countless hours serving on our committees and volunteering throughout the year to make PMC a great place to live.

## PMC Board of Directors Meeting Highlights

Grace Wollemann, Recording Secretary

These are highlights of the Board of Directors open meeting of Dec. 21, 2019. Complete minutes are available at the business office or online at [www.pinemountainclub.net](http://www.pinemountainclub.net) after their approval at the next Board meeting. In the regular open meeting Chair Bill Lewis II called the meeting to order at 10:00 a.m. Seven directors attended: Cam Acosta, Steve Burkett, Philip Gabriel, Tony Harmon, Bill Lewis II, Diane Pennington and Phyllis Throckmorton. Directors Peggy Hoyt-Voelker and Bryan Skelly were excused. Also in attendance were General Manager Karin Shulman and Recording Secretary Grace Wollemann.

**MOTION** by Director Harmon, **SECOND** by Director Burkett to amend the agenda for the Board of Directors meeting of Dec. 21, 2019 to remove Old Business. **MOTION** carried.

**MOTION** by Director Throckmorton, **SECOND** by Director Pennington that the amended agenda for the Board of Directors meeting of Dec. 21, 2019 be adopted. **MOTION** carried.

**MOTION** by Director Burkett, **SECOND** by Director Harmon to amend the draft minutes of the Board of Directors' Regular Board Meeting of Nov. 16, 2019. **MOTION** carried.

**MOTION** by Director Burkett, **SECOND** by Director Harmon to approve the amended draft minutes of the Board of Directors' Regular Board Meeting of Nov. 16, 2019. **MOTION** carried.

**MOTION** by Director Throckmorton, **SECOND** by Director Harmon to approve one (1) committee application. **MOTION** carried.

Chairman Bill Lewis II presented the Chairman's report.

General Manager Karin Shulman pre-

sented the General Manager's report.

Treasurer Cam Acosta presented the Treasurer's Report.

**MOTION** by Director Acosta, **SECOND** by Director Throckmorton to ratify the Association's November 2019 financials in accordance with Civil Code §5500 and §5501. **MOTION** carried.

**MOTION** by Director Throckmorton, **SECOND** by Director Burkett to approve the committee minutes. **MOTION** carried.

**MOTION** by Director Throckmorton, **SECOND** by Director Harmon to approve one (1) Environmental Control Committee project recommendation. **MOTION** carried.

**MOTION** by Director Acosta, **SECOND** by Director Throckmorton to approve one (1) cottage industry permit.

'MEETING' Continued on page 11

# Treasurer's Report

Pine Mountain Club POA, Inc.  
 Treasurer's Report  
 As of November 30, 2019

	Actual	Budget	Over (Under) Variance
<b>Revenue</b>			
Current Year Assessment Revenue	1,929,810	1,932,487	(2,677)
Operations/Maintenance	102,453	76,075	26,378
Social Activity	317,468	254,125	63,343
Interest Income (Operating)	17,754	13,009	4,745
<b>Total Revenue</b>	<b>2,367,486</b>	<b>2,275,696</b>	<b>91,790</b>
<b>Operating Expenses</b>			
Operations/Maintenance	1,783,752	1,886,234	(102,482)
Social Activity	437,962	480,212	(42,250)
Operating Projects	36,947	0	36,947
Designated Fund Projects	23,851	0	23,851
Reserve Contribution	148,331	148,331	0
<b>Total Operating Expenses</b>	<b>2,430,843</b>	<b>2,514,777</b>	<b>(83,934)</b>
<b>Net Operating Revenue Over Expense</b>	<b>(63,357)</b>	<b>(239,081)</b>	<b>175,724</b>

**Payroll Summary**

Payroll Wages	875,212	931,358	(56,146)
Payroll Benefits	146,122	175,444	(29,321)
Taxes and Worker's Compensation	124,011	143,082	(19,071)
<b>Total Payroll Expense</b>	<b>1,145,346</b>	<b>1,249,884</b>	<b>(104,538)</b>

	Assessment Billed	Assessment Collected	Assessment Receivable
18/19 Assessment Collection Update	4,231,452	4,210,931	20,521
19/20 Assessment Collection Update	4,631,550	4,488,577	142,973

