

VASHON PARK DISTRICT BOARD OF COMMISSIONERS

MEETING MINUTES

Ober Park, Performance Room, 7:00 pm

DATE: Tuesday, October 25, 2016

Commissioners attending: Lu-Ann Branch, Karen Gardner, Scott Harvey, Bob McMahon, Doug Ostrom.

Staff attending: Elaine Ott, Jason Acosta, Robin Thomas

ISSUE	DISCUSSION AND OUTCOME	FOLLOW UP
Call to order & agenda review	The meeting was called to order by Karen Gardner at 7 PM. Karen reviewed the agenda.	
Public Comment	<p>Capt. Joe: Cici and Andy are in Amsterdam until January. So no cookies! I have talked up the importance of the Interlocal Agreement. It touches many lives.</p> <p>Elaine: On Nov 9, the WA State Auditors are coming. They would like to know in advance about any questions or concerns. This is the accountability audit.</p> <p>Capt Joe: What has been done since the last two audits to correct prior findings?</p> <p>Scott: They wrote us up both times for the TAN.</p> <p>Karen: Does the Board need to be present?</p> <p>Elaine: Not usually, although Doug was present at the last closing discussion. They should be here for two weeks or as long as it takes.</p> <p>Capt Joe: It became very contentious when commissioners were present.</p> <p>Karen: My instincts would be to not have the closing discussion be a public meeting. I would like to attend.</p> <p>Lu-Ann: I am interested. Let's get ahead of this. We should point out a strategy for moving forward. I am not as concerned about it as previous years.</p> <p>Doug: They make their own financial analysis. We felt some was not relevant in the last audit. They used older numbers.</p> <p>Lu-Ann: We had a change in our financial system.</p> <p>Elaine: I wrote a Letter of Intent for a grant application yesterday. I do quite a bit of research on grants. There was one that RCO had available for the pool. It closed May 2nd. We weren't ready at that time. RCO is concerned about losing money from the state, so they reopened the application. It was a short window of time. Now that we have the results from the survey, I was able to write a letter of intent for 2017. I also received the new levy dollars' preliminary report from King County. There is extra money there. It would be a 150k match. They will let us</p>	

know whether we can apply. It must go to the legislature first. I suggest that we meet to talk about this.

Elaine: Cici submitted a comment: “Compensation discussions should always include the costs associated with training new employees when good, existing employees leave because of wage/benefit issues. You can kid yourselves about ‘savings’ by not considering the unseen costs...some studies estimate it takes 2-3 years to get new executive talent ‘up to speed’ in a difficult and complex position and 20% - 30% of the yearly salary for an entry level worker who must be hired and trained.

Cost of living on the island is skyrocketing with the average price of homes approaching \$500k and affordable rentals nearly impossible to come by...and the cost and time required to commute from less expensive locals is a huge disincentive for workers from off-island to come here for jobs.

If you want to hire and retain competent help, VPD must make peace with paying competitive salaries for key positions or risk being beset with employee problems that will only make the commissioners’ jobs more difficult.”

She included some excerpts from:

<http://www.managementstudyguide.com/importance-of-employee-retention.htm>.

- **It is essential for the organization to retain the valuable employees showing potential:** Every organization needs hardworking and talented employees who can really come out with something creative and different. No organization can survive if all the top performers quit. It is essential for the organization to retain those employees who really work hard and are indispensable for the system.
- **Hiring is not an easy process:** Recruiting the right candidate is a time-consuming process. Sometimes new hires don’t work out, and you must start again. Vacant positions can strain other staff members.
- **An organization invests time and money in rooming an individual and make him ready to work and understand the corporate culture:** A new joinee is completely raw and the management really has to work hard to train him for his overall development. It is a complete wastage of time and money when an individual leaves an organization all of a sudden. The HR has to start the recruitment process all over again for the same vacancy; a mere duplication of work. Finding a right employee for an organization is a tedious job and all efforts simply to waste when the employee leaves.

Agenda Item?

<p>September Minutes and Vouchers, Preliminary Oct. Vouchers</p>	<p>Scott: I MOVE we accept the September Minutes and Vouchers and Preliminary Oct. Vouchers. Lu-Ann: SECOND. VOTE: 5-0 in favor.</p>	<p>MOTION, SECOND TO ACCEPT SEPTEMBER MINUTES AND VOUCHERS AND PRELIMINARY OCT VOUCHERS.</p> <p>VOTE: 5-0 IN FAVOR.</p>
<p>September Financial Report</p>	<p>Elaine: Hardly anything has changed since the last report. There is one item that changed. Pool operating increased in September. A surprise hit us. It is an L&I tax issue. Pool employees were reported in a different category. Someone at L&I said that we could not do this. It was a 4,100k hit. There is a workaround. The pool can have its own UBI. We will challenge it. Scott: How much did Pt. Robinson lose? Elaine: What? Pt. Robinson is ahead. The original budget was ahead. Scott: It shows losses the last 3 months of the year. Has this changed? Elaine: Projection is actual and forecast. We will be ahead.</p>	
<p>Board Votes:</p>	<p><i>1) Motion to adopt new Board Policies with discussed edits.</i> Karen: I fixed them all. Based on that, can we vote? Doug: Have we discussed all of these items? Karen: I am try to get the corpus of them done. We can always revise. I am looking to adopt these and we can revise them later. Lu-Ann: They are revisable at any time. Doug: Some things are bigger. It doesn't speak to two crucial items, including the levy. Lu-Ann: That could be a whole policy in itself. Karen: All I am asking is that we pass what is revised so far. It is not cast in concrete. Lu-Ann: We need a starting point. VOTE: 5-0 in favor</p>	<p>VOTE: 5-0 IN FAVOR OF MOTION TO ADOPT NEW BOARD POLICIES WITH DISCUSSED EDITS. 16-30</p>

