

VASHON PARK DISTRICT BOARD OF COMMISSIONERS

MEETING MINUTES

Ober Park, Evergreen Room, 7:00 pm

DATE: Tuesday, April 24, 2018

Commissioners attending: Bob McMahon, Doug Ostrom, Karen Gardner, Abby Antonelis. Scott Harvey departed at 8:00 p.m.

Staff attending: Elaine Ott-Rocheford, Jason Acosta.

ISSUE	DISCUSSION AND OUTCOME	FOLLOW UP
Call to order & agenda review	The meeting was called to order by Doug. Doug reviewed the agenda.	
Public Comment	Captain Joe: Kite Day is coming up May 19. A variety of people are coming to the Lighthouse for tours.	
Dog Park – Vashon Unleashed	<p>Board Vote: Karen: I move we continue the process of pursuing the BARC location for a dog park. Abby: Second.</p> <p>Elaine: At the last meeting I was instructed to engage in public outreach concerning the proposed idea of putting in a dog park at BARC. Outreach consisted of reaching out to the BARC Stewards; reaching out to a past contact within the disc golf community; posting signs at BARC asking for public input; mailing letters to the immediate neighbors; and a story in the BeachComber asking for public comment. Results:</p> <ol style="list-style-type: none"> 1) One BARC Steward indicated support for the dog park on the lower level; another indicated support for a dog park but was concerned about its effects on the disc golf course. 2) Received 35 emails from community members: <ol style="list-style-type: none"> a. 20 in favor of a dog park either at BARC or elsewhere without necessarily a location in mind. Many comments pointed to needs for socialization and safety, but also a fenced space for the senior and disabled communities. Great name for a dog park – “BARC.” b. 2 emails preferred a more centrally located field-type location with trails at MIMP. c. 1 adamantly opposed to a dog park – hates fences and feels people will still walk their dogs wherever they please. d. 12 in favor of a dog park but adamantly opposed to BARC due to its effects on the disc golf course. Read Shango’s letter. <ol style="list-style-type: none"> i. One suggestion: if at BARC, have a trail wrap around the lower field and/or a fence up top on the SE corner. e. One phone call from the guy who got a grant to put the disc golf course in – there may be a stipulation in the grant that we can’t disrupt, but at the least, it would be tacky to trod on this. <p>I would recommend against BARC due to its effects on the disc golf community. Man: Brian Forsythe, a neighbor to BARC, received the grant and was instrumental in putting in the</p>	

	<p>facilities. I am opposed to it being at BARC. Woman: My family uses the disc golf course. I am opposed to it being at BARC. Scott Harvey: I am opposed to it being at BARC. Why upset a community and a part of a facility that is already established. Captain Joe: I will continue pursuing Sunrise Ridge as an option. I will bring it to the next Board meeting, although I do not know when that will be. The chair is currently away. Woman: People have been using BARC as an unofficial dog park off leash for years, and I understand it is not the most ideal location. What were some of the other options discussed? Laurel: I will send it to you. Woman: I wrote the letter about the disabilities. His mom went blind and needs a guide dog. They last 6 years on average. They need free runs. It is not practical for a blind person. Dogs are stolen. There are disabled people on this island. There is an idea that this is a nice thing to have, but not everybody can put their dogs on leashes to walk. It shouldn't be "nice to have." I ask that you take this seriously, especially a place on a bus line. Karen: I wish to withdraw my motion. Bob: What is the next step for us? Elaine: Captain Joe is looking into Sunrise Ridge. Agren is still an option if you want to kick that around. Bob: Or King County. Laurel: We are still talking with King County. I see that as a separate conversation. Karen: Personally, I would fight Agren, since it is considered as one of the best examples of a well-tended forest in King County. Abby: Are there spaces on our fields? Jason: Not sports fields. We are hurting for fields. People don't clean up after their animals on the sports fields. I wasn't thinking of taking trees out a Agren – just cleaning out the brush. Bob: What about Point Robinson? Jason: Comments have been that it would be too far. Abby: But if it was a dog park, I think people would drive to it. Laurel: A central location on the bus line would be more ideal. Karen: We will continue other considerations. The next step is to go over all the other possibilities.</p>	
<p>4.10.18 Minutes; 4.6.18– 4.20.18 Preliminary Vouchers; March Vouchers</p>	<p>Abby: I move to accept the minutes and vouchers. Karen: Second. Pass: 5 - 0</p>	<p>Motion to accept minutes and vouchers. Passed 5 – 0.</p>
<p>Fire District</p>	<p>Elaine: At the last meeting, I presented the communication with the Fire District concerning a need for an interlocal agreement per RCW 53.30.020. I sent the draft agreement to our attorney for review per your request, and he said it looked fine to him. Next step is you deciding if you're going to approve it. Karen: It may be legal, but I don't like it. Elaine: The amount was arrived at as follows from Charlie Krimmert: "Based on the information you provided (attached) your organization is asking us to protect some 524 acres worth in excess of</p>	

