

**VERO BEACH RECREATION COMMISSION MINUTES**  
**Tuesday, October 13, 2020 – 2:00 p.m.**  
**City Hall, Council Chambers, Vero Beach, Florida**

**PRESENT:** Vice Chairman, Brooke Malone; Members: Judy Jones and Brooke Steinkamp **Also Present:** Recreation Director, James O’Connell; Assistant Recreation Director, Patty Howard, City Attorney, John Turner, Planning and Development Director, Jason Jeffries, and Senior Administrative Assistant, Rita Hawkins

**Excused Absence:** James “Rock” Tonkel

**Unexcused Absence:** Greg Holtan

**1. CALL TO ORDER**

Vice Chairman Malone called today’s meeting to order at 2:03 p.m. and the Senior Administrative Assistant performed the roll call.

**2. APPROVAL OF MINUTES**

**A) September 8, 2020**

**Mrs. Steinkamp made a motion to approve the minutes of the September 8, 2020 Recreation Commission meeting. Mr. John Turner, City Attorney, seconded the motion and it passed unanimously.**

**3. PUBLIC COMMENT**

Mrs. Linda Hillman, Vero Beach resident, said she has heard some rumors in regards to the City lifeguards. A friend told her that a part-time lifeguard position was listed on the City website and she was asked why the pay is so low. She found a part-time casual lifeguard position posted with a pay rate of \$8.56 per hour and she would like to know why it is so low. She read the responsibilities, knowledge, abilities, skills, other job requirements for a part-time casual lifeguard from the City posted position (on file in the City Clerk’s office). She then read a description of a part-time employee at Publix supermarket and said they are paid \$9.26 per hour at the age of 14. If the employee is age 16, they are paid \$10.25 per hour. She said a lifeguard risks their own life to save a life, so they are like police officers, fire fighters, and first responders.

Mr. Jim O’Connell, Recreation Director, replied that the job of a lifeguard is invaluable as well as Police Officers and first responders. He understands that the pay rate is in line with the market rate for this area. If they cannot fill the position at that rate then they might look at it to see if there is room to make a change.

Mrs. Patty Howard, Assistant Recreation Director, explained that there are different tiers of the lifeguards pay structure. The casual part-time pool lifeguards only have to be lifeguard certified and they do not have to have first responder or emergency medical technician (EMT) training, so that is why they are paid minimum wage. The part-time camp and performing arts instructors are also paid minimum wage and they have children’s lives in their hands every day, so perhaps this is something they should look at across the board.

Mrs. Hillman said the job descriptions for a pool lifeguard and a beach lifeguard are exactly the same.

Mr. O'Connell added that their qualifications would not necessarily be the same.

Mrs. Malone asked if they need to update their job descriptions.

Mr. Turner stated that job descriptions would not come so much from here as it would from the Human Resources Director.

Mrs. Hillman asked Mr. O'Connell if he had one on one conversations with the lifeguards to hear what their concerns are, what problems they see or have seen, or if there are things that need to be looked at.

Mr. O'Connell replied not specifically for those matters, but he might do that in the future.

Mrs. Hillman said she wants to know why the lifeguard funding was cut, and why was their workout equipment taken away so they can no longer work out as a group. She heard these rumors, so she is here to clarify them.

Mrs. Howard replied that they are rumors, because no equipment has been taken away and they are still having their training.

Mrs. Hillman said she also heard that the lifeguard's uniform budget is \$100 each.

Mrs. Howard reported that there is \$2,500 in the budget for their uniforms.

Mrs. Hillman apologized and said you are correct. The prior year's budget was listed as \$100.

Mr. O'Connell replied that was an oversight in the budget process last year.

Mrs. Hillman said for the last three (3) years the lifeguards have asked for automated external defibrillators (AED) and they have not received them.

Mrs. Howard replied that she believes there is \$10,000 in this year's budget for AED's and there was \$4,000 budgeted last year.

Mrs. Malone asked if they have AED's.

Mrs. Howard replied yes and they are constantly ordering and updating them.

