

Recreation Board Minutes  
October 8, 2025.

Roger Carroll - May I have a motion to approve the September minutes.

Ann Brennan - So moved.

Aly DeAngelo - Second.

Roger Carroll - All in favor say aye.

The motion is approved.

Roll Call

Eric Acton - Present

Ann Brennan - Present

Roger Carroll - Present

Clare Celballos - Present

Aly DeAngelo - Present

Joanne Pickrell - Absent

School Board Rep

Tyler Stanley - Arrived late

Lorie Ann Feibel - City Council Representative

**Bexley Land Use Strategy Presentation - Mayor Kessler**

Mayor Kessler - It was adopted in 2011. It contained many recommendations we made great progress on. For example, redevelopment of the City Hall site. The Alum Creek Park potential, which is now Schneider Park, was addressed by the land use strategy commission.

So it was time to revisit and we formed a new land use strategy commission. For the past two years with participation of residents with a broad spectrum of expertise, planners, legal experts, finance, urban planning, development. The group worked over the past two years in multiple workshops to craft the latest set of recommendations. We also had a community survey as well as a market study done.

The last study we looked at Cassidy, Livingston Main Street. In this study we looked at Main Street but broke it into east and west. We looked at Livingston Ave. again and North Cassidy. We looked broadly at the overall residential character of our community.

The big thoughts that came out of this recent Use Strategy study was re-examining the way that in the future we may see redevelopment on the south side of Main Street, the area across from Rusty Bucket, Gateway South Site. How we can envision that as a much larger site rather than just that vacant area. But also incorporating some much under utilized property that Capital holds going all the way south to Mound Street and incorporating into Schneider Park.

Along Main Street really taking advantage of areas of opportunity for more public gathering spaces. It looks at , for example, the space in front of Excel Karate, as an open area that could have a public plaza or the Montrose Green. It looks at ways to infill and redevelop portions of Main Street.

Turn to Cassady Ave. that is more doubleloaded in terms of commerce, and not just focused on the east side of North Cassady. It dovetails with efforts that are already underway in terms of creating some shelter parking on Cassady. So it narrows that street and slows down traffic and makes on street parking a lot more comfortable for people. Talks about the way Cassady is zoned and changes in zoning boundaries to allow for more robust neighborhood serving development.

We move on to Livingston Ave. Livingston Ave, if you followed any of our planning efforts, has really been well studied through the joint Livingston Ave plan. It piggy backs off of that and fortifies some of those things that are in it and adds additional details and context .

The infrastructures of that like the medians and the residential districts and the really nice tree lawns , the wide shared use path along Livingston. We have received a grant for that , really sizable , about a \$15 million grant in funding so that is under way .We are under engineering for that. It is a Federal Grant process which means it is a long process. By 2029 or 2030 when that project is complete.

Then going into neighborhoods, one of the things recommended to Council, something Council has already worked on in the past, was accessory dwelling units. To allow more flexibility to use additional portions of people's property for additional residential opportunities. Historic preservation and some other things included there. Then we get into some other thing like an implication plan and how long it takes.

As you can see this land use strategy didn't really delve into anything that dealt with other than aspirationally talking about green space along our commercial corridors, it's really focused on the commercial districts of the city.

I wanted you to know about it and a chance to consume it and think about it. If you have any feedback, anything you see as missing, let me know and we will try to incorporate it into the final version that Council votes on.

The next step with that Land Use Strategy, then it becomes ideally incorporated, and the ordinance anticipates this as what the Community Improvement Corporation or the CAC uses as its template for furthering development in the City in the coming years as our current new strategy is.

Aly DeAngelo - The connection to Schneider Park , will there be a road, like you take, was it Parkview?

Mayor Kessler - The vision would be, Parkview is valuable for multiple perspectives. The fact that there is a light there makes sense to continue infrastructure as opposed to focusing on

Sheridan Ave as what you would develop against, this is going south of Main. By the way everything here is like aspirational or hinting at things where it is not prescriptive, but it is hinting at that maybe this area that is largely zoned campus planning district gets rezoned mixed-use commercial. Parkview continues south of Main Street and curves over to Mound Street. And so development follows both sides of that new Parkview Ave continue along the creek, where you really do take advantage of the creek interface. And Schneider, which hugs the creek at that point all along up north to Main, would then, you know, actually build the plaza on Main Street for Schneider, which is pretty modest. We built it with the idea that someday its going to be bolded into maybe a restaurant, patio, civic, public space for development. We did not put a ton into it because we knew it was going to dovetail in to something down the road hopefully.

