AGENDA

WILLIAM SHORE MEMORIAL POOL DISTRICT BOARD of COMMISSIONERS

Clallam County Courthouse, Room 160
Port Angeles, Washington
May 24, 2011
3:00 p.m.

COMMISSIONERS

MICHAEL CHAPMAN, MIKE DOHERTY, PATRICK DOWNIE, GARY HOLMQUIST, CHERIE KIDD

CALL TO ORDER, PLEDGE OF ALLEGIANCE, ROLL CALL REQUEST FOR MODIFICATIONS/APPROVAL OF AGENDA

PUBLIC COMMENT – Agenda Items Only

ACTION ITEMS

- 1 Minutes of April 26, 2011
- 2 Ratification of bill payment in the amount of \$41, 202.73
- 3 Bookkeeping Proposal from McClain, Crouse & Co
- 4 Policy 450 Workplace Harassment Prevention
- 5 Policy 451 Workplace Violence Prevention
- 6 Policy 452 Federal Family medical Leave Act
- 7 Policy 453 American Disabilities Act
- 8 Policy 454 Drug Free Workplace Act

ITEMS FOR DISCUSSION

- 9 Executive Director Report
- 10 Budget and Finance Report
- 11 Staff Report
- 12 Advisory Committee Report

PUBLIC COMMENT

FUTURE AGENDA ITEMS

NEXT MEETING DATE

The next meeting will be held on June 23, 2011 at 3:00 p.m. in the Clallam County Commissioners Board Room, Room 160.

ADJOURNMENT

MINUTES

5124/11

WILLIAM SHORE MEMORIAL POOL DISTRICT BOARD of COMMISSIONERS

Clallam County Courthouse, Room 160
Port Angeles, Washington
April 26, 2011
3:00 p.m.

COMMISSIONERS

MICHAEL CHAPMAN, MIKE DOHERTY, PATRICK DOWNIE, GARY HOLMQUIST, CHERIE KIDD

CALL TO ORDER, PLEDGE OF ALLEGIANCE, ROLL CALL

CCK called the meeting to order at 3:04 p.m. CMC, CPD, CCK and CMD were present. CGH is excused.

REQUEST FOR MODIFICATIONS/APPROVAL OF AGENDA

ACTION TAKEN: CMDm to approve the agenda, CGHs, mc

PUBLIC COMMENT — Agenda Items Only

There was no public comment.

ACTION ITEMS

- 1 Minutes of March 22, 2011
 - **ACTION TAKEN:** CPDm to approve the minutes, CMDs, CGH abstained, mc.
- 2 Ratification of visa payment in the amount of \$8,296.88

Steve Burke answered questions from the board.

ACTION TAKEN: CMCm to ratify the credit card payment for the amount of \$8,296.88, CGHs, mc

- Ratification of bill payment in the amount of \$55,281.20
 - Steve Burke answered questions from the board.

ACTION TAKEN: CMCm to approve the vouchers for the period ending March 22, 2011 totaling \$55,281.20, CMDs, mc

District Notice of Public Records Index and Copying Facilities Resolution Steve Burke explained RCW 42.56.070 and the requirements involved.

ACTION TAKEN: CGHm to approve the District Notice of Public Records Index and Copying Facilities Resolution, CPDs, mc

5 Ameresco Quantum Energy Audit Fee Proposal

Steve Burke introduced Doug Kilpatrick from the Department of General Administration. He explained the energy conservation measures they are looking at and what priority of savings each will have. They will now establish a plan on how to accomplish the energy services proposal which will include a maximum project cost and estimated energy savings.

Doug also explained the financing options with the energy conservation measures as well as rebates that may be available. Steve Burke shared there were 14 agencies that submitted bids for this project and Quantum was chosen because they had the most recent and up to date energy work with pool facilities. CMC shared the finance committee has a recommendation to move ahead with this proposal.

ACTION TAKEN: CPDm to approve the Ameresco Quantum Energy Audit Fee proposal for a total of \$14,640, CGHs, mc

AGENDA for the Meeting of August 25, 2009 WILLIAM SHORE MEMORIAL POOL DISTRICT BOARD OF COMMISSIONERS Page 2

- Policy 450 Workplace Harassment Prevention

 ACTION TAKEN: This item was postponed to the May meeting.
- Policy 451 Workplace Violence Prevention ACTION TAKEN: This item was postponed to the May meeting.
- 8 Policy 453 American Disabilities Act
 ACTION TAKEN: This item was postponed to the May meeting.

ITEMS FOR DISCUSSION

- 9 Executive Director Report
 - Steve Burke explained that we are pretty heavy on the budget from the shut-down costs.
 - He has started contacting the local hotels to offer them a program to allow their patrons
 to use the pool and any classes that are offered for one dollar per room per month.
 This does not have any effect on the staff of the pool and could potentially bring in
 some extra revenue.
 - The pool has begun to offer a water balance class in conjunction with Olympic Medical Center. This class is to help with balance mostly in the elderly as sometimes the elderly people get off balance and momentum may cause then to fall and potentially get hurt.
 - The staff at the pool is very stable and has been working hard with training that is nearly complete for the year.
 - Nearly 200 children from the community attended the Eggstravaganza event at the pool. There were many donations from local businesses.
 - There is now a birthday party area at the pool that has a tiki theme. You can also reserve 4 tables and 12 chairs for \$20/hr.
- 10 Budget and Finance Report
 - Charlie shared there were quite a few expenses including building up inventory and purchases chemicals. There was a finance meeting last Thursday and it was decided that the bills will be paid twice a month to make sure they are paid on bills are paid on time. The budget report layout will be changing next month and you will be able to see what has happen and what is expected to happen in the future, the comparable report will still be included. Charlie will be taking over the bookkeeping of the district and will be asking approval for an increase of cost from \$800 to \$1050 per month.
- 11 Staff Report
 Was included in the Executive Director Report.
- 12 Advisory Committee Report

AGENDA for the Meeting of August 25, 2009 WILLIAM SHORE MEMORIAL POOL DISTRICT BOARD OF COMMISSIONERS Page 3

Greg Shield shared the advisory committee has met with some architects to discuss the items that will need to be done at the pool.

PUBLIC COMMENT

There was no public comment.

FUTURE AGENDA ITEMS

Policy 450, 451 and 453 Proposal from McClain, Crouse & Co, PS

NEXT MEETING DATE

The next meeting will be held on May 24, 2011 at 3:00 p.m. in the Clallam County Commissioners Board Room, Room 160.

ADJOURNMENT

CCK adjourned the meeting at 4:27 p.m.

PASSED AND ADOPTED this 28thnd Day of April, 2011

WILLIAM SHORE MEMORIAL POOL DISTRICT COMMISSIONERS

Cherie Kid	ld, President	
ATTEST:		

Tammy Sullenger, Administrative Asst.

KEY TO ABBREVIATIONS:

CCK Commissioner Cherie Kidd m moved

CDD Commissioner Patrick Downie mc motion carried CGH Commissioner Gary Holmquist s seconded

CMC Commissioner Mike Chapman

CMD Commissioner Mike Doherty (Howard V. Doherty, Jr.)

