

VASHON PARK DISTRICT BOARD OF COMMISSIONERS

MEETING MINUTES

Ober Park, Evergreen Room, 7:00 pm

DATE: Tuesday, May 22, 2018

Commissioners attending: Bob McMahon, Doug Ostrom, Karen Gardner, Abby Antonelis, Scott Harvey

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	<p>Elaine: Captain Joe is not going to be here this evening, and he will be back next meeting. The Barn Boys item is off the agenda until then. Jason wanted to apologize for emotion at last meeting. Board said not necessary at all.</p> <p>Doug: Wife looking at Tacoma Magazine, feature article about “Girls’ Getaways” and article was about Park District parks on Vashon. “Fern Cove is wonderful and perfect and it was owned by a pioneering woman and is perfect for such a getaway. A perfect article and quite extensive. Another link from Facebook friend with an article about Vashon, a Seattle article, mostly photos and many were of Point Robinson. Whoever wrote the first article – was it Eric? It was well written.</p> <p>Elaine: He’s a great writer, a journalism major, very articulate and eloquent in his writing.</p>	
5.8.18 Minutes 5.4.18– 5.17.18 Preliminary Vouchers	Bob: Motion to approve 5.8.18 Minutes and 5.4.18– 5.17.18 Preliminary Vouchers. Karen: Second	Motion to accept minutes and vouchers. Passed 5 – 0.
Wage Analysis & Proposal	<p>Elaine: At the last meeting I was tasked with updating the financial projections for the Strategic Plan with a 3% inflation factor. I did that. For the record, it’s quite a grueling process because in order to get the cash flow notion – that’s the reason why we do these things, to make sure we can manage our cash flow relative to reserves and not have to rely on a line of credit, I have to go through each budget item and literally do 3% increases all the way across the board, and then year after year after that. So it’s about 3 full days to do this. This has that 3% inflation factor, and commensurate with that, Bob and Karen and I met for a Planning Committee meeting and I was tasked also with laying in staff wage increases that would bring us in line with industry standards while still respecting the reserve requirements. The original projections I did laid out the templates for this process. I laid out the templates in mid-2017, so this was before I knew what the 2018 levy dollars were. Too, my intent was to show how the money moved and flowed, rather than laying in inflation factors. So this is real – now I know what the 2018 levy dollars are, and they came in \$65K higher than projected in 2017, what I had anticipated, so I readjusted all the templates to reflect that \$65K increase. Too, the last projections had a 6th maintenance person,</p>	

this one does not, so that is on average about a \$65,000 per year savings. The other templates assumed no fee increases. These assume a 5% fee increase. I mentioned the inflation, that's 3% per year. On the 2020 template, again my original template was based on 2017 numbers so I updated to the actual 2018 property value number which was at 2.9 billion. It was much lower than what I had done on the 2017 templates. Too, we are eroded to .45 per thousand. So I updated the 2020 template being very, very conservative on a property value increase. I'm sure it's going to be higher than what I assumed. Over two years I only did a 3% adjustment, up to 3B from the 2.9. At the .50 reset that yielded 1.5M in levy dollars. You'll see as we go through a brief explanation about this when we go through each one. Where you see negative operating reserves that's a result of the policy stipulation that we can't over-allocate above the average of the last 3 years. That's the way the policy formula works.

So I'm going to speak to end-of-year values with 3 buckets of \$50K wage increases for the staff. As you know we've done the industry standard analysis for several years now and where we stand right now cumulatively with regular staff, we are \$150K under industry standard.

Bob: When you say industry standard, what you're talking about is average for districts our size, yes?

Elaine: Correct. Like-size population is the starting point. A meeting or two ago, Abby had requested those numbers, you'll recall that the average population amongst about 12 districts was 11,000 – that's where we are – and it also had the average property acreage, number of facilities, etc. I think it's a pretty decent comparison.

So this lays in \$50K buckets starting this June, the following June and the June after that. It also lays in a cost of living assumption, 3% annually. The last page that you're going to see is that I also brought up those like-size industry district averages 3% so you can see how those buckets move.

Abby: Can I ask this to make sure I understand – this is \$150K total over 3 years?

Elaine: Over 3 Junes, \$50K each June.

