

MOTHERS DAY

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10am-2pm - SUNDAY MAY 8TH

\$29 - Tax & Gratuity Included

> KIDS - \$14.00 AGES 3-12 Tax & Gratuity Included >

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> No Refunds >



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
661.242.3788 . 661.242.1471 (fax)

**Reminder: The lot clearance
deadline is June 1. The Fire
Department will begin in-
spections on June 2.**



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VOLUME 44 . NUMBER 5 . MAY 2022

Check out PMC's website at www.pinemountainclub.net

Five Candidates Vying for Three Seats on PMCPOA Board

The PMCPOA annual election is around the corner, and there are five candidates running for three, three-year terms on the board of directors. Following are brief introductions to the candidates, listed in the order in which they submitted their Letters of Intent.

Cameron Acosta: Cameron has lived in PMC for 31 years, and worked at Mil Potrero Mutual Water Company as office manager for almost 19 years. She is now retired, and has served on the PMCPOA board several times, including her current term. She is treasurer of the board, and serves as board liaison to the Budget and Finance Committee and the Environmental Control

'SEATS' Continued on page 4

Meet the Candidates Forums

Friday, May 20, 6-8pm

Saturday, May 28, 10am-noon

Condor Room

Come get to know the five candidates running for the PMCPOA Board!

Our World of Nature

Pollinators, Please Visit our Gardens

By Lynn Stafford with Liz Buchroeder

Some of the wild animals in our mountains help certain plants reproduce. This is not an altruistic behavior. The animals benefit, also. The plant equivalent of animal eggs are seeds, and their equivalent of animal sperm is pollen. Since

plants do not run around and find each other for mating purposes like animals do, there are other methods. One important strategy that many plants use is to attract certain animals with the promise of food in return for the animal



Fig. 1: Honeybee feeding on a rabbit bush (BB)

spreading pollen to seeds. In fact, biologists think that flowering plants and pollinating animals, such as many insects, may have evolved together over millions of years, developing a codependency.

We have many examples of pollinating animals in and around Pine Mountain Club. The most obvious ones are certain insects and hummingbirds. A common strategy is for a flower to be constructed so that tasty food, often in the form of sweet nectar, can be reached by the pollinator only by first rubbing against grains of pollen. This honeybee (Fig. 1) is

'NATURE' Continued on page 12

Let's Appreciate Our Employees!

Grace L. Wollemann, Human Resources Specialist

First of all, I would like to thank our great employees 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 our employees by certain members, guests, and vendors. It is our responsibility to protect our employees. I wish to address this issue here.

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

'EMPLOYEES' Continued on page 10

DEFENSIBLE SPACE WORKS! MAKE YOUR HOME FIRE SAFE

PMCPOA Emergency Preparedness Committee

A DEFENSIBLE SPACE is your property’s front-line defense against wildfire. Creating and maintaining defensible space around your home can dramatically increase your home’s chance of surviving a wildfire and improves the safety of the firefighters defending your property.

ZONE ONE: Zone One extends 30 feet from buildings, structures, decks, etc.

- Remove all non-ornamental combustible and vegetation materials from around all structures. For more information on ornamental vegetation and “fire-wise” plants, visit www.readyforwildfire.org.

- Remove any dead/dry material such as grass, leaves, limbs, etc.
- Remove trees and limbs within 10 feet of stovepipe and chimney outlets
- Remove any limbs that overhang/adjacent to structures.
- Clear roof of all combustible vegetation, including leaves and pine needles.
- Provide a 10-foot clearance of all combustibles around propane tanks.
- Relocate woodpiles or other combustible materials out of this zone.
- Cover all vent openings with 1/16- to 1/8-inch metal mesh.
- Cover your chimney and stovepipe outlets with a non-flammable screen.

ZONE TWO: 30 feet to 100 feet from the structure. Reduce ALL combustible fuels in this area.

- Remove dead material and remove or thin vegetation.
- Remove “ladder fuels” (low-level vegetation that allows the fire to spread from ground to the tree canopy). There should be a minimum of a 6-foot clearance from vegetation to lowest tree limb of all non-ornamental trees, or one-third the height of the tree.

KERN COUNTY FIRE HAZARD REDUCTION PROGRAM MUST BE COMPLETED BY JUNE 1st.

Starting June 2nd, Fire Department personnel will begin inspecting properties. Properties found to be in violation will be issued a \$500 citation. The owner of the property will be given 15 days from the mailing date of citation to either dispute the citation or show proof the violation was corrected.

For more information, go to www.kerncountyfire.org to view hazard reduction guidelines.

the Condor

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PMCPOA, Inc. does not endorse the products of advertisers in *The Condor*.

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.