WSMPD William Shore Memorial Pool District

CLAIMS PAYMENT REQUEST

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Date Submitted	5/10/2011		up, they will be in the Treasurer's Office.)	/ will be in t	up, they will be in the Treasurer's Office.)	r's Office.)		Mail to us					
Invoice #	Invoice Date	Vendor No.	Vendor Name	G or S (Goods or	Quantity	Cost per Unit	Total Invoice	1099 Box	Bars Number	Line #	Description	Account Type	Check
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Page 1 Total: Page 2 Total: Grand Total: 41,202.73 0.00 41,202.73

I do hereby certify under penalty of perjury, that the materials have been furnished, the services rendered or the labor performed as described herein, and that the claim is a just, due, and unpaid obligation against the district. I am authorized to approve payment to the above listed claims that will be ratified by the WSMPD Board of Commissioners at the next regularly scheduled board meeting. I hereby request Clallam County to issue warrants for the listed claims.

Date	District Accountant , William Shore Memorial Pool District Title	Signature
Date	Executive Director , William Shore Memorial Pool District Title	Signature

ਲ herein specified have been received and that the claims listed are approved.

Cherie Kidd	Gary Holmquist	Howard V. Doherty, Jr.	Patrick Downie	Michael C. Chapman
Commissioner	Commissioner	Commissioner	Commissioner	Commissioner
Date	Date	Date	Date	Date
Recused from any bills related to the City of Port Angeles		Recused from any bills related to Claliam County	Recused from any bills related to the City of Port Angeles	Recused from any bills related to Clallam County

Certified Public Accountants Charles S. McClain April 25, 201 Grouse

Board of Directors William Shore Memorial Pool District Port Angeles, WA 98362

This letter is to confirm our understanding of the terms and objectives of our engagement and the nature and limitations of the services we will provide.

(360) 457-3303

FAX (360) 457-7415

We will compile, from information you provide, the statements of financial position of William Shore Memorial Pool District as of December 31, 2011 and 2010, and the related statements of activities for the year then ended in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. We will not audit or review such financial statements. We will not review or evaluate internal controls, confirm receivables or other balances with third parties, or observe physical inventory. Our services will be limited to presenting in financial statement form information that management represents to us. You are responsible for the preparation and fair presentation of the financial statements using the accounting standards generally accepted in the United States of America. We will not express an opinion or other form of assurance on such financial statements.

Our report on the annual financial statements of William Shore Memorial Pool District is presently expected to read as follows:

We have compiled the accompanying statement of financial position of William Shore Memorial Pool District as of December 31, 2011, and the related statements of activities for the year then ended. We have not audited or reviewed the accompanying financial statements and, accordingly, do not express an opinion or provide any assurance about whether the financial statements are in accordance with accounting principles generally accepted in the United States of America.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of financial statements.

Our responsibility is to conduct the compilation in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. The objective of a compilation is to assist management in presenting financial information in

the form of financial statements without undertaking to obtain or provide any assurance that there are no material modifications that should be made to the financial statements.

If management elects to omit substantially all disclosures from the financial statements, we will include an additional paragraph that will read as follows:

Management has elected to omit substantially all of the disclosures ordinarily included in financial statements prepared in accordance with U.S. generally accepted accounting principles. If the omitted disclosures were included in the financial statements, they might influence the user's conclusions about the organization's assets, liabilities, net assets, revenue, and expenses. Accordingly, the financial statements are not designed for those who are not informed about such matters.

If for any reason we are unable to complete the compilation of your financial statements we will not issue a report on such statements as a result of this engagement.

Charles McClain is the engagement partner and is responsible for supervising the engagement and signing the report or authorizing another individual to sign it.

The distribution of our report is restricted to the internal use of the management of your company, and, accordingly, will not be distributed to outside parties to obtain credit or for any other purpose without our prior express written consent. Our compilation engagement will not be planned or conducted in contemplation of reliance by any other party or with respect to any specific transaction and is not intended to benefit or influence any other party. Therefore, items of possible interest to a third party may not be specifically addressed or matters may exist that could be assessed differently by a third party.

Our engagement cannot be relied upon to disclose errors, fraud, or other illegal acts that may exist. However, we will inform you of any material errors that come to our attention and any fraud or other illegal acts that come to our attention, unless they are clearly inconsequential. In addition, we have no responsibility to identify and communicate significant deficiencies or material weaknesses in your internal controls as part of this engagement, and our engagement cannot be relied upon to disclose the same.

Prior to preparation and execution of this engagement letter, we discussed with you the fact that we provide clients with levels of service higher than a compilation, such as audit and review services, and we explained to you the manner in which such levels of service differ from a compilation. We also explained to you that we provide clients with services specifically focused on identifying and addressing weaknesses in internal controls (internal control review), and on searching for the existence of fraud within your company (fraud audit). We further explained the additional costs associated with such higher and different levels of service. After consideration of such services, you have informed us that you wish to retain us to perform only the compilation services described in this letter.

You are responsible for adopting sound accounting policies, for maintaining an adequate and efficient accounting system, for safeguarding assets, for authorizing transactions, for retaining supporting documentation for those transactions, and for devising a system of internal controls that will, among other things, help assure the preparation of proper financial statements. Furthermore, you are responsible for management decisions and functions, for designating a competent employee to oversee any of the services we provide, and for evaluating the adequacy and results of those services.

You are responsible for the design and implementation of programs and controls to prevent and detect fraud, and for informing us about all known or suspected fraud affecting the Company involving (a) management (b) employees who have significant roles in internal control, and (c) others where the fraud could have a material effect on the financial statements. You are also responsible for informing us of your knowledge of any allegations of fraud or suspected fraud affecting the Company received in communications from employees, former employees, regulators, or others. In addition, you are responsible for identifying and ensuring that the entity complies with applicable laws and regulations.

In addition to these compilation services, the attached correspondence dated April 19, 2011 outlines the procedures and objectives of the engagement.

Our fees for this engagement are not contingent on the results of our services. Rather, our fees for this engagement will be based on our standard hourly rates. Our fee for these services will be \$1,050 per month. You acknowledge that this is not a limit to the total fees we may charge for our services, and that our fees may actually exceed that range. However, in the event that we encounter unusual circumstances that would require us to expand the scope of the engagement, and/or if we anticipate our fees exceeding the aforementioned amount, we will adjust our estimate, and obtain your prior approval before continuing with the engagement.

We reserve the right to suspend our services or to withdraw from this engagement in the event that any of our invoices are deemed delinquent. In the event that any collection action is required to collect unpaid balances due us, you agree to reimburse us for our costs of collection, including attorneys' fees. If we elect to terminate our services for nonpayment, or for any other reason provided for in this letter, our engagement will be deemed to have been completed upon written notification of termination, even if we have not completed our report. You will be obligated to compensate us for all time expended, and to reimburse us for all of our out-of-pocket costs, through the date of termination.

In connection with this engagement, we may communicate with you or others via email transmission. As emails can be intercepted and read, disclosed, or otherwise used or communicated by an unintended third party, or may not be delivered to each of the parties to whom they are directed and only to such parties, we cannot guarantee or warrant that emails from us will be properly delivered and read only by the addressee. Therefore, we specifically disclaim and waive any liability or responsibility whatsoever for interception or unintentional disclosure of emails transmitted by us in connection with the performance of this engagement. In that regard, you agree that we shall have no liability for any loss or damage to any person or entity resulting from the use of email transmissions, including any consequential, incidental,

direct, indirect, or special damages, such as loss of revenues or anticipated profits, or disclosure or communication of confidential or proprietary information.

It is our policy to retain engagement documentation for a period of seven years, after which time we will commence the process of destroying the contents of our engagement files. To the extent we accumulate any of your original records during the engagement, those documents will be returned to you promptly upon completion of the engagement, and you will provide us with a receipt for the return of such records. The balance of our engagement file, other than the compiled financial statement, which we will provide to you at the conclusion of the engagement, is our property, and we will provide copies of such documents at our discretion and if compensated for any time and costs associated with the effort.

