

# VASHON PARK DISTRICT BOARD OF COMMISSIONERS

## MEETING MINUTES

Ober Park, Performance Room, 7:00 pm

**DATE: Tuesday, November 14, 2017**

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

Staff attending: Elaine Ott-Rocheford.

ISSUE	DISCUSSION AND OUTCOME	FOLLOW UP
<b>Call to order &amp; agenda review</b>	The meeting was called to order by Karen. Karen reviewed the agenda.	
<b>Public Comment</b>	Captain Joe: Congratulations to Doug on his reelection. The open house at Point Robinson is December 3. It is on the Park's website. It is a gift of love from the Keepers and the District.	
<b>VISC-VLC Grant Request</b>	<p>David Hackett: I was asked to present our grant request to King County. Might be premature for approval, as we can always reject the grant if it does not work out. We were able to answer questions about field lights pending for awhile. Primary questions were how much and how. The how of it is whether there is sufficient power. When constructed, the infrastructure was there. No, it is a matter of feeding wires to the poles. The electrical service will come from the highway across the road to a pole. Constructed for 380 volt halite lights, 3 phase. Would have been \$200,000. Since the project has been completed, LED lights have dropped the price and it only requires 220 V power. 400 amp service so no drop in power to the neighbors. Steps to the project is getting the power from the power company to a central area, putting in a rack for commercial service. Musco would do everything from that side of the pole. We can do cheaper by contracting with a Vashon company rather than having the light company do it. Overall, bids for lighting, a turnkey from Musco for \$270,000. The other, Qualite, \$200,000 plus costs of running wires from the service to poles. Island electric @ \$70k to run service. Somewhat cheaper. Would be some negotiations to be done. Final price is \$326k with a contingency. So, the plan is to finance this with a \$250k grant, and the remainder from the Clubs. Soccer spends \$5 – 6,000 for lights. Lacrosse does not have a place to play with lights. McMurray is not safe. Another highlight is how the system shields neighbors. Last exhibit B shows this.</p> <p>Doug: This article describes LED lights as not a good idea. LED is pushed for lots of things, but it is a different intensity of lights. It simulates daytime and interferes with circadian rhythms. LED is deteriorating our light. If we want to keep Vashon dark as is, there is a question as to why we would send light into the atmosphere.</p> <p>David: We will consider that. We prefer LED.</p> <p>Doug: More than just interest groups! There are astronomers and people. It's about the</p>	

community.

David: Last page shows how light is shielded.

Doug: This is not about neighbors. This is about shielding from the sky. Is 5 – 10 okay, or should we consider not doing this at all? Too, there are different light intensities you can use that minimize the problem. There are lots of choices you have to make. Not about the neighbors, broader issues of lighting of the island.

Karen: What is the total amount of the grant?

Elaine: \$250k

Karen: If you apply for the grant and get it, we might not get the one we applied for.

Scott: No, we can both apply. They are different grant applications.

Doug: Looks like Vashon is applying for two grants.

Scott: Max is \$250, but people might apply for less. More than 6 grant possibilities out there. My position is if they were to choose only one grant from Vashon, they would consider the safety issues at Agren over lights. I was concerned about competition, but I would think they would choose Agren.

David: The other part of the proposal concerns the foot candle not exceeding 1. It's a tough standard. Study done is a sound system, part of the master plan, infrastructure is there. The Stadium opening next year helps if we don't get the grant.

Scott: I would think with the Stadium, the preference would be to play there, wouldn't it?

David: It improves the present situation, but we prefer grass. Scheduling will be problematic there conflicting with the School District.

Karen: Who will pay for operating costs?

David: Lightbulbs are good for 25 years for LED. Vandalism not likely. No idea how expensive electricity is, but we can cover.

Doug: You cite amprage and voltage, but I thought from high school chemistry, you can figure out hours, I figure several hundred dollars per session.

LuAnn: Permits and inspections?

David: Yes, those are figured into our costs.

Doug: You will need a building permit. Expect a problem? An 80 foot tower will be the highest structure on the island. Getting a permit always encounters problems.

David: It will be our problem.

Karen: What is it you want from us?

David: In applying for the grant, we wanted to inform you of what we are doing. If we get the grant, we can work out the terms and decide what is appropriate. We can have the conversation February or March but we want your support.