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Pine Mountain Club POA, Inc.
Final Summary Budget for 2022/2023
As of April 16, 2022

Final

	2021/2022			2022/2023 Budget	Increase / (Decrease)
	Pro Forma Actuals	Budget	Variance		
Revenue					
Assessment Income	4,694,391	4,687,676	6,715	5,164,638	476,962
Operating Interest	15,369	17,958	(2,589)	17,111	(847)
General & Administrative	133,395	68,540	64,855	105,450	36,910
Association Business	9,518	7,500	2,018	6,600	(900)
Patrol	31,517	15,600	15,917	20,100	4,500
Maintenance Operations	5,782	5,850	(68)	5,340	(510)
Environmental Control	28,629	20,400	8,229	19,200	(1,200)
RV, Campground, Parks, & Grounds	19,578	18,300	1,278	18,300	0
Refuse & Recycling	26,362	13,800	12,562	25,500	11,700
Equestrian Center	71,792	55,200	16,592	71,700	16,500
Pro Shop	100,805	103,725	(2,920)	99,615	(4,110)
Lounge	146,106	184,000	(37,894)	162,100	(21,900)
Condor Café	346,407	336,000	10,407	384,510	48,510
Recreation & Events	2,438	2,360	78	2,800	440
Post Office	76,500	76,500	0	76,500	0
Projects	0	0	0	57,000	57,000
Total Revenue	5,708,588	5,613,409	95,179	6,236,464	623,055
Expenses					
General & Administrative	(1,647,931)	(1,704,250)	56,319	(1,703,853)	397
Association Business	(85,291)	(91,835)	6,544	(89,130)	2,705
Patrol	(440,759)	(403,530)	(37,229)	(452,705)	(49,175)
Clubhouse Maintenance	(291,905)	(269,960)	(21,945)	(304,043)	(34,083)
Maintenance Operations	(722,662)	(793,464)	70,802	(841,263)	(47,799)
Environmental Control	(125,905)	(93,530)	(32,375)	(136,950)	(43,420)
RV, Campground, Parks, & Grounds	(8,813)	(17,561)	8,748	(21,475)	(3,914)
Refuse & Recycling	(196,120)	(166,905)	(29,215)	(199,830)	(32,925)
Equestrian Center	(237,265)	(231,048)	(6,217)	(260,240)	(29,192)
Pro Shop	(117,874)	(121,500)	3,626	(119,327)	2,173
Golf Maintenance	(321,126)	(378,790)	57,664	(397,859)	(19,069)
Lounge	(134,121)	(182,385)	48,264	(162,060)	20,325
Condor Café	(480,328)	(454,150)	(26,178)	(502,648)	(48,498)
Recreation & Events	(105,034)	(118,773)	13,739	(132,358)	(13,585)
Pool	(53,562)	(72,745)	19,183	(68,983)	3,762
Post Office	(129,605)	(134,335)	4,730	(139,540)	(5,205)
Projects	(50,000)	(68,000)	18,000	(107,000)	(39,000)
Future Designated Projects	(18,000)		(18,000)	0	0
Project Contingency	(50,000)	(50,000)	0	(50,000)	0
Reserve Funding - Budget	(456,001)	(456,000)	(1)	(547,200)	(91,200)
Total Expenses	(5,672,303)	(5,808,761)	136,458	(6,236,464)	(427,703)
Net Revenue Over Expenses	36,285	(195,352)	231,637	0	195,352
Carry-over					
Confirmed Carry-over funds - prior yrs	663,511	663,511	0	18,000	(645,511)
Project Contingency	(12,202)	(12,202)	0	0	12,202
Designated Projects	(130,829)	(130,829)	0	(18,000)	112,829
Reserve Funding - Carryover	(325,128)	(325,128)	0	0	325,128
Current Projected Carry-over funds (actual will be different)	0	0	0	231,637	231,637
Additional Reserve funding (pending verification by the Audit & Board approval)				(231,637)	(231,637)
Total Carryover	195,352	195,352	0	0	(195,352)
Total Net Income Over Expenses	231,637	0	231,637	0	0
Assessment Amount		1,624		1,788	164
Billable Lots		2,886.5		2,888.5	2

The complete budget is available at the Association Office to members upon request at the Association's expense and will be provided by agreed upon method (mail, email, etc) within 5 days of the request.

'SEATS' Continued from page 1

Committee.

Philip Gabriel: Philip and his wife have lived in PMC since 2008, and he has been serving on the PMCPOA board for three years and is running for reelection. He was a member of the clubhouse remodeling task force, and worked with the group for more than a year on the Phase 1 and 2 plans, including the new pool. He has also served on the CERT team for more than 10 years.