In the event we are required to respond to a subpoena, court order or other legal process for the production of documents and/or testimony relative to information we obtained and/or prepared during the course of this engagement, you agree to compensate us at our hourly rates for the time we expend in connection with such response, and to reimburse us for all of our out-of-pocket costs incurred in that regard.

In the event that we are or may be obligated to pay any cost, settlement, judgment, fine, penalty, or similar award or sanction as a result of a claim, investigation, or other proceeding instituted by any third party, then to the extent that such obligation is or may be a direct or indirect result of your intentional or knowing misrepresentation or provision to us of inaccurate or incomplete information in connection with this engagement, and not any failure on our part to comply with professional standards, you agree to indemnify us, defend us, and hold us harmless as against such obligations.

You agree that any dispute (other than our efforts to collect an outstanding invoice) that may arise regarding the meaning, performance or enforcement of this engagement or any prior engagement that we have performed for you, will, prior to resorting to litigation, be submitted to mediation, and that the parties will engage in the mediation process in good faith once a written request to mediate has been given by any party to the engagement. Any mediation initiated as a result of this engagement shall be administered within the county of Clallam Washington, by Peninsula Dispute Resolution, according to its mediation rules, and any ensuing litigation shall be conducted within said county, according to Washington law. The results of any such mediation shall be binding only upon agreement of each party to be bound. The costs of any mediation proceeding shall be shared equally by the participating parties.

Any litigation arising out of this engagement, except actions by us to enforce payment of our professional invoices, must be asserted within one year from the date any such cause of action accrues, or within three years from the completion of the engagement, whichever is earlier, notwithstanding any statutory provision to the contrary.

This engagement letter is contractual in nature, and includes all of the relevant terms that will govern the engagement for which it has been prepared. The terms of this letter supersede any prior oral or written representations or commitments by or between the parties. Any material changes or additions to the terms set forth in this letter will only become effective if evidenced by a written amendment to this letter, signed by all of the parties. If you would like us to provide

you with any other services not specifically outlined in this engagement letter, you must make that request of us in writing. If we agree to provide the requested additional services, we will create a separate engagement letter specifically addressing the same, and that engagement letter, upon your signature, will govern our provision of those additional services.

If, after full consideration and consultation with counsel if so desired, you agree that the foregoing terms shall govern this engagement, please sign the copy of this letter in the space provided and return the original signed letter to me, keeping a fully-executed copy for your records.

Thank you for your attention to this matter, and please contact me with any questions that you may have.

Very truly yours,

Charles McClain

CPA

ACCEPTED AND AGREED:

William Shore Memorial Pool District

By: Steve Burke Date

Its: Executive Director

April 19, 2010

Finance Committee:

Due to the increase in the time necessary to accomplish the needs of the William Shore Memorial Pool District, I have determined that the monthly charge for my firm's services must increase to \$1,050 per month. The Executive Director has requested that I itemize out my services to better understand the scope.

Payroll Preparation

Payroll is prepared on the 5th and 20th of each month for the hours worked in the previous semimonthly period. After preparation, payroll is reviewed and signed by CSM. Quarterly unemployment and workmen's comp are prepared each quarter and paid out of the payroll account. Deferred compensation is paid monthly to the state fund. The payroll account is reimbursed monthly with the standard monthly bills based upon the current month calculations. Charlie – 1 hours; Laurie – 3 hours

Sales

Daily a sales report, broken down by category and method of payment, is compiled by staff. The reports are emailed to McClain and Crouse. These daily reports are summarized in a worksheet in Excel to be posted to Quickbooks at the end of the month. All cash and checks are deposited directly with the county. All credit card receipts, whether processed at the pool or online are deposited in the credit card bank account. Each week ending on Thursday, the credit card receipts are reconciled with the deposits to the bank through the following Monday and then an itemized report with check attached is deposited with the county. Charlie – 8 hours

<u>Payables</u>

Invoices to be paid are accumulated by the Executive Director and coded. The accountant, attorney and payroll reimbursement are added to these invoices. An excel spreadsheet required by the county is used to list all invoices to be paid. Attached are copies of the invoices listed on the sheet. The county prepared checks are picked up by McClain and Crouse staff. CSM matches the checks to the original invoices and gives them to Laurie to mail. With the establishment of two credit card accounts and other difficulties in timely payment, a second payable sheet has now been established to meet the due date of those cards. Charlie – 4 hours, Laurie – 1 hour.

General Ledger

The organization has three bank accounts. The payroll account and credit card account are with Kitsap Bank. The third bank account is at the county. In addition to the daily deposits of cash and checks from the pool and the transfer checks from the credit card account, the account deposits the tax receipts from county collections. The accounting is received monthly from the Treasurers office along with a detailed list of postings of receipts. Since the county records are on a cash basis, there is a reconciliation required for deposits made in the current month for prior month income and current month income not yet deposited. Payables and the end of month payroll are also accrued since they are paid in the succeeding month. Charlie – 5 hours

Financial Statements

CSM prepares financial statements monthly for board review. A Statement of Financial Position and Statement of Operations are printed out and compared to either prior year data or budget data. The reports are reviewed to make sure no mispostings have been made. Charlie – 2 hours

Meetings

CSM meets with the Finance Committee as needed to discuss ongoing operations, personnel issues, capital improvements, policy, and budget. CSM attends the general board meeting on the fourth Tuesday of each month to present the payables for approval and financial statement for review and answer questions. Charlie – 3 hours

Budget

Four months prior to the end of the year, CSM prepares a budget for the following year using prior data and projected adjustments. The preliminary budget is presented to the finance committee for improvements and suggestions. The final version is presented to the full board and must be approved prior to the deadline established by law. At that time the full board approves the following year property tax authorization. Charlie -1 hour.

Total monthly hours

Charlie - 24 hours @ \$80 - \$1,920

Laurie - 4 hours @ \$40 - \$160

Discount 50%

Monthly bill \$1,050

450 - WORKPLACE HARASSMENT PREVENTION

1.0 Purpose:

The William Shore Memorial Pool District (District)is committed to insuring that the practices and conduct of all its employees comply with the requirements of federal law and state laws against employment discrimination. To that end, the District expects all employees to work in a manner that respects the feelings and dignity of their co-workers. It is the policy of the District that all employees have the right to work in an environment free from harassment based upon their race, color, religion, gender, national origin, age, marital status, veterans' status, sexual orientation, disability, or any other protected status or characteristic. Any such harassment of employees by their co-workers or supervisors will not be tolerated by the District.

2.0 Definitions:

For the purpose of this policy, "sexual harassment" is unwelcome behavior of a sexual nature that affects terms and conditions of employment. Sexual harassment includes (1) sexual advances and other verbal or physical conduct where submission to the advances or conduct is made a term or condition of employment or is used as the basis for employment decisions and (2) unwelcome verbal or physical conduct of a sexual nature that interferes with an employee's work or creates a hostile, intimidating, or offensive work environment.