LuAnn: If you don't get the grant this year, you can always apply next year since you are poised and ready.

Darragh: We want to know there is good faith from the Board. And to know you are interested in this if the grant comes through. We have been interested in doing this since I came on the soccer board.

Bob: You can depend on us operating in good faith on this with the best interests of the island in mind.

Elaine: Actually, you do need a vote. Butch Lovelace emailed me yesterday asking that this was approved in advance from the Board. Too, we have discussed the VES restroom project; are you poised to be supportive of that?

Darragh: Yes. We do most fundraising for programming, but we want to do good for VES -- lights and restroom.

Doug: We don't know how popular this will be with the public. When asked on the survey, the community was overwhelmingly against it. It would be they don't want us to pay for lights. We have to be prepared for public pushback.

David: The survey pegged the cost at over \$1/2 million, but that included lights for baseball.

Doug: The survey had a lot of expensive items on there, some over \$1 million, and they still wanted those things. It's not about the cost of the lights.

Karen: I think we need to keep in mind that we are not funding this ourselves.

Doug: Why doesn't the Park District ask for this directly, since this will be a district asset?

Scott: I disagree. We know what we want. Theoretically, we can ask for both, but from my perspective, this was the lowest priority of all involved here. I personally like the idea that it's on our land, but we have no responsibility. It is free to us. I like your resolution where we spend nothing on this. The public would be outraged if we did. The lights are the last thing we would spend money on it.

Doug: It looks like a deception that two grants are benefitting one organization.

Scott: So?

Karen: We need a motion.

LuAnn: Can you describe what the impact will be if we have the lights? Will it be more play time?

David: We had to analyze that for the grant. The problem is that there is a lack of real estate for youth and adult activities. So much hurts McM. Many can't even play. LaCrosse has no place to practice at all due to unsafe lighting conditions. Their practice time is limited to daylight hours. What is available to girls in the spring? We aren't giving girls opportunities to play aerobic sports outdoors. The lights will help expand girl programs.

Doug: You raise a good question. What will Jason say about this? Can't use fields 24/7.

Elaine: We have talked about it. It will be a challenge. We will juggle as we do now.

Darragh: Now we mostly practice at McM. That field is getting torn up. This should help.

Elaine: One of the reasons we applied for the Agren grant was to improve the conditions to play there year round. We are expanding the use of one field that is currently closed 6 months.

Doug: So now three fields will be available for more use with a declining student population. Do we need this?

Karen: All we need to decide today is to pass a motion to apply for the grant.

**Bob: I move we allow VISC and VLC to apply for the grant.**

**LuAnn: Second.**



Marco: Skating, biking, scooters. Anything with wheels.

Bob: And how do you use it?

Marco: With a pumping motion.

Bob: Up and down the hills?

Karen: What about liability? I see liability all over it. How do we avoid people killing themselves on this?

Marco: Like all facilities, it is use at your own risk. The bowl is much more dangerous.

LuAnn: Where will this be placed?

Marco: Where the existing track is. In the upper field next to the building. Skateboarders want to use it, so cement would be better for them.

Bob: Can you go off the edge on the outside? Can you go flying off of it?

Marco: The turns are about 3 – 4 feet off the ground. The transition corners are bermed.

Karen: What about vandalism?

Marco: You can vandalize anything with spray paint. We want to prevent that with tile designs.

Doug: How does it work at an unmanned facility using it any time?

Marco: Anyone can use it, but it will be too dark.

Karen: Is this something you want us to pay for? How much?

Marco: We will fundraise. Should be around \$30,000.

Elaine: Is this a pre-engineered package? We want to know it is engineered properly.

Marc Brown: We want to use Grindline – the same people who did the bowl.

Elaine: Will there be engineering plans?

Marco: Yes, we have a call into them to get an estimate.

Doug: Will it require a permit?

Marco: I don't know.

Elaine: I'm sure there will be.

Karen: How much maintenance required?

Marco: Not much. Just sweeping?

LuAnn: Does it drain?

Marc Brown: It just runs off. There isn't a drain requirement like the bowl.

Doug: Does the park get a lot of use? How do we measure that?

Marco: It is used every day.

Marc: There is no way to measure usage.