\$11,680,700. We suggest we calculate the fees for our services in a similar manner as all property owners on the island; \$1.50/\$1,000 of assessed property value, however, we would offer two differences. One the total cost estimated is based on your estimated market value since the county does not present assessed values for the District, and, we reduce the rate of assessment by over a third, from \$1.50/\$1,000 to \$1.00/\$1,000 and then a bit of rounding down. If this is acceptable, the Park District would pay \$11,680.70; rounding down to \$11,500, or less than \$22/acre/year.”

Scott: Have they always had an agreement with the School District?

Elaine: Matt Sullivan says they have an agreement.

Scott: The problem I have is that we have very few structures. They wouldn't be protecting much.

Elaine: Well, there is forest. And medical services.

Doug: So if somebody has a heart attack at a VPD park, would they not respond? Those people are tax payers. What medical services would we be buying?

Scott: What if we say no? What are they going to do? Would they sue us? If a person uses property for 10 years, prescriptive easement is applicable, and they can take that property. The same applies to this. We have been doing this for years without an agreement. The fact that they suddenly decided to do this doesn't make sense. And they just got how much money with their lid lift? Now they want more? Explain that to me!

Bob: Let's negotiate \$10. It is silly to go through an analysis of what the dollar amount should be.

Karen: Everyone I have spoken with is outraged. They just passed a huge levy, and now they are coming after us for \$11,000?

Bob: And it's a levy that can potentially hurt the Park District!

Man: The \$10 payment is a mistake. It sets a precedent that keeps the door propped open for more. If you are opposed, you should pay nothing.

Bob: There is a statute that says we must have the agreement.

Abby: So we can have the agreement, and the agreement says we pay nothing.

Elaine: I read the RCW to you at the last meeting.

Doug: It might be fair to pay something for protecting our forests and buildings, because they can burn down. But medical services doesn't make sense at all.

Elaine: I believe it is for VPD employees themselves.

Bob: Let's check with our attorney about what the actual requirement is.

Karen: I say we tell them no, we will not pay money, but we will enter into an agreement that specifies the fire protection services we will receive.

Bob: I thought you needed to have consideration to execute a contract.

Man: Are they getting funding from King County? What if something happens on a county road?

Captain Joe: If we exceed the requirements of the RCW, we open up the door to trouble.

Jason: Elaine reached out to Wendy B, who now works for the Cemetery District, and she said she never heard of this in the past, but they, too, were just notified of this by the Fire District.

Elaine: They are doing an in-kind statue for fallen fire fighters.

Doug: We can put up a statue in our parks!

Elaine: The RCW 52.30.020 reads as follows: “Wherever a fire protection district has been organized which includes within its area or is adjacent to, buildings and equipment, except those leased to a