Some examples of behavior that could constitute or contribute to sexual harassment include but are not limited to:

- Unwelcome or unwanted flirtations, propositions, or advances. This includes patting, pinching, brushing up against, hugging, cornering, kissing, fondling, putting ones arm around another, or any other similar physical contact considered unacceptable by another individual.
- Requests or demands for sexual favors. This includes subtle or blatant expectations, pressures, or requests for any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequences concerning an individual's employment.
- Verbal abuse or kidding that is sexually oriented and considered unacceptable by another individual. This includes comments about an individual's body or appearance when such comments go beyond an isolated innocuous compliment; off-color jokes or offensive language; or any other tasteless, sexually oriented comments, innuendoes, or offensive actions, including leering, whistling, or gesturing.
- Participation in fostering a work environment that is generally intimidating, hostile, or offensive because of unwelcome or unwanted sexually oriented conversation, office décor, suggestions, requests, demands, physical contacts, or attention.

For the purpose of this policy, "other harassment" (nonsexual) is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of such individual's protected status or characteristics such as his/her race, color, religion, gender, national origin, age, marital status, sexual orientation, or disability that:

- Has the purpose or effect of creating an intimidating, hostile, or offensive work environment; or
- Has the purpose or effect of unreasonably interfering with an individual's work performance; or

Approved Date: 1-10-2010

Otherwise adversely affects an individual's employment opportunities.

Some examples of behavior that could constitute or contribute to harassment include but are not limited to: using epithets, slurs, or negative stereotypes; threatening, intimidating, or engaging in hostile acts that relate to protected status or characteristics such as those referred to above; jokes or pranks that refer to or denigrate a protected status; or placing on walls, bulletin boards, or elsewhere on the work premises or circulating in the workplace written or graphic material that denigrates or shows hostility or aversion toward a person or group because of a protected characteristic.

3.0 Complaint Process

An employee who feels harassed should immediately tell the offending individual how they feel and ask them to stop. If that does not work or if the employee is uncomfortable confronting the offending individual, the employee should report the incident promptly. A complaint can be made verbally or in writing to the employee's supervisor or the employee's department head (see Attachment A). In addition or in the alternative, as the employee may wish, the complaint may be brought to the attention of the Executive Director.

The complaint form available from the Supervisor or Executive Director(see Attachment A)may be used to file a written complaint hereunder. A harassment complaint will be handled as follows:

- Every complaint is to be reported promptly to the Executive Director either by the complainant or by the person receiving the complaint.
- The complaint will be immediately investigated, normally by the Executive Director. However, choice of investigator, level of formality, and the procedures used in the investigation may vary, depending upon the nature of the allegations and full circumstances of the situation, including the context in which the alleged incidents occurred.
- Confidentiality will be maintained throughout the investigatory process to the extent practical and consistent with the District need to undertake a full investigation.
- There shall be no retaliation by the Districtits officers, elected officials, supervisors, or other employees toward any employee bringing a complaint in good faith or cooperating with the investigation of a harassment complaint.
- Where the investigation confirms the allegations, the Districtwill take prompt corrective action and, where appropriate, discipline the offending individual. Discipline may include verbal and written reprimands, professional counseling, reassignment, or other appropriate action, up to and including termination. The affected individuals will be informed of the outcome of the investigation.
- There may be instances in which an employee reporting harassment seeks only to discuss the matter informally and does not wish the Districtto undertake an investigation or to take further steps. In such situations, the Districtmay arrange some informal mechanism for resolving the issues. However, an individual reporting harassment should be aware that the Districtmay decide it must take action to address the harassment beyond informal means.

The Supervisorsshall be responsible for disseminating information on the DistrictPolicy Against Workplace Harassment, for developing training programs and guidelines for preventing sexual or other forms of harassment, and for investigating and resolving allegations of harassment.

Approved Date: 1-10-2010

All officers, supervisors, and managers (generally, "supervisors") are assigned responsibility for implementing this policy, ensuring compliance with and knowledge of its terms, and for taking immediate and appropriate corrective action if they witness inappropriate behavior or receive a complaint. Supervisors must open and maintain channels of communication to permit employees to raise concerns of sexual or other workplace harassment without fear of retaliation, stop any observed harassment, and treat harassment matters with sensitivity, confidentiality, and objectivity. A supervisor's failure to carry out these responsibilities may result in disciplinary action up to and including discharge.

Approved Date: 1-10-2010

Attachment A

William Shore Memorial Pool District Harassment Complaint Form

Name of employee
Name of offending employee
Please detail below all incidents of improper conduct, including the dates and where each incident of improper conduct occurred (continue on back or separate sheet if necessary):
Other persons present: What response did you make to the conduct in question?
What action do you want the William Shore Memorial Pool District to take?
Do you believe you can continue to work with this person during an investigation?
This complaint form shall be kept CONFIDENTIAL to the extent practical and consistent with the William Shore Memorial Pool District need to undertake a full investigation.
// Date Signature <i>Print Name</i>

Please provide this form to your supervisor, the department head or Executive Director. The William Shore Memorial Pool District is firmly committed to preventing sexual or other harassment in the workplace. If you believe that you are in any way retaliated against or affected in your employment as a result of filing a complaint of sexual or other harassment, please promptly complete another complaint form and submit it to the William Shore Memorial Pool District in the same manner as this form.

Approved Date: 1-10-2010

451 WORKPLACE VIOLENCE PREVENTION

1.0 Purpose

The William Shore Memorial Pool District (District) is committed to providing a safe workplace for its employees, guests, contractors, vendors and the public. Therefore, in an effort to help prevent or reduce the possibility of violence here in our workplace, the District has implemented this policy on workplace violence for our employees.

2.0Workplace Violence Prohibition

The District strictly prohibits threatened or actual workplace violence. This includes, but is not limited to, any of the following conduct associated in or around the workplace, or otherwise related to employment:

- 2.1 Bullying or threatening injury or damage against a person or property
- 2.2 Fighting or threatening to fight with another person
- 2.3 Threatening to use, or in the possession, custody, storage, or control of a weapon (an instrument or device of any kind which may be used to inflect bodily harm or injury, or to establish fear simply due to its presence on the scene) on the District premises unless the person is engaged in official law enforcement business.
- 2.4 Abusing or injuring another person
- 2.5 Abusing or damaging property
- 2.6 Using obscene or abusive language or gestures in a threatening manner
- 2.7 Raising voices in a threatening manner

(Because of the potential for misunderstanding, joking about any of the above misconduct is also prohibited.)

3.0 Definitions

"District Premises" Definition: The term "premises" means all areas within the ownership and/or control of the District, including, but not limited to, buildings, offices, work areas, lounges, parking lots, desks, cabinets, lockers, storage areas, and any other the District owned property on which employees may work. The District reserves the right to search all facility "premises" when the facility management determines that such a search is a reasonable and necessary precaution for work place safety.

4.0Reporting Violent Conduct. Any workplace violence incidents or incidents indicating a potential for violence are to be reported by an employee to the supervisor (and/or Department Head) as soon as possible. Incident reports are to be completed, as appropriate. If the District determines that an employee has violated this policy, the employee will be subject to immediate discipline up to and including discharge. Concerns with members of the public or other parties shall be handled by the District as it determines under its policies and procedures.

Employees are encouraged to report the existence of restraining orders and protection orders. Also, in emergency situations, employees should call law enforcement directly.

Approved Date: 1-10-2010

5.0 Imminent Danger/Violence Incident Procedure

Any employee who reasonably believes that a situation with an aggressive employee, resident, guest, contractor, vendor, or other party (e.g., any person who uses obscene or abusive language or gestures, makes threats or acts in a violent or threatening manner) may immediately become violent, putting the employee or others in imminent danger, the employee should promptly leave the work area and report to his/her supervisor (and/or the Executive Director). No disciplinary action shall be taken against any employee who leaves a work area when the employee has a reasonable belief that an emerging situation with an aggressive person is likely to turn violent at that time. The supervisor should take immediate action and contact the Executive Director as soon as possible for immediate action (e.g., 911 call). The timing and circumstances of possible return by the employee to the area should be coordinated by the on duty pool supervisor or the Executive Director. The employee, supervisor and/or Department Head will follow the District procedures in response to such events, including incident reporting and appropriate action deemed necessary by facility supervisor.