Tony Harmon: Tony and his wife, Lori, have lived in PMC for seven years, and he is currently on the PMCPOA board and seeking reelection. He has more than 20 years of experience in city and state government and is the owner/partner of a successful software company. He has been an active concert guitarist for more than 35 years, having performed for President Ronald Reagan and his wife, Nancy.

Elizabeth Peterson-Gower: Elizabeth and her husband moved to PMC 18 months ago, and they are the new owners of the Pine Mountain Inn. As CEO and founder of Elizabeth Peterson Group, Inc., she oversees day-to-day operations of a land-use consultancy. She has facilitated the development of more than 1,600 restaurants, bars, theaters and mixed-use buildings in historic and complex urban environments.

Carolyn Gilbert: Carolyn and her wife have lived in PMC since 2017, and are partners/operators of Two Girls Mountain Vacation Rentals, a five-star-rated Airbnb business that employs four local women and works closely with the homeowners they represent, PMCPOA and lo-

cal realtors. She serves on the Governing Documents Committee, the Communications Committee and the short-term rental (STR) task force.

Get to know these wonderful volunteers by participating in the Meet the Candidates forums taking place on Friday, May 20 from 6-8 p.m. and Saturday, May 28 from 10am-Noon in the Condor Room. If you can't make the meetings and want to ask a question, please come by the office to pick up an index card on which to write your question, and make sure your Track & Lot number is on the card. Cards must be turned into the office by May 8 to be included in the meetings. The meeting will be recorded on video and posted on our website for viewing.

Reminder from Patrol Re: Domestic Disputes

Patrice Stimpson, PMC Patrol Chief

Please call 911 FIRST for all domestic disputes. Call PMC Patrol SECOND. Patrol will come to the area but will NOT approach a house where there is a possibility of violence. Patrol is neither trained, nor equipped, to handle these calls. A recent U.S. Department of Justice report shows that 40% of police officer deaths are related to domestic violence calls. Several studies confirm it is one of the most dangerous calls an officer will ever answer. Please don't put our Patrol officers at risk by insisting they respond to this type of call.

MIL POTRERO MUTUAL WATER COMPANY NOTICE OF ANNUAL ELECTION

In accordance with the By-Laws of the Mil Potrero Mutual Water Company, Inc., the Annual Shareholder's Meeting is scheduled for July 9, 2022 at 10:00 a.m. at the Administrative Office of the Mil Potrero Mutual Water Company, 16275 Askin Drive, Conference Room, Pine Mountain Club California. The deadline for clearing the Water Company accounts of overdue charges, to be eligible for submitting a proxy, shall be June 1, 2022. Shareholders in good standing desiring to place their names in nomination for a seat on the Board of Directors should submit their resume, as defined by the Equal Access Policy adopted by the Board of Directors on May 26, 1987, to the Water Company office no later than 4:00 p.m. on May 20, 2022. The resume must be typed on a single 8 1/2" x 11" page and must include the candidate's signature. The Equal Access Policy is available for review upon request.

The resumes may be mailed to: Secretary of the Board, Mil Potrero Mutual Water Company, P.O. Box "W," Pine Mountain Club, CA 93222, or may be taken to the business office located at 16275 Askin Drive, Pine Mountain Club, CA 93222.

Nominations will be accepted from the floor at the Annual Meeting before the close of the proxy box.

Kris Staidle, Board Secretary, Mil Potrero Mutual Water Company

Lilianna West
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Cinco de Mayo!



Join the fun on Thursday, May 5 for live music and delicious Mexican food!

'Journey in Time' will perform 5-9pm

Menu

CHILE RELLENO -- 12.95

2 Roasted Stuffed Poblano Peppers, Stuffed with Cheese & Angus Ground Beef, then dipped in Egg Batter..TRADITIONAL! Served with Chips & Salsa

POLLO ASADA CHICKEN & BEEF NACHOS 12.95

Pulled Fresh Chicken, Ground Angus Beef, Kingsly's Special Cheese Sauce, Diced Onion, Green Onions & Cilantro. Piled on a mound of House-Made Tortilla Chips.

CHICKEN STREET TACOS 11.75

3 Chicken Street Tacos topped with a Pineapple Onion Relish. Drizzled with a Chipotle Lime Sauce.

QUESO DIP 7.25

Mexican Cheese Dip with Fresh-Made Tortilla Chips

Condor Cafe

Hours

Breakfast and Lunch

Wednesday through Sunday

8 am to 2 pm

**Wednesday thru Saturday:
Breakfast 8-11 / Lunch 11-2**

Sunday:

Breakfast 8-12 / Lunch 12-2

The Condor Café is open for inside dining for breakfast and lunch. Patio seating is available weather permitting. Takeout is also available; please call 661-242-2233.