**Reserve Fund Update**

Beginning Balance July 1, 2019	Plus: YTD Interest and Contributions	Less: YTD Purchases	Ending Balance November, 2019
2,579,463	605,294	(124,800)	3,059,957

Operating Fund Cash Balance 3,790,114  
 Reserve Fund Cash Balance 3,267,626

Respectfully Submitted



Cameron Acosta / Treasurer  
 December 21, 2019



# --- General Manager's Update ---

*Karin Shulman*

California law requires that we recycle. Rock-West in Bakersfield, who picked up all of our recyclables, suddenly closed its doors several weeks ago. If you keep up with the news, you know there is currently not a market for recyclables. Kern County recently closed down eight of its recycling facilities. Joe Ladin, our EC Officer, has been diligently looking for someone to pick up our recyclables and pay us for them, but so far, he has been unable to find anyone to do so.

The best we have come up with is that we are renting a MRF bin at \$180

per month, plus paying transportation fees of \$203.16 per month, for a total of \$383.16 with no return on any of the recyclables. ("MRF," pronounced "Merf," stands for "materials recovery facility," "materials reclamation facility," "materials recycling facility" or "multi re-use facility." A "MRF" is a facility that receives commingled materials and then uses a combination of equipment and manual labor to separate and densify the materials in preparation for shipment to recyclers.)

Nothing will look different for the residents at the Transfer Site. You will continue to sort plastic, glass, cardboard and

paper. The Transfer Site staff will load the MRF bin with the recyclables for transportation. We appreciate all the effort that goes into recycling, and the benefits in doing so for the environment, so we will continue.

With the snow and heavy rain during Thanksgiving week, the clubhouse roof had quite a few leaks, as it has for all of the years I have worked here. There is a two-year life left, and I don't believe the roof will last long. We will need a new roof in the spring, and that will be paid for through the Reserve Fund.

I want to wish all of you a happy New Year.

## About the Disaster Assistance Equity Act, H.R. 5337

*Submitted by Dianne Pennington*

The Disaster Assistance Equity Act of 2019 (H.R. 5337) will correct the current inequity in the Federal Emergency Management Agency (FEMA) system. Community associations impacted by a presidentially declared natural disaster — blizzard, drought, earthquake, fire, flood, hurricane, or tornado — are NOT currently offered the same FEMA financial recovery support as the rest of the country.

**Condominiums & Housing Cooperatives:** If this bill passes, individual owners in condominiums and housing cooperatives will be reimbursed for their fair share of repair or replacement of critical major common-area elements facilities such as boiler rooms, elevators, roofs, etc.

**Homeowners Associations:** If this bill passes, homeowners associations with privately owned roads will be able to rely upon the locality (city, county, town, etc.) to remove debris from the private roads, resulting in huge savings for association residents.

Residents living in community associations pay the same federal taxes as residents living in non-deed restricted neigh-

borhoods. The current system is flawed and unfair. This legislation recognizes and corrects the inequities for the 73.5 million people living in community associations.

To email Congressman Kevin McCarthy's office, please go to the website at "<https://kevinmccarthy.house.gov/contact>" and follow the instructions. Once on the site, enter zip code 93222 plus the four-digit extension, and continue. When asked to choose the issue of your concern, put "other," and for the message subject, put "H.R. 5337." For the text of the message, here is a sample of what you can write: "I ask your support in co-sponsoring H.R. 5337, the Disaster Equity Act of 2019."

## Do We Have Your Contact Information?

Does PMCPOA have your current phone number? This is important so that the Association can contact you if there is ever an urgent issue at your PMC home.

Please fill out and return the Information Update form you received with your assessment package, or call the office and give the receptionist your contact information.

Thank you for your cooperation on this matter.

