

Board Policies Manual (BPM) for Lake Jane Estates

Approved by the Board of Trustees on 2-19-2015. Revised 9-14-2024.

Part 1: Introduction and Administration

This Board Policies Manual (BPM) contains all of the current standing (ongoing) policies adopted by the board of Lake Jane Estates since the initial approval of the BPM on 2-19-2015.

- 1.1 **Reasons for Adoption.** The reasons for adopting this BPM include:
 - * Efficiency of having all ongoing board policies in one place
 - * Ability to quickly orient new board members to current policies
 - * Elimination of redundant or conflicting policies over time
 - * Ease of reviewing current policy when considering new issues
 - * Providing clear, proactive policies to guide the staff
 - * Modeling an approach to governance that other organizations might use
- 1.2 **Consistency.** Each policy in this document is expected to be consistent with the law, the articles of incorporation, and the bylaws, all of which have precedence over these board policies. Except for time-limited or procedural-only board decisions (approving minutes, electing an officer, etc.), which are recorded in regular board minutes, all standing policies shall be included or referred to in this document. The board is responsible for developing organizational and administrative policies and procedures that are consistent with this BPM.
- 1.3 **Transition.** Whether adopted part by part or as a complete document, as soon as some version of the BPM is voted on as the “one voice” of the board, those policies are deemed to supersede any past policy that might be found in old minutes unless a prior board resolution or contract obligates the organization regarding a specific matter. If any actual or apparent conflict arises between the BPM and other policies or board resolutions, the matter shall be resolved by the board as may be appropriate.
- 1.4 **Changes.** These policies are meant to be reviewed constantly and are frequently reviewed and refined. The president helps the board formulate new language in the BPM by distributing proposed changes in advance. When language is recommended for deletion, it is shown in ~~strike-through~~ format. Proposed new language is underlined. Each section with a proposed change can be preceded by the # sign to help readers quickly locate proposed changes. Any change to this BPM must be approved by the board. Proposed changes may be submitted by any board member as well as by the president or other officer. Whenever changes are adopted, a new document should be printed, dated, and quickly made available to the board and staff. The previous version should be kept on a disk for future reference if needed.
- 1.5 **Specificity.** Each new policy will be drafted to fit in the appropriate place within the BPM. Conceptually, policies should be drafted from the “outside in,” i.e., the broadest policy statement should be presented first, then the next broadest, etc., down to the level of detail that the board finds appropriate for board action and below which management is afforded discretion as to how it implements the policies in this BPM.
- 1.6 **Oversight Responsibility.** Below are the parts, the committees primarily responsible for drafting and reviewing those parts, and the individuals given authority to interpret and make decisions within the scope of those policies:

Implementation Part/Section	Oversight Committee	Authority
1. Introduction	Full Board	Board
2. Organization Essentials	Full Board	Board
3. Board Structure and Processes	President	Board
4. Board–Staff Relationship	Full Board	President
5. Executive Parameters	-----	
5.1 General Guidance	Full Board	Board
5.2. Finance	Full Board	Board
5.3 Programs	Lake Committee	Board
	Park Committee	Board
	Pool Committee	Board
5.4 Advancement	Full Board	Board
5.5 Audit and Compliance	Full Board	Board
5.6 Miscellaneous	Full Board	Board
1.7 Maintenance of Policies.	The assistant secretary shall ensure that staff members’ record and publish all standing policies correctly. The assistant secretary shall maintain the policies file and provide updated copies to the board whenever the policies change, or upon request. The board will ask that legal counsel review this BPM biennially to ensure compliance with the law. Discrete documents referred to in the BPM will be kept in a three-ring notebook called the Board Reference Book.	

Part 2: Organization Essentials

- 2.1 Our **vision** is an outstanding neighborhood where people enjoy living.
- 2.2 Our **mission** is to provide excellent and efficient management of Lake Jane Estates.
- 2.3 The **values** that guide everything we do are honesty, integrity, excellence.
- 2.4 The **moral owners** to whom the board feels accountable (e.g., members, alumni, donors, or taxpayers) are the members of Lake Jane Estates.
- 2.5 The primary **beneficiaries** of our services are the members of Lake Jane Estates.
- 2.6 The major general **functions** and the approximate percentage of total effort that is expected to be devoted to each are lake functions, one third, park functions, one third and pool functions, one third.
- 2.7 The primary **strategies** by which we will fulfill our mission include efficient management of our resources.
- 2.8 The major organizational **goals** and monitoring indicators for the next three years are maintained and/or improve our lake, parks, and pool.
- 2.9 **Strategic Plans.** The board is expected to always think strategically.