So the top spreadsheet is our cash flow as it is, up to date, with no extra maintenance person and no wage increases. Just as a starting point, today's projection at the end of the year, where we stand is \$441K in the bank. We've met our permanent. Of course our capital reserve was eroded by about \$30K by projects that we're aware of. Note that our operating reserve is about \$30K higher, so it's pretty square to the plan.

The next spreadsheet is where we hit \$50K this June because we're starting June through the end of the year it's not \$50K in 2018, it's approximately \$30-ish thousand in 2018. That erodes us from \$441K to \$408K for the year. Permanent reserve is met, capital reserve stays the same, operating reserve comes down \$30ish K.

In 2019, the next 50K and a COL adjustment happens in June. We end the year with \$476K, our permanent reserve formula is met; our capital reserve formula is met. Our operating reserve is down \$5,800. If you flip to the summary budget for 2019 – we're only allowed to allocate per policy \$1.269M and we're allocating \$1.275M. So that's the difference and why the operating reserve is negative.

In 2020 we end the year with \$644K, the permanent reserve is at \$532K, capital is at \$138K, operating is down \$26K because we've over-allocated per that policy stipulation.

In 2020 was the last hit of the \$50K. So now in 2021, all it is COL, we're done with getting to where we need to be relative to industry standards. Our permanent reserve is at \$606K, capital is at \$163K, operating is at \$13K. We're ending the year with about \$783K.

2022, same thing, we're done with raises. We end the year with \$860K, \$675K in the permanent, \$186K in the capital, over-allocated by \$1,100 in operating.

Spreadsheet toward the end shows 2018 existing wages as they stand today for regular staff. Then we kick up the first 50K. I've also laid out the shortfall from industry – this is where we stand relative to the industry averages that I presented in the past. Shortfall from industry is actually \$151K.

When we kick it up \$50K, we end the year having gone from shortfall of \$151K to \$125.

When we do it again in 2019, our shortfall from the industry is about \$80K.

In 2020, our shortfall from industry is \$33K – but we will call it good. That's the Vashon factor, living here and not having to commute (not to be flippant).

So that's where we land. Again, this is Bob and Karen's request, this is not coming from me.

It's in response to what we all are realizing. We have lost two key staff members. We've talked a number of times about how hard it is to recruit and retain good staff. We have talked about how expensive Vashon is getting to be.

Scott: Who have we lost?

Elaine: We lost Kit last June and then Kelly.

Scott: She moved to Texas.

Elaine: She absolutely wanted to stay. She couldn't afford to stay. Her husband lost his job, and she couldn't afford to support her family on her salary relative to the cost of living on Vashon. She moved to Texas, where she has a higher salary and lower cost of living.

Scott: So she didn't go to any of the other park districts in the area.

Elaine: Cost of living is the reason.

Scott: She left the state.

Elaine: The resolution that the Planning Committee designed relative to this presentation –

Scott: It's not accurate. It's not the one that was sent out –

Elaine: You're right, this one is updated to the correct incremental increases at the bottom. Since we're taking away the maintenance person, relative to how those buckets move year to year of wage increases, the first year relative to that maintenance person – it's actually a savings of \$7,500. The following year is a hit to the District of \$49K and the year after that is an incremental hit to the District of \$108K. That would be ongoing.

Scott: This is great. It's something we should be discussing. It's not relevant here at all. At the end of the year, we set things up as far as budget is concerned and nothing has changed. Again, I need more information here. The numbers were off significantly. I need to have time to analyze it, but I can say at a glance incremental range is incorrect.

Bob: How can you possibly –

Scott: It's easy. The 3% increase is correct – so we have 3% on \$100K but actually it's 3% on the full amount, which is \$600K. So instead of \$1,500 it would be \$18,000.

Elaine: But policy dictates that we get a cost-of-living increase every year, so we should be discussing the incremental increase on incremental wages. 3% on existing wages is a given.

Scott: If we can afford it. The point here is therefore the reserve is incorrect. You've given me 'all my reserves are this' but they're not. We have a complicated situation – it's inappropriate to do this in the middle of a year. We should discuss it when the budget is up.

Karen: I think however there are mitigating circumstances – we will lose staff unless we begin to pay them more. We really don't want to lose staff. And that might include our director as well.