Roger Carroll - So all that area is owned by Capital?

Mayor Kessler - The parking lot is owned by Plaza of Larry Rubin's development group. It's been tied up in some ownership disputes for a while, but recently has been cleared up. So there actually is some hope that something happens there. South of that yes Capital and Trinity Seminary, one in the same, they own the real estate almost exclusively. There might be some private ownership, but from Mound to North to that. They have shown strong interest in partnering on it. It is one of the reasons we kinda dug a little deeper into the idea. There is a new president, we don't know what that looks like but that has been the indication to us.

Roger Carroll - Are there any questions ?  
Thank you Mayor

### **End of Year Reports - Katie Sarvas**

Mike Price - I want to thank Katie and her team Emily, Angela, Campbell, Luke and Mindy for all their work with the daycare programming. They do a tremendous job and continue to adapt to the needs of the community.

I asked Katie to take us through a high level review of the reports with an opportunity for the Board to ask questions after each report.

After all the reports are completed, we will talk about overall budgets and recommendations for the next year.

### **Jeffrey Summer Camp**

Katie Sarvis - The overall budget this year 2025 is \$680,000. The projected end of the year expenditures are \$496,000, this includes full time staff.

The overall revenue for 2025 is \$759,000. This includes the scholarships we received from the Solomon Memorial Scholarship Fund of \$21,325

The anticipated net revenue for the year is \$263,000.

Some registration comparisons we had 593 individuals registered this year 48 of them were non-residents which comes out to about 311 kids weekly.

I want to mention some of the high points this summer. Luke Hulcom, this was his first summer running Camp Park. He is a Rec-Coordinator and was hired in the fall of last year. He had a great time running camp. Emily Sweet worked very hard to offer 5th and 6th graders who were at Camp Park to offer them extra field trips and some of the field trips included going to Main Street kids and going to the library and having lunch. So the kids got to see what it is like to buy lunch. Some of the kids had no idea how to do that. It was a lot of learning and many kids really loved it. I think it contributed to some of the higher registration numbers for older kids. Usually the numbers are lower for the older kids.

The new registration process helped out also with maintaining all our steady numbers we had this year.

Looking forward we always try to have our starting wages be more competitive. We will start now at \$12.75 instead of \$12.50 which is a 2% increase.

Roger Carroll - Is there anything for next year that you could do additionally to improve?

Katie Sarvas - One thing that will be great is that we have all returning head leadership which is Angela, Luke, Campbell and Emily Sweet. They are starting to take on a lot of the bigger bolder ideas too.

Mike Price - I would like to talk about fee structure. And look at all daycare as a whole part of the reason instead of doing it as individual silos is because I want to look at some comparisons back to pre-covid and I want to have some comparison. The reason I say it that way is because we have moved full time staff. Some to camp, some moved preschool and vice versa. So if we look at it as a whole it would be the best comparison.

### **Before and After Care and SOCO**

Katie Sarvas - For the 2024-2025 school year expenditures were \$377,000 and our revenue was \$601,000. The net revenue was \$224,000. The registration number was 297. You can look at the snapshot of this year and again early on this year we are at 267 registered. Usually this number does end up growing because things change for parents, people need more care, and some more individualized child care or occasional days.

SOCO numbers for last year were at 165 and this year we were at 154. The daily average has gone up compared to last year. Last year we were at 56 and this year we are at 74 and it's only the beginning of the year. Luke was hired on as a coordinator and is first time overseeing the Montrose site but he did work there for a couple of years. He has a good relationship with the school and did with Cassingham and does a great job.

We did bring back late nights for BACpack with special guests and we brought back late nights for SOCO.

This year wages did go up to \$15.00 per hour to help keep us competitive because a lot of people are starting to die out near the end of the year. Last year at \$14.00 per hour employees didn't want to stay on to this year because of the difference in pay at other places. So far it is helping.

Staffing is going well. We had 45 staff last year and 26 of them were new and some from our camp staff. This happens every year where the staff loves the kids they want to come back on.

Looking forward to this year we moved the wage from \$14.00 to \$15.00. Currently we are in constant communication with the school especially Maryland because Maryland has a wait list of 26 kids. You can cap at 94 kids because you can have only so many square feet per child for licensing. With different rooms and restrictions at Maryland there is not much more space for us to dive into. They are always trying to find ways to help us include those 26 kids. Hopefully we can then get staff if we do add them.