	<p>nontax exempt person or organization, owned by the legislative or administrative authority of a state agency or institution or a municipal corporation, the agency or institution or municipal corporation involved shall contract with such district for fire protection services necessary for the protection and safety of personnel and property pursuant to the provisions of chapter 39.34 RCW.</p> <p>Scott: We need to know what 39.34 says and how it applies to us.</p> <p>Karen: It is not right that the Fire District is nickel and diming us.</p> <p>Scott: This is not an insignificant number for us – it is 1% of our budget.</p> <p>Doug: Interestingly, the money we would be paying them comes from property taxes. They are double dipping.</p>	<p>Action Item</p>
<p>March Financial Report</p>	<p>Elaine: On the Cash Flow statement, see how the budget reallocation of the staff positions moved from the “Original 2018 Budget” column to the “Revised 2018 Budget” column. I will speak to the revised going forward. Without getting into all the details of how the positions are allocated, suffice it to say that Kelly’s salary was pulled out of Admin and Eric’s was pulled out of Pt Rob and Fern Cove. Eric is now fully under Programs, and the Ops Coordinator is allocated between Programs, Admin, Pt Rob, and Fern Cove. The new maintenance person approved at the last meeting is not reflected here; I will come back to that at the end of the financial report.</p> <p>Levy – under budget \$3750</p> <p>Admin – Over budget \$5k; I was actually \$5k ahead due to odds and ends until:</p> <ul style="list-style-type: none"> • The surprise Fire District fee of \$11,500 hit in May – not budgeted. <p>Maint – tracking \$27k under budget.</p> <ul style="list-style-type: none"> • \$24k of which is wages, taxes, and benefits. \$8400 was charged to the pool; taxes were budgeted high, not knowing what the new L&I rate would come down to; PERS was budgeted at the start of the year; and we have not been billed yet at the increased healthcare rate. <p>Commons - \$1100 over budget, primarily due to an unbudgeted porta potty for the sport fields.</p> <p>Programs – under budget by \$2600 due to the Rec Guide coming in under budget.</p> <ul style="list-style-type: none"> • On B2A, the \$8800 Ski School transportation cost is offset by carry-over revenue from 2017. <p>Pool Summer - \$1300 under budget due to odds and ends.</p> <p>Pool Winter - \$3,000 over the calendar year budget. October – April @ \$37k.</p> <ul style="list-style-type: none"> • Revenue tracking \$6k under budget. • Labor is tracking \$10k under budget. • Supplies tracking at budget. • Utilities are at budget. • All else odds and ends <p>Doug: What kind of assumption can we make about revenue? Pool passes?</p> <p>Elaine: I am concerned about revenue, generally. Ann is attempting to make up for it with events, rentals, etc. We are no longer doing annual passes but will be doing summer passes.</p> <p>Scott: We should look next year on how things track from Fall to this time next year to get a sense for the revenue side.</p> <p>Elaine: I think it’s fair to the Seals to look at October – April, since that was the original commitment. But as a practical matter, we really need to look at the calendar year, because that’s the</p>	

reality of the budget.

Pt Rob –Pt Rob is tracking \$9500 over budget.

- Down \$4k in revenue.
- \$7k over in wages due to more time spent at Pt Rob than FC
- Offset by odds and ends.

Fern Cove – ahead by \$4k.

- Under \$2k in revenue.
- \$7k under in wages being charged to Pt Rob.

Other – Again, this is where I am capturing the carry-over pool items and the items being charged against the capital reserve. Best to think of the \$39,000 hole as the capital costs spelled out below.

Added to the list is the approved \$4k Ober Playground fix and \$1200 to fix the pool robot.

But we end the year still with over \$400k in the bank projected.

Now, to the maintenance person. Did not add new maint person, because, again, no responses. I suspect due to uncompetitive wages.

Scott: And it's a full time, benefited position?

Elaine: Yes. I suspect it is a wage issue. At the last meeting, Abby asked for a budget with industry standard wages laid in for this year. I updated the 2018 Puget Sound Area Salary Survey of like-sized Districts as presented. Averaging all the Districts against Vashon, you see that we are the same population size; our budget is a little higher on average (ours is \$1.6m; average is \$1.4m); we have 14.2 FTE against an average of 9.5 (we actually have only 8 full time – the other 6.2 is part time combined); we have 18 facilities against an average of 16.6; we have a (year-round) pool, while most others do not have pools; we have vacation lodging facilities, while others do not; and we have nearly 4 times the average acreage. Upon looking at our wages relative to the others, we range from \$10k to \$20k under the industry average.

Captain Joe: Did the ad go into the Loop? The target audience for this type of work may not read the Beachcomber. I can try Tuesday morning to announce on my radio show. I know people who are marginally employed or unemployed, and they do not read the Beachcomber.

Elaine: Our solution is to wait and attempt to do it right when we have another bucket of money to work with in 2019. It's up to the Board to decide if we want to maintain park standards and attempt to continue finding somebody or we pick it up ourselves. If we do the latter, the standards will not be met in the way we like. Too, since the guys will be picking up more, we would like to offer them \$1/hour more in wages.

Scott: I thought they were already full time? And they are hourly. They get paid for the number of hours they work. If necessary, we should pay overtime to get the work done. I have never heard of offering more pay when you ask them to do more work.

Elaine: With these discrepancies, there is disgruntlement. The board can justify, rightly so, hiring another body and finding it in the budget, and yet we can't seem to address the problem of filling positions and retaining staff. They all look. They all know they can go into Seattle and make \$20k more than they make now. It's expensive to live here.

Bob: It seems we are talking about two different things. We know we are way off from industry

averages. However, increasing pay doesn't increase the work. We can't do that much more in a given day. In the short term, it seems if there is work to be done with the existing staff to maintain standards, we pay overtime. Nobody can live on \$40k.