Elaine: One of our objectives with the grant is to measure and increase usage with a supervised and programmed facility.

Doug: How much trash is deposited there? My sense is that it is not used at all.

Marc: After school it is used the most. Depends on the weather.

	<p>Karen: What do you want from us today?          Marco: Your approval to raise money and have it built.          LuAnn: Is there one we can see elsewhere?          Marc: I think there is one at Leavenworth. And Lake Chelan.          Bob: Who will do this?          Marc: Grindline. I think they have built one before. If not them, there is another - Vello.          Karen: Does this require a motion?          Bob: We don't know about the design yet.          Marco: The visual is the design.          Doug: It would be useful to see a map of where it will be.          Woman: So you want a plan and engineering drawings?          Bob: Yes, and scope and cost.          LuAnn: Are you going for a grant?          Marco: Yes, if possible.  <b>Scott: I move we accept the proposal with all costs covered by a grant or BARC fundraised and no work started until all funds are in place beforehand.</b>  <b>Doug: Second.</b>          Karen: Do not underestimate what KC will do in permitting.</p>	<p><b>Scott: I move we accept the BARC Cement Pump Track proposal with all costs covered by a grant or BARC fundraised and no work started until all funds are in place beforehand.</b>  <b>Doug: Second.</b></p>
<p><b>Dog Policy;          Dog Area –          VES/Agren</b></p>	<p>Elaine: The reason for the policy change is specifically addressed at Agren, although the policy had never been updated to include VES. Dogs were allowed to be off leash at Agren, but a person has complained about his wife's fear of dogs and unwillingness to get out of the car if off-leash dogs are present. Too, people are terrible about picking up their dogs' poop. Dogs were originally not allowed at all at VES, but it's impossible to police, hence allowing them on leash as long as people pick up the poop (a huge problem there). Jason and I are suggesting dogs must be on leash for psychological awareness of dog's bathroom behavior.          To that end, a community member (Callie) wishes to fundraise to fence the front corner area at VES to enclose the field to let dogs run loose all over the field without running into the highway. She is responsible about picking up poop. Jason is opposed to this due to other people not picking up the poop. At the very least, he requests dogs being on leash as mandatory.          While the dog park idea did not score well on the community survey, I continue to receive passionate pleas for a dog park. Jason suggests a simple and inexpensive solution -- Dog park at Agren – forested area, 1 acre, clear underbrush, throw grass seed down, fence, run water from the well house - \$1,000 for fencing. Maintenance does it themselves – field fencing, not chain link. Our maintenance will not pick up poop. Dog bags there + trash can.          Bob: It's not going to work in a place like that.</p>	

Lu-Ann: What about upper Pt Rob?

Karen: Everyone who wants a dog park needs to talk to KC about Island Center Forest. There is a huge piece of land there that would be perfect. I have spoken with a supervisor at KC. They are not aware of the need.

Elaine: I have suggested this to KC. People need to speak with David Krimmert.

Callie: I have 3 dogs. We use VES, because it's near Harbor School where we drop our kids off. We don't want our dogs on fields that are fertilized. My preference would be to have a group find another off-leash area.

Karen: Many think it's okay for dogs to be off leash. It's not okay. But we have a need to run our dogs. A dog park would be a great place to do that.

Callie: I have been to 2 dog parks in Seattle that are very crowded, but that's okay, too. Dogs need to socialize. I would like to get with others to discuss this.

Elaine: I have contact names of people who want to form a group. Email me for those contact names.

Karen: We don't want dogs on our sports fields. We don't have a suitable property for a dog park. I think the Island Center Park area is 2.5 acres. Has parking. It's completely clear, and they say they need to figure out what to do with it. What about the gravel pit?

Bob: Dockton Forest, you mean?

Lu-Ann: That's King County.

Elaine: So we're in agreement that we are not doing a fenced in area at VES or Agren?

Scott: No. And I am also not interested in the changes to the Dog Policy. I have issue with Agren being on-leash. I live there. My dogs go there. The biggest offenders are the neighbors who let their dogs out and not even know they are at the park. We see their dog droppings all the time. As a responsible pet owner, I pick up other droppings.

Bob: We don't want dogs pooping at Agren.

Scott: The people who let their dogs poop now won't change their behavior.

Doug: How does the proposed policy make it work?

