



# Des Moines Pool Metropolitan Park District

September 21, 2021

7:00 p.m.

Remote Online

## MINUTES REGULAR MEETING

### CALL TO ORDER/ROLL CALL

President Young called the meeting to order at 7:02 p.m. Present were Commissioners Dusenbury, Kasnick, and Achziger; Aquatic Manager, Lauryne Thurmond, District General Manager Deschenes and District Clerk Linda Ray.

Commissioner Stender was absent.

Des Moines resident, Holly Campbell, was also in attendance.

**PLEDGE OF ALLEGIANCE** – Commissioner Dusenbury led the flag salute.

### ADOPTION/MODIFICATIONS OF AGENDA

District General Manager Deschenes introduced an item for addition to the agenda which was sent via email earlier in the day to the Board members:

- 8d, Policy 470, COVID-19 Vaccination

The final agreement for item 8b, United Healthcare Insurance agreement was also sent to the Board.

President Young called for adoption of the amended agenda. Commissioner Achziger so moved; Commissioner Dusenbury 2<sup>nd</sup>, Adopted 4-0.

### ANNOUNCEMENTS, PROCLAMATIONS AND PRESENTATIONS

DGM Deschenes announced that a revised Safety Plan with new masking and vaccination mandate information had been posted on the website.

**PUBLIC COMMENT** -- None

### 6. CONSENT AGENDA

Commissioner Achziger moved to approve the Consent Agenda including the vouchers and electronic transfer requests processed in August 2021 totaling \$98,818.89. Commissioner Dusenbury 2<sup>nd</sup>. The motion passed 4-0.

### 7a. Schedule Update

Aquatics Manager Lauryne Thurmond reported that effective Monday, September 27, she would be on maternity leave until January 2022. In her absence Quentin Knox, Aquatics Coordinator, would be acting Aquatic Manager; and Head Lifeguard, Jared Wold, would be acting Aquatic Coordinator.

**22015 Marine View Drive South, Suite 2B, Des Moines WA 98198 (Physical Location)**

**22722 19<sup>th</sup> Avenue South, Des Moines, WA 98198 (Mailing Address)**

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

The Des Moines Pool Metropolitan Park District is committed to compliance with both the Washington Law Against Discrimination and the Americans with Disabilities Act. The District's regular meetings are being held remotely due to COVID-19. See the information above to join a meeting. If you have any questions, please contact Linda Ray, District Clerk, 206.429.3852.

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An abbreviated schedule for programming will be in affect until November due to staffing shortages. Many staff members have returned to high school and to university and to intramural sports. She is hopeful that once sports are over, some of the staff will return to the pool. The pool has also lost a few staff members to full time employment in other fields.

As of October 18, a State of Washington mandate will go into effect requiring all staff members to be vaccinated or to obtain an exemption. There are currently 3 staff members who have not been vaccinated, but who will try to obtain exemptions or will move onto other jobs. Until there are more staff members on board, morning programming has been cut.

Staffing shortages are wide-spread currently at Washington pool facilities and other places of employment due to the new mandates. Acting Aquatics Coordinator, Jared Wold, is contacting area schools in order to post job advertisement. Commissioner Achziger suggested that he also reach out to some of the outdoor pools and to Wild Waves that have just concluded their season, in order to post job openings at Mt. Rainier Pool. President Young also encouraged the Board Members to involve themselves in a candidate search.

AM Thurmond was encouraged though due to a number of staff members turning 18 years of age in the next few months, which enables them to work more hours.

The AM suggests a review of salaries and incentives to keep current staff and to attract new staff members. A discussion and presentation will be on the agenda for the retreat on September 28 on this subject.

Her presentation is on file detailing other programming changes and safety mandates due to COVID-19.

**At the conclusion of the AM's presentation , President Young asked New Business item #8d, Policy 470 and item #8c Lifeguard Bonus Program to be next on the agenda.**

### **8c. Lifeguard Bonus Program**

DGM Deschenes reported that a couple of years ago, Mt. Rainier Pool passed an incentive to raise lifeguard salaries by 50 cents if they would become swim instructor certified. With staffing shortages, it is difficult to get staff instructors on board He is suggested a quarterly incentive of \$100 for instructors who teach three classes per quarter. If staff is able to complete incentives for all quarters within a calendar year, they will receive an additional incentive of \$100 for an annual total of \$500. This program would take effect on October 1<sup>st</sup>.