Part 3: Board Structure and Processes

- 3.1 **Governing Style.** The board will approach its task with a style that emphasizes outward vision rather than an internal preoccupation, encouragement of diversity in viewpoints, strategic leadership more than administrative detail, clear distinction of board and staff roles, and

proactivity rather than reactivity. In this spirit, the board will:

- 3.1.1 Enforce upon itself and its members whatever discipline is needed to govern with excellence. Discipline shall apply to matters such as attendance, respect for clarified roles, speaking to management and the public with one voice, and self-policing of any tendency to stray from the governance structure and processes adopted in these board policies.
- 3.1.2 Be accountable to the membership for competent, conscientious, and effective accomplishment of its obligations as a body. It will allow no officer, individual, or committee of the board to usurp this role or hinder this commitment.
- 3.1.3 Monitor and regularly discuss the board's own processes and performance, seeking to ensure the continuity of its governance functions by selection of capable directors, orientation and training, and evaluation.
- 3.1.4 Be an initiator of policy, not merely a reactor to staff initiatives. The board, not the staff, will be responsible for board performance.

3.2 Board Job Description. The job of the board is to lead the organization toward the desired performance and ensure that that performance occurs. The board's specific contributions are unique to its trusteeship role and necessary for proper governance and management. To perform its job, the board shall:

- 3.2.1 Determine the mission, values, strategies, and major goals/outcomes.
- 3.2.2 Monitor the performance of the organization relative to the achievement of the goals/outcomes within the executive parameters.
- 3.2.3 Maintain and constantly improve all ongoing policies of the board in this BPM.
- 3.2.4 Ensure financial solvency and integrity through policies and behavior.
- 3.2.5 require periodic financial and other external audits to ensure compliance with the law and with good practices.
- 3.2.6 Evaluate and constantly improve our board's performance as the governing board, and set expectations for board members' involvement as volunteers.

3.3 Board Member Criteria. Trustees will be nominated to the board as outlined in the Bylaws. When there is no quorum, the previous board selects the new board at the next board meeting following the annual meeting.

3.4 Orientation. Prior to or after election, each nominee shall be given this BPM along with adequate briefings on the role of the board, officers, and staff and an overview of programs, plans, and finances.

3.5 President's Role. The job of the president is, primarily, to maintain the integrity of the board's processes. The president "manages the board." The president is the only officer authorized to speak for the board, other than in rare and specifically board-authorized instances.

The president ensures that the board behaves in a manner consistent with its own rules and those legitimately imposed upon it from outside the organization. Meeting discussion content will be those issues that, according to board policy, clearly belong to the board to decide, not to staff.

The authority of the president consists only in making decisions on behalf of the board that fall within and are consistent with any reasonable interpretation of board policies in Parts 3 and 4 of this BPM and the bylaws. The president has no authority to make decisions beyond

policies created by the board and the bylaws.

If a motion before the board has resulted in a tie vote, the president is allowed to cast a vote to break the tie.