6.0Security Precautions. All the District security policies and rules must be adhered to at all times. To prevent inappropriate outsider access, facility solicitation and access rules must be strictly followed. It is especially important that building security rules and procedures are specifically enforced at all times (e.g., doors locked after hours). Failure to comply with these requirements may lead to disciplinary action, up to and including discharge.

452 FEDERAL FAMILY MEDICAL LEAVE ACT

1.0 Purpose

The William Shore Memorial Pool District (District) complies with the federal Family and Medical Leave Act of 1993 ("FMLA") and all applicable state laws (WFLA) related to family and medical leave. The FMLA provides up to 12 weeks of unpaid leave every 12 months to eligible employees for certain family and medical reasons. To be eligible an employee must have worked for the District at least one year, and for 1,250 hours over the previous 12 months.

2.0 Requirements for use of FMLA

Unpaid FMLA leave may be granted for any of the following reasons:

- To care for a child after birth or placement for adoption or foster care.
- To care for an employee's spouse, son, daughter or parent who has a serious health condition.
- For a serious health condition that makes an employee unable to perform the essential functions of his/her job.
- To care for an employee's spouse, son, daughter, parent or next of kin undergoing medical treatment as a member of the armed forces, National Guard or Reserves.
- For "any qualifying exigency" (as the Secretary of Labor shall by regulation determine) arising
 out of the call to duty of an employee's spouse, son, daughter or parent.

3.0 Rules and Eligibility

3.1 Intermittent Leave

Under some circumstances, FMLA leave may be taken intermittently -- which means taking leave in blocks of time, or by reducing an employee's normal weekly or daily work schedule -- if medically necessary because of a serious health condition. If an employee is granted intermittent leave or works a reduced schedule, he/she may be required to provide a written certification from his/her health care provider that includes the projected dates and duration of treatment and a statement of the medical necessity for taking intermittent leave or working a reduced schedule.

3.2 Alternative Positions

The District may temporarily transfer an employee to an available alternative position with equivalent pay and benefits if the alternative position would better accommodate the intermittent or reduced work schedule.

3.3 Birth and Adoptions

If FMLA leave is taken for the birth or placement for adoption or foster care of a child, use of intermittent leave is subject to the District's prior approval. Leave to care for a child after birth or placement for adoption or foster care must be concluded within 12 months of the birth or placement

3.4 Substitution of Paid Leave

The District may require an employee to use accrued sick leave or vacation as part of the employee's FMLA entitlement. For example, if an employee wishes to take 12 weeks of FMLA leave due to his/her own serious illness and he/she has accrued two weeks of sick leave and two weeks of vacation, the employee would first take two weeks of sick leave, then two weeks of vacation, in that

Approved Date: 1-10-2010

order, and would then have eight weeks of unpaid FMLA leave available. However, the District will not require an employee to use sick leave if the leave is for a purpose for which sick leave is not normally available, e.g. bonding with a newborn child.

3.5 Advance Notice and Medical Certifications

The District requires that an employee provide the District with advance leave notice, with medical certification of the need for a leave related to a serious health condition, and with medical certification of the employee's fitness to return to duty after medical leave. Taking leave, or reinstatement after leave, may be denied if the following requirements are not met:

- An employee must give the District at least 30 days' advance notice of his/her request for leave if the reason for the leave is foreseeable based on an expected birth, placement for adoption or foster care, or planned medical treatment. If 30 days' notice is not practicable, then the employee must give the District notice as soon as practicable. If the employee does not give the District 30 days' advance notice, and if the employee is able to foresee the need for the leave and the approximate date of the leave, the District may deny the employee's request for leave until at least 30 days after the date the employee gives the District such notice.
- The District requires that employees provide a medical certification to support a request for leave because of a serious health condition (the employee's, employee's child's, spouse's or parent's) whenever the leave is expected to extend beyond three consecutive working days or will involve intermittent or part-time leave. The District may require second or third opinions, at the District's option and expense.
- The District requires employees provide a medical certification of fitness for duty to return to
 work after a medical leave that extends beyond ten consecutive working days, or that involves
 substance abuse, or where the medical condition and the employee's job are such that the
 District believes the employee may present a serious risk of injury to the employee or others if
 the employee is not fit to return to work.

3.6 Periodic Reporting

If an employee takes FMLA leave for more than ten consecutive days, the District requires that the employee report in, to his/her department head or designee, at least every two weeks regarding the employee's status and intent to return to work, unless a different requirement is set by the department head.

3.7 Couples Employed by Us

If both the employee and the employee's spouse work for the District and the employee requests leave for the birth, adoption or foster care placement of a child, to care for a new child, or to care for a sick parent, the total annual FMLA leave available to both individuals for those purposes is 12 weeks.

3.8 Determining Leave Availability

FMLA leave is available for up to 12 weeks during a 12-month period. For purposes of calculating leave availability, the "12-month period" is a rolling 12-month period measured backwards from the date the employee uses any FMLA leave.

3.9 Leave Related to Pregnancy

Approved Date: 1-10-2010

If an employee takes leave for pregnancy disability, the leave taken while the employee is physically unable to work will be in addition to the employee's annual 12-week FMLA leave allowance. For example, if an employee works until her due date and then the physician certifies a six-week disability period, the employee could take as much as 18 weeks of leave. However, insurance benefits would only be continued at the District's expense for 12 weeks. After that the employee would need to arrange to self-pay benefit premiums.

3.10 Reinstatement Rights

If an employee takes leave under this policy, he/she usually will be able to return to the same or a similar job with equivalent status, pay, and benefits, and one which entails substantially equivalent skill, effort, responsibility and authority.

4.0 Required Record Keeping

The District must keep the records specified by these regulations for no less than three years and make them available for inspection, copying, and transcription by representatives of the Department of Labor upon request.

4.1 Items Required

- a. Dates: FMLA leave is taken by FMLA eligible employees (e.g., available from time records, requests for leave, etc., if so designated). Leave must be designated in records as FMLA leave; leave so designated may not include leave required under State law or an employer plan, which is not also covered by FMLA.
- b. If FMLA leave is taken by eligible employees in increments of less than one full day, the hours of the leave.
- c. Copies of employee notices of leave furnished to the employer under FMLA.
- d. Any documents (including written and electronic records) or medical records which were used to qualify employee for FMLA

Approved Date: 1-10-2010

453 American Disabilities Act

1.0 Purpose

It is the policy of the William Shore Memorial Pool District (District) not to discriminate on the basis of disability against any qualified person. To this end all decisions relating to employment including, but not limited to recruitment, selection, training, assignment, promotion, compensation, and transfer will be determined by the applicant's or employee's ability with consideration of any requested reasonable accommodation. This policy is applicable to all employment policies and practices.

2.0 Definitions

A reasonable accommodation can be defined as the adjustment to job duties, performance methods, and/or work setting or service delivery to meet the individualized need of an individual, applicant or employee with a disability.

The provision of a reasonable accommodation removes barriers in a specific situation, which prevent or limit the application process, recruitment, employment and upward mobility of a qualified person with a disability. Examples of reasonable accommodation may include but are not limited to: Job restructuring; modifying work schedules; implementing flexible leave policies; reassigning to a vacant position; providing qualified readers or interpreters.

