

and participate in a learning experience. Have you ever considered that you can learn from us as well? We await a new era of true accountability, communication, and transparency with great anticipation.

Incentive Plan

A number of residents received a copy of a report on the years 2000-2007 with limited detail on the Incentive Plan "Savings" and "Bonuses."



Some of the following justifications need further explanation and should be questioned of every Director so that we have TRUST in the generation of this plan WITHOUT any concurrence by any Board of Directors.

It is essential that the Boards review this information and answer some of the following questions;

1. Don't the job descriptions of the recipients assume that many of these "bonuses" are a part of their job?
2. Isn't "more favorable terms on a copier lease" an expected task of PCM's employees?
3. Why would a Federal Grant qualify as "bonus" to an employee?
4. When a street sweeper begins to wear out and instead of buying a new one, we "refurbish" the old, wouldn't that be a part of our maintenance department's job?
5. "In-house management and engineering of Gate 12 West" resulted in a \$223K savings. Was that determined by PCM, who obviously was involved in the job bids and could compare to any higher bidder?
6. Tax avoidance by changing GRF to a 501(c)(4) amounted to \$967K savings "OVER MULTIPLE YEARS." Didn't the GM stated that only the first years savings are used?
7. Records show that our annual auditor, KPMG, was involved in implementing the 501(c)(4) change. Was that initiated by the auditor or PCM? KPMG was noted for suggesting various "tax avoidance" practices to their clients and this is one of the major types of law suits that clients have initiated against that auditor.
8. In 2004 \$170K was supposedly saved by using in-house personnel versus an outside contractor for our Broadband and savings implemented for our high-speed internet service. In lieu of what just happened in 2009, Broadband is being contracted out to an outside contractor, this savings in 2004 does not seem to be justified. Especially, when one considers the opposition to bringing Broadband in-house in that time frame.
9. Saved \$912K on capital gains tax exemption on sale of old administration building.. Was this an initial error on the part of our finance department that resulted in a "bonus" when it was corrected?
10. A \$274K savings was justification for a "bonus" when we saw an "Increase in advertising revenue." We hire salesmen for our Broadband and when they do their job and sell advertising, we consider that justification for a bonus?