Dinner

Thursday (Special)

4 to 7:30 pm

Fridays and Saturdays

4 to 8 pm

The Condor Lounge is open for dinners on Thursdays from 4-7:30pm and Fridays and Saturdays 4-8pm. (The Bar is also open Thursdays through Saturdays.) Walk-ins are welcome. If you have a party of four or more, we require a reservation. You can call the café any time during our hours of operation at 661-242-2233 to place your reservation with a server. Takeout is available for dinner Thursdays, Fridays and Saturdays.



Ellie Melili

DRE# 01301719

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A Message from the Chairman

Bill Lewis II
 pmcboard@pmcpoa.com

The ongoing fire mitigation continues to make PMC a safer community. At the fire preparedness meeting held on April 9, the fire captain was very complimentary of the work being done around the community and directly alongside the very important Mil Potrero Highway that will serve as the only road to get residents out of and emergency vehicles into our community should a fire occur. I signed letters recently encouraging support to award a \$1.3 million fire mitigation grant to PMC. A letter to Southern California Edison was approved by the board asking Edison to take a more proactive approach to inspect and identify the fire hazards associated with and at illegal grow houses to prevent house fires commonly associated with these operations that could develop into a wildfire.



A violation of our Environmental Control Code recently brought to light something that perhaps all owners are still not aware of – and it is a good general rule to follow: If a member is contemplating making any changes or upgrades to their property or home, to include any construction, painting, tree trimming or removal, fencing, solar considerations, or putting a shed on your lot – the member should read

the EC Code available on our website first (<https://pinemountainclub.net/web/pages/environmental-control-office>) and then call or visit the EC Office to make a simple inquiry to determine if and when permits are necessary before taking any actions that could result in a citation for a violation of our rules.

We have had owners fail to contact Environmental Control and proceed to make changes on their own without approval, and we've had owners proceed after being advised in writing and in person by the EC Officer that permits were necessary and violations subsequently occurred that resulted in citations.

The current color charts are in the EC Office. I read somewhere the chart has not been changed since the 1950's, but since there was no PMC in the 50's or 60's, I'm not sure what chart was being used and by whom. There have been color variations approved when colors requested have been close to or considered to be in the same color hue. If you are thinking about painting or coating your roof, stop by the EC Office to start a conversation. If you have a suggestion for a new color, submit your suggestion to the Environmental Control Committee.

Household trash – and that includes discarded food items and used food containers -- must not be deposited into the

receptacles in Lampkin Park, around the clubhouse, at the tennis courts, the post office or Fern's Lake, nor in the village – unless those receptacles are certified bear-safe – and most of them are not. The bears are visiting these receptacles because some members are not being conscientious of the problems and associated dangers and these incidents could be considered feeding the wildlife. Please take your household trash to the transfer site.

The board selected a project manager for the clubhouse revitalization project after interviews were conducted with four companies. We will be moving forward to get a contract approved so we can start developing a timeline and budget and schedule a town hall meeting with the new project manager to update members of the progress of the project and discuss options to fund this project.

The clubhouse was packed the night of April 9 with a standing-room-only crowd that was the largest crowd I've ever seen here, and everyone was enjoying the live entertainment, food, and drinks. We are looking forward to more "fun" coming soon, to include Concerts on the Greens, the pool opening on Memorial Day weekend, and the GuitarFest on June 4. There are good times ahead in PMC.

Be safe, stay healthy, and continue to be positive.

PMC Board of Directors Meeting Highlights

Grace Wollemann, Recording Secretary

These are highlights of the Board of Directors open meeting of April 16, 2022. Complete minutes are available at the business office or online at www.pinemountainclub.net after their approval at the next board meeting. In the regular open meeting, Chairman Bill Lewis II called the meeting to order at 10:05 a.m. Nine directors attended: Cam Acosta, Richard Ballard, Steve Burkett, Philip Gabriel, Tony Harmon, Peggy Hoyt-Voelker, Chairman Lewis II, Ellen McClellan, and Phyllis Throckmorton. Also in attendance were General Manager Karin Shulman and Recording Secretary Grace Wollemann.

MOTION by Director Hoyt-Voelker, **SECOND** by Director Throckmorton that the agenda for the Board of Directors Meet-

ing of April 16, 2022 be adopted. **MOTION** carried.

MOTION by Director Acosta, **SECOND** by Director McClellan to approve **RESOLUTION #01-04-16-2022** and adopt the 2022-2023 budget and approve the assessment for fiscal year 2022-2023 in the amount of \$1,788 (one thousand, seven hundred and eighty-eight dollars) per lot per CC&R Article 6. Director Gabriel opposed. Directors Acosta, Ballard, Burkett, Harmon, Hoyt-Voelker, McClellan, and Throckmorton approved. **MOTION** carried.