	<p>2) <i>Motion to terminate and renegotiate the VPD-VISD Interlocal Agreement.</i> Scott: I am withdrawing the motion. Actually, I am tabling the motion until February of next year. The timing is not right. There are some real issues with the School District (SD). The SD is talking about walling off the football field and it would be used strictly for school. We need an artificial field. It is an asset. We rock the boat right now... I don't want to do anything that could hurt VPD. In February, we will know if it is on the ballot. Bob: They will think that we will pull 100k. I talked to a SD Board member. Scott: If we use the facility more, we may pay too much. Bob: So they already know we are thinking about it. Scott: Bob Hennessey brought it to my attention. That field is important to us. LA: Lacrosse is the only group that uses it. Scott: We don't lose anything by tabling it. Capt. Joe: Don't we have to have a meeting of the Commons Committee? That removes the threat from the School District. The motion should be withdrawn. As events opens out, you can do a new motion. Scott: I withdraw this motion based on Capt. Joe's comment.</p>	<p>MOTION TO TERMINATE AND RENEGOTIATE THE VPC-VISD INTERLOCAL AGREEMENT - WITHDRAWN</p>	
<p>Interlocal Agreement and Commons Committee Meeting</p>	<p>Scott: We need to get together with them. Elaine: Per the Interlocal, we must have one meeting per year. Michael Soltman threw out the dates of November 1st or November 15th. Dave Wilke is leaving the School District. He is the maintenance supervisor there. The SD would prefer that he be at the meeting. 6:30 or 7 pm. Matt Sullivan, the accounting guy, will be there. Only one can participate. Scott: I can make the 1st. Doug: I will try to attend. Karen: Please send an email to board members, will you Elaine? Elaine: We should put an agenda out. Picking up trash should be an agenda item, issues, concerns.</p>		
<p>Fire District Levy Increase</p>	<p>Scott: I was alerted that they are upping the ante. Elaine: When this whole issue with the hospital district came up, I talked to Hank Lipe. He said that levy lid lift was inevitable. They are entitled to \$1.50 per 1000. There may be a 30-cent lid lift. There is roughly a 40-cent leeway for us. Please refer to my handout. With a 30 cent lid lift, there would be about a 9-cent cushion. If they do anything more than 39-cents, we would be in trouble. It has to be voted</p>		

	<p>on. Scott: The first meeting seemed light enough, but they did postpone their vote. They would have to hire 2-3 new firefighters at 100k per firefighter per year. Elaine: Please see page 3. If they go to the full \$1.50, we are in trouble. Doug: They are aware of the issue. They want to go forward with the new plan, but they voted to go forward without having identified how they would fund it. Lu-Ann: How about going to the Beachcomber? Scott: Our approach could be: we want to support you, but you must be reasonable. Let's work together. Doug: How about a joint meeting? They said Jan 1st. The County Council has to approve it. Bob: Who makes the final decision? Somewhere a decision has been made. Elaine: Good idea for the boards to get together. Karen: Good idea to have joint board meeting. I will set that up.</p>	Karen	
Survey Results	<p>Karen: we met with Dr. Beckwith and reviewed the survey results. I tried to explain why this was not statistically valid. He sent us a public opinion sampling and I would add that increasingly social science is not using statistically significant findings. You can't do that in social sciences. This is self-selective. People who filled it out care. We need to be able to talk about this to the public. What I can do is if this is not as complete as you would like, I am happy to write a short article. Doug: I don't see why this can't be scientific. Scott: Why is it then relevant? We should not get too deep in the weeds. Just talk about why it is relevant. Karen: It is reliable. Once you have a chance to read this, it would be helpful if you would let me know if you have questions. Doug: Hispanics? Karen: We also presented the survey in Spanish. We also approached the disabled. We had a 1000 response rate out of 100k. A sizeable number responded to the comments. The comments were really interesting. Karen: If you looked at what was ranked, the average and the high gives you a really good idea of what they thought. These are guidelines from the community. I love this survey. Bob: This gets us in the right direction in terms of where we should go. Doug: It appeared that they did not really consider the cost of projects. Capt. Joe: See page 6; look at percentages. It tells us that what we have right now for future planning is pretty good. We should work on what we have. Karen: People feel pretty strongly about the dog park. This should be KC doing it.</p>		

	<p>Elaine: I am looking into this.</p> <p>Karen: For the next meeting come with comments.</p> <p>Bob: There is a summary report coming in.</p> <p>Lu-Ann: If we see underrepresented groups, we should pay attention to that.</p> <p>Karen: How do we want to get the word out?</p> <p>Scott: Let's wait until we see the summary.</p> <p>Karen: We will have it on the website. We will have this as an agenda item.</p>	Agenda Item	
Subcommittee Reports/User Group Reports	<i>(None were discussed.)</i>		
Adjourn	<p>Scott: I move that we adjourn.</p> <p>Doug: Second.</p> <p>The meeting was adjourned at 8:30 PM.</p>		
Next Meeting	November 15, 2016, 7:00 PM		

Respectfully submitted by:
Mary Reeves