Roger Carroll - Can you just for us, so we are all on the same page, overview how logistically it works for all 3 schools. The kids are all at their own school or you bus kids from school to school.

Katie Sarvis - Yes. We have 2 sites: Montrose kids stay at Montrose and Maryland kids stay at Maryland. The Montrose site is also the site where the Cassingham kids get bused over to Montrose and stay there. Montrose is also the site for the Before Care process. If you have a need to go to Before Care everyone goes to Montrose first. We tell our Maryland and Cassingham families that they have to be at Montrose at a certain time so their children can be bused to Cassingham and Maryland for the opening of school.

Sadly Cassingham does not have enough space to have their facility. It is difficult to segregate off space since the facility is so large. The cafeteria is large and is shared by 3 different schools. The gym is often used by the athletic department.

Roger Carroll - Do the numbers reflect more to one school or another?

Katie Sarvis - Wildly Cassingham was the least amount of kids but then they became one of the highest ones. We are at about 70. Montrose used to be the highest one but they have come down a bit. Maryland used to be about in the middle but this year they are the highest.

### **Jeffrey Mansion Preschool**

Katie Sarvis - This last school year we started off with 59 students and we ended the year with 62 kids. The total expenses last year was \$382,000 and the revenue was \$498,000. The net total was \$116,000.

This was Angela's first year as a recreation coordinator who oversees the Preschool as director. Before that she was the interim director, She was really able to take the program to make the best atmosphere for her staff. We had a lot of returning staff because of how she created such a

great atmosphere and curriculum. She really got into working with another staff member, Kyle, to present an art show and they raised \$657.00 through the art show . It was really a wonderful event. It was on both floors of the Mansion. It was attended by preschool alumni.

Natalie Mullin - It was a wonderful event . It was really cool. The amount of work and effort the teachers put into that was amazing .I was blown away by it.

Katie Sarvis - The other thing we want to highlight, something Mike and I discussed is that we want to restructure our full time staff employees pay percentages So people now who are kind of underneath a certain percentage and the preschool is myself and Mindy and Emily Sweet as we are all helping out with that program

Mike Price - What that means budgetarily is I think you were something like 10% for administration. What is 60% Camp and 40% for Before and After Care ?  
Anyway it is now 30% of her costs in Emily Sweet and Mindy's costs because they're now seeing Preschool going to preschool so that's increased our costs for preschool in terms of how we structure the monetary standpoint, but obviously it decreased our costs and the other programs that we worked out. That's why when I talk about it later I won't about it as it follow because it is a little easier to follow them. Why did this go down so much or up sp much because of how I am showing our chart.

Katie Sarvis - In general over this past year and just into this year, Angela's worked really hard to make sure upstairs is starting to become more cohesive, not just with her staff, and curriculum but also the look of the place We are starting to make sure that it sounds silly but that all the chairs all look similar in all the rooms. It now looks more inviting. Those little things help when she does tours for future people see cute little things and want to be here.

Ann Brennan - Number 3 states to continue to evaluate opportunities to make teachers full time employees. Is that requested often ?

Katie Sarvis - I would not say more requests it is something they would like to do because many do end up for us for summer camp therefore they see themselves as year rebound and honestly to keep people here year round and have a good staff to be able to keep year round full-time would be beneficial for retaining staff.

Ann Brennan - The differential on hours between part time and full time

Katie Sarvis - Many of the teachers are already 40 hours a week because they are here all the time for classes. There are a few just below 40 hours a week. In the summer some of them want fewer hours because it is exhausting but some remain at 40 hours.

Mike Price - We instituted probably 4 or 5 years ago a program with our preschool teachers that they have access to the city's health insurance if they work over 30 hours. They access their individual insurance at the same rate I would have to pay. If they wanted family insurance they

have to pay the full difference of individual to family. I pay whatever I pay and the city was subsidized to some extent and that is the difference from that standpoint. Though they are not truly full time employees they have the same benefit from that same employment vacation. They also get sick leave and 3 paid vacation days. So if we have a snow day paid. So those are things that we work to improve on. We are trying to continue to assess how the program is doing financially and whether there are opportunities to turn it into true full plan positions in a way that is fiscally responsible but also benefit of having full time positions is that we retain more consistent staff. That is something we will continue to evaluate and continue to look at.

As we look to the current school year we are working on we will report on that next year. Right now the financials of the current school year there are not really any problems. One thing about preschool you look at it year over year it becomes convoluted because we have 5 classrooms. Some years 3 of the classrooms are prek some are some years 3 of the classrooms are preschool.