MOTION by Director Hoyt-Voelker, **SECOND** by Director Burkett to approve the draft minutes of the Board of Directors Special Open Budget Meeting of March 12, 2022 and the Board of Directors Regular Board

Meeting of March 19, 2022. **MOTION** carried.

There were zero (0) committee applications for approval.

Chairman Lewis II presented the Chairman's report.

General Manager Karin Shulman presented the General Manager's report.

Director Cam Acosta presented the Treasurer's report.

MOTION by Director Acosta, **SECOND** by Director Hoyt-Voelker to ratify the Association's March 2022 financials in accordance with Civil Code §5500 and §5501. **MOTION** carried.

The board acknowledged receipt of the

'BOARD' Continued on page 13

Treasurer's Report

Pine Mountain Club POA, Inc.
Treasurer's Report
As of March 31, 2022

	Actual	Budget	Over (Under) Variance	
Revenue				
Current Year Assessment Revenue	3,521,012	3,515,756	5,256	
Operations/Maintenance	250,011	165,055	84,956	
Social Activity	483,225	509,120	(25,895)	
Projects	70,058	0	70,058	
Interest Income (Operating)	12,727	14,265	(1,538)	
Total Revenue	4,337,032	4,204,196	132,836	
Operating Expenses				
Operations/Maintenance	2,973,356	3,092,344	(118,987)	
Social Activity	808,996	882,217	(73,221)	
Operating Projects	117,849	170,202	(52,353)	
Designated Fund Projects	106,055	30,000	76,055	
Reserve Contribution	342,000	342,000	0	
Total Operating Expenses	4,348,257	4,516,763	(168,506)	
Other Operating Transactions				
Additional transfers to Reserve fund	(325,129)	(325,128)	(1)	
Assets purchased	(25,389)	0	(25,389)	
Foreclosed Lots transferred to Property	(17,719)	0	(17,719)	
Total Other Transactions	(368,237)	(325,128)	(43,109)	
Total Change in Operating Fund	(379,461)	(637,695)	258,233	
Payroll Summary				
Payroll Wages	1,667,124	1,777,188	(110,064)	
Payroll Benefits	272,543	298,618	(26,075)	
Taxes and Worker's Compensation	223,193	239,357	(16,164)	
Total Payroll Expense	2,162,860	2,315,163	(152,303)	
	Assessment Billed	Assessment Collected	Assessment Receivable	Assessment Receivable %
20/21 Assessment Collection Update	4,628,342	4,624,765	3,577	0.08%
21/22 Assessment Collection Update	4,694,082	4,630,148	63,934	1.36%
	Beginning Balance July 1, 2021	Plus: YTD Interest and Contributions	Less: YTD Purchases	Ending Balance Current Period
Reserve Fund Update	3,082,499	683,225	(323,594)	3,442,130
Operating Fund Cash Balance	1,392,739			
Reserve Fund Cash Balance	3,598,462			

Respectfully Submitted



Cameron Acosta / Treasurer

April 16, 2022

--- General Manager's Update ---

Karin Shulman

Last month brought Easter festivities, and this month kicks off the pool opening, Concerts on the Greens and other fun events. We are still looking to hire people; we have openings for seasonal golf maintenance, equestrian, seasonal recreation and pool attendants, and servers.

We are replacing the sidewalk behind the bus stop. Some of the concrete was lifted, causing a trip/fall hazard. We are very fortunate to have a person on staff who can lay concrete, saving us some money.

Please be conservative with water this summer. We didn't have much snow or rain this winter, so we will be very dry this summer. Please do not throw cigarette butts on the ground. The only fires allowed are propane and charcoal in a contained barbecue. We are very serious about any fires in our community. If caught burning wood or shooting off fireworks, be prepared to be fined \$1,000 for the first offense. A suggestion: If you are a short-term rental (STR) owner, you may want to charge an additional \$1,000 deposit just in case your guests do not comply with association rules.

The Forest Service has been cleaning up the Boy Scout Camp and removing the brush behind the homes on Cedarwood, and it is looking great. The CFIP Grant work is completed. Please notice that both sides of Mil Potrero Highway from Freeman to San Moritz have been cleaned up. Other areas that have been cleared include along the north side of the highway going west from Artic to Cedarwood, behind the campground, and along the side of the road going to the campground.

