

DIRECTION TO ODD FELLOWS SIERRA RECREATION  
ASSOCIATION BOARD OF DIRECTORS  
TO ADD NOTICE TO ALL PROXIES PURSUANT TO ARTICLE II  
SECTION 6 OF ODD FELLOWS SIERRA RECREATION  
ASSOCIATION BY-LAWS FOR SPECIAL MEETING AT THE  
1997 GENERAL MEMBERSHIP MEETING.

IT IS FURTHER DIRECTED THAT THE  
ATTACHED INFORMATION SHEET AND  
BYLAWS CHANGE SHEET FOR NOTICE OF CHANGE  
TO ODD FELLOWS SIERRA RECREATION ASSOCIATION  
BYLAWS ARTICLE III, SECTION I, FIRST  
BE MAILED WITH ALL NOTICES OF  
GENERAL MEMBERSHIP MEETING

PETITIONED BY MEMBER \_\_\_\_\_  
PLEASE PRINT FULL NAME  
MEMBER OF ODD FELLOWS SIERRA RECREATION ASSOCIATION  
LODGE MEMBER OF REBKAH OR ODD FELLOWS LODGE # \_\_\_\_\_  
LOCATED IN \_\_\_\_\_

OWNER OF LOT AT \_\_\_\_\_  
\_\_\_\_\_ IN ODD FELLOWS SIERRA PARK.

MEMBERS MAILING ADDRESS \_\_\_\_\_  
\_\_\_\_\_

MEMBER SIGNATURE \_\_\_\_\_

DATE \_\_\_\_\_

**By signing this petition it does not necessarily endorse the  
attached changes to the Bylaws, but rather gives the  
membership the right to vote on them.**

**Four Reasons to Change  
ARTICLE III, FIRST SECTION  
of Odd Fellows Sierra Recreation Association Bylaws**

**(1) Compensation:**

For the past several years the past Caretaker had reviewed each spring pay increases from three to seven percent. In 1995 the Caretaker received a five per cent increase plus the starting of a pension fund with a \$500.00 contribution by the Park. The agreement in 1996 called for the Park to match any contribution to the fund made by the Caretaker up to \$150.00 per month. The contributions by the Park had been averaging \$85.00 per month. The Park also provided health care coverage. The Caretaker additionally received a 3 bedroom cabin with all utilities. The compensation package in 1996 broke down per month to the following:

Base pay per month:	\$1,700.00
Pension contributions:	\$ 85.00
Cabin per month:	\$ 700.00
Medical plan per month	\$ 241.00
Utilities per month:	<u>\$ 100.00</u>
Total per month:	<u>\$2,826.00</u>

It should also be pointed out that the Park pays all property taxes. Therefore, if the cabin were valued at \$85,000.00 the property taxes and special assessments would approximate another \$800.00 in hidden compensation. It could therefore be argued that the true compensation per month would add another approximately \$66.66 (800/12). The truer compensation per month would therefore be \$2,892.66. On a yearly basis the total benefits and compensation package comes to \$34,711.92.

The present leadership of the Board of Directors in the spring of 1996 and gave the Caretaker a \$300.00 per month raise effective 6/1/96. This amounted to an increase of 17.6% (\$300.00/\$1,700.00). It was reported in the March 96 Board minutes as a \$300.00 per month cost of living and incentive increase. This makes the total compensation and benefits package come to \$3,126.00 per month or \$37,512.00 per year. If the property tax benefit is added in the per year package represents \$38,311.92 to the Caretaker. The Park must also pay a percentage of the net pay to Social Security, Unemployment Insurance and Workers Compensation and this adds another \$6,000.00 of expense to the Park.

**(2) Approval :**

Without any motion of the Board, starting in May 1996 through December 1996 the Board employed the Caretaker's wife to give out cards and operators for the gate. The total payments amounted to \$6,810.99 net plus \$1,702.75 for Park taxes paid to Social Security, Unemployment Insurance and Workers Compensation. The total cost for this employee was \$8,513.74. Further, in January 1997 the Board without a direct motion gave the past Caretaker \$5,579.01 for unused vacation. Again, the real cost to the Park with taxes paid to Social Security, Unemployment Insurance and Workers Compensation was \$6,973.76.

**(3) Outside Work:**

When the previous caretaker was hired it was with the absolute understanding, as reported in the Board Minutes, that he would work solely for the Park and at no time work for any other property owner within the Park. The past Caretaker has worked for different Board members and other owners on their personal property within the Park.

**(4) Volunteers:**

The membership owns the Park and as a whole has a great many skills to offer. Our insurance carrier has stipulated that any member of Odd Fellows Sierra Park Recreation Association is covered under our general and specific liability policies. Therefore the Board should at all times attempt and encourage volunteers.

# Excerpt From Odd Fellows Sierra Recreation Association Bylaws

## Article III. Directors

Section 1. Powers. Subject to limitations of the articles of Incorporation and of the California General Corporation Law as to action to be authorized or approved by the Members, and subject to the duties of the Directors as prescribed by the Bylaws, all corporate powers shall be exercised by or under the authority of, and the business and affairs of the corporation shall be controlled by, the Board of Directors; provided, however, that all timbering operations on, and all extraction of other natural resources from, any property owned by the corporation must be approved by the members. Without prejudice to such general powers but subject to the same limitations, it is hereby expressly declared that the Directors shall have the following powers: to wit,

**First - To select and remove all Officers, agents, and employees of the corporation; prescribe such powers and duties for them as may not be inconsistent with the law, with the Articles of Incorporation, or the Bylaws; fix their compensation and require from them security for faithful service.**

### **FOUR CHANGES EACH TO BE VOTED ON SEPARATELY**

#### **Four Proposals to change the First to read:**

**First - To select and remove all Officers, agents, and employees of the corporation; prescribe such powers and duties for them as may not be inconsistent with the law, with the Articles of Incorporation, or the Bylaws; fix their compensation, (1) **except in the case of employees where the Board shall report in its minutes the level of compensation including benefits and taxes and any salary adjustments above the Consumer Price Index plus 1% shall be put to the membership for its approval by a majority vote;** and require from them security for faithful service.. (2) **No person shall be employed by the Park for any period of time without the approval of the Board and the publication in its minutes all hires and rates of pay including benefits and taxes the Park must pay.** (3) **Further, said full time employees shall not perform any service for enumeration from any other property owner within Odd Fellows Sierra Park without being approved by the Board and published in its minutes.** (4) **The Board is directed to wherever possible the Board shall use volunteers from the membership.****