- 3.6 Board Meetings.** Board events often will include time for guest presenters, interaction with staff and beneficiaries, board training, and social activities, as well as business sessions. Policies that are intended to improve the process for planning and running meetings follow:
- 3.6.1. The schedule for board meetings shall be set one year in advance.
 - 3.6.2. The president and board will work in developing agendas, which, along with background materials for the board and committees, monitoring reports, the board's recommendations for changes in the BPM, previous minutes, and other such materials, shall be e-mailed to all board members approximately one to two weeks in advance of board meetings.
 - 3.6.3 Minutes and the updated BPM shall be sent to board members within one to two weeks of board meetings.
 - 3.6.4 Regular board meetings shall be held monthly on the third Thursday of the month preceded by a reminder notice one to two weeks in advance of the meeting date. The March meeting shall include a review of the planning and budgeting for the upcoming year. Special meetings of the board can be called according to the bylaws.
 - 3.6.5 Attendance Policy: Any Board member missing three or more meetings without prior notification **during a 12-month period** may be removed from the board, with a vote of the board. The board may decide to waive this rule on a per-situation basis.
- 3.7 Standing Committees.** Committees help the board be effective and efficient. They speak "to the board" and not "for the board." Unless authorized by the whole board, a committee may not exercise authority that is reserved to the whole board by the bylaws or by the laws of Washington State governing not-for-profit organizations.
- 3.7.1 **Lake Committee.** This committee shall recommend policies to the board pertaining to management of the lake and is responsible for the day-to-day management of the lake.
 - 3.7.2 **Park Committee.** This committee shall recommend policies to the board pertaining to management of the parks and is responsible for the day-to-day management of the parks.
 - 3.7.3 **Pool Committee.** This committee shall recommend policies to the board pertaining to management of the pool and is responsible for the day-to-day management of the pool.
 - 3.7.4 **Architectural Committee.** This committee shall review all Architectural Application Forms and approve all structures that meet the Building Regulation standards, and the approval must be done in a timely fashion. Approval requires 2 committee members affirmation. The committee consists of 2-3 members who are appointed annually by the board and are members in good standing. All approved and disapproved structures will be submitted to the board for their acknowledgement and recording in the minutes. Appeals shall be presented to the board.
 - 3.7.5 Other committees as determined.

3.8 Functions. Required regulatory functions not handled by committee.

3.8.1 Finance Function. This function is accomplished by the board with the assistant treasurer and shall develop and recommend those financial principles, plans, and courses of action that provide for mission accomplishment and organizational financial well-being. Consistent with this responsibility, it shall review the annual budget. In addition, this function shall make recommendations regarding the level and terms of indebtedness, cash management, investment policy, risk management, financial monitoring and reports, employee benefit plans, signatory authority for expenditures, and other policies for inclusion in the BPM that this function determines are advisable for effective financial management.

3.8.2 Audit and Compliance Function. This function is also accomplished by the board with the assistant treasurer and shall oversee the organization's internal accounting controls; recommend external auditors for board approval; review the external auditors' annual audit plan; and review the annual report, the management letter, and the results of the external audit. The function, or its delegate, shall have an annual private conversation with the auditor. In addition, the function shall be responsible for oversight of regulatory compliance, policies and practices regarding corporate responsibility, and ethics and business conduct-related activities, including compliance with all federal, state, and local laws governing tax-exempt entities. The function shall also oversee written conflict of interest policies and procedures for directors and officers.

3.9 Advisory Groups, Councils, and Task Forces. To increase its knowledge base and depth of available expertise, as well as complete special projects, the board supports the use of groups, councils, and task forces of qualified advisers. The term "task force" refers to any group appointed by the president and or the board to assist in carrying out various time-limited goals and responsibilities. The board will be notified of its formation, purpose, and membership within 10 days of its formation.

3.10 Board Members' Code of Conduct. The board expects itself and its members to have ethical and businesslike conduct. Board members must offer unconflicted loyalty to the interests of the entire organization, superseding any conflicting loyalty such as that to family members, advocacy or interest groups, and other boards or staff of which they are members. Board members must avoid any conflict of interest with respect to their fiduciary responsibility. There must be no self-dealing or conduct of private business or personal services between any board member and the organization except as procedurally controlled to assure openness, competitive opportunity, and equal access to "inside" information.

Each board member is expected to complete and sign an Annual Affirmation and Conflict of Interest Statement, which covers for example, board conflicts of interest, in accordance with the laws of the state governing not-for-profit organizations, and other expectations of board members.

Part 4: Board/Staff Relationship

4.1 Staff Compensation. The board is expected to hire, train, motivate, compensate, and terminate staff in a professional fashion. Salaries will be determined by the board, should be considered fair and does not include vacation benefits. Sick Leave is included, see below.

4.1.1 Salaries for the Assistant Treasurer, Assistant Secretary, and Facility Manager will be reviewed by the President every February. If the only adjustment is cost of living, this is automatically applied beginning on July 1. If there is an adjustment beyond the cost of living (e.g. the salary needs to be adjusted within the range), it will be brought to the board at the next board meeting for approval. The cost of living adjustment is found by going to <https://erfc.wa.gov/publications> to the Monthly Updates for the January Economic and Revenue update. On Page 8 under “other indicators” is the Seattle CPI; the last number in the row, below the CPI, gives the percentage costs increased at the end of the prior year.