Scott: The main thing here – I'm surprised Bob came to this position here. We had a meeting 2 weeks ago and the big deal was the staff is going to do all this other work here so we should pay them an addition \$1 an hour. So we threw out this situation as far as overtime, and they don't want to do that. At that time Bob agreed to expect the staff to do the additional work. Let's see what happens in the next six months. Have the staff do all the additional work here, come back in December – here's what I'm saying – Elaine came to us in April and said we need to hire this additional person here because we're changing things around. We need to have this person here. So we as the Board said that makes sense. We trust you. We'll hire this additional person. A month later she says we don't need this additional person. Now to suggest this money should be available for additional staffing is no different than if Elaine came to us in December and said 'I need \$50K to fix the pool' and in April comes to us and says 'a contractor says it'll cost \$90K' – so we put the other \$40K in there, but in May she comes back and says 'the contractor find it was cheaper, we were able to do it for \$50K' and we say oh, we have this \$40K we should spend it on new diving boards and other pool needs – again, it's all part of the budget –

Elaine: That is not what drove the request for another maintenance person. What drove the request was remember, Eric was doing both jobs, Lodging Manager and Maintenance, and having a tough time keeping up with both as it was. So he was promoted to the new position. We attempted to water down the Operations side position of his lodging position in terms of responsibility but we tried to market it pretty much as being a watered down Eric – doing both maintenance and ops. No one applied. In 2013, we had numerous applicants. So now, it made sense to separate out operations from maintenance. And now we have 2 positions. That's how the new maintenance position came to be.

Abby: and the reason we're saying we don't need that position anymore is nobody will take the job.

Elaine: that's part of it, too, we're not finding adequate staff.

(many voices)

Abby: from my perspective, they're trying to come up with a different solution to a bigger problem.

Scott: so we're going from the suggestion that we pay them \$1 an hour and have more work here – instead we're saying we're giving a raise to everybody over the next 3 years.

Doug: what I want to understand is – we don't need this extra maintenance person anymore?

Elaine: We're going to try to pick it up.

Jason: Right now we're picking it up. What's going to happen is I'm going to reshuffle some things around. We've got 1 parks, 2 parks and 3 parks. That's what we agreed on to have scaled down. There will be one maintenance guy for every 1 park. The 2 parks will be by committee. The guys will take care of those parks, but as our maintenance standards go, those were not highest priority. So those will be fill-in work for those guys. We're looking at Skate Park, Lisabeula and Tramp Harbor dock, those are our 2 parks. Staff will have 2 A parks like now. Now one guy has an A and a B Parks – one has 2 A, 2 have 2 A, 2 have one A and B, and now we've taken on Point Robinson. I'll be out in the field helping more like I have been since the pool went down. I've been at the pool for 3 months, and I've had to help out at PR and fill in there, so it's nothing new, me filling in. So that's the plan, that I will rearrange scheduling what facilities people are going to be maintaining by our standards.

Scott: So what you're saying is that we will have less time devoted to maintenance per man hour – is

that correct? 4FTE plus you and you wanted to have 5FTE

Jason: only because we brought on PR

Scott: The point is those 4FTE are going to be doing what they did before plus PR, is that correct?

Jason: The A parks will be switched around. One will go to PR and FC, those will be his parks. B parks will be covered by everyone, we'll do it when we have the chance. Everything's still going to get mowed and taken care of – I'll be out in the field helping if need be – we've been doing it for the last month and a half.

Scott: Okay we still have a lot of things coming up here – is that a sustainable model? You're doing what you have to do and I appreciate that. You guys are working your ass off and I appreciate that – my point is you're setting up a model here that we have no idea how it will work. I used to work unbelievable hours in the summer but it got to point where it wore me out. You're talking about year round, these guys are going to be working extra year round – so is that a sustainable model here? At the very least we can say Fine, let's see what you guys can do for the end of the year, demonstrate that we have this additional capacity, that throws our budget off entirely – what we have to find – you come back in December and say We can't get it done – eventually we will find somebody here.

Karen: There's another issue here that we're not looking at. If we look at the difference between what our employees are paid and what is standard in the community and we are expecting people to live on very little. There's a shortage of good employees, there's a shortage on just employees in the US today, including Vashon. There are some of us who believe we have a moral responsibility – feel that it's important to pay as much as we can to get our staff into a situation where they can live on Vashon and make a living wage.