So there are a lot of 5 day half-day classes and there is a lot of fluctuation from year to year about what type of user group. We struggle specifically this year. In January and February we had wait list then people dropped April and June. Then we had trouble filling those spots. We started at 56 where we have a max for 64. We have picked up some since.

We are going to change. Katie and the staff had a good job adjusting our camp cancellation policy. We made a more stringent cancellation policy. People only signed up for weeks they knew they wanted because there was a penalty to drop a week. That worked out well. We had a lot less people on the wait list and the numbers were really good so it

We are looking at the same sort of concept with preschool. This is to discourage people from signing up and then dropping late. Then our people have moved on to something else. We are looking to require a full month's deposit at registration that's non-refundable. Currently it is \$100.00. What happens is people sign up until they figure out what they want to do. The deposit is not a lot for them. But a month's tuition that's committing. We are hoping to encourage people to only if it's the program they want.

Hopefully that will help financially as we go into the next school year.

Right now on paper 2024 - 2025 we are looking at a \$9,000 net which is a pretty significant difference in what we are having. Again some of that is the fact Katie and some other staff expenses are going into Preschool. The second half of this is next spring as well .

## **Directors Report**

### **2026 Budget Quick Review**

Mike Price - There is some good news in general. A little quick history in 2019 the year before COVID hit. When COVID hit there was a reduction in participation and drastic increase in costs, 50% more to have a lot of our staff, than we did pre covid. We took a dramatic hit to our overall budget as a department. Because this is the leader for our overall budget, what happens in Camp. This is a significant amount of daycare. This is significance from a dollar and cents standpoint is a significant part of our [budget](#). If you remember we made the decision, especially during Covid was to keep pricing low, deal with costs associated with it understanding that we

had Covid relief funds that we had access to and helped offset our losses that we dealt with over time. Then as we started to come out of covid we had to decide to keep the department whole, how do we move forward. Some of the numbers we are talking about was basically a 20% increase in our costs per kid on programs based on what we were paying staff whether it was preschool or After Care. We put together a 4 year plan to try to get back to pre-covid covid by the end of it we wanted to stretch those costs out over 4 years. We didn't ask everyone to pay 50% more for camp to make up for how much more it costs to run it. We stretched it out over 4 years. The pre school did have a 21% increase one year. Part of that was because we were that far behind. Part of that was hit extremely hard in terms of salary and wage costs. They had a recent significant increase and then we put everyone on a 7% increase per year. That was going to take us through 2026, the last year for 7% increase then take a recess. We were hopeful that we would get back to where we were by 2026.

If you look at revenue and expenses especially with preschool and after care that is the calendar year. Just showed you a school year turn of the budget so when you eat these, like why don't they match up. This is a school year and this is a calendar year. That is how we budget as a city.

In 2019 the JSC netted \$184 and JMP was \$777 and BacPack was \$167 so \$428,000 net. Again when we talk about the net it does not include my salary nor Natalie's nor Katie's or facility usage costs. There are whole department costs, I don't want to give the impression we are making millions of dollars. We are roughly breaking even. We hope to get back to where we were.

Pre-covid \$428,000 if you look at 2023 we dropped to \$263,000, \$491,000 for 2025. I didn't follow 2020 or 2021 but you see the same sort of thing in 2023 which is the \$200,000 well below where we were pre-covid

The projected net for 2025 is \$517,000 which is right at the number in 2025 and we are at a 3% increase. The net number for 2026 is \$526,000 a net among all three of the programs. Kudos to Katie and her staff. Thanks to the community for their support for the programs.

We want to reassess our programs of going to 7% increase. We are a year ahead. When we talked, the increases were need based programs. We are very sensitive pricing models for that we would recommend a 3% increase to profit all three programs. Then we would be essentially where we should be in 2026 \$526,000 versus a 3% projection might be \$532,000.

That is what we would like to do. From an expense side we would like, as Katie was saying, with Camp increasing our starting pay for our seasonal staff by 25 cents, which is about 2% increase. There is full time staff there and I anticipate the city budget is going to ask for 3% cost of living for full time staff. City structure 3% cost of living every year and every 3 years full time staff is a scale set and you get a percentage above the 3%.

Preschool 3% cost of living so full 3%, Before and After Care starting rate is \$15.00 and we are keeping it at \$15.00. We will adjust higher if we feel we need to. There are 3 full time staff that will get 5% increases associated with that program.