### **Reminder: No Pets Outside at Night**

*A reminder that as per Association Rule 4.07, pets cannot be left outside unattended between dusk and dawn in PMC. This rule was designed to protect everyone's pets from inclement weather and predatory wildlife, and in particular to reduce the problem of barking dogs that keep neighbors awake at night. Please be a good neighbor and pet owner and abide by this rule.*



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# Tips on How to Dispose of Hot Ashes Properly

*PMCPOA EC Committee*

Now that the weather has cooled, many of us will be keeping warm inside our homes with some sort of fire. Whether using a fireplace, wood-burning stove or pellet stove, proper removal and disposal of ashes is critical. Improper removal of hot ashes causes thousands of fires each year.

Remember that wood ashes retain enough heat to ignite combustible materials for several days. Please be mindful when removing and disposing of all ashes.

### *Here are Tips on the Safe Removal of Hot Ashes*

\* Place ashes in a sheet metal bucket or a container with a handle and a lid that closes tightly.

\* Store the covered container outside in a safe place outside your home, away from wind and other combustible items.

\* Pour water onto ashes to douse hot embers.

\* Make sure to place the ash bucket on

a non-combustible surface such as stone, concrete, brick or slate.

\* Once ashes have cooled completely -- and that can take several days -- dispose of ashes at our Transfer Site. Place them in the dumpster labeled "Ashes."

### **What NOT To Do:**

\* Never dispose of hot ashes in the garden or spread them over the ground.

\* Never place an ash bucket directly on a wood porch or floor.

\* Never dispose of ashes at the Transfer Site if the ashes are still hot.

\* Never place hot ashes in the dumpsters...EVER!

\* Never dispose of hot ashes in paper, plastic or cardboard, even if you think they are cold.

\* Always treat the removal of ashes with respect.

**Interesting Fact: A cord of wood produces about 50 pounds of ash.**

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*Professional Services ads are \$5 per line per month, two-line minimum, when paid by the year. Otherwise, \$6 per line per month. No refunds. The fee includes the name of your business and phone number. PMCPOA does not guarantee the accuracy of the information nor does it endorse any business or service listed here. To place an ad here, call 242-3788.*

# COMPLIMENTS, CONCERNS, COMPLAINTS

*PMCPOA welcomes member input. Drop ideas off in the CCC Box in the Clubhouse Lobby, or click on the "CCC Box" menu item on PMC's website at [www.pinemountainclub.net](http://www.pinemountainclub.net).*

Thank you for your submissions to the Complaints, Concerns and Compliments Box. It takes a village to run a village, and your care and concern help keep PMC the wonderful place we love. Look for responses in the Condor. Please be sure to include your contact information. While your name will not be published or posted, we don't respond to anonymous submissions. If you have a concern that involves maintenance, sanitation or safety issues, or is of a confidential nature, please contact the Business Office immediately at 661-242-3788. Thank you!

## COMPLIMENTS

• *(Please note that this is three compliments compiled into one.)* Love the Rich Herman Band! Please have them back! The Rich Herman Band is our very favorite clubhouse band. Please keep hiring this fine lounge band; they are our best local players. Please get this band booked on a Saturday night so they'll get paid.

**Response:** Rich Herman is wonderful, and will definitely be back. He is very popular among the staff and members.

• A big thank you to members of the Recreation Committee, especially Leslie and Bob Lewis, who decorate for the association events and do the seasonal decorations for the Lounge! They invest a lot of unseen time and effort to get the results we see, which are so creative and impressive!

## Want to Order Pellets?

Let's Live Local provides an opportunity to order pellets as a co-op. If there is enough interest, remaining orders will be delivered in January and February. If you would like to place an order, please call Vicky Kraft at 661-242-6988.

**Response:** Thank you for the compliment. The Recreation Committee does put time and effort into decorating for events, and they have done a fabulous job!

• Marked improvement in dinner service; foods were great!

**Response:** Michael Beurer, Food and Beverage Manager, has done a great job with the food and has brought a great variety to our restaurant. He will appreciate the compliments.

• We had breakfast today (Nov. 19), and our server was Joy. She was so cheerful and accommodating. She was a delight. Joy made our breakfast an enjoyable experience. We want to acknowledge Lena as well.

**Response:** See previous response.

## CONCERN

• *(Please note that this is a compilation of two submissions.)* Please stock

### 'EMPLOYEES' Cont. from page 1

to pay damages. I'm sure none of us want to open our wallets to potential litigation.

