



208-382-5136

333 Kelly's Parkway, Cascade ID

info@cascaderec.org

**PURSUANT TO IDAHO CODE SECTION 74-204 SPECIAL MEETING  
The Southern Valley County Recreation District  
June 30th, 2022, at 7:30 AM  
Cascade Aquatic and Recreation Center  
MINUTES**

**7:30 am**

**Roll Call**

Larry Morton called the special meeting to order.

Board Chairman – Larry Morton: Present

Board Member – Patty Giardina: Present

**7:32**

**Swearing in of current Board Member Patty Giardina**

**Swearing in of new Board Member Patrick Pratchett**

**7:33**

**Appointment of Zone 2 Board Member**

Action Item: Patty Giardina motioned to appoint Patrick Pratchett to Zone 2 of the SVCRD. Larry Morton seconded. All members voted in favor with audible “Yes” votes, no further discussion.

Old Business:

**7:34**

**Housekeeping Update**

The local Johnson family has performed some preliminary housekeeping duties in the rec center and are willing to be on call as needed. Tammy has also come back on board as a staff member and is doing a commendable job.

**7:35**

**Fee Structure**

Larry Morton led discussion on the possible need to raise prices. Each year the Board has the option to raise tax fees up to 3% without formal public approval. One option is to raise base price membership or to increase add-on fees. Patty raised the possibility of increasing day use fees. There are currently no grants or fundraising efforts generating revenue for the center. Patrick Pratchett would like to review budget before making suggestions. Patty Giardina asked that if changes are made, ample time is afforded to communicate with the community and emphasized the need for District Manager to be in place prior to making any changes. There may be new competition in town affecting market prices. Free day use (swim days) was also considered and discussed. Tabled pending further study and future discussion.



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**7:41**

### **Donation Requests**

Cascade Athletic Association – Need discussion with Michelle Whipple or another member of the group regarding request for cash donation. Board is exploring possibility of non-cash, in-kind donations in lieu of cash. Larry Morton will follow up.

Thunder Mountain 4<sup>th</sup> of July Float- Project is in process without available signage at the event.

**7:44**

### **Organizational Chart**

Larry Morton opened discussion about future staffing changes with rec board as oversight body, District Manager supervising duties and “departments” such as Facilities, Front Desk and Aquatic. Multiple versions/options were shared with divergent job descriptions, responsibilities, and reporting structure. Audience member Dan Davis commented with additional details to support concepts. Patty Giardina verified that she is providing temporary ad hoc manager support and asked for board approval. Both Patrick Pratchett and Larry Morton support Patty Giardina providing this support and leadership temporarily with limitations on expenses over \$500. Tabled pending further study.

**7:53**

### **Insurance Benefits**

Previous District Manager is still currently on insurance policy due to mandate that two employees minimum are covered. Cheryl and Doug are not currently in need of insurance benefits. Laurie is still considering full time option. Patty Giardina will pursue options and bring details to the board.

**7:55**

### **Lake Cascade State Parks Guide Ad**

Paperwork signed, invoice in hand and Lake Cascade State Parks will follow up with details.

### *New Business:*

**7:56**

### **Deck Repair Timeline**

Leakage has been identified under the pool deck. Doug will work with Laurie to schedule a time frame when pool will have the least use and repairs can be planned. They have until a deadline of July 12<sup>th</sup> to propose time window to the Board. Contractor has been on site to evaluate leak sites and possibly provide appropriate repairs. Audience member Dan Davis provided additional details. Patrick Pratchett will take the lead on this project with input from the Board.

**8:03**

### **Employee Reviews**

Multiple employees have not had reviews, per employee manual, every 6 months. Additionally raises have not been offered. Board discussion on process moving forward. Intention is to start reviews first week of July for leads Doug, Laurie, Cheryl, and Kassi. Discussion on format and content of review



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process. Patty Giardina will create template, job descriptions and schedule.

**8:07**

**Ads for Hiring Positions**

Discussion on current candidates and re-opening the position. Considerations discussed advertising in The Star News but may pivot from larger display ad to classified ad. Options were shared on a national level, including online advertising and niche markets. Patrick Pratchett will pursue new and innovative options. The board may also invite local candidate back for a follow-up interview.

**8:18**

**Youth Basketball**

Larry Morton opened discussion about the concerns about the quality of the program and which entity (Rec Center or Public School) should assume responsibility for the program. Historically the program was run by elementary school. Details provided by attendee and current coach "Ron" about the transfer in 2014 to the rec center. Ron stated that over time, demand has remained high, but the quality of the program has declined. He provided a description of the challenges and possible solutions. Larry Morton suggested Plan A: Discuss with school district administrators about possibility of transferring program. Plan B: Evaluate and make improvements in the existing rec center program. Patty Giardina will reach out to school officials to initiate possible future special meeting, and report back to the Board.

**8:53**

**Nordic Club**

Tabled due to lack of time.

**Public Comment:**

None at this time.

**Calendar Update:**

Next Regular Board Meeting: July 14th, 2022 @ 5:00pm

**8:56**

**Adjournment Motion**

Patty Giardina motioned to adjourn the meeting. Larry Morton seconded.