



# Monthly Newsletter

## 2615 Park Avenue

### January 2018



## PARKING GARAGE IS BURSTING AT THE SEAMS

The garage continues to be filled to the max. Winter only seasonal vehicles have moved into the garage and now emergencies force even the hardest drivers inside. Cars fill every nook and cranny in the complex. What can we do? Does anyone have a cutting-edge idea?

At the board meeting on January 25, Betty Kinsey (#519), had a fresh new idea that was really thinking outside the box. Betty suggested that we contact Loren on Park next door about availability in their garage. The facility is now totally assisted living and the thought was perhaps parking demand was



Loren on Park's  
Columbus Avenue Garage

diminishing based on the clientele. A preliminary meeting was held with Loren on Park's Cheryl Baumgartner. She did not think she could help too much as their garage is only one level and they still have demand. The idea is going to be presented to the next level of management as it was not up to Cheryl to make the call.

The garage philosophy has always been to never turn away a resident. The city of Minneapolis does not have any regulations regarding garage capacity. This allows our staff to maneuver vehicles as needed to handle the demand. From a safety standpoint, the garage is equipped with a sprinkler system as per state regulations.

The garage staff is trying very hard to limit the effects of the overcrowding. The overnight staff has cars lined up ready to go for those heading off to work or play in the morning. A simple phone call as a heads up will get your vehicle in position any time of day or night. Naturally, the middle of a weekday is pretty calm in the garage but just wait until our own "rush hour" hits the garage. The staff is hard pressed to get cars moved to the appropriate spot. You may have to wait a few minutes if you want to pick up a package at that time of day!

So, be patient, call ahead and think outside the box for a remedy to our auto overpopulation!

## EMPLOYEE HOLIDAY FUND A GENEROUS GIFT TO OUR STAFF HERE'S HOW THE BOARD MANAGES THIS LONGSTANDING TRADITION

**Gary Kottman, Board Treasurer**

Over the past few weeks, several questions have arisen regarding the Annual Employee Holiday Fund process. This article explains how the board administers the fund. Feel free to contact me, other Board members or the Property Manager if you have need additional information.



Over the years, in the spirit of the holiday season, many residents have chosen to provide building employees with a monetary gift as a thank you for their hard work and faithful service. Each employee, whether full-time or part-time, works very hard to keep 2615 Park Avenue a safe and beautiful place in which to live. Residents are under no obligation to offer employees a monetary gift. All contributions are voluntary on your part. There is no minimum or maximum amount that residents may contribute. Residents can give any or all employees their gift on an individual basis or they can contribute to the established Employee Holiday Fund. It is your choice. That said, by choosing to freely contribute to the Holiday Fund, all employees will receive a heartwarming gift from the residents rather than just a few.

As your board treasurer, I have been involved in the Holiday Fund for the past 6 years and have been continually amazed by the generosity of our residents in support of our loyal staff! We consistently have between 40 and 50 residents that contribute each year. Total monetary donations over those years have ranged from \$4,800 to \$5,900 annually.

Some 20 years ago, the board developed the Employee Holiday Fund formula in an effort to be fair to all employees. We continue to modify the process to improve it. This annual December process is administered by the board treasurer with the assistance of two board directors to maintain accuracy, fairness, and confidentiality. The formula for employee distribution of this Christmas gift bonus

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uses a point system. Points are based on the following criteria:

1. Employment status: full time or part time.
2. Years of Service: less than a year, one or two years, 3 or 4 years, etc.
3. Responsibility: Management, Supervisor, Maintenance Lead, Garage Lead, etc.
4. Performance: Outstanding Job Performance, Exceeds Job Expectations, Meets Job Expectations, etc.

Next step is to add up all the points for each employee and the total number of points for all employees. Then we divide the employee's points by the point total to calculate a percentage of contribution. Then we multiply the total Holiday Fund dollar contributions by each employee's percentage. Then we round up or down the calculated amount to the nearest \$5.00 to finally determine the amount each employee is to receive.

A packet with all the contributions is taken to the bank by the property manager to be deposited. Along with the deposit is a breakdown by denomination of the total currency required to fund the individual amounts. The treasurer or board director then puts the determined cash amount for each employee in Christmas cards. The board president adds a personal "thank you" in each card and personally delivers the holiday envelope



## MAINTENANCE NOTES

Dear Residents,

Thank you so very much to all the thoughtful people who contributed so generously to the Employee Holiday Fund. Each year we are amazed by your generosity. Your gifts certainly make our holidays brighter!

As we move forward into 2018, the staff looks forward to another successful year as we strive to make your home at 2615 Park Avenue a comfortable and inviting place to live. We are at your service.

Wishing you a happy & healthy New Year!  
The staff of 2615 Park Avenue

*Josh, Jill, Ben, Lucas, Homer, Tony, Walter and Adolphus*

## 2615 PARK VALUE STATEMENT BEGINS TO TAKE SHAPE

**Gwen Hillesheim, Ed.D.**

**Board Vice President &**

**Director of Communication**



As most of you know a small Ad Hoc committee was formed to discuss the development of a 2615 Value Statement that represents the past, present and ideal culture of our community. The committee consists of: Brett Petersen, Marianne Tiblin, Ursula Walsh and I. We met and developed a list of possible descriptors and would now like to solicit your opinions about our community. Your VOICE is valuable, and I am hoping for a large return of surveys.

You will receive a survey form in your mailbox in the mail room in the next week or so. From the date of distribution, you will have **10 days** to complete the form, but it should take no more than 2 minutes. Information about due dates and process will be on the survey. Reminders will be on the monitor and in the mailroom. You will be asked to select your TOP THREE descriptors for each of three areas completing the following sentences:

1. 2615 Park is a \_\_\_\_\_, \_\_\_\_\_;
2. that cares about the values of \_\_\_\_\_.
3. We show this by insisting on \_\_\_\_\_ and \_\_\_\_\_.

If you wish to add different descriptors you may do so in the "other" space.

Once the surveys are collected they will be tabulated and the results presented to the Ad Hoc committee. It is the work of the committee to use this information to develop a final recommendation to the Board for a Community Value Statement. At the March BOD meeting the board will vote and the Newsletter will reveal the final accepted version. Watch for signage and Value Statement visibility in the spring. Thanks to the Committee for its good work and commitment to the community, and to everyone for your commitment and participation in the opinion survey.



**2615 Park Avenue  
Events Calendar**

**Thursday, February 22**

**Board of Directors Meeting  
with Shareholders Open Session  
Club Room  
6:00 p.m.**