Scott: Who is going to enforce this?

Lu-Ann: It's unfair to people who have a fear of dogs.

Elaine: The policy would provide leverage for people concerned about a dog to refer to the rule on the sign. If you don't establish a rule, you have no leverage toward addressing a problem.

Bob: And you need consistency in saying that dogs don't belong on sports fields. A leash helps reinforce that message.

Lu-Ann: I see people with dogs off leash walking the perimeter of the Agren field, but it's not okay for dogs to be on the field, particularly when people are playing a game.

Karen: There is a reason athletic fields say no dogs whether on leash or not.

	<p>Scott: There are also trails at Agren. It should be okay for dogs to be off leash on the trails.  Elaine: So what you're saying is we add "Agren Ballfields" to the policy?  Scott: Why are we taking Village Green out of the policy?  Elaine: It was already in the policy. I just moved it up to consolidate where dogs are not allowed.  <b>Bob: I move we accept the Dog Policy as amended adding "Ball Field" to Agren.</b>  Doug: I don't like off leash dogs pooping in the water. What about Lisabeula and Jensen Point?  People who aren't dog people don't like dogs coming up to them in general. Many feel all dogs should be on leash. What are the options for people who want to go to a park and not be bothered by a dog?  Karen: Fisher Pond, Shinglemill. It is an ongoing issue everywhere. 2<sup>nd</sup> to the motion?  Lu-Ann: How are we addressing Callie's concerns?  Callie: I am going to email Elaine to get contacts about forming a dog park.  <b>Lu-Ann: I will second the motion.</b></p>	
<p><b>10/24/17  Minutes;  Preliminary  10.20.17 –  11.09.17 Vouchers</b></p>	<p><b>Bob: I move we accept the minutes and vouchers.</b>  Lu-Ann: On the board votes...by the way, the minutes are really great! Are you doing them?  Elaine: Yes, and its fricking killing me. It takes forever.  Scott: Why don't you get voice to text software?  Elaine: Our IT guys says it doesn't distinguish who is saying what.  Scott: It prints everything out. Just edit.  Mary O'Brien: Nobody wants to see the whole meeting word for word.  Elaine: I just put out another ad on Vashon All. Also seeking high school kid. Still looking at options.  Karen: Do I have a motion to accept the minutes and vouchers?  Lu-Ann: The board notes say Bob moved to accept the MOU. What is an MOU?  Karen: Memorandum of Understanding.  Elaine: That was with the Seals regarding the Dome. I will add. So motion to approve with Lu-Ann's amendment?  <b>Doug: Second.  Passed 5-0</b></p>	<p><b>Motion to accept the minutes and vouchers as amended. Pass 5-0.</b></p>
<p><b>Board Votes</b></p>	<p><u>Board Votes:</u> Scott: I move that Elaine apply for the Unincorporated Community Service Area Grant. Bob: Second.  Passed 5-0.</p>	<p><b>Motion to approve application for the Unincorporated Community Service Area Grant. Pass 5 – 0.</b></p>
<p><b>Staff Reports</b></p>	<p><u>Grants</u>  Elaine: Both the Agren Drainage grant for \$250k and the BARC programming grant for \$36k were submitted. We should hear mid-January, 2018 for contracts in March.  Bob: Which ones are they on the State of Assets list?  Elaine: All of Agren is addressed except the restroom. On the back list under the list where grants don't</p>	

apply, the “BARC staffed facility” is being addressed with this grant.

#### Pool

Elaine: Completed to date is the main drain VGBA compliance; all the boiler work less one valve (3 weeks out), then all will have to be tested and calibrated; the locker room ADA compliance work; and the acid wash. Lights are still the sticky point as 2 of the 4 in the deep end are highly corroded (not functioning) and 4 others (so, 6 of 8) are very iffy. The lights serve as the gateway to DOH approval and the Dome. They started saw-cutting the concrete to replace the conduit. Have 2 done; will do 6. Took 2 days to do 2. Total \$10k. Scott starting to worry about pool pop with all this rain. Only supposed to have it empty for 1 week; now been 6 weeks.

Bob: Do we need to get the hydrologist back out?

Elaine: Was about \$2500.

Scott: At this point, the lights will be \$10,000 more?