4.1.2 Salary Ranges:

Salary Ranges 2024

Note: Salary ranges will be adjusted each year based on the Seattle-Tacoma-Bremerton Price Index for Personal Consumption Expenditures¹. These increases are capped at 3% inflation.

	Basic Level	Mid-Level	Master Level
New hire (0-3 years)	FM & T: \$20.95 Secretary: \$17.46	FM& T: \$23.28 Secretary: \$18.63	FM&T: \$25.61 Secretary: \$20.95
Mid tenure (3-7 years)	If employee has not moved to mid-level skills 3 years in, reconsider employment	FM&T: \$27.94 Secretary: \$20.95	FM&T: \$32.60 Secretary: \$23.28

¹Go to: <https://erfc.wa.gov/publications>; scroll down to Monthly Updates and look for the January Economic and Revenue update. On Page 8 under “other indicators” is the Seattle CPI; the last number in the row, below the CPI, will give you the percentage costs increased at the end of the prior year. For 2023, this number is 5.8%. Increases are capped at 3%; anything below 3% should be the number used.

Long tenure (7+)	Unacceptable match of skills	If employee has not moved to master level skills 7 years in, reconsider employment	FM&T: \$37.25 Secretary: \$25.61
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¹Go to: <https://erfc.wa.gov/publications>; scroll down to Monthly Updates and look for the January Economic and Revenue update. On Page 8 under “other indicators” is the Seattle CPI; the last number in the row, below the CPI, will give you the percentage costs increased at the end of the prior year. For 2021, this number is 4.7%. Increases are capped at 3%; anything below 3% should be the number used.

General Skill Level Expectations

Note: none of the Lake Jane positions are intended to be full-time; typically, there are more hours from mid-May to mid-September. The facility manager and asst. treasurer average about 10 hours per week across the year; asst. secretary about 4 hours.

Entry level:

- Skills are adequately competent
- Is relatively inexperienced with the work (e.g. less than 3 years in this type or job or has not previously worked without supervisor direction)
- Significant direction provided by the board as to expectation and tasks
- Work is largely reactive in response to direction
- Work requires oversight and/or revision

Mid-Level:

- Solid skills across the range of functions the job requires
- Comfortable working independently and keeping the board informed
- Completes known tasks but typically does not proactively raise issues or add tasks until directed by board
- Work requires minimal supervision or revision

Master Level:

- Has deep skills across all aspects of work
- Has significant experience working on their own / self-management
- Minimal direction provided by the board
- Proactively brings ideas to the board as need is seen
- Provides expertise and solutions to the board, e.g. not simply raising a need, but providing a project plan, evaluating bids and vendors, etc.
- Known for quality work requiring minimal oversight

Facility Manager Skill Expectations

The facility manager is responsible for overseeing the maintenance and performance of the common areas – lake, pool, and park.

Basic Level:

- Journey-level handyman skills – can perform basic maintenance and repairs on their own, e.g. electrical (installing new light fixtures), plumbing (fixing a leaky sink, finding clogs), painting, vandalism or damage (e.g. damaged table or drywall repair), winterizing the pool facilities, etc.

Mid-Level:

- Independent handyman skills, e.g. could independently work for hire; able to handle most maintenance or repairs that take a day or less or are one-person jobs, e.g. rewiring electrical systems, installing a shower or toilet, fixing/managing the lake outlet level, cutting up downed trees...

Master Level:

- Contractor level skills covering a wide range of repair and maintenance, e.g. the skills necessary to build a house and the systems both within and outside it. Outside this could include landscaping, water systems, security, etc. The expectation is not that the facility manager would do all of this work by him or herself all the time, but that they have significant knowledge in these areas and the judgment to decide when they can do it themselves and when bringing in outside help is a better alternative.

Assistant Secretary Skill Expectations

The assistant secretary is responsible for administrative, non-financial tasks, keeping the Lake Jane board organized and well-documented.