Bob: You're not going to be doing exactly the same work with the 4 people as you would with 5. We have 3 levels of parks. The amount of maintenance to be done on A parks will be as before, I expect the amount done and Bs and Cs will be less than before.

Jason: Cs we don't really do anything with, we might go down to Wingehaven once a month and clean out the drainage ditch – we're not doing much because a lot of those properties we don't go to. We don't go to Spring Beach, Lost Lake, you can't get to them without trespassing on people's private properties. So we're already at the point where we're maintaining our A parks and our B parks, that's what we've been doing the last 7 years that I've worked here. We used to do that – there was only 2 of us in the shop who used to do all that work all the time. That's why when I took over I wanted to get standards and more staff so we can actually be a proactive park dept rather than a reactive. And that's what we are now. We've gone from chasing our tails and putting out fires to guys saying 'This needs to happen' and they go and do that. These guys started here when the economy was really bad and there were no jobs and we got really good guys to work for us. If one of my guys loses his housing he's gotta go, because he can't afford to live on this island with the wages we pay him. That's just a fact. The reality is it's harder to live on this island and our wages are low and stay stagnant. We're not even keeping up with industry standards.

Scott: Wait wait wait – so again, over the last 3 years, what we've spent for wages has increased – we've added staff and increased our wages 16% average per year, so 9% increase in staff and 16% increase in wages, 22% increase in benefits. Again, we're stepping up pretty big time. And I agree 100%, Karen, we should pay them as much as we can afford – but again, I haven't seen anything yet and I need to crunch

these numbers here because I must be prepared for a situation where I was told this was going to cost us nothing, zero, and all of sudden we have a totally different situation involved here – so I need to go through these numbers more thoroughly and see what’s going on here. But the bottom line here is based on our income stream, I don’t see in the immediate future ever making industry standard. The Park District does not have the income for it, it just doesn’t have the income.

Abby: the same income – there’s 12 other park districts that have very similar situations –

Scott: I have no idea what they do – I’m only looking at our numbers –

Abby: I know but they’re probably doing really similar stuff as us -

Scott: Again – I’ll run the numbers again here – I need to go over Elaine’s numbers here but the bottom line is the fact that we don’t have the money. This is an end of year situation here. But if nothing else the discussion should be tabled until all the Commissioners have the chance to crunch the numbers here.

This is the first time that I saw these numbers and they don’t add up.

Robin Miller: I just wanted to say that I was here in September of 2001. That’s 17 years. I started getting paid \$9 an hour. I now run all the scheduling for Ober Park, for the School District, for the stuff we do and I’m making \$18.09 an hour. That’s 17 years and that’s all I’ve got as an increase. That’s really awful. So you may think that you’re doing a really great job in that, but I disagree. I mean I have as much responsibility as anyone here who works in the office and yet that’s how much – one year I got 10 cents. A 10 cent raise.

Scott: That was years ago. (many voices)

Robin: All I’m saying is that you have to understand that it’s very frustrating.

Scott: We stepped up the last 3 years and given you more – we recognize it, we want to give you more involved here- the numbers just don’t add up.

Doug: I want to make a brief comment here – I’m trying to remember, we had a discussion when the budget was under discussion and I thought I remembered the big thing in 2018 was an increase in benefits, the pension plan and so forth, and there seemed to be agreement among the board members, that increases in staff costs would be because of the changed pension plan, and that we’d consider wage increases beyond 2018. If that’s true that may be part of the problem we’re facing here. Because you can’t take a pension benefit to the bank this week. It’s 20 / 30 years from now. So I think there’s a disconnect among people here about how to evaluate that part of it. The other thing is that I think we are talking about two different things – that’s part of what troubles me. We’re talking about are salaries high enough on one hand and on the other hand do we need the extra staff person. To me those are two different questions. We should consider each of them in turn and not conflate them together.

Karen: Well the problem is we can’t find anybody else. There were ads out and there were no takers. I wish that life worked the way you seem to think it works –we’re going to do this, this, and this now, but things happen, life happens. I’m worried about losing our staff. What kind of park district do we have if we don’t have any staff?

Scott: Well it would be terrible if we lost all of our staff – it would be terrible. That said, in fact we’ve started, with this exception of this fine lady in the corner – when did you join us?

