

plague, the boards never reviewed the General ledger to look for anomalies in the salaries. But then, even if someone found it, who would listen? It is obvious that you could not interest a majority of any of the boards to take action and provide oversight for this type of expense. It hasn't happened over the past 2 years since this incentive plan became public, and there is little probability that any operational audit is planned for the future, regardless of what some of the elected Directors had promised.

With this in mind, rumors abound on what we should do about the maintenance costs incurred by non-resident students using our equipment for Saddleback Community College (SBC) Emeritus classes. These people obviously have a vendetta against the college or state and have come up with a "great" proposal to "make things right!"

One proposed option, is to replace state certified instructors with volunteer residents, but, will not result in monetary savings. This is the typical Board proposal of throwing out the baby with the bath water. The administrative costs incurred by the college to maintain a class would have to be covered by additional PCM employees (**assessments**); the equipment costs that SBC has given LWV in the past, would now have to be covered by us (**assessments**), AND, don't expect classes to be given by certified instructors voluntarily (**assessments**)!

Perhaps the person who assumes that we can replace certified instructors with volunteers, would also be capable of talking GRF and PCM into a reduction in Staff salaries during these trying economic times. This would reflect how other companies are managing costs today.

The argument that was used to justify replacing the morning CH #1 Emeritus fitness classes was

that, "the current PCM Staff is capable of handling the additional workload without any added staff." So, we did away with the College provided instructors and without additional head count, we handled the workload with PCM staff.

In reviewing the details of that action, it indicates that we had "excess" staff to begin with and if we had a PCM manager who worked for us as his first priority, he would have kept the College instructors for the morning classes and, instead, reduced his Staff with a cost saving to us (**assessments**). But then, we are all aware that the General Manager's priorities are;

1. His boss, PCM,
2. His employees, and then,
3. The LWV Owners.

Like the government, a common corporate objective for a manager is to continue to expand his employee/power base. Directors with this corporate background are well versed in this tactic and it is obvious that between them and PCM, we have no desire to deviate from this "objective."

Taking the Emeritus classes away from the LWV Residents would be no different than eliminating golf or tennis. Thousands of people take advantage of a readily available means of finding pleasure in their later years by keeping active both physically and mentally.

Many residents begin their craft and learning activity after they retire and finally have the time to do things that they planned for all their working life. These classes provide that opportunity.

Some of our classes are taught no where else in the United States, by any educational system. WE can't be the ones to take that away from them, or, **CAN WE!**