Elaine: The lights will be \$10,000 total. Total to all pool work = \$157k, \$53k out of District funds (\$28k approved, \$25k extra). You approved the acid wash and pool lighting. The ADA engineering is not allowed on the grant but had to be done.

Doug: And the lights aren't related to the Bubble?

Elaine: The lights *are* related to the Bubble. If we didn't have the Bubble, we would not have any indoor or night-time swimming.

Scott: And where is this additional \$25k coming from in the budget?

Elaine: From the sale of the tideland property. That was ear-marked for capital projects.

Karen: Is it worth having a hydro-geologist come back out? What will Scott do if he sees a problem with the pool?

Elaine: Well, you'll know it.

Bob: Another solution is to start filling the pool. I know the reason he hasn't is because of the lights. Is it possible to partially fill it?

Elaine: I'll check with Scott. I know he knows that is the solution.

Bob: The lights are not that far down.

Scott: Why don't we know how long the lights will take to be fixed?

Elaine: The conduit is filled with corrosion. They are having trouble finding the conduit. I don't know all the issues. I just know there are many issues.

Scott: Are they working continuously?

Elaine: Yes, every day, including the weekend.

Elaine: Dome will arrive end of this week. Season likely start 12/1.

Lu-Ann: I get lots of people asking why this has been so delayed?

Elaine: There are two pieces to the response: manufacturer delay on a delayed order and a 40 year old pool that we couldn't have known all the issues until we dug into it. The corrosion has been extensive.

#### Fern Cove

Elaine: Low bid was \$48,352. Parts on the design will be 6 – 8 weeks out minimum. Looking more and more like January will be the reopen date.

	<p>Bob: What were we thinking it would be?  Elaine: \$40k. Local contractor won the bid – Lewis Roggenbuck Construction.  Karen: The county is really cracking down. The demand is up for septic.</p>	
<p><b>Strategic Plan - Strategies</b></p>	<p>Bob: You have seen the list of strategic priorities and goals. At our last planning meeting, we set the priorities and dates. This will have more indentations and work as we develop it. Like CAPRA, says we are starting now and will go through 2021.  Lu-Ann: By schedule, you mean pricing?  Bob: No, doing the work.  Bob: Taking an example, reducing the list of deferred maintenance projects, that starts mid 2018 – 2022, but there are a bunch of projects, so I will list them and schedule them. You will see this at the next meeting. The point is that this is the beginning of the schedule.  Doug: Hackett mentioned a Master Plan in his presentation. I have heard about Master Plans, but in my four years have never seen them. Is this something we will revisit? There were a number of things in the master plan for VES, but I don't know that we have done them. Are these things we should think about?  Elaine: Behind Scott are the notebooks that are master plans for most of the parks. A master plan is just that – years ago there were stewardship groups who gathered, met with the Board, to create their dream of what a park will look like. They rule in perpetuity unless the Board decides to change them. It should be a very public process. You have to vote to approve changes, or the plan lives forever.  Doug: There are things that come up, for example the turf field at VISD, that changes things.  Elaine: Updating the Master Plans is a big undertaking. Must be a lot of public process.  Kren: We have a lot of deferred maintenance. What if we don't agree with a master plan?  Elaine: Addressing deferred maintenance is taking care of existing assets. If you were to add to a facility, you should refer to the Master Plan. For example, the VES restroom/concessionaire stand is in the VES master plan.</p>	
<p><b>2018 Budget – Draft 1 (includes Ordinance and Resolution)</b></p>	<p>Elaine: We need to start with the ordinance/resolution. We must have these in to King County by December 1. You need to make a motion to approve them. Vote at the next meeting, sign them, then I turn them in. Super easy – we do this every year. We are entitled to \$1,330,025. 17-35 is written as it is supposed to be written – says we are accepting the amount and notes the difference and percent increase. You have to make it official. The other sheet shows property value, pertains to the 2015 levy, and amount we want. Unless you want to ask for less than what we are entitled to.  <b>Scott: I move to accept Resolution 17-35 and Ordinance 2152 as presented. Doug: Second.</b>  Scott: Congratulations to this Board. No need for a TAN in this budget.  Elaine: I hope my notes are self-explanatory. The way I like to present the first draft is that it is the vanilla version of what me and staff feel are the necessary operational components and must-do projects.  Scott: We need to clarify the reserves. The capital reserve is to take care of capital expenses. With the amount now, going forward, if we want to get trucks for \$70k, that would come out of</p>	<p><b>Motion to accept Resolution 17-35 and Ordinance 2152.</b></p>

the reserve, not the operating budget. The permanent reserve is to have no less than \$300k. We need to decide the appropriate amount.