Jason: 2011

Elaine: 2013

Scott: so basically you both joined us when the Park District was in the dump, and the fact that you’ve

stayed this long is a credit to you –

Jason: the only reason I've stayed, and I've had opportunities, is because of Elaine. I have no loyalty to the past board or any other boards, the only reason I've stayed – I've turned down opportunities which I will not do anymore – is because of Elaine. I love working for her, she's a great boss, if she leaves I'm gone. It's getting to the point now of being ridiculous, in my opinion.

Scott: Again here let me crunch numbers. Karen, Bob, do you want to show me my numbers are off? What Elaine has come up with – you show me the money, you give them the raises, I'll think about it. But the numbers – let me come back at the next meeting here with this updated information and we'll see what is available for the park district. I came with numbers over the next 3 years – something that was manageable that ended with ongoing reserves that cover things that were in our budget, working within our budget. Even though the numbers weren't going to be great. But here's what we'll vote for here, these 3 things for the next 3 years and that's what we can afford and that's where we get involved here.

Bob: It's time for you to stop now. I'm not the chair and I apologize.

Scott: That's all right, I apologize.

Bob: What we can afford, that doesn't make sense to me at this point. What makes sense to me is that I truly believe that if we don't do this, as it's stated in this resolution, is we're going to lose our staff. I'm convinced we're going to lose our staff.

Karen: Me, too.

Bob: Therefore, I move that we accept this proposal.

Karen: I second it.

Doug: so absent a motion to suspend the rules , we wait to vote until next time.

Bob: I think that, waiting to vote on it until next time, is a reasonable compromise, given what Scott is saying.

Karen: Yes.

Bob: I was prepared to move that we suspend the rules. Given where we are, given that this has changed, given that Scott would like a chance to look at it.

Karen: fair enough

Bob: I think we should wait on that.

Scott: So next meeting, this will carry over to the next meeting, so all 5 of us will be present?

Doug: So that would be the 26th.

Elaine: oh, so it's going to carry over a month?

Doug: I was assuming we'd vote on it next time.

Scott: You won't be there, though – I think this is important.

Karen: Well we can't keep.

Abby: If he was insisting to be there I'd say maybe, yes, we should wait a month, but he's clearly –

Scott: He's gone, he won't be here –

Abby: I totally understand that, we still have a quorum though and he doesn't seem to be putting his foot down.

Karen: Okay, then we'll vote on it next meeting – on the 5th?

Abby: It would be second week, the 12th.

	<p>Scott: It's 3 weeks out, that's the second Tuesday.</p> <p>Doug: I mean, this assumes that we want to have meetings over the summer, which you said we might switch to one meeting per month.</p> <p>Bob: We need to have a meeting</p> <p>Karen: We need to have this one anyway. Okay we at least have a motion on the floor.</p> <p>Doug: So, more discussion on that issue?</p> <p>Karen: No, but I will be interested in what Scott has to say.</p>	<p>Motion to accept wage increase proposal made by Bob to approve – Seconded by Karen.</p>
<p>Staff Reports Fire District Interlocal Agreement</p>	<p>Doug: Moving to staff reports – fire district.</p> <p>Elaine: At the last meeting I reported that I was going to be meeting with Charlie Krimmert about non-monetary options to the draft interlocal agreement that he put out that recommended we pay \$11,500 based on property value, which are market values, since we don't get assessed. There are non-monetary options</p> <p>Karen: does there have to be any exchange?</p> <p>Elaine: there has to be some consideration, because this is based on response to an RCW. If there is not consideration of some sort, it is considered gifting of public funds.</p> <p>Karen: What about another small sculpture at the cemetery?</p> <p>Elaine: Let's talk about what the options are. For the record the other agencies that he's talking with – the airport provides a helipad, the water district provides drill water, cemetery provides a memorial statue, he's still in discussion with King County and Metro, the ferries pay \$6,000 – the fire district pays them \$60K annually for something. The schools are ruled by a different statute and there's a formula that drives that statute, a price per student, so the school district pays \$1,800 based on that formula. The Library of course is on leased property, it's ours, so that is considered a part of this \$11,500. We talked about some of the things that we all discussed as concerned, the notion of double dipping tax payer dollars, he said whether or not people feel that way this is the law, and the fire district is simply trying to be compliant. Besides more properties to protect, meaning our properties, would put a higher burden on the taxpayers.</p> <p>Doug: When did the fire district last do anything for the park district, in terms of putting out a fire?</p> <p>Elaine: Well, there's the medical services component to it.</p> <p>Doug: Yes but if there's an accident on Vashon Hwy and someone is taken to the hospital in an aid car, are they assessing King Co for the road that the accident occurred on?</p> <p>Elaine: That is a part of the King Co discussion and Metro. The concern that this is nearly 1% of our budget – he said we should think of it as insurance. Insurance is 3% of our budget. Again, he's happy to consider trade or other creative solutions. One was if we come up with a property that meets their needs – he suggested Mileta Creek properties, which is several acres – they're interested in putting in a new fire station down in that area.</p> <p>Karen: That would certainly be more than \$11,500</p> <p>Elaine: That would be several years worth. Let's say that property was worth \$100K, so that would be 10-ish years covered by that. But we can't. The Mileta Creek property was acquired by a RCO grant, so that wouldn't be an option. I looked at our property list and I just couldn't see any other properties that would work. Use of VPD facilities for training – although our fees are so low that it's not going to be a</p>	

