

Lake Havasu City
Parks and Recreation Advisory Board
July 25, 2016
Lake Havasu City Police Facility Meeting Room
2360 McCulloch Blvd., Lake Havasu City, AZ 86403

Summary Minutes

Call to Order: Chairman Mark Talley called the meeting to order at 6:00 p.m.

Roll Call: Present: Brett Miller, Ashley Pascual, Rhonda Smolek, Mark Talley, Bart Wagner, Scott Welte

Excused: Robert Smith

Minutes: Approval of the minutes of meeting on June 27, 2016; Member Bart Wagner moved to approve as written; seconded by Scott Welte and unanimously carried by the Board.

Call to Public:

Katherine McCauliff a citizen of Lake Havasu made a request to the board not to close the SARA Park dog park. She stated the turf does not look like it needs maintenance at this time. If you close it there are no other options for small dogs and that her dogs have been hurt when intermingling with the larger dogs at other parks. There is a need for additional separated dog parks if you are going to continue to close SARA Park for maintenance.

Jeremy Baxter addressed the board with safety concerns at the skate park. He has three teenage boys that use the skate park a lot. Over the past 6 weeks there has been an individual threatening kid's. Mr. Baxter stated if the kids push the blue button at the park then they are in the spot light of who contacted the police. If they call the police that individual disappears before the police arrive. He is trying to organize something to get people to donate their time to help supervise and just have an active presence. Baxter was wondering if there was a program set-up that the kids can text the police department.

Staff Report:

Staff Report

Director, Greg Froslic updated the Board; recreation reported that summer camp programs ended as of July 22, After School Program registration began July 25, Recreation staff will be meeting with new principles and preparing for Open Houses and Back to School Nights. Currently selecting and training staff for After School Programs held at 6 elementary schools. Staff is working on Fall/Winter Brochure. In aquatics the pool will remain open 7 days a week through July. Beginning August Open Swim will only be offered on Saturdays 12-5pm. The High School Swim team begins practice first week of August. Stingrays swim

team switches hours to evenings the first week of August. Havasu Health Walk Challenge will offer a Free Family Open Swim on August 6th from 12-4pm. Swan be conducting American Red Cross Instructor Trainer academy in Farmington Minn. August 8th -12th.

Froslic reported a design scope of work for the Cypress/Daytona fields and conceptual designs for sports complex at SARA Park will go to Council on August 9th for a design contract for both.

Election of Officer's

Member Bart Wagner nominated Ashley Pascual as Chairman seconded by Scott Welte and unanimously carried by the board. Member Mark Talley nominated Brett Miller as Vice Chair seconded by Bart Wagner and unanimously carried by the board.

Public Hearing:

Summer Program Report – Presentation by Donna Best Carlton

Froslic provided a presentation on the success of the summer program and showcased the number of participants that demonstrate the staffing issues we have had to deal with. Froslic showed a slide of our summer camp attendance, staffing levels, staff out on vacation, and staff ratio to children at our summer camps. Results from an annual survey were just received that were very favorable. When rating the overall program 213 out of 240 people responded our overall program was excellent with the remainder as good. They are also very fond of our camp staff 210 out of 240 rated our staff as excellent with the remainder 30 as good. Froslic pointed out that staffing levels have decreased over the past three years and when that happens the participation levels also decrease result in waiting list. There is a lot of children that try and sign up for the program but we do not have room for them because we do not have enough staff to maintain those ratio's. In 2014 the Affordable Care Act came into effect and redefined what a full-time employee was. Anyone working more than 30 hours is considered a full-time employee. We had to dramatically cut back the amount of hours our summer staff works so we did not have to pay all the benefits. The other aspect we see is there is other part-time jobs in Lake Havasu City that actually pay more. In 2014 and into 2015 we would be successful in hiring people and then when it came time to work or training session would start we would lose a lot of them because they found other jobs paying more. We did react to that situation and got creative with our hiring process and on the day of their interview if they passed the interview portion we would offer a position right on the spot. Last week we were notified by our HR department that they are going to be doing a salary study compensation comparison with some of the other part-time positions around the state. Hopefully this compensation study will make us more competitive.