The NRCS Grant work has been started, and 31 acres have been fire mitigated. The crew will stop for the summer, and be back this coming winter to do more work. I am really proud of the fire mitigation that has been done. It helps to keep the forest healthy and helps us in case of fire. We were recently asked why we have logs blocking the entry to the Snowflake Trail off Mil Potrero Highway. The reason is that people go back in there and ride their motorcycles/dirt bikes, and that could cause a fire. I am grateful to the people who report this. It is going to take all of us to be fire conscience this summer and into the end of the year.

The association will be charging all

short-term rental guests a \$5 fee each day to use the pool. The fee will help offset the cost of putting Patrol out on the gates this summer and help with the cost of the massive amounts of chlorine that is used in the new pool. All STR guests must be registered before they are here, and we will have a list each week of who is coming to use the pool. If your STR guests are not

registered, they will not be allowed to use the pool. So please, make sure they are registered to make their stay more enjoyable. The \$5 pool pass can be purchased in the office and the Pro Shop. We will also be taking Member/Guest cards at the gate and returning them as you leave the pool. We had quite a few issues last year at the pool, and we are trying to mitigate those issues.



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Fireplace Facelift

The fireplace in the Condor Lounge recently received a beautiful revamp by PMCPOA employee Erin Pattarino, who painted the entire thing. Thank you Erin for all your hard work!



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Way to Go PMC Blood Donors!

PMCPOA received an email from Houchin Blood Bank regarding the last blood drive held here in PMC. We are happy to report that we were able to bring in more than 22 willing donors, including one first-time donor, and we collected 20 units of blood.

With every one unit saving three lives, your contributions and ongoing support will help save 60 lives in our community! We want to express our appreciation for all of your support with the mobile blood drive.

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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. 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.

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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 the members'-only side of the PMC website at www.pinemountainclub.net. Anonymous submissions will not be published.

There were no new CCC submissions this month.

The 22/23 Assessment is \$1,788. Bills will go out the first week of May, due on July 1. You can mail a check to PO Box P, Pine Mountain Club, CA 93222, drop it in the drop box outside (to the right of) the front door of the clubhouse, call us with a credit card or come into the office. Make sure to put your Tract and Lot # if paying by check.

'EMPLOYEES' Cont. from page 1

the employer, members, and guests. Therefore, you could be required to pay damages. I'm sure none of us want to open our wallets to potential litigation.

We also have our posted Association Rule 3.10, which states in part, "3.10 Abusive, bullying, threatening, and harassing language or behavior directed at staff

or members is not allowed at any time or place within the community. If this rule is violated, you may be subject to a fine and/or removed from the property.

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 performance of the employee victimized. We have even had employees quit on the spot due to intense altercations.

Some examples that have occurred are as follows: 1) belittling; 2) threats; 3) false accusations; 4) unreasonable demands; 5) items thrown at them; 6) physical and 7) verbal assaults.

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.



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for reservations*



Easter Egg Hunt

PMC's annual Easter Egg Hunt returned last month, and was well attended. Michael (pictured) found the golden egg, and shared his bounty with other kids in attendance. Way to go Michael! Your kindness is appreciated.



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'NATURE' *Continued from page 1*

visiting many flowers on a rabbit bush. It sips nectar with its long tongue and collects pollen in orange masses on its legs to take back to the hive (Fig. 2). By visiting one bright yellow flower after another, it promotes fertilization for the bush.

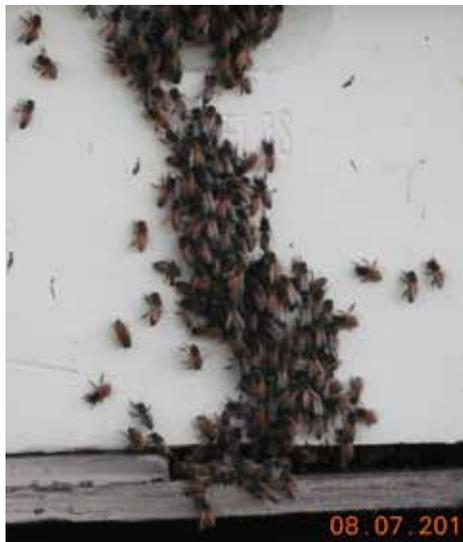


Fig. 2: Both flower nectar and pollen are taken to the honeybee hive (BB)

A monarch butterfly is only interested in the nectar in the rabbit bush flowers (Fig. 3). However, it also moves pollen from one flower to another. Another monarch butterfly has found a good food source on a narrow-leaved milkweed (Fig. 4). This milkweed is where the monarch lays its eggs. The resulting caterpillar eats only milkweed leaves.