cross-comparison. He suggested we could do a billing-per-event, somebody has a heart attack in one of our parks, they would bill us for each response. He said that their average call is \$3,000, so that may stack up.

(very brief discussion about likely number of calls, many voices)

Elaine: another option – there are certainly many undeveloped properties we have that people don't use, that were factored into this equation, and he said that he's totally happy with peeling those back. The stipulation might be that we would put up a sign that said basically 'you're on your own here, no medical response provided.' At the very least those undeveloped properties like the Mileta Creek, Spring Beach, Lost Lake- those should not be factored in this equation, so that would bring this down.

Bob: Where is the Mileta Creek property?

Elaine: It is by the golf course, next door to Hilary –

Bob: on 240th?

Elaine: halfway down – it's a number of acres, I think the blue heronry is in there.

Bob: Why did we end up with it?

Elaine: It was open space protection, acquired by a RCO grant a number of years ago, I don't know why.

Karen: So far the options don't seem real feasible.

Abby: Is there any way for them to do like they did for the school, per student, a user number every year?

Doug: you would think the schools have all these buildings, 1000 students, and they're paying \$1800 a year?

Elaine: It's a different statute.

Abby: if we could give them an average over 5 years or something

Bob: how could we possibly know how many users use our facilities?

Abby: the user fees? It would be an estimate.

Elaine: There are hundreds of users, of course.

Doug: most in the facilities not long, a couple of hours, as compared to schools with 6 hours a day –
Infinitely greater

Abby: We have 3 more months of use.

Karen: I guess we have no choice, right?

Doug: The dollar figure seems completely negotiable.

Elaine: It is.

Bob: So tell them we'll pay what the schools pay.

Karen : Yeah, we'll pay \$1800.

Elaine: Okay, I can do that. (general agreement) Any other thoughts, ideas?

Karen: Well, I'd certainly like the notion of a sculpture at the cemetery. I'm told, I don't know this is a fact, the cemetery said, "Well what if we put up a sculpture of a firefighter in the cemetery, and that's their payment."

Bob: Who's doing that?

Karen: The cemetery

Doug: That's a one – time thing, they won't have to do that next year.

Karen: Evidently.

Pool

Jason: there will be a hundred little sculptures everywhere
Scott: We love our firemen.
Karen: We'll pay what the school district pays.

Elaine: The bubble came down on Sunday. The pool is closed right now until Thursday. Projected January through December budget landed at \$57K against \$54K, came in pretty close. October through April, to go back to what we talked about in the past, looking at it that way, it landed at \$41K. So it did well, monetarily. Ann was sick today and was going to get me a pool use number report, but wasn't able to provide that for the meeting, I'll try to get those numbers for you next meeting.

Some key notes about what she has going on, besides what you know with the swimming lessons, etc: over the course of this season she has implemented a partnership with Vashon Adventures for Kayak clinics, which has been successful. We're getting 50% of the revenue from that program. She's working with Chautauqua PE teacher on a 3rd grade PE class next school year. She's working with the high school principal and PE teacher on a program that would be funded by a nearly-secured donation. Her goal is that all kids learn to swim by age 8 and that high school seniors swim 50 yards to graduate.

