

The responsibility of the Board of Directors of the Bay Ridge Home Owners Association is overseeing and managing association resources. In that process, the Board is called upon to evaluate the conduct of all HOA business affairs to insure that resources are being maximized and that all members of the community are provided a platform from which to express their personal views.

It is the opinion of this communal voice, not just that of a vocal minority, which must be considered and evaluated by the Board when making decisions. That is particularly true in controversial situations. The question at hand is one such situation: Should the HOA consider an alternate approach to our current gate guard format?

To be clear, each member of the Board feels the same measure of loyalty and attachment to our current employee as do most of the members of our Association. That notwithstanding, the Board has the fiduciary responsibility to review, modify and/or terminate activities which impact the Association's wellbeing.

While the idea of moving from an on-board employee to a contract service has evoked great emotional response, little attention has been afforded to its cost. Aside from cost considerations, a number of other issues are manifest; tax reporting, liability insurance, workman's compensation, retirement and other ancillary requirements, the costs of which do not calculate directly into the hourly compensation rate.

Additional considerations go to covering absences caused by vacations, illness, or other unpredictable absences. With one employee, there is no backup plan.

Importantly, what services currently being provided by our Association employee could be provided by a contractor with equal or greater efficiency and at lower cost? Quality and consistency of service are important considerations.

For all of the emotional outpouring favoring retention of the current employee, little if anything has been said about that individual's performance as compared to his contracted job duties. Feeding pets and picking up mail for a handful of residents is fine but it is not in service of the community at large. Such activities, when performed on Association time detract from the performance of assigned duties.

The Association should not be providing a platform for conduct of concierge services at Association expense. Anyone wishing to procure those services can do so at their own expense on other than Association time.

While the Board is evaluating a number of options, it is important to note that as of this time, no decision has been made. No action has been taken. The status quo is in effect.

The following is a simplified cost comparison which shows current employee costs along side alternate options. The calculations are based on the current HOA employee cost of \$25.99 per hour as opposed to the contract bid price of \$17.13 per hour.

When looking at the cost for current coverage; i.e. four days per week for eight hours per day, please note the Association is paying \$39, 913.53 for only 19.05% coverage at one of three gates. Is that a justifiable cost?

## OPTIONS

### Cost Per Property Per Month Based on Eight Hour Shifts:

	Monthly cost/Property	Cost Increase per property (Savings is minus)
1. HOA Employee four days per week (Current Schedule).	\$29.43	
2. HOA Employee five days per week.	\$36.80	\$7.37
3. Current employee four days plus three days guard service.	\$45.20	\$15.77
4. Guard service four days per week.	\$21.02	-\$8.41
5. Guard service five days per week.	\$26.82	-\$2.61
6. Guard service seven days per week.	\$36.79	\$7.36
* Cost information is available for increasing guard service beyond eight hours per day.		
**All above options can be augmented by technology enhancements at all entry gates and mail kiosks.		
Costs for installation and services to be determined.		