Karen: How do we know the appropriate amount?

Scott: Depends on recession, etc. I chose these numbers arbitrarily. Something to fall back on. The point is we now have a nice reserve. Is it adequate?

Elaine: Another good guide is to look at cash flow. If you're comfortable with where we are landing with cash at the end of every month, that should guide your decision about reserve amounts. \$300k appears to be adequate. But if you're going to spend the capital reserve, you have to subtract that out of total cash – it's part of the lump sum. We need the permanent reserve to ride the cash flow waves between April and October.

Scott: The permanent reserve also addresses shortfalls that may happen if property values drop. Plus we need to account for effects of the Fire District. The reserves are not intended to grow forever. Too, we need to clarify the motion of January, 2016 concerning user fees. If the cumulative CPI was 5% or more, we would increase user fees accordingly. The intent was not to cap what we ask for; the intent was to have an escalator. I bring this up, because CPI last 2 years is 4.8%. We have acknowledged we are below what other districts charge. I think some increase is in order. We will let people know for the beginning of the year.

Lu-Ann: You have to give advance notice. You can't just tell users we are raising fees effective January.

Scott: We will let them know we are in the budget process. But it will be effective January 1. We're talking \$.25.

Doug: This 5% cumulative resets every 3 years?

Scott: We were going to increase it no less than 5% every three years. We might increase it more often.

Scott: If there was no inflation, we would increase it 5%. My point was that there is an escalator. I think an increase is appropriate this year. Lastly, the operating reserve is inadequate based upon the pool. We have approved for them to go over budget. The operating reserve must cover that. This operating reserve only has \$866.

Doug: We would know about a drop in levy dollars beforehand. It's not like it would be a surprise. I can understand we might want a buffer, but it's not like we are short due to unanticipated circumstances. It should be part of the budget process.

Scott: It would be better to plan ahead than to have to respond by laying off staff.

Elaine: Back to your mandate to create an operating reserve to cover the extra authorized pool shortfall to \$68k, we need an extra \$14k. If your permanent reserve will be \$300k, we have just accomplished the goal for the operating reserve by moving \$16k from permanent to operating.

Scott: No. I don't know if \$300k, \$400k, or \$500k is adequate. At this point, the permanent reserve is not to be used as an operating reserve. We must come to that conclusion.

Bob: How did this number happen?

Elaine: It's a formula. But if you're not going to grow your permanent reserve into perpetuity, the extra, by default, moves into your permanent reserve.

Scott: Yes and no. I see the extra going toward deferred maintenance or a one-time event. Depending on how things play out, I have no problem at all releasing money from this reserve later in the year. The operating reserve can be used for other activities, particularly if the Pool Winter budget does not exceed the stated budget. We could choose to defer staff wage increases to later in the year depending on how things work out. We need to start the year with a plan to get us through the entire year. We should never go beyond the operating reserve. Never borrow against the permanent reserve.

Bob: The operating reserve is a simple arithmetic calculation. You have to agree on a max. We need to make the decision as to what the permanent reserve should be.

Scott: The budget should be made to move the \$14k from other categories. Deciding the permanent reserve should be a separate process from the budget process.

Elaine: So, do you want to decide on an appropriate user fee increase? That is another avenue to fund the operating reserve.

Karen: We need a fee increase. I prefer it not be so much as to set off alarm bells.

Bob: We have all agreed we need a reset. Adjustments should resemble what other Districts do.

Scott: Users have come up to me and said they see an increase necessary. 5% seems like a good starting point. We can decide on a permanent amount later in the year. The strategic plan indicated the need to plan user fee increases in more depth.

Doug: So what do we do for now?

Scott: 5%. We want Elaine to add that to the budget. 5% across the board.

Doug: There could be different fees for every group, even different age groups. First cut at 5% feels okay.

Elaine: 5% for now is only \$4k.

Scott: That's fine. \$4k is \$4k.

