

Board of Trustees Talking Points for BOT Meeting November 23rd, 2024

GM: General Manager

AGM: Assistant General Manager

OS: Office Staff TH: Town Hall

Hot Talking Points

1. **Member Concern:** How long does the member have to be behind on their HOA dues before Riviera takes legal action?
 - a. **Answer:**
2. **Member Question:** Why does the board not do more to address the roads on Anderson Island?
 - a. Answer: Two things to note. The board is elected to monitor the General Manager and monitor the health of the Community Club. The board is not responsible for dealing with Island wide issues. Members should be aware of AICAB and its role in being the county council's authorized contact with the county.
 - b. Note: Although there are several board members who attend the AICAB meetings, along with the General Manager and Community Manager. There have been no other members who have attended as guests the last several meetings.
 - c. Note: The board has used the Peirce County Portal for reporting to report issues within the HOA as we are passionate about our community. However, it should not be expected that a board do this. All members should do their part to help keep our roads safe.
3. **Member Actions:** Men's Club Report of Action
 - a. 12:40 Member ██████████ went out
 - b. 12:50 ██████████ checked in for his time at 1:20pm
 - c. 1:00 Seven men club members and ██████████ came up and wanted to play in a group (of 7!). (Employee) said no, the biggest group we can allow is a 5 some. Approved by the board in April 2024 and (Employee) would appreciate it if you break it apart to a 4 and a 3. Thanks, (employee) have people waiting to tee up behind you.
 - d. (Loud responses: ██████████ "this is crap nobody is in front of us" and I corrected him that there were people in front and waiting. ██████████ said, "You need to change your attitude." ██████████ said, "This course is like a 3rd world nation," or something to that affect. ██████████ said, "Ya this Bullshit."
 - e. (Employee) said thank you for understanding but we need to keep it to max 5, this is for Place of Play and to conform to USGA standards.
 - f. 1:10 Two more golfers show up to play, Tanner Electric boys
 - g. 1:30 A group of women showed up to play.

Concern: So, by allowing the men's club to just continue to rule the number of people that play, when they play and continue to break the policies of a member owned amenity, we will continue to have these problems, and it already is affecting the other members who play. Some don't even show up or decide not to play because they know it's going to be too slow or must wait to play through, which affects the golfing experience for everyone.

Answer: The board, with the support of members this summer was inclined to allow the Pro Shop Manager to authorize exceptions to the posted rules that are based on the NGA guidelines. It seems, however, that a few members feel they are disrespectful when the Manager makes a decision that takes into account the activity of other members and guests on that day.

Reminder: The board would also like to remind members and guests of RCW 49.95.010 that it covers a hostile work environment in Washington State.

Question: What qualifies as a hostile work environment in Washington state?

When unwelcome comments are made to an employee or unprofessional conduct is based on some form of discrimination it is considered harassment. If such behavior interferes with an employee's work performance or their ability to do their job, then that harassment is considered to have created a hostile work environment.

Note: To date the board has banned several members from amenities for their actions. One member has been banned from even entering the Office Building for creating a Hostile Work Environment. Members may feel like they are being harassed when in fact they are just being held accountable for their actions.

New Talking Points

1. Cindy Hardcastle Email of Questions and Answers

After consultation with the Board and our attorney, the General Manager has been asked to respond to your e-mail. Below are the key points you raised and questions you asked followed by our response.

1. “Two months since the Riviera management informed the golf shop manager it was illegal to record sound without permission” Answer: I am unaware of anyone in management making such a statement. It is not illegal to record sounds in a public setting.
2. Molly Miller stated she did not know how it happened that the recent video she forwarded for review by the Board/management still did contain sound (a criminal offense under Washington law, punishable by jail time). Answer: [It is not illegal to record conversations held in public. The deck of the Pro Shop is a public place and there is therefore nothing illegal about recording activities in this location.](#)
3. I used to like hanging out on the deck after a round of golf, but since we have known about the sound recording, I not only do not want to do that, but I also feel invaded and policed by it ever happening in the first place, let alone allowed to continue without a full investigation by management. Answer: [I am sorry you feel violated. Do you have the same feelings about the Lakeshore Restaurant where cameras have been in operation for years. We have fully investigated this matter and have found no problems.](#)
4. I respectfully request the Board/management fully research and view the actual app on Ms. Miller's phone. Answer: [Molly's app has been approved by the Board and Management.](#)
5. I am fairly certain that the video storage does not exist on Riviera property, but on the privately owned cell phone of Ms. Miller. Answer: [Video storage from this app is maintained by the developer of the app and no such storage exists on Molly's phone. The app allows access via computer, tablet or cell phone. Molly's phone is her property, but Riviera requires her to have a cell phone and compensates her for using the phone for Riviera business.](#)
6. The allowing of the 'police state' on the golf course and the golf shop manager being allowed free reign to insult the comfortable privacy rights of everyone else must desist. Answer: [The Golf Course and Pro Shop is not a “police state.” The use of video equipment today is commonplace. Molly is not to blame for “insulting the comfortable privacy rights” of anyone. This type of inflammatory rhetoric must stop.](#)
7. I believe it would be more than appropriate for the management/board to report to the Women's and Men's groups at our upcoming meeting with full disclosure as to what software/app has been recording us all and how the data has been stored. Answer: [The Board does not “report to” informal groups at their meetings. The video data is stored by the app developer on their system.](#)
8. If in fact I am correct that the sound and video data is stored in a personal fashion by Ms. Miller, then that data should be confiscated or turned over to the Sheriff. It would also explain why she has no ability or desire to comply as the management is not holding her accountable as an employee of the Riviera and a member of this community who has not only been breaking the law for at least 4-5 months. Answer: [No laws have been broken \(other than members of these clubs violating the Liquor Board's prohibition of independently purchase being consumed on the Course.\)](#)
9. But even at the request of the Board, should no longer be employed. If, however, she is still employed, she should verbally apologize at the upcoming meeting with the Clubs. This is insulting. Molly has the full support of the Board and Management as well as a large portion of golfing and non-golfing Membership. Answer: [If an apology is in order it should come from the Men's and Women's Club members who are creating a hostile work environment.](#)
10. If you were recorded on the tennis court, hiking trails, beaches on this island without your permission, how would you feel? Answer: [Video monitoring is a fact of modern life. We are all constantly being recorded without our permission in many locations outside the Island.](#)
11. Now ask yourself as an employer how you would handle noncompliance by an employee in injuring others without ceasing after the Board - her employer told her to cease. No one has told her to cease. Answer: [The Board is not Molly's employer, the Riviera Community Club is and I am her supervisor. Molly has the full support of me and the Board.](#)