That is the rational reason why we are recommending 3%. We thought across the board made sense. I think it keeps it competitive. We will start then to do a year to year analysis. Can we do 0% and still be doing as well?



Roger Carroll - How do JMP rates compare to other preschools in the area?

Mike Price - We don't have the most up to date information as far as what the other preschools are doing in 2026 - 2027, Five or six years ago we were significantly lower than anyone else. Now we are generally lower than JCC but very competitive with all others. I would anticipate that they are looking at something similar cost increase. So I expect 3% increase would be something.

Roger Carroll - May I have a motion to approve for a 3% increase.

Aly DeAngelo - So moved

Ann Brennan - Second

All in favor say aye

The motion is approved.

### **Director's Report**

Mike Price - We are starting the budget conversation for the year. This is an early take. This is the 2026 budget as of now. This will change. We are still working through salary and wage projections. The Mansion is going to be pretty flat. Less than a percent increase. Park now is showing less than a percent. Showing a reduction again that parks from a maintenance standpoint all our salary and wages for maintenance staff is in parks. That number is going to change as they update the contract. Generally speaking the parks there is nothing super significant in terms of operation to change budget.

One thing in the Senior Program, the Senior budget is money for rental of the temporary Senior Center. That is a big increase.

We are still working through the temporary space. I don't want to say too much about it but we are finalizing a contract. We have a general agreement for how we are going to move forward. I will be able to have more information at the next board meeting. When it is finalized it will give some piece of mind to our senior users.

We are looking at a 4% increase year over year non-general fund. The way we look at those, other than the pool, are those that generate revenue, so there is an offset to those costs. We have a non-general fund balance as well. The effect of administrative costs showed only an .18% increase but the salary and wages haven't been adjusted.

Recreation programs year to year there is a bigger increase however we have an appropriation ordinance in front of city council going on its second reading on Monday. We are asking for \$18,000 for professional services which are the instructors. That's generally an offset of additional revenue. So we have more participants in class. We bring in more money but we have to spend more on insurance. Of the \$18,000, \$12,000 is professionals \$6,000 for referees. An increase in pay for referees will be built in next year's budget.

Preschool budget the majority is salary and wages which is the majority in expense has not been fully updated The other operational expenses are flat.

BACpack is the same way and Jeffrey Summer Camp is the same thing as well.

There is an amendment to the ordinance we have in front of counsel for preschool to add some wage money we are going to need to get through the preschool year \$12,000 for that as well.

On the revenue side 2025 budget recreation programs \$580,000 and we are projecting \$600,00 for 2026. The Mansion \$160,000 for 2025 and \$170,00 for 2026. For JSC we are \$680,000 and projecting \$750,000. BAC Pack is down in revenue but so are expenses.

Historically we under project revenue and over project expense.

Recreation Fund Operating net based on expenses and revenue in 2025 is a \$284,000 loss is budgeted. In 2026 budgeted is \$240,000 loss. Again last year operational instead of being negative \$284,000 I think we are about flat. I look at budgeted 2026 a \$240,000 loss that it will be better than that. We hope the city council is comfortable with that. That the lower number in Recreation transfer is lower than that.

Recreation transfer in 2025 is \$270,000. We are going to ask for a 3% increase to \$280,000.

The City's overall budget is going up so I think it is logical that as a percentage of the City's budget it has a slight increase as well.

Mike Price - The pool is one of things making a difference and we do not know the budget but we are going to be part of business and will be part of the pool report.

### **Commonwealth Park Unification**

Mike Price - Commonwealth Park unification update. We had a meeting on Monday with the Tree Commission Rec. Board Ellena Andrews and the design team to talk about mainly a focus on tree stuff that we talked about at the last meeting. That's the area that has held off the design. What came out of the meeting was to move forward as if the Beech Trees were not there and the design based on the right design not based on the sitting Beach tree. That is what is going to happen moving forward . That design will have to come back before the board. There will be a real process but that gives them some direction.

Ann Brennan - When they take the trees down as part of the design.

Mike Price - The plan will come first then the trusses will be taken out. Assuming that plan was so we just wouldn't take out the trees.

Ann Brennan - Would we have input as to where the trees are going?

Mike Price - You would approve a plan that says what and where the trees are.

I don't think we are that far off . I am hopeful that maybe by the December meeting we have

Something.

Roger Carroll - They will have to get the full committee together to approve the plan.