Scott: At this point, you have done good work attracting staff. But I think there is more that can be done. I want to say we did all we could but couldn't find anyone.

Karen: Do we post at places like the food bank?

Jason: We should post on Facebook.

Scott: I think the benefits are huge.

Jason: My cousin runs a company and is having the exact same issues we are having. He can't find people to work for starting wages in the private sector.

Bob: What's his starting pay?

Jason: \$15/hour. He is going to talk to management to get a pay increase. Or have them work overtime. Five years ago, we would get 15 applications for these jobs.

Scott: That's the good news and bad news in a strong economy. We are at full employment.

Karen: Frank Zellerhof says he can't find people.

Abby: Do these other Districts offer benefits, as well?

Elaine: Oh, yes.

Abby: I agree we have a pay problem. \$42k is \$3500 per month. It doesn't cut it. If I were a VPD employee, I would be upset, as well. I think we should table hiring another person and pay overtime for now.

Jason: What are we allowing for overtime?

Scott: \$3500 per month in line with the \$42k.

Abby: I would like to revisit this issue before the end of the year. Frankly, it's embarrassing that we are so far off. All else is comparable across the board; pay is not. It is our responsibility as a Board to do something about this.

Doug: Do our people want to work overtime?

Jason: Maybe a couple. As long as I have been here, we have never been allowed overtime.

Scott: it should be voluntary.

Bob: In my experience, most want to work overtime. To maintain standards, we will need overtime. Paying \$1/hour more is not sustainable.

Elaine: Abby also requested a 2018 budget with the industry standard wages laid in as if we would meet the standard fully starting in May. We would end the year with nearly \$300k in the bank.

Abby: My other question was an appropriate reserve?

Elaine: There is a policy that drives it. Something referencing between year 2010 and something like \$314k.

Scott: It's premature. We need to see what is happening with the levy and the fire district, etc. I don't want to see the District back off programs to pay wages. We can't take it back once we give it. It needs to be a sustainable model. We are so overdue for a recession. We need a reserve to weather these issues.

Bob: We have to be realistic about conditions as they are now. If we can't wait until 2019, we can't wait.

	<p>Scott: I don't understand why we can't wait until 2019.</p> <p>Abby: Because there are humans involved here. You are putting recreation programming on the backs of your workers by underpaying them.</p> <p>Scott: Correct.</p> <p>Abby: I don't think we can run a recreation program without having our house in order first.</p> <p>Scott: I am dumbfounded by that. Every employee coming in has known what they would be paid. If they are underpaid, and it's that bad, then they should go someplace else. I go back to Bill Ameling – didn't he say for Elaine to not expect to make a lot of money here?</p> <p>Abby: Yes, people willingly signed on, but I feel responsibility as a board member. Employees are not coming to me and griping. I am griping as a board member.</p> <p>Scott: Unlike the private sector, we have limited income.</p> <p>Karen: Balance is called for. In looking at reserves, rather than deciding on a specific amount, how many months should we have to cover expenses? There is a point at which we don't have the money to have a huge reserve. It's a tradeoff.</p> <p>Bob: It's not the amount of the reserve. It's the amount being contributed to the reserve.</p> <p>Doug: We could consider how much more money is needed to keep our expenditures at the same level. We should be able to come up with that number.</p> <p>Scott: If the numbers make sense, I am all about increases. I don't disagree about the concept; I merely disagree with the timing.</p> <p>Abby: We need to be talking about it throughout the year.</p> <p>Scott: It should be in the budget process. And we should have a good discussion about an appropriate reserve. Perhaps we reduce by half, and put half to higher wages.</p> <p>Elaine: So we are not going to hire another maintenance person until we have a conversation about higher wages for everybody in the 2019 budget?</p> <p>Scott: Jason needs to report back on people's willingness to work overtime, and if not, go to Plan B.</p> <p>Doug: We should continue advertising in the meantime.</p> <p>Karen: Try the Loop and everything we can.</p> <p>Bob: Let's agree the overtime thing is a short term solution.</p>		
<p>Ober Playground Equipment</p>	<p>Jason: I have options for the Ober Playground:</p> <ol style="list-style-type: none"> 1) Replace the back part structure and slide. Estimate = \$100k plus tax. 2) Option 1 plus additional play structures. Estimate = \$145k plus tax. 3) Option 3: complete new playground ADA accessible. Estimate = \$269k plus tax. <p>That was through Northwest Playgrounds. Highwire options had different materials. Similar costs, same installers (only two in Washington). Question regarding the slide – currently fenced off. I can't find the manufacturer. Should I take it down and replace it? \$12k to replace.</p> <p>Karen: I would like to be able to do the ADA park. It would mean a great deal to the community.</p> <p>Doug: If we replace all the equipment, could we use the existing elsewhere?</p> <p>Jason: Maybe the spring toys and swing set, but the wood structures are not useable.</p> <p>Karen: Are there grants available?</p> <p>Elaine: Yes, I spoke to this at the last meeting. Two through the manufacturers, but they are due</p>		

Karen: It should be done before 2021. Assuming a minimal repair, 1st quarter 2019.