Some non-native plants in our gardens will also attract pollinators. Western tiger swallowtail butterflies (Fig. 5) and yellow-faced bumblebees (Fig. 6) frequently visit



Fig. 3: The monarch butterfly feeds on the nectar, and also transports pollen from flower to flower (RC)

Photographers

Bill Buchroeder (BB)
Randy Cushman (RC)
Mary McDevitt (MM)

it Buddleia blossoms. There are many attractive garden plants, both native and horticultural, that are busy with pollinating insects during the flowering seasons. This female Anna's hummingbird (Fig.7) is enjoying a mint in a PMC garden.

Other animals that pollinate plants include some bats, other birds, some lemurs and tropical possums, certain geckos and even slugs. Somehow, a slug on a flower does not match the aesthetic image of the tiger swallowtail butterfly I watched on a coffeeberry bush yesterday.



Fig. 4: This monarch butterfly will lay its eggs only on milkweed leaves (RC)

Unfortunately, there is an alarming reduction in the number of pollinating insects in recent decades. In locations as widespread as Germany, England, the United States and Costa Rica, quantitative studies have verified as much as a 40% decrease in the mass of pollinating insects in a wide variety of habitats. This reduction



Fig. 5: The western monarch butterfly enjoys Buddleia in PMC gardens (MM)



Fig. 6: A native, yellow-faced bumblebee also frequents the Buddleia (MM)

is probably caused by modern human activities, including habitat reduction, heavy use of insecticide poisons, and possibly, climate change.

On a local level, we can help to promote pollinators by providing good pollinator plants, especially natives to our area, and by not using chemical poisons. Now



Fig. 7: A female Anna's hummingbird dines at and pollinates a garden mint (MM)

is the time when insects are emerging and flowers are developing. A leisurely walk outside can yield interesting discoveries. A cabbage white butterfly is perched on a bright yellow wild mustard (Fig. 8) and a hummingbird approaches an enticing tubular flower of a tree tobacco (Fig. 9).

If you would like to view these and other photos in the Our World of Nature articles in color, the PMCPOA Office will arrange to have your Condor issues sent to you electronically. Or, you can Google "Condor Newsletter Archive, PMC-

'NATURE' *Continued on page 13*



Fig. 8: Early-blooming wild mustard is a spring favorite for the cabbage white butterfly (BB)

‘NATURE’ Continued from page 12

POA” to see this month’s photos in color or view back issues of Our World of Nature articles. You can also visit the “Nature Page” on the PMCPOA website at <https://pinemountainclub.net/web/pages/nature-page-x>, where the nature stories are posted with color photos.



Fig. 9: This hummingbird is built to penetrate long tubular flowers such as on this tree tobacco (RC)

‘BOARD’ Continued from page 6

committee minutes.

There were four (4) Environmental Control Committee projects recommended.

There was one (1) cottage industry pulled from the agenda with a request for further information regarding use of water.

BOARD ACTION ITEMS:

OLD BUSINESS: NONE

NEW BUSINESS:

MOTION by Director Harmon, **SECOND** by Director Throckmorton to amend **RESOLUTION #02-04-16-2022**, the PM-CPOA Rules Violation Fine/Penalty Schedule as submitted to reflect Association Rule 4.06 at \$250, \$500 and \$750. **MOTION** carried.

MOTION by Director Acosta, **SECOND** by Director Burkett to approve **RESOLUTION #03-04-16-2022**, allocating up to \$231,637 not to exceed from carryover funds to the Reserve Fund following the 2021-2022 Audit as directed by Bylaw 10.12. **MOTION** carried.

MOTION by Director Acosta, **SECOND** by Director Ballard to approve **RESOLUTION #04-04-16-2022**, the resurfacing and repairs to designated association roads and basketball court at a cost not to exceed \$330,000 as included in the 2022-2023 Roads Department Operating Budget. **MOTION** carried.

MOTION by Director Hoyt-Voelker, **SECOND** by Director Gabriel to amend **RESOLUTION #05-04-16-2022**, the 2022-2023 Election Packet and Candidates, pursuant to Bylaw 8.08 (F) (6). **MOTION** carried.

MOTION by Director Hoyt-Voelker, **SECOND** by Director Throckmorton to approve the 2022-2023 Pine Mountain Club User Fee Schedule. **MOTION** carried.

MOTION by Director Hoyt-Voelker,

SECOND by Director Throckmorton to approve the Tennis Club as a sanctioned club for fiscal year 2022-2023. **MOTION** carried.

MOTION by Director Hoyt-Voelker, **SECOND** by Director Throckmorton to approve the Pickleball Club as a sanctioned club for fiscal year 2022-2023. **MOTION** carried.

The board sent and received twenty-three (23) items of correspondence.

The next Regular Open Board Meeting will take place on May 21, 2022 at 10 a.m. in the Condor Room. Meeting adjourned at 12 p.m.

