Minutes to LMPOA Board Meeting 11 April 2026

1. Patrick opened the meeting at 9:33 am.
2. Minutes to our last meeting of 28 February 2026 were accepted as read.
3. Patrick announced Diane Barker has resigned, and we thank her for her consistent service.
4. John S brought the Board up to date on the critical impact of compliance with Mexico's labor laws.
    a. Seven key legal parameters changed, and we must comply by the start of next fiscal year.
    b. For example, our security team will benefit from expanded vacation time, overtime pay on seven Mexican federal holidays, and improved health and pension benefits.
    c. Cost impact for compliance is $26,700, or an increase of 16% in payroll expenses.
    d. We can no longer sustain two twelve-hour shifts due to the very high cost of overtime pay.
    e. We will convert to a 3-shift operation, 8 hours long, with two men on duty for each shift.
    f. To maintain 24/7 diligence including night patrol, automatic gates will be required to free our night guards from being "tied to the gate."
    g. Automatic gates will be linked to our new surveillance systems and open automatically for members; our guards will need to vet non-members before opening.
    h. To support purchase of automatic gates ***and other critical future needs that we know are coming,*** the Board is establishing an **Infrastructure Fund** with an annual input of $34,000.
    i. Members can expect annual fees to increase significantly by 30 to 40% ***so we can finally get things done to improve our community.*** Nonetheless, it is likely we will continue to have the lowest annual fees of six nearby communities.
    j. Our accountant and legal representative Lili Salcedo will review our plan and vet the costs.
    k. More detailed information will be provided in the minutes for future Board meetings.
5. Steve made a presentation corroborating the changes John talked about in item 4 above.
    a. Our LMPOA budget is especially vulnerable because 75% of our budget is labor related.
    b. Our low HOA fees required low wages making us vulnerable to poaching by other HOA's.
    c. President Claudia Sheinbaum's mission: improve the quality of workers' lives in Mexico.
    d. In last five years, minimum wages doubled, inflation is up 35%, pesos/dollar dropped 15%.
    e. We must implement long-term capital funding to offset rising labor costs, keep up with technology, and solve persistent problems such as road erosion and drainage.
    f. This is the purpose and function of the **Infrastructure Fund** we are establishing.
6. Jimm reported our new website is now functional. Instructions on how to login will be distributed.
7. Steve reported on both the tax jurisdiction saga and Property Development Committee.
    a. Rosarito has not yet received essential tax data from Ensenada, so residents are advised to continue to pay their property taxes in Ensenada. But obtain building permits from Rosarito.
    b. The PDC's mission: protect your view, control density, and improve property values.
    c. Eight active clients are working with the PDC to conform with LMPOA's building guidelines.
8. Elsa reported that a home sale will close this month on Vizcaino, and two lots have been sold to Ricardo Lopez at parcel 401D.
9. Tom and Daniel reported:
    a. We have an opportunity to get some limited paving done at our front entrance to La Loma.
    b. They will meet with contractors paving the Free Road on Tuesday, 4-14-26 to get estimates.
10. Patrick adjourned the meeting at 11:51 am. Meeting length 2 hours and 18 minutes.
11. **Our next meeting will be held on 9 May 2026.**

Respectfully submitted, John Stadelmann, VP LMPOA

Attendance at Board Meeting 11 April 2026

Board of Directors Present	***Absent***
Patrick Bertagna, President	
John Stadelmann, Vice President	
Bev Wilburn, Treasurer	
Sandra Stadelmann, Secretary	

Adjunct Board Members Present	***Absent***
Brown, Mark	Pierce, John
Burton, Jimm	
Durand, Kathy	
Hathaway, Tom	
Marks, Camille	
Marroquin, Elsa	
Post, Molly	
Rivas, Daniel	
Zimney, Steve	