Mike Price - Yes

### **Park Rules Review**

Mike Price - I sent out to the board Codified Ordinance 1062 which states the park rules. You can see why they need to be updated many rules are from 1977.

Practically speaking we have faced issues in the park related to rules which brought the topic back up. Most of that is around ebikes and forging are two major ones.

Lori Ann has looked at that as has the Mayor. I will send additional information but if you can address that.

Roger Carroll - If you can look at the rules and either at our next meeting in November or latest December and come forth with any ideas and suggestions. I think a lot of this is self evident, probably just getting about the data of how the world changed.

Ann Brennan - Could you send them to Barb Triffon for her input to see if she thinks of some? She is involved in the park and spend much time there.

### **Department Events**

Mike Price - Harvest Fest October 10 from 5:30 - 8:00 p.m. Hay Rides, Corn Maze, Enchanted Walk, Magic Show, Live Music, Balloon Artist, all at no cost except for food.

Halloween Patrol will be on Trick or Treat night. We are working with BCS and Capital to get volunteers to help keep the streets safe. Last three or four years it has been difficult to get volunteers.

Halloween Middle School Bash is Friday October 31 from 7:30 - 10:00 p.m. There will be food, Live Music, Entertainment Prizes and more. We have 213 registered and space is limited. The cost is \$20.00

Murder Mystery is Saturday November 1 from 7:00 - 10:00 p.m. Currently we have 108 registered. The cost is \$30.00

### **Project Update**

Mike Price - Ground breaking for Skate park was October 3. They are working on the site at Schneider Park. Completion is mid December and then there will be some landscaping.

The old Pickleball Lights are down. Mid City is the electrician that is putting new lights in. Lights have been ordered. They should be on site after Harvest Fest. We hope the light will be in place by late November

I have received several emails from neighbors expressing concern about the Pikelball lights. We will continue to keep people informed and educated as to what is going on. We will continue to mitigate noise and light pollution. One thing I feel very confident of is the fact that light pollution will be much better than what we had before. Would it be better to have no lights? No. But it's going to be a drastic improvement from the 1960's lights that were up there illuminating half the pool.

Half of this back meadow and across the street. This will be much more directional in that light minimized to the footprint for the most part of the site. That is a good thing. We will continue to evaluate technology improvements in pickleball to reduce noise because it is not a unique issue. We are having conversations about filling in some of the plant material that has been lost over the years. Not due to these projects but we lost some evergreens, And we are going to work filling that back in to help with screening the noise.

Ann Brennan - How many neighbors emailed you ?

Mike Price - It wasn't about just the lights. It was everything. Were people from Lions Gate, HOA board members, Some Clifton neighbors. About ten.

I want to respond to them with a thoughtful email soon, I do plan to respond soon. I did not get a chance yet. I want to address all of their concerns. The reality is we are moving forward with the project so we will continue to educate them on things that we have done.

### **Pool Parking Lot**

Mike Price - Pool parking lot started then stopped. Hopefully it will start up again soon. That will be a full renovation. The need isn't until the summer. I expect it done by the end of the year but I don't have a great deal of knowledge on construction,

Roger Carroll - Do cars park down there with construction.

Mike Price - Generally they do not. They can. The bigger use for parking is from St Charles . Many are [students](#). We communicate with them and you cannot park there. We had communication and notified Dr. Grimes is fully aware. They have notified the student but we still have some park there. It is going to be an issue. WE also get request from Ohio State.

### **Pool Management**

Mike Price - We are going to make the recommendation and this is supported by the Mayor, who I think would prefer this direction, to enter this budget season with the idea that we are going to take over the management of the pool. I asked Natalie to work on a budget, what that would like and how she would do it . The pool is a facility she managed all along. She has a wealth of knowledge when it comes to how we would manage the pool.

Natalie Mullin - We initially started with Swim Safe in 2021 for a three year contract. We extended the contract for 2024 and 2025. As we talked about the past five years it started a little rough and was also coming out of covid. So we gave them a little grace as it related to people

getting back to normal. And staffing was difficult. When we got to year three with them that was their first fairly normal year. When there were issues I would bring them up and get those addressed. Times it was difficult because I often want to go directly to the manager to what had to be taken care of. There were communication channels that some time difficult to navigate. Their staff would sometime talk to me about issues. I reminded them I was not their employer, but here are some suggestions as to how to handle this. As we worked through the staffing issues and got comfortable with that. We feel they did a fine job training the guards over the last two years. As was staffing, it became more consistent. And there was retention from year to year, and we were happy about that.