3.0 Request for Accommodations

Any applicant for employment or current employee may request an accommodation by completing a request for accommodation form (See Attachment A). It is the responsibility of the requester to complete in full and submit the form to the Human Resources Department and their manager. Although the responsibility for requesting the reasonable accommodation rests primarily with the applicant or employee, the Supervisors or the Executive Director is available as resources in the preparation, explanation, and dissemination of reasonable accommodation information. In any case, the form must be completed in its entirety prior to being submitted.

4.0 Review of Accommodations Requests

The determination whether to provide an accommodation is made on a case-by-case basis. This is an individual process through which the District and the individual with a disability discuss and consider necessary (and reasonable) changes. The District will make a "reasonable effort" to determine the appropriate accommodation. Primary consideration should be given to the preferences of the individual when deciding on accommodation; however, the District has the ultimate discretion to choose between effective accommodations.

If the request is approved, the Supervisor or Executive Director will notify the requester and will make the necessary implementation arrangements. If the request is denied, the requester may appeal to the Executive Director within thirty (30) calendar days.

If a department reviews and approves the request for accommodation, it shall provide the accommodation without undue delay.

Approved Date: 1-10-2010

Attachment A

Accommodation Request

To:	_ Date of Request:
From:	
I hereby request the following accommodation:	
Accommodation Needed:	
(Signature of employee or job applicant)	

Approved Date: 1-10-2010

454 Drug-Free Workplace Act

1.0 Purpose

In pursuit of the goal to maintain a drug-free workplace and in accordance with the Drug-Free Workplace Act of 1988, the William Shore Memorial Pool District (District) has adopted the following rules and regulations

2.0 Rules and Regulations

- 2.1 The unlawful manufacture, possession, distribution, or use of controlled substances is prohibited in the workplace and during work time.
- 2.2 Employees who violate this prohibition are subject to corrective or disciplinary action as deemed appropriate, up to and including termination.
- 2.3 As an on-going condition of employment, employees are required to abide by this prohibition and to notify, in writing and within five (5) days other violation, her/his supervisor of any criminal drug statute conviction, they receive. Included in this requirement are convictions for Driving While Intoxicated (DWI) and Driving Under the Influence (DUI).
- 2.4 If an employee receives such a conviction, the District may take appropriate personnel action against the employee, up to and including termination, depending on the relationship to the employee's job.
- 2.5 The District provides referral to an Employee Assistance Plan for information about drug counseling and treatment.
- 2.6 The District reserves the right to search and inspect all areas of the workplace and the District premises for the maintenance of a safe and healthy workplace.
- 2.7 The District will impose disciplinary sanctions on employees ranging from educational and rehabilitation efforts up to and including termination of employment and referral for prosecution for violations of this policy. Each situation will be looked at on a case-by-case basis.

Approved Date: 1-10-2010

5/29/11

William Shore Memorial Pool District FINANCIAL STATEMENTS

As of April 30, 2011

FAX (360) 457-7415

Certified Public Accountants Charles S. McClain Karen L. Crouse

INDEPENDENT ACCOUNTANT'S COMPILATION REPORT

Board of Directors William Shore Memorial Pool District

We have compiled the accompanying Statements of Financial Position of William Shore Memorial Pool District (a nonprofit corporation) as of April 30, 2011 and 2010 and the related Statements of Activities for the four months then ended. We have not audited or reviewed the accompanying financial statements and, accordingly, do not express an opinion or provide any assurance about whether the financial statements are in accordance with the accounting principles generally accepted in the United States of America. The budget comparison is presented for supplementary analysis purposes only.

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statements.

Our responsibility is to conduct the compilation in accordance with Statements for Accounting and Review Services issued by the American Institute of Certified Public Accountants. The objective of a compilation is to assist management in presenting financial information in the form of financial statements without undertaking to obtain or provide any assurance that there are no material modifications that should be made to the financial statements.

Management has elected to omit substantially all of the disclosures required by accounting principles generally accepted in the United States of America. If the omitted disclosures were included in the financial statements, they might influence the user's conclusions about the Organization's financial position and changes in equity. Accordingly these financial statements are not designed for those who are not informed about such matters.

McClain, Crouse and Co. P.S.

May 13, 2011

William Shore Memorial Pool District Statements of Financial Position

As of April 30, 2011

	Apr 30, 11	Apr 30, 10
ASSETS		
Current Assets		
Checking/Savings	450 005 05	0.00
10000 · County Fund Balance 10100 · Cash in Till	156,365.05 22.04	0.00 0.00
10200 · Credit Card Processing Account	1,538.41	0.00
10400 · Cash in Payroll Account	18,755.36	0.00
Total Checking/Savings	176,680.86	0.00
Accounts Receivable		
11300 · Credit Card Receivable	3,451.08	00.0
Total Accounts Receivable	3,451.08	0.00
Other Current Assets		
12000 · Deposit in Transit	1,497.25	0.00
Total Other Current Assets	1,497.25	0.00
Total Current Assets	181,629.19	0.00
TOTAL ASSETS	181,629.19	0.00
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities Other Current Liabilities		
22000 · Wages Payable	10,735.71	0.00
23000 · Deferred Compensation Liability	1,084.00	0.00
24000 · Payroll Liabilities	2,910.27	0.00
25000 · Due to Others	5,591.42	0.00
26000 Due for Professional Services	1,928.50	4,227.00
27000 · Due to the City of Port Angeles	12,259.40	50,019.44
Total Other Current Liabilities	34,509.30	54,246.44
Total Current Liabilities	34,509.30	54,246.44
Long Term Liabilities	440.057.60	400 E04 00
27200 · Loan from Clallam County	142,957.69	122,504.80
Total Long Term Liabilities	142,957.69	122,504.80
Total Liabilities	177,466.99	176,751.24
Equity	~~ ~~~ ~~	044 704 50
32000 · Unrestricted Net Assets Net Income	-62,302.29 66,464.49	-244,701.57 67,950.33
	4,162.20	-176,751.24
Total Equity	4, 102.20	-170,751.24
TOTAL LIABILITIES & EQUITY	181,629.19	0.00