Elaine: We are asking, per policy, that we get wage increases relative to CPI. This year CPI is 2.5%. That is what I put it in. As you know, we continue to lag considerably below industry. 2.5% is a starting point, but it doesn't solve the ultimate problem. It's the policy.

Scott: We discussed this months ago. By voting for the pool, we voted against pay increases.

Karen: No, no, no. You are the only one who believes that.

Bob: You are also forgetting we knocked \$50,000 off the Commons, so we're really not in that bad of shape on this.

Scott: We are \$10k short. We need to find that for the operating reserve.

Doug: Shouldn't we have an extended discussion about salary structure now? What you presented is bare bones. How do we make these decisions?

Elaine: You make the decision based upon a determined wiggle room in the reserves. That is the only place it can happen. The teeny capital project I have in here is a Pt Rob fence for \$6k. So I get to take \$6k out of the capital reserve, if that is what I understand Scott to be saying.

Scott: Yes, take it out of capital.

Elaine: So that's \$10k toward the operating reserve. The other big piece I have laid in here is PERS. Despite the industry standard and despite every taxing agency on the island paying into

both Social Security and PERS, staff has agreed to give up the Soc Security contribution of 6.2%, and obviously Edward Jones 3%, amounts to an extra 3.5% hit to the District to pay into PERS. It's about \$20,000.

Scott: So in other words, you are asking for a 6% increase in compensation. And health insurance is going up 3%. How much more will employees put in to healthcare?

Elaine: Health insurance is 100% paid by the district for the employee. It's policy.

Scott: So we're talking about total compensation going up 7% this year?

Elaine: You know, keep in mind that we are not asking to be crowned King, here. We are not asking for a huge chunk of money. All we are asking for is to be normalized. We are asking to be treated like every other taxing agency in the state of Washington to include every taxing agency on Vashon. We are not asking for anything over and above. And we are still WAY below industry standards. We are still way below Island wages! All we're asking is to be treated like everybody else.

Scott: First, I don't know of any company that, across the board, would give a 7% increase in compensation regardless of where they are coming from. Secondly, I am genuinely concerned about the Fire District. I don't know how their 6% increase every year will affect us. I don't want to get us into fixed obligations.

Elaine: We're ending the year with \$423k. You want to balance this budget with \$423,000 at the end of the year on the backs of the employees?

Scott: So tell me, was there any employee that was ever told they would get better pay eventually?

Elaine: Let me tell you something about when I started here. I took a considerable pay cut from where I was before. I had just moved back to the Island, recently married, just bought a house. And I thought, "You know, this little Park District job is going to be great! I can work in my garden; I won't have a lot of stress; I won't be working a lot of overtime." Because there is an expectation that comes with a salary level for what it is. Right? But no, I walked in this door, and it was the biggest shit show I have ever seen in my entire life. I work more hours *still* than I have ever had to work in any job, even when I was making \$125,000 a year! I have the highest stress level *still* than I ever experienced in my 40 year work history. I *expect* to be compensated accordingly. I expect my people to be compensated accordingly. It is compensation *earned*, not just given. You have to expect to *pay* for the quality of work being done. You asked the question at the last meeting, "Well, why are you still here?" I'm here, because I *expect* to be rewarded for work well done. And if I get the sense that I am *not* going to be adequately rewarded – ever -- I may have to rethink my commitment to staying here. I don't want to leave! What I want is to be paid appropriately. I want my people to be paid appropriately. I want us to be benefited appropriately.

Karen: Okay, if I may interject... Scott has one point of view. There are two, and I think maybe three, of us who believe that everyone deserves a living wage. So what I think needs to happen here is that, of course, we are going to give them PERS. Absolutely!

Lu-Ann: Remind me again what PERS is?

Elaine: It's the standard government pension program.

Scott: It's the pension program that the District has not had for 30 years. Why should there be an expectation to have it now?

Bob: I cannot even discuss this with you on your terms. That is the craziest thing I have ever heard!

Karen: I am not always clear about the process for doing things. All I know is that there are three of us for sure who believe people need to operate on a living wage.

Scott: They don't have a living wage now?

Karen: I consider a pension a part of a living wage.

Elaine: Let me ask you this, Scott. Hypothetically speaking, let's take PERS off the table. What would you do wage-wise, then?

