

LOW RENT HOUSING AGENCY of Waverly Iowa

Minutes from the Board Meeting held on Tuesday, November 10<sup>th</sup> 2020 at 4:00 p.m. via ZOOM

Members Present via ZOOM: Ronald Stahlberg, Kathy McClung, Clark Wilharm, and Doug Bowman. Also connected through ZOOM: William Werger, Economic Development

Member Absent: Peggy Rathe

Minutes from the September 8<sup>th</sup> 2020 meeting were approved as written.

#### RESOLUTION 2020-10

A motion was made by Doug Bowman and seconded by Kathy McClung to accept the September and October 2020 Financial Statements for the Waverly Homes and the Waverly Manor as presented. All votes were affirmative, motion carried.

The audit for Year Ending December 31, 2019 was given to the board members. There were no findings. The only board question was regarding how the IPERS liability was displayed. This is a requirement by HUD to show long term liability.

Copies of parts of the PHADA 2019 Executive Director Compensation Survey were given to the Board. Material included a breakdown of 1) Director Annual Salary compared to Number of Units managed, 2) Annual Salary by Annual Operating Budget, and 3) years at current authority in the executive director position. They were each broken down by 1) Nationally, 2) Great Plains (KS, MO, IA, NE) 3) Midwest (IL, MN, WI, IN, OH, MI). This material would hopefully give the Board some information to begin the discussion regarding the Executive Director's Compensation. The material was reviewed but it only lead to additional questions and the discussion was tabled until the next meeting.

The Board reviewed the proposed 2021 Budgets for the Waverly Homes and the Waverly Manor. A discussion was held regarding the wages proposed for the hourly employees. It was determined that 2021 would be a wage adjustment year for those employees to bring their wages more in line with the Classification and Pay Plan developed earlier. The salary for the Executive Director would be decided at a later date after a discussion between the Director and Ron Stahlberg, Chairman of the Board.

#### RESOLUTION 2020-11

A motion was made by Doug Bowman and seconded by Kathy McClung to accept the proposed hourly wage for the employees (except Executive Director). All votes were affirmative, motion carried.

#### RESOLUTION 2020-12

A motion was made by Clark Wilharm and seconded by Doug Bowman to accept the proposed 2021 Budgets for the Waverly Homes and Waverly Manor as presented with the exception that the wages used would reflect the wages agreed upon in Resolution 2020-11. And the Executive Director's wage to be decided at a later date. All votes were affirmative, motion carried.

Meeting was adjourned.

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