William Shore Memorial Pool District Statements of Activities

for the four months ended April 30, 2011 and 2010

	Jan - Apr 11	Jan - Apr 10
Income 3111000 · Real and Property Taxes 3121000 · Forest Excise Tax 3172000 · Leasehold Excise Tax	198,947.35 4,393.40 1,214,96	177,018.46 0.00 5.320.73
3417000 · Merchandise Sales 3417100 · Sale Items · Taxable	1,617.10	2,005.59
Total 3417000 · Merchandise Sales	1,617.10	2,005.59
3470000 · Admissions 3473010 · General Admissions 3473011 · Pass Sales 3476035 · Swim Instruction 3476040 · Camps and Special Events 3476045 · Exercise Classes	17,609.00 21,882.60 26,719.35 1,066.50 9,140.00	0.00 - 54,512.25 19,907.12 0.00 0.00
Total 3470000 · Admissions	76,417.45	74,419.37
3620000 · Rental Income 45030 · Facility Rental 3624010 · One time use Rental 3625000 · Contracted Rental 45030 · Facility Rental - Other	1,303.50 11,713.00 0.00	0.00 0.00 7,613.72
Total 45030 · Facility Rental	13,016.50	7,613.72
45040 · Miscellaneous Rental 3624020 · Equipment Rental 3624030 · Locker Rental	333.00 446.00	287.27 386.39
Total 45040 · Miscellaneous Rental	779.00	673.66
Total 3620000 · Rental Income	13,795.50	8,287.38
3698100 · Cash Overages and Shortages 3699000 · Other Miscellaneous Revenue 41130 · Department of Natural Resources	5.76 2,626.21 19.24	3.86 433.80 0.00
Total Income	299,036.97	267,489.19
Expense 57620 · Operating Costs 100001 · Salaries and Wages 100000 · Regular Time 100020 · Lifeguards 100030 · Instructors 100040 · Head Guards 100050 · Supervisors 100070 · Executive Director 100000 · Regular Time - Other	31,890.67 10,986.70 9,612.00 36,020.00 7,500.00 0.00	0.00 0.00 0.00 0.00 0.00 89,465.39
Total 100000 · Regular Time	96,009.37	89,465.39
100080 · Overtime 62111 · Regular Time - Maintenance 62151 · Overtime - Maintenance	2,286.14 0.00 0.00	1,609.84 5,168.99 924.86
Total 100001 · Salaries and Wages	98,295.51	97,169.08
200000 · Personnel Benefits 200020 · Benefits 200032 · Cafeteria Plan - Salaried 200040 · Unemployment Compensation 200045 · Department of Labor & Industry 62161 · Benefits - Maintenance 62171 · Retirement · Maintenance	8,506.08 300.00 3,821.94 3,513.99 0.00 0.00	13,794.15 973.96 5,234.05 220.44 1,759.07 128.31
Total 200000 · Personnel Benefits	16,142.01	22,109.98

William Shore Memorial Pool District Statements of Activities

for the four months ended April 30, 2011 and 2010

	Jan - Apr 11	Jan - Apr 10
300000 · Supplies 310000 · Office Supplies 310010 · Office Supplies 310012 · Printing and Copying	2,921.58 240.53	111.18 178.79
Total 310000 · Office Supplies	3,162.11	289.97
310050 · Program Supplies and Equipment 310300 · Exercise Classes 310310 · Swim Instruction 310320 · Camps and Specials Events	573.24 490.38 699.00	0.00 0.00 0.00
Total 310050 · Program Supplies and Equipment	1,762.62	0.00
310100 · Maintenance Supplies and Repair 310026 · Uniforms and Clothing 310030 · Pool Chemicals 310035 · Cleaning & Janitorial Supplies 310056 · Lifeguard supplies & equipment 310135 · Maintenance Supplies 65040 · Operating Supplies	3,445.25 7,838.07 2,911.24 1,243.29 6,701.23 0.00	0.00 5,814.61 3,075.90 0.00 3,210.75 6,259.78
Total 310100 · Maintenance Supplies and Repair	22,139.08	18,361.04
340035 · Items for Resale 350010 · Small Tools and Minor Equipment	2,616.26 1,805.36	992.40 0.00
Total 300000 · Supplies	31,485.43	19,643.41
4000000 · Charges for Services 410020 · Professional Services 410013 · Network/Computer Service 410041 · Accounting Services 410071 · Legal Services 410020 · Professional Services - Other	100.00 3,450.00 2,117.50 3,968.20	0.00 1,345.00 6,660.00 0.00
Total 410020 · Professional Services	9,635.70	8,005.00
420000 · Communications 420010 · Telephone 420020 · Postage, Mailing Service 420023 · Website and Internet	705.76 50.60 59.85	960.16 4.84 0.00
Total 420000 · Communications	816.21	965.00
430000 · Travel 430010 · Conference, Convention, Meeting 430020 · Travel - Training	461.97 1,817.34	0.00 871.00
Total 430000 · Travel	2,279.31	871.00
440010 · Advertising 450000 · Operating Rentals and Leases 450030 · Office Equipment Leases/Rents	861.46 642.67	75.00 0.00
Total 450000 · Operating Rentals and Leases	642.67	0.00
460030 · Insurance-Property & Liability 470090 · Utilities 480000 · Repair and Maint-Contracted	8,249.00 37,672.51	8,318.00 37,087.39
480010 · Building-Repair and Maintenance 480040 · Equipment-Repair & Maintenance 480115 · Office Equipment Maintenance	6,763.52 832.69 67.83	0.00 0.00 0.00
Total 480000 · Repair and Maint-Contracted	7,664.04	0.00
49000 · Miscellaneous Expense 490040 · Memberships and Dues 49000 · Miscellaneous Expense - Other Total 49000 · Miscellaneous Expense	1,005.00 845.01 1,850.01	0.00 372.60 372.60
No. 100 march 1970 (1970) — Addition of the Control of the Contro	10000000000 NETT	

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William Shore Memorial Pool District Statements of Activities

for the four months ended April 30, 2011 and 2010

	Jan - Apr 11	Jan - Apr 10
500000 · Intergovernmental Services 500100 · County Clerk Services 510010 · PA City Maintenance Services 530040 · State Sales and B & O Tax 530070 · Clallam County Treas - Prop Tax	1,344.00 12,160.00 1,671.43 163.26	1,344.00 0.00 3,415.14 0.00
Total 500000 · Intergovernmental Services	15,338.69	4,759,14
Total 4000000 · Charges for Services	85,009.60	60,453.13
Total 57620 · Operating Costs	230,932.55	199,375.60
5850000 · Nonoperational Expenses 65550 · State Excise Tax 830020 · Interest Expense	0.00 1,639.93	, 163.26 0.00
Total 5850000 · Nonoperational Expenses	1,639.93	163.26
Total Expense	232,572.48	199,538.86
Net Income	66,464.49	67,950.33

Statement of Revenue and Expense William Shore Memorial Pool District

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	Apr 11	Budget	Jan - Apr 11	YTD Budget	Annual Budget
Income 3411000 · Real and Property Taxes 3421000 · Forest Excise Tax 3472000 · Leasehold Excise Tax	159.476.86 2.593.05 189.43	37,500.00	198.947.35 4.393.40 1.214.96	150,000,00	450.000.00
341700 · Sale Items - Taxable	426.60	200.00	1.617.10	2,000.00	6,000.00
Total 3417000 · Merchandise Sales	426.60	900.00	1,617.10	2.000.00	6,000.00
3470000 - Admissions 3473010 - General Admissions 3473011 - Pass Sales 3476035 - Swim Instruction 3476040 - Camps and Special Events 3476045 - Exercise Classes	5 165.75 5 882.60 8 322.50 1.066 50 2,485.00	10.000 00 0.00 6.250.00 0.00	17,609.00 21,882.60 26,719.35 1,066,50 9,140.00	44,750 00 0.00 17,750,00 0.00	128.750.00 0.00 58,100.00 4.000.00
Total 3470000 - Admissions		16,250.00	76,417 45	62,500.00	190,850.00
3620000 · Rental Income 45030 · Facility Rental 3624010 · One time use Rental 3625000 · Contracted Rental 45030 · Facility Rental - Other	150.00 1,248.00 0.00	3,000.00	1,303.50 11,713.60 0.00	10,360.00	29,350.00
Total 45030 · Facility Rental	1,398.00	3,000.00	13,018.50	10,350.00	29,350.00
45040 - Miscellaneous Rental 3624020 - Equipment Rental 3624030 - Locker Rental	0.00 175.25	50.00 100.00	333.00 446.00	260.00	600.00
Total 45040 · Miscellaneous Rental	175.25	150.00	779.00	450.00	1 650.00
Total 3620000 · Rental Income	1,573.25	3,150 00	13,795.50	10,800.00	31,000.00
3698100 · Cash Overages and Shortages 3699000 · Other Miscellaneous Revenue 41130 · Department of Natural Resources	4,65 979,52 0.00	00.00	5.76 2.626.21 19.24	00.0	00.00
Total Income	188,156.41	57,400.00	299,036.97	225,300.00	677,850.00
Expense 57620 · Operating Costs 100001 · Salaries and Wages 100000 · Regular Time 100030 · Lifeguards 100030 · Instructors 100040 · Head Guards 100050 · Supervisors 100050 · Supervisors 100000 · Regular Time - Other	8.288.63 3.877.30 2.101.20 10.852.00 0.00	20.000 00	31,890 67 10,986 70 96,020 00 7,500,00 0.00	80.000.00	255,000,90
Total 100000 · Regular Time	25 099.13	20,000,00	96.009.37	80,000 00	255,000 00
100080 - Overtime 62111 - Regular Time - Maintenance 62151 - Overtime - Maintenance	497.70 0.00 0.00	0.00	2.286.14 0.00 0.00	0.00	0000 0000
Total 100001 · Salaries and Wages	25,596 83	20,000 00	98.295.51	80.000.00	255,000.00