Be aware that this does not stop anyone from making legitimate complaints regarding our employees. Remember, all complaints must go through the general manager, who will take appropriate action if warranted.

Now, for some advice: Be respectful and remember, it's very hard to acquire help from the limited employee pool we have here on the mountain, and it's especially hard to keep them when they're subjected to harassment and bullying from our members, guests and vendors. Start each day giving a compliment to at least one of our employees. Thank them and show them how much you appreciate them. If they're excelling at their job, tell them.

Fern's Lake. I do not golf, and my hobby is fishing. Symbiotic respect is necessary for all parties to enjoy their pastimes! Last summer was depressing. In memory of "Fern." Thanks!

**Response:** We have moved a lot of the fish back to Fern's Lake, thanks to A.J. Durocher, Steve Bates and Nate. Possibly, they will move more towards late spring.

*Join us for...*

## Sketching Saturdays!

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Recreation Room

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**'DIRECTORS' Cont. from page 1**

poc for 10 years, and three of those years I acted as Chief Steward for our local Teamsters union. As such, I was the chief negotiator for our Memorandum of Understanding contracts."

When retiring from Hancock College, he became a partner in a software company that provides a platform and tools for the service industry — electricians, plumbers, HVAC, etc. — that helps them run their businesses. "I have been a partner for seven years now, and hope to be for another seven," he says.

As many in PMC already know, Tony is a concert guitarist, and has been so since the age of 14. "I have performed in many of the nicest concert halls in the world, and still have an active concert schedule today," he says. He has appeared on numerous television shows and as part of special events across the globe, has composed and performed the musical soundtrack for ABC television's "The William Randolph Hearst Story" and performed at the Western White House for President Ronald and Nancy Reagan.

As for his time on the Board, Tony says the most challenging part so far has been trying to improve member and Board communication. "As a Board member, one of my goals is to create an atmosphere of trust. The simple truth is that we, 'the Board,' live in and enjoy this community too. The decisions we make affect us too," he says. First steps to that end, he said, have been helping to get the Communi-

cations Committee going again, and voting out poorly written bylaws that endanger our association such as 10.08. "I want communications to improve, and with our Communications Committee in full force, I think members will see a lot more transparency."

He adds, "I also want to see spending caps, but done correctly," he said. "Lastly, I want to see our clubhouse renovated for all to enjoy. It is long overdue, and will help keep our property values up."

**'MEETING' Continued from page 6**

**MOTION** carried.

**BOARD ACTION ITEMS:**

**OLD BUSINESS: NONE**

**NEW BUSINESS:**

**MOTION** by Director Harmon, **SECOND** by Director Burkett to amend **RESOLUTION #01-12-21-2019**, the addition to Association Rule, Article 3 (General Rules) to read as follows: 3.21 Personal knives with a three-inch blade or greater are not allowed in the clubhouse complex. **MOTION** carried.

**MOTION** by Director Burkett, **SECOND** by Director Throckmorton to approve the amended **RESOLUTION #01-12-21-2019**, the addition to Association Rule, Article 3 (General Rules). **MOTION** carried.

**MOTION** by Director Burkett, **SECOND** by Director Throckmorton to approve **RESOLUTION #02-12-21-2019**, the revision to Association Rule, Article 8

**Want to Talk With the Board Chairman?**

If members would like to speak with the PMCPOA Board of Directors Chairman, there is a way to do so.

To book some one-on-one time with Board Chairman Bill Lewis II, contact the front desk and schedule an appointment. Visits will be booked in 15-minute increments.

Please call the Business Office to schedule an appointment.

(Archery Range). **MOTION** carried.

**MOTION** by Director Burkett, **SECOND** by Director Harmon to approve **RESOLUTION #03-12-21-2019**, the revision to Association Rule, Article 12 (Golf Course). **MOTION** carried.

**MOTION** by Director Throckmorton, **SECOND** by Director Acosta to approve the revised Business Policy & Procedure C-1 (Communication). **MOTION** carried.

**MOTION** by Director Burkett, **SECOND** by Director Throckmorton to approve the revised Business Policy & Procedure C-7 (Email and Written Communication to the Board). **MOTION** carried.