Mrs. Hillman said that they (lifeguards) are always asking for the same equipment year after year. They need new paddleboards and they do not have a working all-terrain vehicle (ATV),

Mr. O'Connell said everything that is in the budget they are getting this year.

Mrs. Howard stated that they have two (2) ATV's and if they are not working properly, then they are immediately sent to the shop to be repaired.

Mr. Monte Falls, City Manager, said everyone recognizes what a great job the lifeguards do, but a lot of these items that were brought up have implications in the bargaining unit and are contract negotiation issues. He reported that the lifeguard's budget was not cut this year and he did not see any reduction in the net amount to the lifeguards.

Mrs. Gabrielle Manus, Human Resources Director, explained that anything to do with wages and uniform expenses, etc. are all part of the collective bargaining process they negotiate with the Teamsters Union. The \$8.56 per hour rate is for the casual part-time lifeguard that works at the pool only. If they have an EMT or first responder certification then they get additional money. They also have a casual seasonal open water lifeguards, which are the beach lifeguards and they have a higher pay rate. Several years ago she met with the prior Recreation Director, the Union, and the lifeguard representative and they went through and revamped all the requirements, discussed all the rates, and the pay scale.

Mrs. Steinkamp asked if EMT training is offered to the employee if they start out at the base rate.

Mrs. Manus replied no. They have to get that training on their own.

Mrs. Malone thanked Mrs. Hillman for her statements.

Mr. Scott Caviness, Shark Bait International, Inc., said that he would like to add to this discussion regarding the lifeguards. He explained that he became a lifeguard in Cuba after he joined the Navy when he was 18. He read a prepared statement of an experience at South Beach Park in July where two (2) lifeguards revived a woman that was unconscious and not breathing. Because of their training, those lifeguards saved her life. The paramedics and first responders arrived and took her off the beach. He said that ocean rescue training is not like training in a controlled environment. It requires a lot of running up and down the beach. If they do not practice rescue training then they are training to fail. He said he is on the Board of the Vero Beach Lifeguard Association and they should be doing anything they can to help the lifeguards.

Mrs. Malone asked if anything has changed in the lifeguards training schedule.

Mr. O'Connell replied no. They still train every Tuesday morning.

Mrs. Malone announced that they received a letter from a resident. She asked the Senior Administrative Assistant to read the letter from Mrs. Mindy Miller it into the record (on file in the City Clerk's office).

Mrs. Malone said that Mrs. Miller included a phone number and website address at the conclusion of her letter, so she called her. She explained that Mrs. Miller is not only a talented photographer; she is a very professional aerial performance artist who has traveled the State. She said Mrs. Miller currently travels to Port Saint Lucie to continue her sport and she spends hundreds of dollars a month. It sounds like this might be a missed opportunity for the Recreation Department. She said that Mrs. Miller asked for volunteer paperwork but no one has gotten back with her.

Mrs. Steinkamp stated that they also received an email from Mrs. Rosemary White requesting that the Recreation Department expand their programs.

Mrs. Steinkamp asked why are the performing groups by invitation only.

Mrs. Howard suggested that the Commission members go speak with the instructors who can explain the entire program to them. She stated that there are year round performing groups that are by invitation only. There are numerous aerial, gymnastic, and dance classes throughout the year for people of all ages, which are the feeder groups for getting into the performing groups. The City's policy is one (1) staff member per five (5) children and these groups are completely full. She will not kick someone out of a group just to let someone else in.

Mrs. Steinkamp said if Mrs. Miller were to offer her services to the program would it be possible to expand the program so that more children could participate.

Mrs. Howard stated that during the registration process if a child cannot get into a class because it is full they always offer other classes. If a child cannot make it to another class then they keep the names of those individuals and if they get five (5) they will open up a new class. She said that Mrs. Miller and her daughter are welcome to continue with private lessons or join the classes until a spot opens up.

Mrs. Steinkamp asked if there are requirements for joining the performing groups.