See Accountant's Report

William Shore Memorial Pool District Statement of Revenue and Expense for the month and four months ending April 30, 2011

	Apr 11	Budget	Jan - Apr 11	YTD Budget	Annual Budget
200000 . Dersonal Bonefits					
20000 Fersonite Denemia	2 334 63	2 400 00	8,506,08	00.009 8	30,400,00
200022 Zenema 200032 Cafeteria Plan Salaried	00 0	00 006	300 00	3,600.00	10.800.00
200040 · Unemployment Compensation	694 27	00.0	3.821.94	00.00	0.00
200045 · Department of Labor & Industry	1,622.35	000	3,513.99	0.00	0.00
62161 · Benefits - Maintenance	0.00	00'0	0.00	00:00	0.00
62171 · Retirement - Maintenance	0.00	0.00	0.00	0.00	0.00
62181 · Unemployment Comp · Maintenance	0.00	000	200	000	0.00
62191 - Department of L & I - Maintenan	000	0.00	0.00	0.00	90.00
Total 200000 · Personnel Benefits	4,651.25	3,300,00	16,142.01	13.200.00	41,200.00
300000 · Supplies 310000 · Office Supplies					:
310010 · Office Supplies 310012 · Printing and Copylin	421.94 0.00	667.00 00.0	2,921.58 240.53	2.667.00	8,000.00 0.00
Total 340800 Office Supplies	42194	667 00	3 162 11	2.667.00	8,000.00
1000 Clark Culphines		}	i !		
31050 · Program Supplies and Equipment 310300 · Exercise Classes	0.00	333,00	573.24	1,333.00	4,000.00
310310 · Swim Instruction	190.38	150.00	490.38	600.00	1,800.00
310320 · Camps and Specials Events	557,45	000	699 00	0.00	1.800.00
Total 310050 · Program Supplies and Equipment	747.83	483.00	1,752,62	1,933.00	7,600.00
310100 - Maintenance Supplies and Repair 310026 - Uniforms and Ciothing	0.00		3,445.25		
310030 - Pool Chemicals 346035 - Cleaning & Janiforial Supplies	1,997.65	750.00 267.00	7,838.07 2.911.24	3,000.00	9,000.00 3,200.00
310056 - Lifeguard supplies & equipment	340 92		1,243.29		•
310135 - Maintenance Supplies 65040 - Operating Supplies	464.32 0.00	1,500 00 0.00	6,701.23 0.00	6,000.00 0.00	18,000,00 0.00
Total 310100 - Maintenance Supplies and Repair	3,464,20	2,517.00	22,139.08	10,067 00	30,200.00
340035 · tems for Resale	00.00	500.00	2,616.26	2,000.00	6,000.00
Total 300000 Sumplies	4 633 97	2,000,00	31,485,43	20,000.00	61,800.00
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400000 Charges for Services 410020 Professional Services	Č.		60		
410013 · Network/Computer Service 410041 · Accounting Services	1,050,00	800.00	3,450.00	3,200,00	9,600.00
410071 · Legal Services	542.50	850.00	2,117,50 3,968,20	3,400.00	10,200.00
Total 440000 Denfoceional Sanicae	1 592 50	1650.00	9 635 70	0.000.00	19.800.00
Total 416020 Troitsaional Oct Mesa	300				
420000 · Communications 420010 · Telephone 420020 · Postage, Mailing Service 420023 · Website and Internet	168.56 39.55 0.00	333.00	705.76 50.60 59.85	1,333.00	4.000.00
Total 420000 · Communications	208.11	333.00	816.21	1,333.00	4,000.00

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William Shore Memorial Pool District Statement of Revenue and Expense for the month and four months ending April 30, 2011

	Apr 11	Budget	Jan - Apr 11	YTD Budget	Annual Budget
430000 · Travel 430010 · Conference, Convention, Meeting 430020 · Travel · Training 68330 · Travel · Other	0.00 246.72 0.00	0.00 100.00 0.00	461.97 1.817.34 0.00	509.60 400.00 0.00	1,000.00
Total 430000 · Travel	24672	100 00	2,279.31	00 006	2,200 00
440010 · Advertising 450000 · Operating Rentals and Leases 450030 · Office Equipment Leases/Rents	61.46	167.00	861.46 642.67	667.00 800.00	2,000.00
Total 450000 · Operating Rentals and Leases	165.29	200.00	642.67	800 00	2,400.00
460030 - Insurance-Property & Liability 470090 - Utilities	0.00 9,819.40	1,000.00 8,500.00	8,249,00 37,672,51	4.000.00 34.000.00	12,000.00 90,500.00
480000 · Repair and Mants-Contracted 480000 · Building-Repair and Maintenance 480040 · Equipment-Repair & Maintenance 480115 · Office Equipment Maintenance	81 64 0.00 44.23	500,00 500,00	6,763.52 832.69 67.83	2,000 00	6,000.00
Total 480000 - Repair and Maint-Contracted	125.87	1,000 00	7,664.04	4,000.00	12,000.00
49000 · Miscellaneous Expense 490040 · Memberships and Dues 49000 · Miscellaneous Expense • Other	0.00	00.0	1.005 00 845.01	90 0	0.00
Total 49000 · Miscellaneous Expense	242.20	000	1,850.01	0.00	0.00
500000 · Intergovernmental Services 500100 · County Clerk Services 510010 · PA City Maintenance Services 530040 · State Sales and B. & O Tax 530070 · Ctallam County Treas - Prop Tax	336 00 2.440.00 487.73 0.00	337.00 2,400.00 1,000.00	1,344,00 12,160,00 1,671,43 163,26	1,347.00 9,600.00 4,000.00	4,040.00 28,800.00 12,000.00
Total 500000 - Intergovernmental Services	3,263 73	3,737 00	15,338 69	14,947.00	44.840.00
Total 4000000 · Charges for Services	15.725.28	16,687,00	85,009.60	67,247.00	189,740 00
Total 57620 · Operating Costs	50,607.33	44,987.00	230,932.55	180,447.00	547,740.00
5850000 · Nonoperational Expenses 830020 · Interest Expense	00.00		1,639.93		
Total 5850000 · Nonoperational Expenses	0.00		1,639,93	to a temperature of the second	
Total Expense	50,607 33	44,987.00	232,572,48	180,447.00	547,740.00
Net income	137,549.08	12,413.00	66,464.49	44,853.00	130,110.00

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