**Community Garage/
Yard Sale**

*From the comfort of
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**Saturday and Sunday,
Aug. 13-14, 9am-3pm.**

Call (661-242-3788) or come by the business office to pick up a Yard Sale Permit and put your name on the list. We can email or mail a permit to you if you call in. The cutoff date to sign up is Monday Aug. 8th. A list of yard sale addresses will be sent out Aug. 10.

**The editorial and
advertising deadline
for the June 2022
Condor is Monday,
May 16.**

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Mondays, Wednesdays, Fridays from 10-11 a.m.
Classes are in the Condor Room. All classes \$5

Reminder: Riding dirt bikes in greenbelts or on hiking trails within PMC is not allowed, due to fire hazard.

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Mon, 8-10am
Wed, 7-9pm
Sat, 8-10am

One tennis court is reserved for play during the above days and times. Times are subject to change due to weather. If the courts are not being used, anyone can come down and play outside of scheduled pickleball times, whether it be tennis or pickleball.

GUILD ACTIVITIES

Every Monday
10-3 . Lace Guild . Pool Pavilion

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

First Thursday
6:00 pm . Quilt Guild Business Mtg . Pool Pav (*April through December*)

Every Friday
9-3 . Quilt & Chat & More Pool Pavilion

Entertainment
Line-Up:

Saturday nights 7-11pm, and most Friday nights 7-10pm

Friday, May 6
7-10pm -- Bob Wilkie
Saturday, May 7
7-11pm -- Rich Herman Band (*Mix of Rock & Motown Soul*)

Friday, May 13
7-10pm -- Bandit Unplugged
Saturday, May 14
7-11pm -- The Hollywood Hillbillies (*Country, Country Rock*)

Saturday, May 21
7-11pm -- Craig Hassenbank Band (*Classic & Alternative Rock*)

Friday, May 27
7-10pm -- Bandit Unplugged
Saturday, May 28
4:30-7pm -- Concert on the Greens: Jimi Nelson Band (*Country*)

7-11pm -- Meridian (*Music from '60s, '70s & '80s*)

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Please Don't Dump Ashes or Trash at Green Waste Site

Ashes were recently left at the Green Waste Site. For the safety of our community, never dispose of ashes (or other garbage) at the Green Waste Site. Even if you think that the ashes are cold, you will encourage others to do the same. Please keep your ashes/trash at home if the Transfer Site is closed.

A reminder: There are no trash bags, lumber or other non-green waste material allowed at the Green Waste Site. Please empty your trash bags and take them back with you or bring them to the transfer site for disposal. Bags and other trash get buried under the green waste, and as a result, end up getting ground up in the slash and can damage the machine. Your cooperation with ONLY dropping off green waste would be greatly appreciated.

Transfer Site Hours:

8:30am - 5pm Daily

8:30am - 7pm Thursdays

Condor Lounge Hours

Thu, 4-9 p.m.

Fri, 4-11 p.m.

Sat, 4-11 p.m.

Breakfast and Lunch served in Lounge on Sundays, with full bar available.

COMMITTEE MEETINGS

Most committees are meeting live. Please check with each committee for current details about the meetings.

Tuesday, May 3 (First Tuesday)

6 pm **Communications ZOOM**

Friday, May 6 (First Friday)

9am **Greens and Grounds Pro Shop**

2 pm **Environmental Control Condor Room**

Saturday, May 7 (First Saturday)

9 am **Governing Documents ZOOM**

1 pm **Planning Pool Pavilion**

Wednesday, May 18 (Wednesday Before Board Mtg)

6 pm **Budget & Finance Condor Room**

Saturday, May 21 (Third Saturday)

10 am **PMCPOA Board of Directors Mtg. Condor Room**

Saturday, May 28 (Fourth Saturday)

9 am **Emergency Preparedness Condor Room**

10 am **CERT CERT Facility**

Golf Course/ Pro Shop Hours

8am - 6pm Every Day

The Pro Shop has a wide selection of terrific items available for purchase, including T-shirts, hats, glassware and more.

661-242-3734

Student Art Show

Starting Friday, May 13, Artworks Community Gallery will present the Frazier Mountain High School Art Show, organized by Art Instructor Tim Ellis and his students. All sales will go to the students.

The Gallery is open Fridays, Saturdays and Sundays from 11am to 4pm. An opening party will be held Saturday, May 21 starting at 5pm so the community can meet the student artists and Mr. Ellis.

Rec Room Hours:

Fri, Sat & Sun

12-5pm

Open May 30 for the Memorial Day holiday

Arts and Crafts for Kids

Sundays in the PMC Clubhouse Rec Room 3-5 p.m.

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