Mike and I discussed pros and cons. Things would continue to come up that were just common sense. They would handle something or address something and had a different process than we would address. They were managing multiple facilities and I think they grew a little bit and I think that was part of it too.

The pro was if we were short staffed they could pull from another pool. If we take it back we will not have that [ability](#). We will have to deal with that with the staffing that we have.

As it relates to them growing larger some of their control on just our facility versus other facilities it just gets spread out Administratively some things fall through the cracks. I was working through some of the things that happened this summer. That were not the end of the world, we would have handled things a little differently. With one of their regional managers some communication issues and the way things were handled with some of the staff as it relates to how they were operating rubbed me the wrong way. Some things I would talk to Mike about, and I would support the staff that may have been having issues and would then give them feedback on how to handle it.

Mike Price - One of the biggest things they had a different mission, their business, our business. They had to make decisions that our different than maybe how we would address things because they have a bottom line that works operates different than ours.

I want to throw in one thing , I think Swim Safe has done a good job. Overall they improved with us. They have been attentive to things that we brought up. I think if we decided to move forward with Swim Safe I would be perfectly comfortable with that. I want to be really clear about that because I appreciate the work and time that they put in. Are there things we would do differently? Yes. Do you lose some control when you go through a third party? Yes .I knew that would be the possibility as well. Going into this I want to make sure that if this weren't a public meeting I would go on record Swim Safe has done a great job. And if we were moving forward with a third party vendor we would be comfortable moving forward with Swim Safe. Its just a matter of philosophic discussion and change in terms of how we want to manage the pool.

Natalie Mullin - thank you for saying this because that was next on my list to bring up. That is what I was going to get to as well

Looking at the projected budget if we were to stay with Swum Safe our expenses around \$490,000. Income based on this year \$125,000. We would expect to be \$47,000 in the hole. Remember we cut back membership prices to help accommodate families and keep it

reasonably priced. If we were charging for family memberships before I don't know that we would be in the negative.

Mike asked how would we do it if we did it in house. I use to run it with a part time manager that would meet with me January and February I would run interviews for the upper management. He would interview part time staff, I would be there if I needed to be. There was a lot of involvement on my end. As my job has changed and responsibilities changed and have more on my plate I did not feel comfortable to be the one solely operating the pool. Would that person report to me yes I would still oversee that aspect just like I would a pool management company I recommend we add an actuarial full time person. In the summer they are at the pool They would have a specific schedule where Preseason they would be doing facility prep as it relates to prepping the pool They could do what maybe we are paying other companies to do. The pool is 17 years old we have higher maintenance costs That person could help with that. January their kids pick back up interviews hiring go through training. They would have their LGI, life guard instructor they could teach classes. We could perhaps partner with CSG and offer classes there where their students could participate. They would need CPO Certified Pool Operator Certification, that is for the facility side of it, relates to chemicals and the pump house. This is an aquatics based person with knowledge and background we would need to hire They would need to operate the facility from the maintenance side as well the management side.

There would be down time after the pool classes. Allow them to just comp time they earned. They could do post season jobs closing the pool down. Would work along side Ron and learn the inner workings of the pool. November and December would be down time but they could support Before and After Care. We could use this person for additional programming.

If we go that direction the expenses would be \$560,000. Includes taking all the life guards back on. We had \$320,000 allotted for the Swim Safe contract for this year. The new position 60% of the salary would come out of pool 40% out of rec. admin. salary and wages. It includes insurance PERS for all of the staff we would have. That is why that number is higher than it would be with Swim Safe. Income is the same the transfer is the same.

We are asking for a \$5.00 increase to the individual membership. Fifty-four would be \$55.00 Fifty-five and up \$45.00. The non-resident would increase as well. Mike has also discussed increasing the transfer as well to \$135,000.

Mike Price - If you look at the numbers this includes the general fund transfer \$125,000. What that means if we operate at a loss of \$47,000 or \$64,000 or \$35,000 that means that our pool fund balance around \$300,000 will go down and at some point we will not be able to have to fund transfer that doesn't cover our loss in whole. Otherwise we go into the negative in our fund balance. Right now we have enough of a fund balance. If we lose \$35,000 and that fund balance goes from \$335,000 down to \$300,000 and so on at some point that total loss, if you take that \$125,000 transfer out we lose about \$180,000 to \$190,000. At some point there will not be enough Pool Fund balance and that transfer will have to go up significantly. So rather than throw that all on Council at one time one year we need \$125,000 one year we need \$190,000 it makes sense solely to increase that transfer so that in five years or whatever it be,

we are already dealing with the fact we did not transfer \$160,000 or \$170,000. If it is still the desire of the administration and City Council to focus on a pool or some other service oriented and keep those costs down for users. That's how you have to do it to keep costs down to offset with funds.