Basic Level:

- Comfortable with basic computer apps like word and PDF
- Consistently available for monthly meetings
- Good at meeting deadlines and being organized
- Good note-taking skills
- Good people management skills for board and HOA members
- Oversees website content (ensures webmasters gets info)

Mid-Level:

- Excellent skills with computer apps like word and PDF, able to create mailing labels, use newsletter templates, etc.
- Can troubleshoot user-level equipment challenges (computer/printer problems)
- Can input website content
- Manages informative communications to HOA members

Master Level:

- In addition to the aforementioned skills, manage website content
- Excellent writing skills to communicate to HOA members

Assistant Treasurer Skill Expectations

The assistant treasurer is responsible for payroll, audits, sending out dues notifications and collecting dues, handling past due accounts, depositing monies to the bank, reserve studies, providing financial statements and financial records to the board.

Basic Level:

- Familiarity with Quickbooks or other financial accounting packages
- Familiarity with budgeting
- Comfortable with Excel
- Organized and good at documenting
- Has worked in customer service /customer facing jobs

Mid-Level:

- Familiarity with taxes, accounting principles, and/or audits
- Strong Quickbooks or other accounting package skills
- Strong excel skills
- Analytical financial skills to guide board
- Excellent systems for documentation and auditing
- Comfortable working with HOA members on dues payment issues

Master Level:

- Provides recommendations to board for how to better manage finances or plan ahead
- Professional skill level on accounting software, and/or accounting certification
- Proactive management of dues payment issues

4.1.3 Staff Evaluations:

Year-round paid staff (presently the facility manager, assistant secretary, and assistant treasurer) will have a performance review once yearly in December or January. The president is responsible for collecting feedback from the board on each staff person along with conducting the review with each staff member. The evaluation should be seen as an opportunity for a broader conversation on the role, responsibilities, and overall vision for Lake Jane; to highlight both strengths and opportunities for the employee; and to listen and receive feedback on how Lake Jane functions. Part-time staff members (presently lifeguards, pool hut workers, park worker) will not have a formal evaluation but will receive feedback as appropriate during the season from their supervisor (pool committee members / facility manager).

- 4.2 Staff Treatment.** With respect to treatment of paid and volunteer staff, the board may not cause or allow conditions that are inhumane, unfair, or undignified. Accordingly, they may not:
- 4.2.1 Discriminate among employees on other than clearly job-related, individual performance or qualifications.
 - 4.2.2 Fail to take reasonable steps to protect staff from unsafe or unhealthy conditions.
 - 4.2.3 Withhold from staff a due-process, unbiased grievance procedure.
 - 4.2.4 Discriminate against any staff member for expressing an ethical dissent.
 - 4.2.5 Prevent staff from grieving to the board.

4.2.6 Fail to acquaint staff members with their rights under this policy.

4.2.7 Current staff:

4.2.7.1 Assistant (Executive) Secretary - See BRB for duties.

4.2.7.2 Assistant Treasurer - See BRB for duties.

4.2.7.3 Facilities Manager - See BRB for duties.

4.2.7.4 Temporary seasonal hire for lifeguarding, pool hut workers and park/lake workers.

4.3 Sick Leave Guidelines.

4.3.1 Lake Jane Estates will follow the Labor and Industry standards for sick leave.

4.3.2 Sick leave will be compensated at the rate of 1 hour per 40 hours worked.

4.3.3 Rollover sick leave hours per fiscal year are capped at 40 or less. The fiscal year is July 1st. to June 30th.

4.3.4 There will be no pay out of unused sick leave hours at time of separation.

4.3.5 Employees are required to be employed 90 days prior to being able to use any earned sick leave.

4.3.6 If an employee is re-hired within 12 months from separation, all previous unused earned sick leave will be reinstated.

4.3.7 When the Executive Secretary and Assistant Treasurer are the same person: the sick leave rate will be based on the combined hours reported on taxes in one year and divided by 40. Rate of hourly compensation will be calculated by hours worked in a fiscal year divided by her/his yearly salary. When the Executive Secretary and Assistant Treasurer are not the same person: the calculation will be hours reported on taxes in one year divided by 40. Rate of hourly compensation will be calculated by hours worked in a fiscal year divided by her/his yearly salary.