Scott: I'm not opposed to PERS. What I have said before is that this year, instead of wage increases, we would do PERS instead. I would propose no pay increases and PERS at 3.5%. I do appreciate your creative way of trying to make this happen, by giving up Social Security. If we included that, I would suggest no pay increases for a longer period of time.

Elaine: Staff is not going to buy that.

Scott: Considering living wage, we're putting in 3% into a higher foundation now. I know a lot of companies who are matching no more than 3 or 4%. As far as our contribution would be, it is significantly above the private sector. Maybe the tech companies match more – Amazon may be up to 10%. This is great for your future! It's too much all at once.

Karen: So, you want a 2.5% increase in pay, and PERS would be an additional 3.5%?

Elaine: That's right.

Scott: And a 3% increase in health care costs. We have limited resources. If we get a 1% increase, and expenses go up 5%, we are reducing our ability to deliver to the public.

Karen: I admit there is a trade-off. But in considering the benchmarking that has been done against others in the public sector, they are underpaid...considerably!

Bob: You keep talking about how it is in the private sector. Taking my shipyard, for example, if we had a bad year, we might reduce everyone's salary. You can't consider just revenue. You have to make other accommodations.

Lu-Ann: He is saying that he doesn't want to have fixed obligations, particularly in light of the Fire District.

Scott: I'm okay with 3.5% to PERS. And we automatically have the increase in healthcare costs. So in this budget, we are talking about focusing on a 4% increase in payroll-related expenses when we only get a 1% revenue increase. We have nothing else for programs.

Elaine: We talked about programs extensively at the last meeting. Programs should be net cost neutral. You don't do a program if it is costing you money. That is standard in the industry. It's not how it was done here in the past, but the standard is to set the participation fees to cover the anticipated costs. It is how you judge the success of a program.

Scott: That isn't what was in the survey. We asked the question, and the amount to pay was not 100%. You look at the numbers, they said they would cover 50 – 75% of the program. We have

	<p>only found \$10,000 for an adequate reserve. I'm saying that Elaine needs to figure it out. Find out where the rest will come from. By increasing payroll costs, we are taking away from other things that need to be done in the Park District.</p> <p>Bob: Assuming we stick with the reserve amounts you are talking about. Maybe we do a one year reset – be content with \$200,000.</p> <p>Karen: We will lose people. Look at the difficulty Elaine is having just to find somebody to transcribe our meetings.</p> <p>Lu-Ann: The economy is good right now. People can find better-paying work elsewhere.</p> <p>Elaine: Our housekeepers make \$25 an hour. The turnover rate is crazy. Eric cannot hang onto them to save his life.</p> <p>Lu-Ann: My housekeeper rate has gone up to \$30.</p> <p>Karen: We need to be realistic, even if that means we have less in reserves.</p> <p>Bob: Right now, we are left with \$300k in the permanent reserve with the numbers to do the payroll increases.</p> <p>Karen: This is a fine budget.</p> <p>Bob: It's conservative this way. It is fine.</p> <p>Doug: With healthcare costs going up 3% per person, the total package is a weighted average increase.</p> <p>Scott: I feel there should be money for programs in this budget. It was the number one thing in the survey, over and above the pool. There needs to be a placeholder for programs, whether it is \$25,000 or \$50,000. We should be responding to the public right now.</p> <p>Karen: But programs should be cost neutral.</p> <p>Scott: The survey said people would pay 50 – 75%.</p> <p>Bob: Financially speaking, you are being really conservative on the one hand, and loose on the other.</p> <p>Lu-Ann: You want to be conservative with employee benefits, but expand costs in programs?</p> <p>Scott: I am responding to the survey. My real point is that we shouldn't have spent a dime on the pool in front of recreation programming.</p> <p>Bob: What is the urgency in getting the budget put together?</p> <p>Elaine: The real urgency surrounds the resolution and ordinance. The rest can be accomplished in the next few meetings. I will come back with fee increases and move the Pt Rob fence under the capital reserve.</p>	
<b>Adjourn</b>	<b>Adjourned 9:30 p.m.</b>	<b>MOTION, SECOND TO ADJOURN. VOTE: 5-0 IN FAVOR.</b>
<b>Next Meeting</b>	<b>November 28, 2017, 7:00 PM</b>	