Roger Carroll - Now it is going to be difficult to find someone with those qualifications.

Natalie Mullin - I do not think so because this is truly an aquatics coordinator or aquatics manager. Right now any of the pools or most of the pools that are going to have that title a full time person they are operating a indoor and outdoor pool. This would be less but they would have various other responsibilities. I do think the clientele is out there

The minute we say Swim Safe we are not going out to bid. It's like I am not sure that we are not going get them back by if chance we cannot fill the aquatics position.

Should we do both, go out to bid and also pursuing someone for this new position. And figure out what makes sense. If we get applicants and there is not a good fit I don't know we only want that as an option.

Mike Price - were talking from a process standpoint. If this is what we want to do , great. Do we do it at the same time we go out to bid. And then have options.which is another approach. It takes time and resources to go out to bid but it might be a a good idea to have a back in case things do not work out

There are programs that they need Certified Pool Operators and that is their profession. Any of the Rec. Centers that have pools outdoor and in door they have aquatics professionals.The question is weather or not have an interest some of the others that are outside their aquatics responsibilities.

Another option we hire someone who is not a certified pool operator and we send them to be certified. You know they have the capacity to be able to do it.

Natalie Mullin - When I came here I had no pool experience. My job responsibility was to oversee the pool. I did that in the summer plus whatever sports leagues and classes. But then I went and got my CPO.

Ann Brennan - Do you prefer to have someone with pool management experience?

Natalie Mullin - Yes that would be ideal. And the pay rate is based on the Rec. Coordinator salary range, which is \$47,000 to \$68,000. This position would be like \$55,000 to start.

Ann Brenan - If you ask for bids, is there a time limit you are stick with once you start the process. I am assuming there is . If I remember in the past there were deadlines you met You asked the prospective management companies.

Mike Price - What they could say ,if we are going to do this we need to know by a certain date because it takes time to get everything together. Swim Safe has been doing it so they could get back easily

Originally from the legal department we have to go back to bid every five years. There are very few companies that do this work. Swim Safe and Columbus Pool Management.

We have the bid documents so we could put them together quickly. We did it five years ago and we just changed a few things.

Mike Price - I guess I need to ask the question is the board supportive of the idea based on the finances of the final recommendation so that the Mayor needs to talk to Council about it and say it is supported by the board. Council will make a decision until December. I do not think we should wait till November

Ann Brennan - It's staff recommendation correct to manage it right ?

Natalie Mullin - Yes it will be hard but if we could find the right fit to have someone solely focus on it that we have more control over as it relates to our expectations for the community that is our ideal situation. It can be and might be.

Roger Carroll - Especially if someone works out perfect. That is the level of staffing. More challenging than if someone else something smaller would be true. This is a huge undertaking for three or four months.

Natalie Mullin - Yes and I will say it's been nice. Swim Safe has been managing it , hiring all the staff. I am not involved in that but I am still very involved with our swim lesson program and that is a lot. But then I am talking to their directors and needing things that need to look better or be better. Its that connection piece and am I over stepping my bounds by saying stuff? No because its our community its our program we need to met any questions or concerns that the community brings to me The back and fourth becomes difficult.

I think we have structured a position with real structure and real benefits with a real salary.

Roger Carroll - This question is directly related to taking over the pool and you may have been told this before in terms of numbers of people going to the pool has it changed dramatically since the cost has gone down or is the number pretty much the same from before the higher rates to what it is now

Natalie Mullin - The individual memberships went up over the last three years.

Rodger Carroll - Before Covid .

Natalie Mullin - Since 2019 our rates had gotten high for family membership. I think those plateaued . So we saw more daily. I would have to go back and look.



Mike Price- The change in the membership wasn't about we had some significant drop of members from precovid to say 2023 or whenever we made the change Membership numbers in 2023 were similar to pre-covid numbers. The decision to drop the the membership rate was just about making more affordable for every resident. I guess that members is way above where is was before also above pre-covid. Dont think there is a big difference.  
Attendance did not overwhelm the facility.

Roger Carroll - Are you looking for something from us today about if we want to wait till November .

Mike Price - I am fine with that