4.4 **Board Reference Book.** The assistant secretary shall develop and maintain a Board Reference Book with all pertinent documents to which board members might want to refer during board and committee meetings (e.g., articles, bylaws, organization chart, recent minutes, committee roster, list of key volunteers/consultants, board documents referred to in this BPM, etc.).

4.5 Yearly Bonuses:

4.5.1 **POOL: Lifeguards:** to receive a \$50.00 year-end bonus if they complete a full season.

4.5.2. **Hut and Park workers:** to receive a \$25.00 year-end bonus if they complete a full season.

4.5.2.1 No pool employee will receive a year-end bonus if they are fired or quit.

4.5.3 **Assistant Treasurer, Executive Secretary and Facility Manager:** are to receive 2% of their total fiscal wages from July 1st to June 30th, from the previous fiscal year. (Was approved 3/14/2018)

4.6 **Void/Reissue fee** will be \$25.00 for all lost paychecks.

Part 5: Executive Parameters

- 5.1 General Guidance.** The purpose of the remainder of the BPM is to detail those executive parameters that will guide the board and the staff as they accomplish the mission.
- 5.2 Finance Parameters.** The board must ensure that the financial integrity of the organization is always maintained; that proper care is exercised in the receiving, processing, and disbursing of funds; and those financial and nonfinancial assets are appropriately protected.
- 5.2.1 Budgeting.** The budget during any fiscal period shall not (a) deviate materially from the board's goals and priorities listed in Part 2, (b) risk fiscal jeopardy, or (c) fail to show a generally acceptable level of foresight. Accordingly, the board may not cause or allow budgeting that:
- 5.2.1.1 Contains too little detail to (a) enable accurate projection of revenues and expenses, (b) separate capital items (expenses of \$500.00 or more that go to Repair & Maintenance (R&M) or long-term improvements) from operational items, (c) monitor cash flow and subsequent audit trails, and (d) disclose planning assumptions.
 - 5.2.1.2 Anticipates the expenditures of LJE's ordinary expenses in any fiscal year of more funds than are conservatively projected to be received in that period.
- 5.2.2 Financial Controls.** The board must exercise care in accounting for and protecting the financial assets of the organization. To this end, the board is expected to incorporate generally accepted accounting principles and internal controls in the financial systems that are employed in the organization. In addition, the board may not:
- 5.2.2.1 Receive, process, or disburse funds under controls insufficient to meet the board-appointed auditor's standards.
 - 5.2.2.2 A committee has the authority to spend up to the level they have in their budgeted line item for that item at their discretion without the approval of the full board.
 - 5.2.2.3 The pool and landscape contracts and any improvement contract more than \$1,500 should have 3 competitive bids for board consideration and approval.
- 5.2.3 Asset Protection.** The board may not allow assets to be unprotected, inadequately maintained, or unnecessarily risked.
- 5.2.4 Investment Principles.** The board may not invest or hold operating capital in insecure instruments, including uninsured checking accounts and bonds of less than AA rating, or in non-interest-bearing accounts, except where necessary to facilitate operational transactions.
- 5.3 Program Parameters.** In general, the board is expected to establish, maintain, and eliminate programs and services to achieve the organization's mission and goals in the most effective and efficient manner.
- 5.3.1 New programs should be projected to serve at least 100 people.
 - 5.3.2 Any new program must be approved by the board. Those programs now approved include Lake, Park, Pool
 - 5.3.2.1 Lake - all functions of the lake are directed by the Lake Committee. See Lake Rules maintained in the BRB.
 - 5.3.2.2 Park - all functions of the parks are directed by the Park Committee. See Park

Rules maintained in the BRB.

5.3.2.3 Pool - all functions of the pool are directed by the Pool Committee. See Pool Rules maintained in the BRB.

5.3.2.4 General rules are also maintained in the BRB.

5.4 Advancement Parameters. The various efforts to represent the organization to the public (media, public relations, fund-raising, new member recruitment, etc.) shall be integrated sufficiently that the organization's brand/positioning in the external world is positive and effective.

5.4.1 **Fund-Raising Strategy.** The primary fund raising is through the collection of dues. However, additional fund raising may be undertaken to offset expenses to hopefully avoid any unnecessary increases in dues. A current example of this is charging for swimming lessons and offering swimming lessons to nonmembers at an increased fee.