Abby: Wow, that's cool (general agreement)

Bob: Who's she talking to?

Elaine: She's talking to the high school principal and PE teacher to set that up.

Karen: With the new superintendent, perhaps there could be more dialogue about the school participating in aquatics.

Elaine: Yes. First Friday pool parties sponsored by VARSAs have been a really huge success. There were 94 people that came in April and 88 in May. June is not sponsored by VARSAs but Ann is discounting admission at \$5 a head and she thinks that will be successful. Getting ready for summer season, the staff is lined up and ready to go. She's increased lap swim starting M – F, 9 to 11 and weekends 10 to 12pm. She does have a piece that needs Board approval – she wants to change the summer pool pass price. Currently the Board approved rate is \$386, she wants to kick it to \$350 – she thinks it's more fair relative to our \$7 general admission, so family of 5 paying \$7 once a week would be \$35 – using it on average 10 weeks, it would be \$350.

Karen: What are the downsides of that?

Elaine: It's a reduction of \$36 a pass.

Scott: how many did we sell last year?

Elaine: I don't know off the top of my head.

Bob: We decided not to do year round passes. Why are we still doing summer passes?

Elaine: To make it easy for people for the 3 month period.

Bob: Is it 3 or 4 months?

Elaine: It's June 25 – September 3, summer season.

Doug: Hard to see the logic of one vs the other.

Elaine: I think she feels it's more attractive for sales.

(discussion, many voices; we did increase all fees by 5% last year)

Bob: What was it before the increase?

Elaine: I want to say it was around \$365, \$366.

<p>VES Lights</p>	<p>Abby: Maybe if we don't sell a lot this year maybe we can lower it next year. Elaine: So, no change in pass price, that's the end of Pool report. Bob: is this going to be upsetting to her? Elaine: I don't know, I'll ask. Bob: She has come in and done such an incredible job just getting this up and running. I don't think we're smart to be discouraging to her. But I think we need a better reason. Abby: Maybe it would be good if she came next time and explained it. Karen: Also she should understand that our reluctance is that we raised the fees, and now we're looking at lowering them – Bob: Yes, there has to be a good reason.</p> <p>Elaine: So VES lights – this is an update. We were asked to form a committee to meet with the guys who are putting together VES lights. That hasn't happened yet. Bob: Is there any – I mean, they obviously want them to get in before it gets dark early. Jason: They'll want to have them in before October. Bob: It's a couple month job? Jason: I met with one of them, probably a week job – I don't think it's that big of a job. Bob: Okay, so there really isn't any big urgency. Elaine: So that's it from me.</p>	<p>Invite Ann to attend next meeting and present reasoning.</p>
<p>Strategic Plan</p>	<p>Scott: I have something to read before we go into the Strategic Plan, I have several of these going back here. This is a result of the Beachcomber article for recreation programming – the contents of the May 6 Beachcomber article (<i>Scott shared several ideas to include paddle boarding, softball, a bowling bus to West Seattle bowl</i>).</p> <p>Doug: Okay, moving to Strategic Plan</p> <p>Bob: Where we arrive here is determining who is going to ride herd here over these items that we've scheduled. I think I have some updating to do here on the schedule. We can get through some here. To review, to be the lead is not to do the work, but to be aware of what's going on and involved to the extent that there is some guidance being given. Hopefully people can choose items in the Strategic Plan and goals that they're interested in. So – has anybody gone down through here and decided which of these they'd like to follow along?</p> <p>Abby: I did. I left my copy at home so I might forget, but I was interested in Ober Park Playground equipment replacement, and I am fine with whatever, these just the ones I was interested in – number 25 and 24. Bob: I'll put your name in there. Abby: I was also interested in restrooms, so 48. And in 34 and 35, the BARC field. And fill in as the rest is needed. Karen: I was interested in 12 and 17, creating a variety of recreational programs. 39, mediation, and Wingehaven upgrade for kayak use, number 21. I didn't know if road repairs needed – one thing I had</p>	

difficulty with is this is so obviously something maintenance is going to do –

Elaine: I would put those two together, Karen. I will turn you on to a contact that I've been communicating with. She's with the WA Kayak Trail association. She's trying to drum up a committee for getting some funding available for the whole thing. The two go hand in hand, in order for it to be available for kayak use there has to be a restroom of some sort, and we can't provide a restroom unless we do road repairs.

