

SHRC Board Meeting
8.21.16
Scottish Hills Pool
5PM

Board Members: Mark Boston, Christa Iozzo, Jim Howard, Dermot Allen, Jessica Dixon, Brent Hubbell, Crystal Holladay

Employees: Jared Taylor, Christy Hall

Other: Anita Larkins dive team

Guests: Jeff Viau and Jody Viau, Cherie Shepard, Mandy Lewandowski, Emilie and Todd Snyder

July minutes passed

Dive Team Update:

Came under budget for team

People asking about dive lessons; something to look into for membership for next year.

Anita stepping down, looking for someone to take over. Does not know of anyone at this time.

Dive practices worked well for the team this year.

Dive board is getting fixed.

Social:

Brent Hubbell stepping off the board. Has family issues that need to come first and a job that requires him to work on Sunday.

Dog swim- interest in having the dog swim, September 25??? Last Sunday of swimming, (this was changed to September 18 after our 2:00pm BoD meeting at a later point in meeting) need board member to be present for this. Jim volunteering for this.

CCM:

Went off well.....got a lot of positive feedback

Cary police meet with Deb and Mark. Complaint about parking on street. Officer was impressed with all we did prior to this event. Productive meeting, use off duty police to help with parking, police want to get involved and bring car or motorcycle to interact with community

Google Drive- documented all that we did to put this so someone new has a good idea of how things run.

Traffic cones has not charged us for the cone rental.

~ \$18,000 net from event. Promote income with membership but not with other pools to avoid complaints from other pools about entry fees. Entry fees non refundable. Tracking fees down for week after the event. How do we cover our expenses if event was cancelled? Team checks pay the fees. Invoices generate 1 week prior to meet. Changes happen to the last minute

Fixed fees that are prepaid awards, t-shirts, concessions,
Would creating a paypal account help collect fees?

Tennis Camp:

Kids had a great time, Director complained about the shape of the courts. However, she meet with Mark prior to the season to starting. Parent was refunded money.

Board President:

Next meeting to be held here on September 18th @ 2:00 at pool.

Kept meeting on the third Sunday going forward. Gives us a meeting in March with new members.

Lessons Learned- team communication

VP:

Lessons Learned- great year with full board. Props to Jim and all that he has done including detailed notes of his projects completed.

Fall Work days- TBD

Pool member gave quote on doing lighting. \$6,000 just for wooden poles; \$11,000 for everything without the lights. Get another quote on lights.

Security Lights- Duke will abandon the pole and fixtures. They will no longer service them.

Will cost \$20,000 to upgrade to use facility at night. What is the demand of night swim (swim)?

Does it match the cost of the lighting upgrade? Probably not.

What is the scope of the work, where is the money best spent?

In pool lights- \$150.00 per light to fix and seal the lights 6 lights; about 1000 to upgrade in pool lights. Can we upgrade these (in-pool lights) to LED lights? To allow more light in pool.

Look into potential of adding LED flood lights as security lights.

Reserve account has 40,000 in it. Membership is up this season from las by 20 members.

Tennis Courts- What do we have that others do not have? What can we do with them?

We don't have the money to fix them right now.

Staff payroll is currently under budget.

2012- 107,000

2013- 109,500

2014- 100,000

2015- 124,00 two managers, added guards,

2016- using new system every two week period we have been under budget, budgeted for 110,000.

End of 2015 made wrong assumptions over budget and it has been rectified.

Pool Manager:

Lessons learned: Always learns something

Staffing is going to be tight. Wednesday, August 31 do not have enough staff to open from 4-8. Sent out email to get it covered.

Jared is only manager left. One manager is driving up from school to help.

Do we close on that Wednesday or do we close that week since school is in session? Jared to let us know if he gets a 3rd staff for Wednesday. Will vote via email by Friday.

Weekend of September 10th and 11th, would possible be the last weekend open.

Dog swim at 4:00pm on September 18th (Sunday 18th, after BoD 2:00pm meeting).

Staffing plan for 2017

Pay rate schedule

Gate/Concession range 7.25-7.75 .25 raise each year they come back to range.

Lifeguard 8.00-9.00 .25 raise each year they come back to 8.75 Extra .25 raise for WSI certification as long as they teach 2 sessions in the summer. Otherwise, they would revert to the lower rate that reflects their years of work.

Key holders (helpers at end of season) 9.25

Assistant Managers 10.25-11.50 Based on experience and certifications. Raise of .25 each year they return to max.