**MOTION** by Director Throckmorton, **SECOND** by Director Burkett to remove Business Policy & Procedure C-8 (Electronic Signs). **MOTION** carried.

**MOTION** by Director Throckmorton, **SECOND** by Director Acosta to approve the revised Business Policy & Procedure D-5 (Purchasing General – Purchase Orders). **MOTION** carried.

**MOTION** by Director Burkett, **SECOND** by Director Harmon to direct the general manager to begin preparation of the annual budget for the fiscal year 2020-2021. **MOTION** carried.

The Board sent and received 38 items of correspondence, which included four committee approvals letters.

The next Regular Open Board Meeting will take place on Jan. 18, 2020 at 10 a.m. in the Condor Room. The meeting adjourned at 11:35 a.m.

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## A Comparison of PMC Assessments, Gasoline and Wages

Here are some statistics of interest that compare gasoline prices, minimum wage increases and the PMCPOA assessment increases over the years.

1980 costs: Gas \$1.12/gallon / California minimum wage \$3.10 per hour.

1990 costs: Gas \$1.16/gallon / California minimum wage \$4.25 per hour.

2010 costs: Gas \$2.79/gallon / California minimum wage \$8.00 per hour.

2019 costs: Gas \$3.50/gallon (25% increase since 2010) / California Minimum wage \$12.00 per hour (50% increase since 2010)

Pine Mountain Club Property Owners Association Inc. Annual Assessment History: (See Below)

Average yearly increase of 6.9% / Total increase since 2009 - 17%

<b>DATE</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>	<b>% Change</b>
07/01/1976	76/77 Annual Assessment	120.00	0.0%
07/01/1977	77/78 Annual Assessment	120.00	0.0%
07/01/1978	78/78 Annual Assessment	220.00	83.0%
07/01/1979	79/80 Annual Assessment	250.00	13.6%
07/01/1980	80/81 Annual Assessment	275.00	10.0%
07/01/1981	81/82 Annual Assessment	365.00	32.7%
07/01/1982	82/83 Annual Assessment	346.00	- 5.2%
07/01/1983	83/84 Annual Assessment	370.00	6.9%
07/01/1984	84/85 Annual Assessment	350.00	- 5.4%
07/01/1985	85/86 Annual Assessment	363.00	3.7%
07/01/1986	86/87 Annual Assessment	392.00	8.0%
07/01/1987	87/88 Annual Assessment	404.00	3.1%
07/01/1988	88/89 Annual Assessment	435.00	7.7%
07/01/1989	89/90 Annual Assessment	460.00	5.7%
07/01/1990	90/91 Annual Assessment	552.00	20.0%
07/01/1991	91/92 Annual Assessment	615.00	11.4%
07/01/1992	92/93 Annual Assessment	615.00	0.0%
07/01/1993	93/94 Annual Assessment	615.00	0.0%
07/01/1994	94/95 Annual Assessment	695.00	13.0%
07/01/1995	95/96 Annual Assessment	705.00	1.4%
07/01/1996	96/97 Annual Assessment	695.00	- 1.4%
07/01/1997	97/98 Annual Assessment	675.00	- 2.9%
07/01/1998	98/99 Annual Assessment	675.00	0.0%
07/01/1999	99/00 Annual Assessment	660.00	- 2.2%
07/01/2000	00/01 Annual Assessment	676.00	2.4%
07/01/2001	01/02 Annual Assessment	736.00	8.9%
07/01/2002	02/03 Annual Assessment	760.00	3.3%
07/01/2003	03/04 Annual Assessment	852.00	12.1%
07/01/2004	04/05 Annual Assessment	947.00	11.2%
07/01/2005	05/06 Annual Assessment	979.00	3.4%
07/01/2006	06/07 Annual Assessment	1085.00	10.8%
07/01/2007	07/08 Annual Assessment	1286.00	18.5%
07/01/2008	08/09 Annual Assessment	1283.33	- 0.2%
07/01/2009	09/10 Annual Assessment	1371.00	6.8%
07/01/2010	10/11 Annual Assessment	1371.00	0.0%
07/01/2011	11/12 Annual Assessment	1371.00	0.0%
07/01/2012	12/13 Annual Assessment	1371.00	0.0%
07/01/2013	13/14 Annual Assessment	1371.00	0.0%
07/01/2014	14/15 Annual Assessment	1389.00	1.3%
07/01/2015	15/16 Annual Assessment	1392.00	0.2%
07/01/2016	16/17 Annual Assessment	1406.00	1.0%
07/01/2017	17/18 Annual Assessment	1452.00	3.3%
07/01/2018	18/19 Annual Assessment	1464.00	0.8%
07/01/2019	19/20 Annual Assessment	1604.00	9.6%