Point Robinson Road Paved

Elaine: It's getting critical. I just don't know how we're going to pay for all these 2019 fixes. With a \$100k commitment to Recreation Programming, there is your fun money.

Bob: That's not going to happen.

Elaine: Well, I need some direction, because I am staffing right now to meet the objective of having a Recreation Programming Plan by Fall of this year.

Bob: We should see what the plan is and decide from there. We can't just launch into something just because Scott says we have to, particularly if we can't pay for it. And we have already agreed that there is not much pressure for it. A lot of these activities are being handled by others.

Doug: We need a broader discussion about this. I was at the Open House, and I think we all agree the attendance was underwhelming. We can do this in pieces, like a pilate program.

Karen: If we get two recreational programs in, and make sure they are well organized and well funded. Then stop!

Abby: I agree.

Bob: Let's put it on the agenda for the next meeting. We should plan a strategic planning committee meeting beforehand to discuss this.

Elaine: Road pave, let's shoot for 2019 as a goal.

Point Robinson Parking Lot Pave

Elaine: Same thing

VES Infield Drains

Elaine: Definitely a bond thing. There is no immediacy there.

Doug: How much is the cost?

Elaine: Not much, as I recall. I will bring the cost estimates to the next meeting.

Lisabeula Parking Lot Regrade

Elaine: Fine where it is.

BARC Scotch broom removal

Elaine: Fine where it is.

Lighthouse Gallery Deck Repair

Elaine: I don't believe this is a risk any time soon, but I do feel it would be prudent to do sooner than later.

Captain Joe: What is the cost? Has Eric gotten 3 people to look at it?

Elaine: Gene Grulich said it was in the \$30k range. His is an engineer's estimate.

Captain Joe: But a contractor cost could be different. I would like to discuss this with Eric.

Bob: Do you think it is dangerous to be up there?

Captain Joe: I would not be up there if I thought it was dangerous.

Karen: Having said that, we are not going to get to this 3rd quarter of this year.

Elaine: Let's put it to the 1st part of 2019. I can't take on another project right now.

Captain Joe: I agree to that.

Agenda Item

	<p><u>Refinish Keepers Quarters Floors</u> C Joe: That can go way out.</p> <p><u>Remodel Keepers Quarters Bathrooms</u> C Joe: Same thing</p> <p><u>Ivy Remediation, All Parks</u> Karen: It should be ongoing. If we start 2019, it can go on through 2020 to take a couple years to do it. It will require specialists. Elaine: I had a quote done about 5 years ago for the heavy ivy parks. It was about \$10k.</p> <p><u>Tramp Harbor Dock</u> Elaine: With Senator Nelson’s departure, this scares me a bit. We did not receive the appropriation for the current biennium. Too, I have yet to hear back from DNR about the lease change recommendations. The clock starts ticking once we sign that lease. The timeline is 12 years to either replace it, repair it, or tear it down. We don’t have to do anything right away. Bob: And in the meantime, we need to decide if it is safe. Doug: Is there evidence that the signs we put up have deterred people? Karen: Probably not. The reason to have signs is for liability. Bob: I see people out there all the time. Let’s put a question on this until we have more information. Elaine: No matter what we do, tear down or replace, it would have to be in the context of a bond. Bob: Let’s put it to 2021.</p> <p><u>Truck Replacement</u> Elaine: 2019 would be ideal. Doug: I thought we bought a bunch of new trucks. Elaine: We got three new trucks and kept two that were intended to be replaced, one with a dump bed. We also have Eric’s old Ford Ranger. We need to replace at least two, possibly three.</p> <p><u>Mower Replacement</u> Karen: How much is a new mower? Elaine: \$15k. We need three. We have to be talking about it in 2019. They are on their last legs.</p> <p><u>Equipment Trailer Replacement</u> Elaine: We need to discuss this with Jason.</p>		
Adjourned 9:00	Karen: Move to Adjourn; Bob: Second.		
Next Meeting	May 8, 2018, 7:00 PM		