



Des Moines Pool Metropolitan Park District

September 28, 2021
7:00 p.m.
Remote Online

MINUTES RETREAT MEETING

CALL TO ORDER/ROLL CALL

President Young called the retreat to order at 7:00 p.m. Present were Commissioners Dusenbury, Achziger, and Stender; District General Manager Deschenes, District Clerk Linda Ray; Aquatics Manager Lauryne Thurmond, and Des Moines resident Holly Campbell.

Commissioner Kasnick was absent.

PLEDGE OF ALLEGIANCE – Commissioner Stender led the flag salute.

ADOPTION/MODIFICATIONS OF AGENDA -- None

ANNOUNCEMENTS, PROCLAMATIONS AND PRESENTATIONS

District General Manager was notified by Commissioner Kasnick that he is no longer interested in serving on the Board and is resigning effective immediately. Des Moines resident Holly Campbell who is running for Position 2 on the Board of Commissioners unopposed in November volunteered to fill the vacancy.

President Young stated that Ms. Campbell will be formalized at the October 19 meeting.

DGM Deschenes will vet this with legal counsel and report back to the Board.

PUBLIC COMMENT -- None

BUSINESS

a. Salary and Incentive Discussion

Aquatics Manager Lauryne Thurmond addressed the discussion with a presentation. She is recommending a staffing budget for 2022.

The lifeguard staffing crisis has presented challenges due to both COVID-19 and the national lifeguard shortage. OSHA standards will not permit anyone under the age of 18 to attend to maintenance in the machine rooms of the pool facility. L&I prohibits anyone under 18 to work more than 20 hours per week during the school year.

The pool has also lost many staff members to other non-aquatic jobs in the area that are paying more and offering benefits. Other pools in the area are also suffering staff losses for the same reasons.

The AM stated that we want to hire staff who want to be trained and give bonuses to staff members who have worked a certain amount of time. She is suggesting an increase to the hiring wage in 2022, offer free family memberships, and provide swag to both newly hired employees and current employees that will include an athletic bag, shirt and other items.

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

22722 19th 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 following COVID-19 guidelines and Proclamation 20-28 and will hold meetings remotely until further notice. The public may join meetings through the GoToMeeting app. Logon information is published in each Meeting Agenda. Contact Linda Ray, District Clerk at linda.ray@desmoinespool.org if you have questions.

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Besides incentives, she is suggesting a hiring wage minimum of \$14.49/hr for uncertified staff and once trained, a raise to \$16.00/hr; give an hourly incentive to instructors and a raise for certifications. Additional incentives are suggested for summer employment and for working during the school year.

DGM Deschenes also suggested discussions about better benefit packages. Currently only management staff members receive a 16% stipend for health and/or retirement benefits. Many potential applicants are part of the state's PERS retirement system and their time at our District does not count towards their retirement through that system. The lifeguard staff and instructors receive sick leave hours based on their hours worked.

The presentation is on file.

President Young is calling for two separate action plans for starting salaries both at the lower and benefits for the higher levels of the staff. Commissioner Achziger called for salary comparisons with other area pools. Commissioner Stender suggested marketing to other pools for possible candidates.

b. Suggested Rates and Fees

District General Manager Deschenes reported there will be no dramatic increases until we get through the pandemic. New rates are on file and include combining fees for lap and open swims, special rates for military, veterans, teachers, and seniors.

The District has just signed an agreement with United Healthcare insurance. We now partner with three insurance groups. The District receives a \$3.00 reimbursement for users visit up to 10 classes.

Des Moines resident, Holly Campbell, asked if the District would raise the age for free facility usage to 3 years of age.

The presentation with proposed rates is on file.

c. Capital Improvement Plan

DGM Deschenes has identified several Capital Improvement costs for the 2022 budget. He is suggesting to prioritize major CIP projects as follows:

- Critical –Boiler/Domestic hot water repairs, AHU system and insulation upgrade
- Medium (On Hold) – Seismically upgrade piping, entry rooftop AHU, controls upgrade, pool pump panels, replace switches, distribution switchboard
- Low Priority (On Hold) – Replace natatorium soundproof tile, add light switches, upgrade remaining fixtures

He feels decisions should be made regarding short-term vs long-term repairs based on lease negotiations with Highline School District, the Stemper feasibility study, and effects of COVID-19. The DGM is suggesting request of another extension with HSD until after the feasibility study is completed in 2022.

No action will be taken on the plan at this meeting.

The presentation is on file.

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d. 2022 Budget (Live Document Discussion)

A draft of the 2022 budget was included in the packet. This is a first-touch item. The Commissioners are asked to review and send feedback to the District General Manager. A budget discussion will be on the agenda for the October 19 Regular meeting.

The DGM mentioned that the District should end 2021 with \$1.3 million (including Capital Reserve Funds). \$75K will be transferred to the Capital Fund. The proposed 2022 Levy rate should come in around \$.21.

e. KCYAS Grant Update

The District is applying for a \$100K grant through King County Youth and Sports which if received will go towards the feasibility study planned by Stemper Architecture. Commissioner Achziger is lending assistance with the application which is due on October 15th. A copy of the completed application will be sent to the Board members for review and comments.

GENERAL DISCUSSION

The DGM stated that he is meeting with legal counsel regarding the latest issuance of vaccine mandates by the State and County. Some staff members will try to get exemptions; however, it is expected that the District may lose some key people. With less staff, appointment-only programming will be reinstated.

ADJOURNMENT

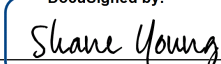
With no further business, the meeting was adjourned at 8:38 p.m.

UPCOMING MEETINGS

- 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

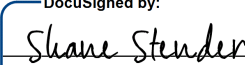
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 Commissioner Young
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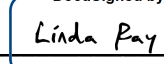
Commissioner Kasnick

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 Commissioner Achziger
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Commissioner Dusenbury

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 Commissioner Stender
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 Linda Ray, District Clerk

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