## Clubhouse Hosts Congressman's Rep Every Month

Do you have questions you'd like to ask about federal and state issues?

If so, there is a monthly opportunity to get answers and clarifications and to receive assistance with issues pertaining to veterans and those with disabilities.

## Rec Room Schedule

12 to 6 p.m.

Saturdays and Sundays & every day of winter break

*Ages 8 & under must be accompanied by an adult (18 & up). Ages 8-9 may be accompanied by those 15 and older. Ages 10 & up may use the Rec Room unaccompanied as long as they follow all association/Rec Room rules.*

Every first Thursday of the month from 11:30 a.m. to 12:30 p.m., Congressman Kevin McCarthy sends his field representative to the Mountain Communities to answer questions. The gathering takes place in the Pool Pavilion, and there is a rotating group of constituents who attend. It is open to everyone. Assemblyman Vince Fong also sends his field representative at the same time.

This month's gathering takes place on Jan. 2.

*This is a reminder to our members and guests that the Condor Café closes at 2 pm every day.*

*Members/Guests will not be seated at 2 pm and take-out orders will not be taken after 2 pm. Thank you for your understanding.*

## Condor Lounge Hours

**Mon-Thur: 4-8 p.m.**

**Friday: 4-10 p.m.**

**Saturday: 2-11 p.m.**

**Sunday: 1-8 p.m.**

**Happy Hour: 4-6 p.m. (Monday-Friday)**

## Assessment Prepayments

PMCPOA is accepting pre-payments for the 20/21 assessment. You can mail a check to PO Box P, Pine Mountain Club, CA 93222 or come by the office or call with a credit card number. Some members find this a little easier than coming up with the total amount all at once in July. The actual amount will not be determined until April of 2020, but you can get a head start on it if you wish.

## PMCPOA Transfer

### Site Hours:

8:30 a.m. - 5 p.m.

Daily

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## Want to Be on Email Blast List?

PMCPOA has an effective email blast system that is used to provide information in the quickest way possible.

While many members are already receiving these emails, many are not yet on the list. This established system is being used to enhance the timely distribution of information to the membership. However, the system is only effective if the Business Office has your email address. The list is growing, but the staff needs to have as many of the members provide email addresses as possible to maximize effectiveness.

Please stop by the office and sign up, or email your request to the office at [recept@pmcpoa.com](mailto:recept@pmcpoa.com). It will be worth your while to do so.

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# Fitness Schedule

**Tai Chi** . 9:30-10:30 am Monday . Wednesday . Friday

**Cardio Dance** .

8-9 am Monday

**Yoga** . 11 am to Noon

Monday . Tuesday .

Thursday

**Cardio Dance & Tone**

. 8-9:00 am Tuesday

**Low Impact Toning**

. 9:10 to 10 am .

Tuesday . Thursday

**Drumfit/Bodyworks** .

8-9 am Wednesday

**Cardio Groove** .

8-9:00 am Thursday

**Classes in**

**Clubhouse**

**Classes \$5**

**each, payable to instructor.**

## Guitar Society

### Monthly Meetings

Thursday, Jan. 9 from 4-5 p.m. and Saturday, Jan. 25 at Noon, both in the Pool Pavilion.

*Reminder: It is against the rules to collect firewood on Association property without permission from the EC Officer.*

### **Aging in Place Task Force Meeting**

**3:30pm**

Second Sunday of month

**Sunday, Jan. 12**

**Pool Pavilion**

## Celtic Jam

Tuesdays, 6 p.m.