Board member Bart Wagner asked if the staffing levels included volunteers. Recreation Supervisor Donna Best Carlton responded no they do not. Wagner

asked if there is alternatives to the 30 hours a week that under the Affordable Care Act that we are maybe not using. Is it something that we can look into? Director Froslic responded we can look into it, he stated I think you are referring to seasonal employees where you work more than 30 hours a week throughout the summer and then not work the remainder of the year and ultimately come in below hours of a typical fulltime employee. He believes those options are out there and with some of their informal polling there has been other communities that have tried it and it is a records keeping nightmare from what we understand. Our administration has taken the position that 29 hours a week is the most we can work any week throughout the year. Wagner stated it would be good to look at all options because the worker pool is not there in this community. We want quality employees working with our children. A lot of our teachers in the community want to work a fulltime job in the summer not a part-time job and those are quality people.

Board member Ashley Pascual wanted to request that there is priority given to looking into the possibility of seasonal help. Carlton responded they have contacted several other communities in Arizona that have a bigger pool to pull from that most if not every other community they do not let their staff work more than 25 hours per week. Carlton really appreciates and is grateful for our HR department for letting staff work 29 hours a week. Carlton believes we can look at different avenues, maybe if we pay a little more she has had 16 yr. old staff leaving to go to other jobs that start at \$10 per hour where we start them at \$8.16 per hour. Wagner asked with the other communities that limit their staff to 25 hours per week how do they staff their programs. Carlton responded some are setup as contractors and they are responsible for keeping track of their own hours. Wagner stated he is glad you have identified these issues and you are looking into them.

Council member Michelle Lin asked how do we advertise that these jobs are available. Carlton responded our recruiting is done through our HR department and we ask that they advertise at the Mohave Community College, ASU College, DES, High School, and they also email to all of the School Districts, Charter Schools and a mass email is distributed to all of the teachers.

Board Member Wagner asked if there was a way to look at fulltime employees that can work year around. Carlton responded she has about 32 employees that work year around and they are cream of the crop and have a lot of years of training, they run After School Program, and camps. She has heard of other communities that do that and they hire Site Leads, Program Leads. She understands the cost would be greater and then that cost would be handed down to the parents having to pay for those programs. One of the benefits about this community is affordable childcare.

Board member Ashley Pascual asked if we track people that come in and are turned away. Carlton explained we only take 25 on a waiting list, after that we tell them to look for other alternative because we know we will not be able to

accommodate them. We do not track the number of people we turn away. Pascual asked if you are aware of the new program in town Acadia After School Program. Carlton responded she encourages people to look into it. Even our After School Programs at Jamaica and Starline last year filled up and had to be capped. Carlton always believes competition is a good thing and keeps us on our toes and she believes parents should have a choice. Pascual wants to make sure there is equal opportunity for all and she wants to make sure the quality of our public subsidized program is better hopefully than something else. Carlton stated we offer trained professional homework time, fishing, kayaking, archery, and stand-up paddle boarding. We go to the movies, bowling, and swimming. We are so affordable. Other programs might be more expensive however they might offer things that we don't; it could be because of the cost of that service.

Board member Wagner wanted to thank Mrs. Carlton and her staff for a good job this summer. Member Brett Miller asked if staff has looked into any public/private partnerships to help with other cost. Carlton stated we currently partner with PACE which will be enrichment within our After School Programs and with the Elks that do a Hoop Shoot for us and Dance classes. All of these individuals become City volunteers and they participate with us. Carlton liked Millers idea and stated she would like to look into it.

Chairman Talley stated he understood the City had gotten away from partnerships like Teen Break, Winterblast, Fall Fun Fair, and Pumpkin Fest. Director Greg Froslic stated those programs are valuable and we are working through issues and it had to do with liability.

Board member Pascual asked when the compensation study will be conducted. Froslic responded it will be conducted now for implementation FY 17/18 recruitment. Pasucal asked about the JTED program with the school district. Carlton stated that is another obstacle this year because of no 7am hour that students are not out of school in time to work the After School Programs.