Proposed pool hours summer 2017

Preview weekend 20, 21 May 12-8

Memorial day 29 May 10-8

30 May-2 June 12-8

Saturday 3 June 10-8 Sunday 4 June 12-8

June 5-10 10-8 (Mon-Sat) 11 June 12-8

Summer hours start 12 June:

6-8 Early Bird M,W,F (Start 29 May)

M-Th 10-830

Fri-Sat 10-9

Sun 12-8

Start 21 Aug M-Sat 10-8 Sun 12-8

Start 28 Aug (school start) 4-8 Sat 10-8 Sun 12-8 Mon (Labor Day) 10-8

Weekends after if staff and weather permit 12-7 both Sat and Sun

Close at 5pm on 4 July

Red Cross opened site to allow people to post classes for public.

Want to work on putting pieces together for coordinating swim team and dive team.

Business Manager:

Concessions:

Limited items available and restocking very little. Goal is to sell everything. Jared and I will keep a close eye on inventory and reduce prices if necessary the last 2 weekends open.

Plan to close down concessions on last work day or before (clean/freezers/fridge/ice machine turned off, etc). I will schedule last pick-up with Coke to remove all canisters after last weekend open.

Trash Service:

I will work with Jared to monitor when we can reduce the trash pick-ups to every other week and eventually 1 per month if needed. Mesh furniture is falling apart fast so those pieces are taking up room in dumpster. I will schedule the last pick-up and "turn service off" after last workday. Please advise when you would like service to end. Last year the last pick-up was near the end of October.

Water turn off – Scot Hahn:

Please advise when you would like to turn water off to bathrooms and concessions (after last workday). Scot will also need to remove the backflow preventors near the street (this will need to be done after pump room is winterized I believe?). Please discuss: where to store backflow preventors? Scot advised last year they not be stored in concessions. He suggested a garage or place with better insulation (keep them wrapped in towels). I remember some discussion but was not aware of final outcome – somebody was going to take them to the storage unit? In the end, they sat out on the counter of concessions all winter and one had a small amount of damage (Scot said it would be ok!)

Internet:

When would you like the service turned off? I will return equipment and we can start service next year. We will not be guaranteed the same price so we can keep the service all winter if that is preferred. New services coming to the area so not sure the price will go up that much – thoughts??

Landscaping company:

Please let me know when I need to turn service off and on!

Furniture:

Mesh furniture is in bad shape along with older white round tables. Based on invoice from what we ordered 2 years ago and what is needed for next season, \$8000 is recommended for the upcoming budget. I have the details and can provide when needed at October meeting.

Social:

Eric and I would like to host the cardboard boat race and corn hole tournament again next year. Selling leftover food went well with corn hole tournament but we would just like to focus on tournament and leave the food part up to the board.

Alarm system:

Some codes will need to be removed at end of season. Who should I give the names to?

Facilities:

Many complaints about bugs and bees.

Found repellent trash can liners. 34.00 for 65; currently pay 34.00 for 100.

Read warning label to be sure they are safe for kids.

Possible order some to try and see how they do.

Door to screen porch- try a magnetic screen for \$14.00 to replace door.

New grill cover needed. Get measurements and order \$30.00

Early February is best time to prune crape myrtles based on NC research

Membership Recruitment Proposal:

Sliding scale for stock fee based on membership at the time.

Jim needs 2 people to help Jim go over by-laws to update. Mandy (Lewandowski) and Dermot (Allen) offered to assist.

Membership:

Lessons learned from 2017 (2016)?

Areas to improve or change for 2017

Member Reinstatement. Request: To "reinstate" member family "X" with only \$100 application fee, current prorated dues for remainder of season, not required to purchase new stock.

SHRC retain \$500 forfeited stock value?

\$500 stock value returned to member,

See Jim's spreadsheet.

Communications:

Survey done. Had 26 paper entered; 89 electronic; 109 total

Overall feedback was good. Surprised by how many people were unhappy with board and communication. Still lacking correct email contact info for many members; this may have impacted communication score.

Consistent themes from survey: lighting, furniture, tennis courts, social events

Can we collect member contact information with the dues money?

Membership sends email to communications when new members join.

Facebook and Twitter feeds are linked so that Twitter cross-posts to Facebook. Staff need to be more consistent with the updates of closures and delays via Twitter.

Jared suggested we set up communications stations in covered area where members could go to update contact info throughout the season.

Christa left at 7:25pm
Meeting adjourned at 7:45.
Anything after to add?