



Des Moines Pool Metropolitan Park District

February 18, 2020
6:00 p.m.
District Office

MINUTES REGULAR MEETING

CALL TO ORDER/ROLL CALL

President Young called the meeting to order at 6:02 p.m. Present were Commissioners Dusenbury and Achziger, District Clerk Ray, Aquatic Manager Finazzo, and District General Manager Deschenes. Commissioners Kasnick, and Croom arrived after the Pledge.

PLEDGE OF ALLEGIANCE – Commissioner Dusenbury led the flag salute.

ADOPTION/MODIFICATIONS OF AGENDA

President Young requested changes to the agenda as follows:

- Item 6 – Executive Session postponed
- Item 8e added to Old Business – Mission, Vision and Values

ANNOUNCEMENTS, PROCLAMATIONS AND PRESENTATIONS -- None

PUBLIC COMMENT – None

CONSENT AGENDA

Commissioner Dusenbury moved to approve, Commissioner Achziger 2nd, Passed 3-0.

OLD BUSINESS

a. 4th Quarter 2019 Aquatic Manager's Report

The 4th Quarter 2019 Report was distributed in the Meeting Packet to the Board prior to this meeting. AM Finazzo reported on a decline in swim lesson participation in December and a pickup in participation in January 2020. He added that this is natural for most pools around holidays. There are presently 50 part-time staff members with an additional water aerobics instructor. Swim lessons are over 50% full at ideal capacity which is five staff members at a time. December classes were 84% full. March classes will comprise four classes on Mondays and Wednesdays, and three on Tuesdays and Thursdays. Approximately 20 staff members are qualified instructors at present; however, many are busy with extracurricular school activities and are unavailable to teach. Private lessons during the fall were most successful on Tuesdays and Thursdays and generally do not have a wait list.

The pool was closed on Monday, January 27 for maintenance while the PH solenoid was replaced by Aquatic Specialty and opened the next day. The AM is researching an easy connect for chemical disbursement to cut down on service calls and provide improved chemical monitoring.

Upcoming Spring lessons will be an hour later on Saturdays (9:00 am) with adult lessons at 8:00 am. The pool's opening start time on Sundays will be an hour later as well (11:00 am to 2:00 pm).

The full report is on file.

22015 Marine View Drive South, Suite 2B Des Moines WA 98198

To enhance our community's quality of life by providing access to and promoting participation in aquatics programs

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In answer to questions from Board members, the AM addressed a way for increased Sunday user participation by adjusting hours and offering swim lesson participants and a guardian a free swim on Sundays. Swim lessons on Sundays will be offered in the future.

It was suggested that future reports contain a comparison of revenue levels for each month of the previous year. The AM responded that this will start with the 1st Quarter report of 2020. It was also suggested that the report be condensed with regard to swim lessons and membership information.

A question was also asked regarding the number of staff members and participants present at the pool on Wibit Saturdays. The AM answered there are 2-3 individuals on the Wibit at a time with four guards present.

b. 4th Quarter 2019 Financial Report

District General Manager Deschenes reported on Financials from October through December 2019. His presentation is on file.

c. Consortium Update

DGM Deschenes met with the Director of Operations at the Tukwila pool. Topics of discussion included management, staffing, the future of the respective facilities, and pool temperature. They would like to set a meeting with the Board for March 28; however, President Young is not available and suggested April 4th. Tukwila is offering to set an agenda. The DGM will contact them for their availability on April 4th and will confirm with the District Board members.

d. 2020 Goal Setting

The DGM is awaiting goals from a couple of Board members. When those are received this subject will be addressed at a future meeting.

e. Vision, Mission and Values

Commissioner Achziger proposed a change to the District's Vision, Mission, and Values at a previous meeting and was asked to present a draft of his proposal to the Board. He stated that his proposal is based on the USA Swimming vision statement.

A discussion ensued which included comments in opposition to changing the present Mission statement. Commissioner Kasnick moved to keep the old Mission, Vision, and Values. There was no 2nd and so the motion did not carry.

The Board members desire that District management staff be included in development of the Mission statement to encourage wider acceptance of the message.

President Young asked Commissioner Achziger to re-draft his proposal to include reader friendly language and include in the agenda of the March 17th meeting for further discussion. Comments should be forwarded to the DGM and/or District Clerk.

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NEW BUSINESS

a. Lifeguard Salary Review

At a previous meeting, the Board requested the DGM to put together a salary comparison of local pools and businesses in order to justify merit salary increases for the District and pool employees. A 3% cost of living increase has already been given to the lifeguard staff. The average salary of lifeguards in King County and Seattle is on the high end of \$15.09 to \$15.27 an hour. Comparing with other jobs in the area; i.e. Dick's Drive-In, Starbucks, they offer medical and dental benefits and, in some instances, subsidized schooling. The DGM's starting salary recommendation for Mt. Rainier Pool is \$14.25 to \$14.85 in order to attract quality candidates. A priority requirement is for swim lesson certification. Daytime positions are difficult to fill, and as such, the DGM recommends paying \$1.00 more an hour for daytime shifts. During the summer Tukwila pays \$2.00/hr more. The industry standard is to pay more to those individuals who are qualified instructors.

The Board's decision is to postpone merit raises until after the April 21st Regular Board meeting.

Commissioner Achziger reports that the Tukwila pool employs less staff members for longer hours with a team of Coordinators who fill in as required. He mentioned that they are also cutting back their staff.

b. WCIA Audit Delegate

At the January 21st meeting, Commissioner Kasnick volunteered to be the WCIA delegate. A walk through of the pool facility has been scheduled with an auditor on March 2nd. Commissioner Kasnick and DGM Deschenes will be in attendance. A report of the audit results will be presented at the March 17th Regular meeting.

c. Pacific Middle School PE Classes

The DGM was approached by Pacific Middle School for availability to schedule physical education classes at the pool facility. The cost would be \$13,000 per period. Pacific Middle School is hoping the District can subsidize some of the cost. We would provide lifeguards and one instructor for 40-50 students for 30-minute classes during the timeframe starting at 12:00 p.m. until 2:00 p.m.

The DGM will draft a proposal and present to the Board at the March 17th Board meeting.

ADJOURNMENT

With no further business, the meeting was adjourned at 7:40 pm.

GENERAL DISCUSSION

President Young will not be available to attend the March 17th meeting and asked the Clerk of the Board, Commissioner Croom to preside. He requests that the Executive Session addressing negotiations be scheduled when all Board members can be in attendance.

UPCOMING MEETINGS –

- March 17, 2020, Regular Meeting, 6:00 p.m., District Office
- April 7, 2020, Retreat Meeting, T.B.D.
- April 21, 2020, Regular Meeting, 6:00 p.m., District Office

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Respectfully submitted by Linda Ray, District Clerk.

Des Moines Pool Metropolitan Park District Board of Commissioners

Commissioner Young

Eric Kasnek

Commissioner Kasnick

John Achziger

Commissioner Achziger

Joe Dusenbury

Commissioner Dusenbury

David Croom

Commissioner Croom

Linda Ray

Linda Ray, District Clerk

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