Condor Room/Lounge

*Bring an instrument and play along, or just sit back and enjoy the music.*

## Entertainment Line-Up:

### Fri/Sat Nights

Friday, Jan. 3

7pm -- Dave Wilson (Mix of Rock 'n' Roll & Country Rock)

Saturday, Jan. 4

7pm -- Tony Ernst & The Not Too Shabby Band (Classic Rock, Country, Oldies, Blues & More)

Friday, Jan. 10

8:30pm (After Comedy Show) -- Gil & Friends (Americana)

Saturday, Jan. 11

7pm -- Breakfast with Barbie (Classic Rock & Country Rock)

Friday, Jan. 17

7pm -- Walt & Pam (Folk Rock, Country, '50s, '60s, '70s)

Saturday, Jan. 18

7-11pm -- The Del Fuego Brothers (Classic Rock)

Friday, Jan. 24

7pm -- Steve Burkett (Soft Rock)

Saturday, Jan. 25

7pm -- Bandit (Mix of Classic Rock, Blues & Country)

Friday, Jan. 31

8:30pm -- Matt Galindo (Acoustic Alternative/ Folk Rock)



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# Activities

## **Mondays**

12:45-4:00 pm . Bridge . CR

## **Tuesdays**

1:30pm Mahjong Club PP  
6 pm . Celtic Jam . CL

## **Wednesdays**

12:45-4:00 pm . Bridge . CR

## **Thursdays**

10:00 am . Skins Golf  
4-6pm . Guitar Society . PP  
(2nd Thursday)

## **Fridays**

7pm . Friday Night Live . CL

## **Saturdays**

12pm . Guitar Society . PP  
(4th Saturday)  
3pm . Garden Club . PP  
(DARK until Spring)

7-11pm . Live Music . CL

## **Sundays**

2-4 pm . Amateur Radio  
Club . PP . (3rd Sunday)  
2-5pm . Sierra Club . CR  
(DARK until Spring)

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# COMMITTEE MEETINGS

**All committee meetings are open to  
PMCPOA members in good standing.**

**Wednesday, Jan. 1 (First Wednesday)**  
10:00 am Recreation Lounge

**Friday, Jan. 3 (First Friday)**  
10:00 am Greens and Grounds Golf Shop  
2:00 pm Environmental Control Condor Room

**Saturday, Jan. 4 (First Saturday)**  
9:00 am Governing Documents Pool Pavilion  
1:00 pm Planning Pool Pavilion

**Tuesday, Jan. 7 (First Tuesday)**  
12 Noon Equestrian Equestrian Center

**Saturday, Jan. 11 (Second Saturday)**  
9:00 am Emergency Preparedness Condor Room  
10:00 am Communications Pool Pavilion  
10:00 am CERT Condor Room

**Wednesday, Jan. 15 (Wednesday Before Board Mtg)**  
5:00 pm Budget & Finance Pool Pavilion

**Saturday, Jan. 18 (Third Saturday)**  
10:00 am PMCPOA Board of Directors Mtg. Condor Rm

## **Pickle Ball**

**Mondays**  
**9:00 a.m.**

**Wednesdays**  
**7 p.m.**

**PMC Tennis/  
Pickleball Courts**

*The editorial and  
advertising deadline  
for the February 2020  
Condor is Monday,  
Jan. 13, 2020.  
Content can be  
submitted to the editor  
at [rwilde@pmcpoa.com](mailto:rwilde@pmcpoa.com).*

## GUILD ACTIVITIES

**Every Monday**  
10-3 . Lace Guild . Pool  
Pavilion

**Second/Fourth/Fifth  
Wednesdays**  
9-3 . Quilt Comfort Zone .  
Pool Pavilion

**First Thursday**  
6:30 pm . Quilt Guild  
Business Meeting . Pool  
Pavilion

**Every Friday**  
9-3 . Quilt & Chat & More  
Pool Pav (9-1:30/3rd Fri)

**First Saturday**  
1-4 . Knitting Guild . Mil  
Potrero Mutual Water Co.