

# NONA TOBIN



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## **The SCA Board Faces Challenges Formalizing a Self-Management Policy Framework**

- All Board actions must ONLY serve the interests of Owners -- not the interests of the Board, management, or anyone else.
- Each Board decision must consider meaningful input from Owners.
- Owners must have unrestricted access to all information related to governance.
- Adopt personnel policies featuring compensation linked to performance standards.
- Enhance two-way communication with residents to ensure transparency.
- Utilize professional expertise to train the Board.
- Improve Board decision-making, recordkeeping and conformance to laws and policies.

## **My Experience Will Help the Board to Ensure that the Interests of OWNERS COME FIRST!**

- SCAWGC Treasurer & Board member, Revere women's golf team, co-chair of Men's & Women's Club's Mixed Events, Foundation Assisting Seniors tournament committee, Hiking & Outing Club, Computer Club, Web page developer - SCAWGC Golf Team
- Certificated in Municipal Management, U of Santa Clara Graduate School of Business
- BA, MA Psychology, college teaching and counseling credentials- San Jose State U
- Co-founder & Instructor, CALPELRA Labor Relations Academy
- Certified Mediator for neighborhood disputes- City of Palo Alto, CA
- Successfully mediated the San Jose Symphony strike/lock out
- Created the Benefits Review Forum to develop consensus between management & all unions on health, dental & retirement benefits changes
- Consultant to United Way Southern Nevada to facilitate statewide strategic planning sessions to set up the Nevada 211 line
- Director of Human Resources, City of San Jose, CA administered a civil service system for 8,000 employees; managed all facets of personnel administration
- Chief negotiator of labor contracts with 11 units covering 95% of San Jose's employees
- Trained over 1,000 supervisors & managers on employee discipline
- Program Planner: incorporated low income community groups, prepared their governing documents, wrote grants, budgets & trained Boards on ethics & handling money
- Executive Board Member & Chair, Technology Task Force, IPMA-HR
- Chair, Executive Policy Committee for CSJ installation of PeopleSoft
- Sole Proprietor of the Flamingo Club, a neighborhood bar & restaurant
- Previously licensed Realtor in Oregon