A salary schedule discussion is on the agenda for the 9/28 retreat which would suggest raising present salaries from \$14.75 to \$16.00 for existing lifeguards.

With no further discussion, Commissioner Dusenbury moved to approve the District GM to implement an incentive program of \$100 per quarter. Commissioner Kasnick 2<sup>nd</sup>. Passed 4-0.

### **8d. COVID-19 Vaccination Policy**

District General Manager worked with Legal Counsel, Brian Snure to produce a policy after Mt. Rainier High School requested that the Mt. Rainier Pool follow State of Washington mandates for employees to be vaccinated or to have an exemption as of October 18.

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Commissioner Achziger moved to approve the COVID-19 Vaccination Policy; Commissioner Dusenbury 2<sup>nd</sup>. Passed 3-1.

### **7b. Aquatic Facilities Grant Application Update**

DGM Deschenes received paperwork for the grant which could contribute \$100K towards costs associated with Stemper Architecture's bid for a site assessment and feasibility study. He met with the Finance Committee to review and will send the completed application to the Board for review for a discussion at the September 28 retreat.

### **7c. Budget Retreat Handouts**

A draft of the 2022 budget will be in the 9/28 retreat meeting packet that will be sent out before the meeting

### **7d. Future Board Meeting Locations**

The DGM reported that starting in November, Board meeting attendees have the option of meeting in person in the library located at the Mt. Rainier High School. At this time, it is not known if there will be a fee assessed by the school district. Because there may be mandates coming out soon requiring proof of vaccination for in person meetings, President Young suggests that the meetings remain virtual for the present.

The DGM stated that if meeting location changes, it will be necessary to pass a resolution including the new location and time of meetings. This subject will be on the agenda for the October 19 meeting.

### **8a. Whidbey Island Feasibility Study for Competitive Pool**

This subject was introduced by Commissioner Stender who is not in attendance at this meeting. Therefore, the item will be discussed at a future meeting.

### **8b. United Healthcare Agreement (Insurance Membership)**

The District is currently collaborating with Silver & Fit and Silver Sneakers. Pool members have asked for an additional program to add United Healthcare. The agreement has been vetted by Legal Counsel. Changes were suggested by Brian Snure and accepted by United Healthcare. United will contribute \$3.00 per visit (up to 10 visits per month) of the cost per member. This program is also accepted by AARP.

Commissioner Achziger moved to suspend the first-touch rule regarding the consideration for the United Healthcare Insurance Program. Commissioner Dusenbury 2<sup>nd</sup>. Passed 4-0.

Commissioner Dusenbury then moved to authorize the District General Manager to enter into an agreement with United Healthcare in the form as we've seen here attached to the packet this evening. Commissioner Kasnick 2<sup>nd</sup>. Passed 4-0.

## **ADJOURNMENT**

With no further business, Commissioner Achziger moved to adjourn; Commissioner Dusenbury 2<sup>nd</sup>. Passed 4-0. The meeting was adjourned at 7:48 pm.

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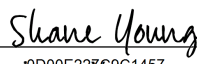
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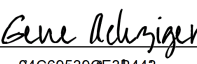
**UPCOMING MEETINGS**

- September 28, 2021, Retreat Meeting, 7:00 p.m., Location TBD
- October 19, 2021, Regular Meeting, 7:00 p.m., Location TBD

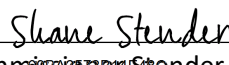
Respectfully submitted by Linda Ray, District Clerk.

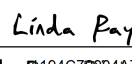
Des Moines Pool Metropolitan Park District Board of Commissioners

DocuSigned by:  
  
Commissioner Young

Commissioner Kasnick  
DocuSigned by:  
  
Commissioner Achziger

Commissioner Dusenbury

DocuSigned by:  
  
Commissioner Stender

DocuSigned by:  
  
Linda Ray, District Clerk

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