

Board of Directors
Regular Meeting
Wednesday, October 10, 2018, 6:30 p.m.
Bob Keefer Center for Sports and Recreation
250 S. 32nd Street, Springfield, Oregon

I. CALL TO ORDER

The meeting was called to order by President Bean at 6:30 p.m.

II. ROLL CALL

Board Present: President Bean, Vice President James, Director Ballew, Director Ross, Director Beyer

Board Absent: N/A

Staff Present: Michael Wargo, Eric Adams, Nicole Gibson, Dania Ballard, MK Britton, Ryan Taxara, Brandon Lemcke, Christine Crutcher, David Kiefer, Jana Weaver, Jodi Andersen, Kenny Weigandt and Jo Schutte, Recording Secretary

Guests: Shawn Walker, Thorp Purdy Jewett Urness & Wilkinson, PC

III. FLAG SALUTE

President Bean led the group in the flag salute.

IV. ADJUSTMENTS TO THE AGENDA

There was none.

V. AUDIENCE PARTICIPATION

There was none.

VI. CONSENT CALENDAR

A. Minutes

1. Special Meeting Minutes of October 1, 2018

2. Regular Board Meeting of September 12, 2018

B. Claims

- i. 09/01/18 – 09/30/18 Disbursements for Approval Checks #115469 through #115735

C. Financial Report

- i. 07/01/18 – 08/31/18, FY2019 YTD

Director Beyer, seconded by Director Ballew moved to approve the Consent Calendar as presented. The motion passed unanimously, 5:0.

VII. UNFINISHED BUSINESS

A. Items for Discussion

i. New Employee Introduction

Ryan Taxara, Early Childhood and Youth Programs Program Manager introduced Jodi Andersen as the new Youth Programs Supervisor.

Superintendent Wargo, introduced Kenny Weigandt as the new Community Engagement Supervisor.

ii. Strategic Priorities Presentation

The Strategic Priorities captains which included David Kiefer, Eric Adams, Brandon Lemcke, Christine Crutcher and Jana Weaver, each gave a brief presentation on the five strategic priorities approved by the Board.

David Kiefer, Early Childhood and Youth Programs Supervisor, presented Strategic Priority 1 where the goal was to *position Willamalane as a desirable place to work where employees have a high level of work satisfaction.*

Eric Adams, Planning, Parks and Facilities Division Director, presented Strategic Priority 2 which was to *systemize and fund a comprehensive maintenance and reinvestment plan for physical assets to ensure high quality parks, facilities and operations.*

Brandon Lemcke, Aquatics Supervisor, presented Strategic Priority 3 which was to *expedite the completion of current bond-funded capital projects and nurture public trust through frequent updates on progress and successes.*

Christine Crutcher, Aquatics Program Manager, presented Strategic Priority 4 to *become more reflective of the diversity of our population at the leadership, staff and patron levels.*

Jana Weaver, Special Events and Outdoor Recreation Supervisor, presented Strategic Priority 5 where the goal was to *generate operating efficiencies and increase data security through integrated administrative systems.*

Vice President James, seconded by Director Beyer, moved to approve the Strategic Priorities as presented and subject to budgetary considerations. The motion passed unanimously, 5:0.

iii. Pay Equity Update

Nicole Gibson, Administrative Services Director, gave a brief update on House Bill 2005 regarding Pay Equity and the efforts Willamalane was making in order to be fully compliant. Nicole said she was working closely with Dwight Purdy, Willamalane's Legal Counsel, to review recruitment processes, policies and practices to assure alignment with the legal requirements. The process would include reviewing current job descriptions, job posting requirements and other issues prior to the January 1, 2019 compliance deadline.

XIII. REGULAR BOARD MEETING

A. Business from Legal Counsel

There was none.

B. Standing and Special Committee Reports

There was none.

C. Superintendent's Business

i. Superintendent's Reports (September 2018)

There were no questions regarding the report included in the agenda packet. Superintendent Wargo added the following:

- The board retreat date had been set for Saturday, November 10, 2018. The location and agenda were in process of being set.
- The 75th Anniversary logo was revealed and upcoming Recreation Guides, events and activities will be developed around the anniversary, including a big celebratory event scheduled for September 2019.
- Agenda items for the next regular board meeting on November 14 would include updates on the website redesign, mixed martial arts events and an update regarding illegal camping.

Vice President James noted that many hours seemed to be spent on illegal camping clean up and asked how this issue should/could be dealt with going forward. Superintendent Wargo mentioned that the Park Ranger position should help with the issue and the hope was to have that position in place by January 1, 2019.

XII. WRITTEN COMMUNICATION

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There was none.

XIII. REMARKS FROM THE DIRECTORS

There was none.

XIV. MESSAGES AND PAPERS FROM THE PRESIDENT

There was none.

XV. ADJOURNMENT

President Bean adjourned the Board meeting at 7:50 p.m.

Michael Wargo, Secretary