5.4.2 **Public Affairs.** The board shall exercise care in representing that we are a charitable, mission-centered, listening organization and shall develop policies and procedures for communicating with primary stakeholders and the public at large in a way that reinforces that image.

5.4.2.1 **Communications Restrictions.** To preserve our image in the community, the president is generally the only spokesperson authorized to speak for the organization and for the board. None of the spokespersons may represent the organization in any way that is inconsistent with the policies in Part 2 of this BPM; make statements that may be perceived as supporting a political party or platform; be the author of an article, book, or publication that includes classified or sensitive information about the organization; or engage in lobbying activities at any governmental level without prior permission from the board.

5.5 Audit and Compliance Parameters. The board shall take the necessary steps to ensure the integrity of our systems and procedures; to see that they comply with all pertinent legal, regulatory, and professional requirements; and to report to the board any material variations or violations.

5.5.1 **Annual External Audit.** An independent auditor will be hired and work in collaboration with the Assistant Treasurer. The board shall work with the auditor to gain a clear opinion on the annual financial statements and respond in detail to items in the auditor's management letter concerning opportunities to improve systems and procedures related to financial controls.

5.5.2 **Internal Compliance.** The board shall meet all requirements for complying with federal, state, or local laws and regulations.

5.5.3 **Reserve account and study.**

(1) An association is required to establish a reserve account with a financial institution to fund major maintenance, repair, and replacement of common elements, including limited common elements that will require major maintenance, repair, or replacement within thirty years. If the association establishes a reserve account, the account must be in the name of the association. The board of directors is responsible for administering the reserve account.

(2) Unless doing so would impose an unreasonable hardship, an association with significant assets shall prepare and update a reserve study, in accordance with the association's governing documents and this chapter. The initial reserve study must be based upon a visual site inspection conducted by a reserve study professional.

(3) Unless doing so would impose an unreasonable hardship, the association shall update the reserve study annually. At least every three years, an updated reserve study must be prepared and based upon a visual site inspection conducted by a reserve study professional.

(4) The decisions relating to the preparation and updating of a reserve study must be made by the board of directors in the exercise of the reasonable discretion of the board. The decisions must include whether a reserve study will be prepared or updated, and whether the assistance of a reserve study professional will be utilized.

An independent auditor will be hired and approved by the board. The Assistant Treasurer will work with said auditor to prepare the annual Reserve Study, as required. Study will begin after the external audit every year and hopefully be completed by years end. Reserve Study contract should go through the Estates Attorney for review.

5.6 Building Regulations. All buildings within Lake Jane Estates must be approved by the Architectural Committee prior to commencement of construction and acknowledged by the board. See Building Regulations in the BRB.

5.7 Short Plat Application Guidelines. Approval by the City of Bonney Lake for an individual to subdivide does not override Board denial. A property owner still may not subdivide without board approval.

5.7.1 A lot owner wishing to short subdivide her/his property must submit to the LJE Board of Trustees in writing a plan outlining his/her intentions for subdividing his/her property. This plan must include the overall site plan, including locations of all houses and driveways, and the resulting square footage of each lot. Please note that the LJE Board of Trustees has adopted a **minimum lot size of 14,400 square feet** for lots created through a short subdivision (each created lot must be a minimum of 14,400 square feet) – applications seeking a **smaller lot size** will be **automatically denied**.

5.7.2 An applicant for short-subdivision approval must be current in the payment of his/her assessments before the Board of Trustees will consider the application. All short-plat applicants will be charged for costs incurred by the Association in reviewing and processing their applications. **If the Board deems a Neighbor Notification survey necessary, the applicant will be required to pay a \$200 deposit.** All costs incurred by this process will be deducted from this deposit. The applicant will be provided with a report of the costs deducted at the end of the review process, and any unused funds will be refunded to the applicant. Costs in excess of the deposit will be charged to the applicant. This rule applies regardless of the Association's ultimate decision regarding the short-plat application.

5.7.3 Neighbor Notification Survey: The Board of Trustees may survey property owners about the proposal by mailing the "Lake Jane Estates Short Plat Application Neighbor Notification survey" form to property owners within 600 feet of the proposed subdivision. Responses to the

Neighbor Notification survey must be submitted on the original form and mailed to LJE at the PO Box. The applicant may not deliver the Neighbor Notification survey form for any third parties.