Board member Pascual asked that staff look into the Affordable Care Act piece in limited hours and see if there is some clause in there somewhere about seasonal employment so they can have a better understanding of it. Froslic stated yes he will have staff look into that and we will update at the next meeting.

Board member Brett Miller wanted to say thank Mrs. Carlton and that it was one of the best presentations they have had and was very knowledgeable and the messages came across very clear and we can tell your priority is the kids.

Member Scott Welte wanted to thank Mrs. Carlton and your team for your honesty and integrity taking care of kids and your interest in their future.

Skateboard Program Opportunities - Discussion

Chairman Mark Talley asked Donna Best Carlton to explain the Skateboard Program she had at the After School Programs. Carlton explained we had three

different programs. One was held at the After School Programs that had been approved and it was a skateboard and razor safety program that explained the rules and city ordinances. The program was for 3rd to 6th grade students. We had trained instructors and would rotate through the schools. The other program was a Safety Clinic held once a month down at the lower part of the skate park. The third program was called Drop in to Pat's Skate Park. That program was designed as a Monday through Thursday program held at the Skate park, parents would have to drop them off and pick them up there. Instructors would work on their skating abilities right there at the park from entry level to intermediate. The Drop in to Pat's Park was taken out of the budget but it is not something the City is interested in doing right now. Staff is going to focus on running our safety programs at the After School Programs and other groups are welcome to look at running the other program at the skate park. Talley feels the programs at the school are a good education program that can help teach kids to wear their helmets and to talk to someone if they feel they are being bullied.

New ADA Playground at Rotary Community Park - Discussion

Director Greg Froslic stated the new playground at Rotary was replaced without shade. New shade structures comes with a cost which we did not have any budget for anything other than replacement of the playground equipment. The City Manager asked our Operations Manager, Louis Martinez to reach out to some of the service clubs. Currently he is in negotiations with two of the Rotary Clubs and also has a commitment from the City Manager to purchase a portion of some shade. Maintenance staff is in the process of putting together some quotes of shade for the playground equipment so we should see shade in the near future. Talley stated one of the reasons he asked for this to be on the agenda is because the Parks and Recreation Advisory Board was not involved at all in this process and I'm not asking that we make decision but they do ask for our advice. We might have been able to rectify this situation by having it come to our board first and we would have asked why was shade not implemented in this. Not that we can dictate these things but we can advise.

Member Bart Wagner stated he had the opportunity to see the plan for that and was wondering if there was any other options to that regarding the design. Froslic stated he has not seen those.

Member Ashley Pasqual asked if all of the other playgrounds are not ADA accessible is this the only one that is within our City. Froslic stated anything new has accessibility issues that are taken care of. This particular playground is recognized as the ADA compliant playground because it has the amenities where you can roll a chair around. The parking lot is ADA compliant and the sidewalks are ADA compliant.

A citizen spoke and stated when I hear you speak on the flooring of the playground because the new playground you used the rubber pieces of flooring that make it hard for wheelchair.

MSD Field Supervisor, Tim Rodriguez stated all of our playgrounds are ADA accessible. Accessibility is more than just wheelchairs, there is also walkers. They all have wheelchair ramps to get in and out of the surfacing. The rubber mulch placed at the new playground is ADA accessible for wheelchairs and walkers and all accessibilities. The other part of the rubber mulch is for falling for head impact criteria for injuries and the rubber mulch is one of the best from preventing injuries from falling from the equipment to the ground. We did look into the solid surface but the cost was astronomical for that size of surface. Member Mark Talley stated he would like Rodriguez to use his motorized chair in that new rubberized mulch area.

Member Wagner asked if the Rotary Clubs came up with an alternative design for the shade that was more affordable and met the need would they consider looking at that. Rodriguez stated yes.

Future Agenda Items:

- Skate Park Safety
- Aquatic Center Assessment Update
- Home Pool Safety Program/Brochure

Future Meetings:

August 22, 2016

Adjournment:

There being no further business, member Bart Wagner moved for adjournment 7:30 p.m.; seconded by member Ashley Pascual and unanimously carried by the Board.