Karen: Okay, great. The other one I'm interested in but didn't know if this is something you would do is achieve our highest accreditation. I would like to help do that.

Elaine: That's going to really require everybody's participation. So if you want to spearhead it with me that would be good.

Karen: Sure.

Abby: I was also looking at number 6, but I think we're sort of doing that now. and 10 as well.

Karen: We went back and forth about create a Citizens Advisory Committee because I did that, sort of and it was very successful. We decided that was a worthwhile thing to be doing, number 8 – I can continue in that role.

Abby: We can also revisit that when it comes up in 2019.

Bob: Anyone else?

Doug: The only one that I was thinking is 29, Inspiration Point. I don't really know though quite why we're doing this? It doesn't seem like most of these projects require much Board involvement. Do we really need to have specific Board involvement for each of these?

Karen: I can understand why we're doing some of it, but I agree – a couple of them I'm not sure what my role would be exactly.

Doug: These are the kind of things we've been doing all along, and whether something needs fixing at the pool, it's not as if there's a specific Board person who makes sure that gets done.

Elaine: I think the idea is of course, the deferred maintenance projects we've talked about, most of those will be addressed in the context of a bond. When you think about how that's going to work, we'll have an engineer who's going to do drawings, and permit process and the whole nine yards, and spearhead cost estimates and all that, spearhead options. This is where I think Board involvement can be interesting. As we get to the wall repair, Doug, and start deciding what that's going to be, you might want to participate in the options.

Doug: Some of these we're talking about long before the bond issue comes up, right, some of these are in 2018/19.

Bob: I think the way to look at this is if, in going through the process of these, the staff would like to have a Board opinion of some kind or any consultation, that would be the person they'd get. If you picked Inspiration Point and something came up and a Board consultation was required, you'd get the phone call. That doesn't mean you'd have to be doing anything up to that point. It's just being aware and being the contact. And in some cases it'd be more than that, and some cases may not require anything. If there's something that you're interested in, your name should be on it.

Karen: We can have more than one Board member, right? For instance, I'm down for creating a variety of recreational programming. But if someone else is interested in that, they could also –

Doug: I'm interested but that does raise an interesting point – these are very unequal in terms of dollar

expenditure or decisions to be made –
 Bob: I'm not sure what that means.
 Doug: For example if we're talking about recreational programming that's something that probably every single Board member should be focused on, not just one person.
 Abby: I think of it more like the example of like Karen and I are on the recreational committee, we're bringing you a summary of what we're gathering, we're proactively gathering information, so when we get everything summarized we'll give it to you and everybody will be informed instead of talking directly to the community. That's how I'd think about some of these things.
 Bob: okay, so are there any you're interested in having your name on, whether or not you ever get a call.
 Doug: As I said I think the programming is important enough that Karen and I should both have our names on it.
 Bob: Okay, but did you want to be on Inspiration Point?
 Doug: Yes.
 Bob: Any others interested? Mr. Harvey? You don't know what you're interested in?
 Scott: I know what I'm interested in; I want to save it for the next meeting.
 Bob: Okay. I'll take 16, 18, 19 – I can be talked out of these. I'm surprised that nobody has jumped on 24 –
 Abby: I did, I'll do that.
 Bob: I'll take 30, 31, 36, 37, 38, 41, 42, 43.
 Karen: I'm interested in directional signage.
 Abby: I'd take 46, kiosks.
 Doug: Number 40, Tramp Harbor Dock.
 (many voices, rustling)
 Elaine: There's your Boardwalk.
 Doug: That is one of my ideas.
 Bob: I'll take 70. Any other? I guess we're waiting until next meeting to hear what you (Scott) have to say.
 We leave it there for now. Any other comments about the Strategic Plan?
 Doug: I don't know where we stand on this, don't we need to approve it?
 Bob: Once we get all of this filled out and updated as to schedule, then I think we have something we can vote on. Once we get the Lead spaces filled in as much as we can. Some of them it may not make sense, for instance number 5 – we'll see what happens next week – once we get it as far as we can go and we agree that's as far as we can go and all the dates are filled in.

Adjourned 8:20 pm	Karen: Move to Adjourn; Bob: Second Pass 5 - 0	
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