

## ***Board Meeting Minutes –February 16, 2022***

### **Item 1 – Pledge of Allegiance**

### **Item 2 – Roll Call at 6:33**

Board Members answering roll call were Board President Edelmon, Board Member Lewis, Board Member Rohn, Board Member Baiamonte, and Board Member Kennedy.

### **Item 3— Review of Minutes from January 19, 2022:**

Board Member Kennedy made a motion.  
Board Member Baiamonte seconded.  
Motion carried.

### **Item 4 – Public Comment**

### **Item 5 –Staff Reports**

- a. Mr. Stone discussed the Daddy Daughter Dance. He thanked the staff for their hard work. The final number of participants was 298.
- b. Mr. Stone noted the Valentine’s Day Personal Training Sale did very well and brought in about \$4,000 in revenue.
- c. Board Election Self-Nomination forms are due next Friday. Avalon Mays is out of the office so Mr. Stone is collecting the nomination forms. The process is on track to meet the deadline of March 1.
- d. Facility has been a busy place. It has around 400 entries a day. This does not include anyone coming in for a scheduled program, it is just membership entries.
- e. Ms. Hodge discussed the possibility of allowing strollers on the track for parents of children who are not able to ambulate yet. Currently, policy allows individuals to have a carrier that is on their person. Staff has have reached out to Windsor, Greeley and Erie about this matter and they are all allowing strollers at this time. The most important rules they noted are to keep it to single-wide strollers for kids who are not able to walk yet and ensure that they are on the track only. Ms. Hodge noted that the District is looking for a line between inclusivity and safety. Board Member Lewis mentioned she is worried about the wear and tear on the track as it stands. Mr. Stone explained that there was an issue with the sealant peeling but Mr. Ciancio is in contact with the contractor to find out why it is happening. Board President Edelmon was also concerned about the wear and tear on the track. Board Member Lewis was not sure about the extra man power it would take to police participation in this. Board Member Kennedy asked how many requests are being received about this topic. Ms. Hodge said there has been 3 since the beginning of the year. Board Member Baiamonte asked how long other recreation centers had been allowing this option.

Ms. Hodge answered Windsor started after their reopening and Erie started this January. She added that it is tough for new moms to be told they are not able to utilize the facility in this way. Board Member Lewis asked about the times of high usage. Ms. Hodge mentioned maybe delineating a certain lane or possibly only during times when the facility is less busy. She also said her main goal this evening was to allow for discussion of the potential change. Mr. Holmberg asked if it was really too hard to have staff keep an eye on it. Ms. Hodge said it can be challenging at times but it has been caught quickly in the past. Board Member Kennedy stated that she wants to be inclusive but is concerned about wear and tear on the track. She thinks a 6 month trial might be beneficial. Mr. Stone noted that they are seeking guidance from the Board on how to proceed and is happy to provide more research. He understands there are challenges to this particular issue. Board Member Lewis asked if the District has offered any “mommy and me” type of classes. Ms. Hodge answered they have tried but it has not taken off in the past. Mr. Stone mentioned he liked the idea of a select time where the District Staff could plan for participants. Board Member Kennedy mentioned that she also likes the programmed times so that it can be ensured it is not happening during the busiest hours and would keep the issue from resuming when the weather is cold again (as opposed to a 6 month trial). Mr. Stone noted that this would be a policy change as it is currently not allowed. The issue will be revisited next month.

- f. Mr. Stone discussed energy impacts grant from DOLA. There is no cycle, so grants can be applied for at any cycle that you want. Once the District gets to 30 and gets community support like a capital campaign, it would be worthwhile at that point. He said he would wait until the funding is there. As there are too many other projects that are higher priorities for the funds.
- g. Mr. Stone noted that Middle School After School Lounge will be kicking off on February 25<sup>th</sup>. They have a donated ping pong table, giant Jenga, and it should be a nice relaxing place for students to be after school. It is an inexpensive trial and are hoping to pick up with concessions and grow the program in the future.

#### **Item 7 – Financial Report – Presented by Alan Holmberg**

- a. \$76,000 in revenue right now, which is more than was budgeted. As of today, the District bank account is right around 2 million. That is the same number the year was started with. There has been a lot of activity and expenses are pretty much under control. Mr. Stone noted on the January reports the property tax does not include the severance or severance tax. December 2021 and January 2022 payments were just received because the State had a hold after the audit was delayed. However, everything was released and it should be catching up.

#### **Item 8 – New Business**

- a. Mr. Stone presented a few items for consideration to help build some capacity within the team because the District is seeing some voids. He proposed two part-time Recreation Specialists II's that would have partial benefits and be 30 hour per week positions. These positions would potentially receive 75% coverage on health, dental, vision, and life insurance. Would also receive partial vacation and

follow State guidelines for sick leave. These positions are already in place as 15-20 hour/week Rec Specialists I's. He noted the District has hired an Aquatics Manager, Clay Bedford. They saw a big need in someone who dedicated to that area. He has been out recruiting, in the chair and hit the ground running. The new Rec Specialist positions would be Guest Services and Marketing and Community Relations. These are both currently 15-20 hour positions that he would like promote to more. There will be an application process and they will not just hand select individuals. Some of the funding is already in the budget for these positions and there would be a minimal financial impact by providing the benefits for these jobs. It would be about a \$7,000 impact to provide the mentioned benefits to these two positions. The District has savings from Rec Specialist positions that will also minimize the impact. In addition, the current Aquatics Coordinator pay is less than the previous coordinator pay. The biggest policy change would be adding the benefits for 30 hour positions. He believes it adds value to the District and capacity for staffing levels.

- b. He is also proposing a Recreation Supervisor position where an individual would still have the Recreation Coordinator duties as well as a supervisor role for other coordinators. This would be opened up internally for applications. This will allow the Recreation Manager to have more capacity in her role.
- c. Marketing and Community Relations would be dually managed by Avalon Mays for marketing and Joe Ciancio for the Corporate Sponsorship piece. He noted again that this is minimal impact—right around \$18,000. He believes the team will close the gap with sponsorships and rentals quickly. Board Member Lewis asked if Mr. Stone has candidates in mind for this or if each job would be opened up to the public. Mr. Stone responded they would be internal postings. Board Member Lewis questioned why the postings would be internal only. Mr. Stone answered that it is because they are not new positions, they are added responsibilities to current roles. Mr. Holmberg asked if there would still be multiple candidates internally. Mr. Stone responded that he has talked to all coordinators, specialists and other staff will see it as well. Mr. Holmberg noted that benefits at this level are not costly. He said it gives some flexibility and capacity without the cost of a fully benefitted position.
- d. Board Member Edelman noted that if the positions help cover the areas the District needs help with, he supports it. As long as the people who take the positions are fit for them. Mr. Stone believes the District has a strong internal candidate pool. Board Member Kennedy agreed it was a good idea and asked if the job descriptions were honed in well. Mr. Stone said it would be an April 1 start date, so there is time to ensure people know exactly what their roles entail. He is working to find structure for the organization rather than roles for individuals.
- e. Board Member Kennedy made a motion to accept. Rohn seconded. Motion carried.

## **Item 9 – Board Reports**

- a. Board Member Kennedy said thank you for the Daddy Daughter Dance. The community feedback was great and it was a good number of people.
- b. Board President Edelmon thanked Joe Ciancio and Nate Appelhans for keeping up with all the weather, inside of the facility looks great, sports are going great, and thank you all.

Meeting adjourned at 7:06pm.