

1. Call to Order: Paula Beck called the online Board Meeting via Google Meet to order at 7:26 pm. JS screen shared the agenda and reports.

1.1 Roll Call:

Board of Directors (BOD):

Paula Beck, Board President Chair (PB)

Rick Gano, Board Vice-President Chair (RG)

Neal Lucht, Board Member (NL)

Staff:

Melissa Georgesen, Aquatic Director (MG)

Jennifer Swink, Recording Secretary (JS)

Absent:

Claire Ferlan, Board Treasurer and Secretary (CF)

2. Consent Agenda

2.1 Approval of the Minutes: The Board Minutes were included in the Board Packet that was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. NL moved to approve the April 27, 2021 Board Minutes. RG seconded. Motion carried, unanimously, 3-0.

2.2 Approval of the Minutes: The Board Minutes were included in the Board Packet that was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. NL moved to approve the May 25, 2021 Budget Committee Meeting Minutes. RG seconded. Motion carried, unanimously, 3-0.

2.3 Approval of the Minutes: The Board Minutes were included in the Board Packet that was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. NL moved to approve the May 25, 2021 Board Minutes. RG seconded. Motion carried, unanimously, 3-0.

3. Public Comments:

3.1 None

4. Old Business

4.1 Aquatic Director Contract: RG moved to approve the Aquatic Director contract as presented. NL seconded. Motion carried, unanimously, 3-0.

4.2 Fill Board of Director vacancy: PB confirmed NL and CF are continuing to service on the BOD. RG is glad for their return. PB does not have a candidate and asked the other BOD if they have any candidates for the vacancy. PB suggested creating a committee. MG suggested to have JS or Julie Harris (JH) create a flier for the vacancy. JS mentioned FOMP offered to post the Board vacancy opportunity on their Facebook page. MG went to the FOMP BOD meeting a couple weeks ago. NL suggested a form for the candidate to complete and include the following:

1. Give candidate brief expectations
2. Candidate to fulfill vacancy term
3. Candidate must live within Aquatic Special District
4. Candidate must be available to serve on committees
5. Ask candidate a reason(s) they are seeking position

MG asked the BOD if they want to preview the flier for announcing the vacancy at the July Board Meeting or can the staff roll it out now. NL told MG to publicize it now and seek applications for the vacancy immediately. RG agreed.

4.3 Automatic generator system to maintain the building when the power goes out: RG asked MG if she had been contacted by the company he referred. MG did receive a call but has been unable to work on this project at this time. MG is working on a staffing shortage. It is all consuming. RG said Portland is paying for lifeguard training in order to staff their facility. MG told the BOD we have launched a "Train to Work" program last week. MG said MAC may need to advertise on Indeed or LinkedIn, but is hesitant in spending the funds because we are not the only ones struggling to staff a facility. The problem is everywhere. RG said that is why Woodburn is not opening their pool. MG said it is a nationwide shortage. MG said there are two reasons our programs are suffering:

1. MAC does not have enough staff
2. OHA restrictions

MG said people are not happy and are giving negative feedback. JH is getting the brunt of it. She is doing her job and doing it well. It is frustrating with summer here and a handle on COVID, but things still are not open in Oregon yet.

5. Committee Reports and Updates

5.1 MAD Tasks: PB discussed the board tasks with the BOD. PB, RG and MG set a date, Tuesday, July 6 at 1pm, for their Leadership Meeting.

5.2 Financial Report: The Financial Reports were included in the Board Packet that was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. The BOD reviewed the reports prior to the meeting. They had no questions. They all agreed Debbie Rabidue, the bookkeeper, is phenomenal.

5.3 Operations-Management Report: The Pool Attendance Report for March, April and May was included in the Board Packet which was emailed and uploaded to Google Drive the Friday prior to the Board Meeting. MG gave her Operations Report above see item #4.3.

6. Upcoming Meeting

6.1 Next month's Board Meeting will be July 27, 2021, 7:00 pm via Google Meet. PB asked if the BOD members can be re-Sworn in at this meeting? RG said last time he went to the School District Office to get sworn in.

7. **For the Good of the District** - NL said the BOD need to work on relationships in the community to get employees (lifeguards).

RG says people are asking about swim lessons. He has been telling people there is a staff shortage. He asked about the lifeguard starting pay, which is \$13.39 and the water safety instructors start at a higher rate. NL said every industry is struggling. He has heard Arby's starting pay is \$15 per hour and after three months it increases to \$18 per hour. MG told the BOD that all of our staff received a \$1 raise. Currently MAC has 20 people working the same shifts every week. There is only one person to cover a shift when staff is out. MG said before COVID we had ideal staffing with two to three people to cover shifts. MG told the BOD the OHA lesson restrictions are horrible for group lessons. She said some Districts have parents in the pool with the instructor on the deck telling the parents how to teach their child. MG said that option was not well received at MAC. She said in March, April and May it was impossible to run group lessons due to the Governor's and OHA restrictions. Now we offer limited private lessons, but we only have two instructors. MG shared her philosophy on who she lets in with teaching children, they need to have a gift of teaching kids. Currently we have 50 kids on the wait list for lessons, but we are still waiting for OHA to lighten the restrictions. PB reiterated the two problems: 1. Can't use the facility; 2. No staff. PB asked MG if we need to recast wages? NL talked about signing bonuses and other incentives options. He warned,

“If you raise the whole salary base, you are then stuck with that salary.” He gave an example for incentives, “If we get five people to sign on, then you will get xx amount bonus.” NL said you have to be careful offering sign on bonuses to new employees, which then may alienate current staff. MG agrees, “take care of our people first”. NL shared his the new group of employees were recruited by the current employees at his company. MG will see what others are doing in the industry and then she will talk with the lawyer about signing bonuses. She will ask about payouts after 30 days or in increments. MG told the BOD we are not there yet, but we may need to do something soon.

8. Adjournment - NL moved to adjourn the meeting at 7:54 p.m. RG seconded. Motion carried, unanimously, 3-0.

RESPECTFULLY SUBMITTED:

Jenniffer Swink
Recording Secretary

Claire Ferlan
Board Secretary