Mrs. Howard replied yes. The students do not only need aerial experience, but they also need to know gymnastics and some dance, which their program offers. Mrs. Miller can sit down with the performing group's instructors and work something out for volunteering. They are not hiring any staff right now while they are recuperating from the coronavirus, but even if she volunteers she will have to go through a background screening.

Mr. O'Connell stated that they will get in touch with Mrs. Miller to see if they can get her in as a possible volunteer.

#### **4. NEW BUSINESS**

##### **A) Shark Bait International, Inc.; Proposal to Amend Contract – Mr. Scott Caviness**

Mr. Caviness said he has some concerns about local government and he read a prepared statement. He said he is here today to introduce his proposal to amend his contract with the City in order to expand his business.

Mrs. Malone read the proposed amendments from the proposal (on file in the City Clerk's office). She said she is not familiar with the existing contract.

Mr. Caviness replied that his existing contract is just for the rental of chairs and umbrellas, which are non-aquatic items.

Mrs. Steinkamp reported that the amendments are to add kayaks, paddleboards and other aquatic equipment at various locations.

Mrs. Malone asked Mr. Caviness where he currently conducts his business.

Mr. Caviness answered that he is only at South Beach Park, but he is licensed and insured to deliver equipment throughout Indian River County.

Mr. O’Connell stated that he asked Mr. Caviness to present this to the Recreation Commission so they could advise if they thought this would be a good idea. He said he personally has limited experience with beach rentals and beach operations, but with the Commission’s advisory capacity, he thought this would be an item they were designed to discuss.

Mrs. Malone asked if anyone else is doing this type of thing in the community. She asked if Orchid Island Bike and Kayaks is similar because they rent and deliver aquatic equipment and kayaks.

Mr. Caviness replied yes, there are a few businesses like this.

Mrs. Malone asked if anyone else has a contract like this with the City.

Mr. O’Connell replied no. The other entities do not work specifically out of a City Park, which this contract allows Mr. Caviness to do. There are businesses who rent the same items that schedule deliveries, opposed to having inventory on site at a specific Park.

Mrs. Malone asked to clarify that Mr. Caviness is asking to maintain an inventory of rental equipment at Jaycee Park, Humiston Beach Park, Sexton Plaza Beach, MacWilliam Park, Riverside Park, and other areas designated by the City.

Mr. Caviness answered yes.

Mrs. Steinkamp asked if those “other areas of the City” are going to be spelled out in the contract.

Mr. Caviness explained that when he submitted his original contract to the City seven (7) years ago all of this was included. The City limited him to renting beach chairs and umbrellas at one (1) beach until he was established.

Mrs. Steinkamp said the last time the Youth Sailing Foundation talked with City Council about their new building they mentioned that Orchid Island Rentals might have a kiosk operating out of their location. That is why she asked if there were any other operations like this. She is not sure if it matters, but it sounds like it is being discussed.

Mr. Turner replied that it does make a difference. He explained that he needs an opportunity to review this proposal before he can recommend anything to the Recreation Commission.

Mrs. Malone asked to have this item added to next month’s agenda so that the City Attorney has time to review the proposal.

## **B) Three Corners Project**

Mr. Jason Jeffries, Planning and Development Director, said he was asked by City Council to give this presentation on the Three Corners Project to the Recreation Commission just as he has done for other groups. He will go over the background, the process, the timeline, the different scenarios, etc. He proceeded with the Power Point presentation (on file in the City Clerk’s office). He explained that people in the community want this property developed revenue neutral with a minimal amount of public money going into it. There is a disconnect with that, because if they want a lot of public uses someone has to pay for it.

Mrs. Steinkamp said she believes that if the old Power Plant building was demolished and not used, they would not be able to construct another building of that same height.

Mr. Jefferies replied that is correct, because the City has a 50-foot building height restriction.

Mr. Jefferies continued going through the Power Point presentation and described the various scenarios.

Mrs. Steinkamp asked if the old Power Plant building was turned into a hotel and conference center would the conference center be owned and operated by the hotel.