5.7.4 In making its decision on a short plat application, the Board will consider a variety of factors. These include, but are not limited to, overall community sentiment, the proposed site plan, potential adverse effects on Association property or assets, aesthetics, effect on the general plan of the Lake Jane Estates community, and possible effects of its decision on future subdivision requests. The Board will also consider feedback from returned property owners e Neighborhood Notification forms. No one factor will be determinative of the Board's decision. The Board of Trustees will endeavor to approve or deny subdivision proposals within 90 days after receiving a completed application.

5.7.5 Following its decision, the Board of Trustees will send a letter to the applicant advising her/ him of its decision. If the application is approved, the applicant will have one calendar year from the date of receipt of the approval letter to complete the proposed subdivision. If the subdivision is not completed within a year, the applicant must submit a new application for approval with the Board of Trustees, including the submission of the \$200 deposit. Approval of a subdivision is not transferable – it is only valid for the member to whom it is granted.

5.8 Late Fee and Collection Policy for Membership:

The board along with the assistant treasurer shall take the necessary steps to collect any and all outstanding assessments and charges owed by members of Lake Jane Estates, as permitted by the bylaws and current RCW's. Current policy is as stated below effective February 17th, 2022:

5.8.1 Late fee is \$50.00 at one month late, a one-time, yearly charge.

5.8.2 Interest of 1% per month (12% per year), will be charged to all accounts past due one month.

5.8.3 Liens will be placed on Member's properties at one year past due.

5.8.4 Members will be sent a Notification of Delinquency at 2 years past due. This is the first step in the Foreclosure process:

5.8.5 Foreclosure Process:

Member will be sent a Notification of Delinquency (per RCW 64.38.100). If Member responds and account is paid off, no more action is taken. If Member does not respond to notification, account is turned over to association's Attorney and Foreclosure proceedings are continued. Melissa will update BPM. **MSC** to approve.

5.9 Procedure for levying fines for members who violate the Rules & Regs.:

1st letter: Define infraction, with included current rule. Members have 30 days to comply without a fine being issued. A fine of \$100.00 will be assessed for non-compliance.

2nd letter: Define again the infraction. No compliance will assess a \$100.00 fine, plus 1% interest fee if fine isn't paid in 30 days.

6.0 Face Book guidelines:

The Lake Jane Estates Facebook page is *moderated* to keep messages on topic and to limit list traffic to a reasonable amount. Messages must be about Lake Jane Estates, including its residents, organizations, businesses, and facilities; or of specific interest to its residents, including issues relating to surrounding/ connected communities such as developments in the city of Bonney Lake that may alter Lake Jane's quality of life.

The general rule is that messages that are not related to Lake Jane Estates may be rejected by the moderators. Harsh, offensive, or ill-formed messages may also be rejected.

Political or Commercial Messages:

Specifically, not allowed are commercial solicitations or political campaigning: no selling telephone time or investment opportunities, and no soliciting of campaign contributions or volunteers.

It is okay to announce candidate forums, but not okay to promote an event on behalf of a single candidate.

It is OK to occasionally announce items for sale, provided:

- (1): it is not a commercial business (e.g., okay to sell your own car, but not for a car-dealer to do so).
- (2): be short and sweet: invite interested parties to contact you for more details.
- (3): include the words "FOR SALE" in the subject line.

It is okay to promote local, one-time events such as yard sales or a kid's lemonade stand. It is also permissible to ask for or respond to requests for information about products or contractor recommendations.

Moderators:

The moderators are people who live right here in Lake Jane Estates. Please be nice to us because we are *volunteers*, and we use our judgment according to what we think are the best interests of the neighborhood. We can make mistakes, so if you have a question about why a post was rejected, please ask us respectfully. If you are abusive of the moderators or the community in general, you can be blocked from being part of the group.

Moderators do not edit posted content. Opinions expressed in list posts ultimately reflect the views of individuals in the neighborhood.

7.0 Donations to the Association:

Ask to get the issue put on the agenda for the next board meeting.

At the meeting – what item is donated, why (what reason) and for what committee?

Cannot be done because HOA has voted not to do or buy an item.

Approve or decline offer. Post in minutes.

Can have an emergency board meeting is needed to approve item/donation.