

From: [Beth B](#)
To: [Tim Maybee](#)
Cc: [Amelia Wilder](#)
Subject: Agenda Item #6 Pay increase for GM
Date: Wednesday, November 20, 2024 2:13:31 PM

(Amelia can you please make sure this gets to the Board of Directors before tonight's meeting. Thankyou)

To the Board of Directors,
We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not be spent recklessly.

Thank you,
Beth & Greg Buderus
6758 Terreno Dr, Rancho Murieta, CA 95683

From: [Sabrina Matus](#)
To: [Tim Maybee](#); [Amelia Wilder](#)
Subject: Against Pay Increase for GM
Date: Wednesday, November 20, 2024 2:50:24 PM

To the Board of Directors,

We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has NOT achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not be spent recklessly. She does NOT need a raise!

Resident,
Sabrina Matus
Sent from my iPhone

From: [Kimberly-anne Bohannon](#)
To: [Tim Maybee](#); [Amelia Wilder](#)
Subject: Board of Directors Meeting this eve needs to know this
Date: Wednesday, November 20, 2024 2:37:26 PM

To the Board of Directors,

We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not be spent recklessly, nor spent on unmerited raises.

--

Indecision is the Thief of Opportunity!

Above and beyond for you,

Kimberly-anne Bohannon

Dre# 02011718

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510-282-1048

www.KimberlyBohannon.allisonjamesinc.com

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From: [Honor Thy Elders C. Abshire](#)
To: [Tim Maybee](#); [Amelia Wilder](#)
Subject: Pay in pay? NO WAY!
Date: Wednesday, November 20, 2024 3:02:40 PM

To the Board of Directors,

We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not be spent recklessly.

Standing strongly on this issue,

James & Caryl Abshire

Residents since 1996

From: [pat-patty](#)
To: [Amelia Wilder](#); pat-patty@sbcglobal.net
Subject: Pay increase
Date: Wednesday, November 20, 2024 2:46:33 PM

To the Board of Directors,

We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not be spent recklessly.

Amelia please make sure these are forwarded to the Board before tonight's meeting.

Patricia Reeves

Sent from my T-Mobile 5G Device

From: [Betsy Guzzetta](#)
To: [Tim Maybee](#); [Amelia Wilder](#)
Subject: Proposed GM pay increase
Date: Wednesday, November 20, 2024 2:24:30 PM

To the Board of Directors of RMCS D :

We are adamantly opposed to a pay increase for the General Manager at this time. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. These goals have not yet been achieved. With reserves low and many facility maintenance items needing to be addressed, we respectfully ask that the proposed pay increase is reviewed at a later date when the aforementioned goals have been met and the District is in better financial shape.

Sincerely,

Betsy and Mike Guzzetta

From: [J Nicholson](#)
To: [Tim Maybee](#); [Amelia Wilder](#)
Subject: Proposed raise for the GM
Date: Wednesday, November 20, 2024 2:39:10 PM

Amelia - Please send this out to all members of the Board prior to tonight's meeting. Thanks!

To the Board of Directors,

We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not continue to be spent recklessly.

Bob & Janet Nicholson

Sent from Janet on the fly

From: [Robin Kauffman](#)
To: [Tim Maybee](#); [Amelia Wilder](#)
Subject: No pay raise
Date: Wednesday, November 20, 2024 3:05:06 PM

Please also ask that Amelia send these out to the Board prior to tonight's meeting.

To the Board of Directors,

We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not be spent recklessly.

From: [Austin Bonnar](#)
To: [Tim Maybee](#); [Amelia Wilder](#)
Subject: GM Raise
Date: Wednesday, November 20, 2024 3:37:32 PM

To the Board of Directors,

I am opposed to a pay increase for the GM. The GM, was hired to fix RM's financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, I respectfully ask that money not be spent recklessly.

It is also my understanding that the GM and staff received a mid-year raise. Could you please explain that and share the reasoning why another would even be on the table at this point please?

Please share these questions / comments with the Board prior to the meeting.

Thanks,

Austin Bonnar & Camille Harry

From: [Christian Beckstaiger](#)
To: [Tim Maybee](#)
Cc: [Amelia Wilder](#)
Subject: GM pay raise
Date: Wednesday, November 20, 2024 4:08:32 PM

To the Board of Directors,

We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not be spent recklessly.

Respectfully,
Chris & Marie Beckstaiger, Lot 108 AB

From: [Joyce Nisthal](#)
To: [Tim Maybee](#); [Amelia Wilder](#)
Subject: General Manager/ Board of Directors
Date: Wednesday, November 20, 2024 4:17:24 PM

To the Board of Directors,

We are adamantly against a pay increase for the General Manager. The GM, as we understand it, was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, we respectfully ask that money not be spent recklessly.

If the current manager isn't able to fix the problem, then paying her more money won't fix the issue and someone who can fix the issue should be hired instead.

From: [T. Maria Caudill](#)
To: [Amelia Wilder](#); [Tim Maybee](#)
Subject: No Salary Increase
Date: Wednesday, November 20, 2024 5:06:44 PM

Tim

In my opinion, it is completely irresponsible and unconscionable that such a sizable raise would be given to a staff member whose performance shall we say has been less than stellar.

This individual's actions call so many things into question. In her role, she is not enhanced CSD's operational effectiveness or consistently followed for direction. Under her tenure project seem to lag and all their scenes to be our excuses. If CSD were a business, it would've

Essentially, this is a money grab. Agreeing to a salary increase at this point in time when the residents of Rancho Murieta are possibly facing steep rating creases is a slap in the face. I respectfully urge you to consider this issue extremely carefully. Understanding that the actions you take are going to reflect on the entire board the community service district as a whole and the integrity of all individuals involved.

Thank you for your time.

T. Maria Caudill.

Sent from my iPhone

From: [Veronica King](#)
To: [Amelia Wilder](#); [Tim Maybee](#)
Cc: [Veronica King](#)
Subject: Proposed Pay Increase for General Manager
Date: Wednesday, November 20, 2024 7:00:10 PM

To the Board of Directors:

I am adamantly opposed to a pay increase for the General Manager. The GM was hired to fix our financial problems and complete the long overdue audits. She has not achieved those goals. With reserves too low and many facility maintenance items needing to be addressed, I respectfully ask that additional money not be rewarded until the agreed upon targets are met. If a cost of living is applicable, then this is another route- but not a raise based on merit.

Perhaps the Board should consider a bonus structure to incentivize timely achievement. In my leadership role, if I don't meet my metrics, I am not rewarded. The expectation is that the leader achieves objectives and organizational goals.

Sincerely, Veronica King

Homeowner, Rancho Murieta