Mr. Jefferies said that information is not determined by these plans, but that would be the most reasonable assumption. He continued with the Power Point presentation and discussed the Steering Committee and the next steps the City will need to take.

Ms. Jones said that Mr. Jeffries has not once mentioned the Recreation Department or Mr. O'Connell helping with the Steering Committee and this project.

Mr. O'Connell said this is the most comprehensive look at the plan that he has seen, but he does not think a City staff member would be allowed to sit on a Committee like this.

Mr. Turner replied no, City staff would not be allowed to sit on the Steering Committee.

Mr. Jeffries explained that as they go through the financial analysis many of the City's internal departments will be involved with that process.

Mr. Turner explained that the Steering Committee is subject to the Sunshine Law and having City staff on the Committee would make it very difficult to manage the project.

Mrs. Malone said it is obvious how many hours he has spent explaining this process and she thanked Mr. Jeffries for his time. There will probably be aspects of this project that will fall under recreation and involve the Recreation Department. The subject of recreation came up at many of the discussions, so they need to make sure there are publically accessible play spaces and natural areas. She would like to make sure that between the Recreation Department and the Recreation Commission they attend the Steering Committee meetings to make sure they are continuously advocating for part of this property be kept with recreational aspects.

Mr. Jeffries explained that the Steering Committee was reconstituted. The City Council Members were taken off and they appointed five (5) new members. The City Council saw a need for additional voices, so on October 22, 2020 the new Steering Committee will have their organizational meeting.

Mrs. Malone asked if this would be the time for Mr. O'Connell to charge the Steering Committee with the recommendation to keep recreation and the recreational needs of the City as part of their plans.

Mr. Jeffries answered that would be the Recreation Commission's responsibility.

Mrs. Steinkamp said she agrees that it should be up to Recreation Commission to make recommendations to the Steering Committee and represent the Recreation Department. She said

there was an overwhelming amount of people who requested recreation and green spaces on that property. She believes the Recreation Commission has a responsibility to the residents of the City and the County to make sure their requests are being considered and the property is not over developed.

Mr. Jeffries referred back to that maximum development scenario and said there is a lot of Park area on the sight. This is a very large, 35-acre piece of land and is it possible to accommodate all of the ideas that were presented. The different recreational uses include a skate park, boating, Youth Sailing, a playground, walking promenades, etc. The design is a very good mix of commercial and park/pedestrian uses and they complement each other so they are all utilized.

Mrs. Malone asked Mrs. Steinkamp if she would like to volunteer to attend the Steering Committee meetings.

Mrs. Steinkamp replied that she would. She asked what is the Steering Committee needing.

Mr. Jeffries said the Recreation Commission's responsibility should be to look at the scenarios to see if there are things that will benefit the recreational and Park activities or is there anything in the plan that might conflict with activities already taking place in the City. The Standing Ovation plan was a plan that people thought would complement the other destinations in Vero Beach.

Mrs. Malone asked to have the Three Corners property placed on the Recreation Commission's agenda as a reoccurring item, so they can discuss what they learned from the Steering Committee, the people they have talked to, etc.

Mr. Jeffries said he will come back to the next Recreation Commission meeting to give them an update. He will be giving this presentation to the new Steering Committee on October 22<sup>nd</sup>, but it will take them a couple of meetings to decide how often they will be meeting.

## **5. OLD BUSINESS**

None

## **6. RECREATION DIRECTOR'S MATTERS**

Mr. O'Connell announced that they are reopening the Recreation facilities. All of the outdoor facilities are all open. The indoor facilities are available to rent for events with the stipulation that participants need to wear facemasks. Facemasks are currently required in all City and County buildings. Next month he should be able to let them know how the events and rentals are working out. He reported that the City partnered with the Marty Fish Foundation to offer youth tennis clinics starting tomorrow for six (6) weeks. This is an introduction to start working with the Marty Fish Foundation to provide programs in house at the Riverside Tennis Complex, which they have not been able to do before.

Mrs. Howard announced that their next gymnastics registration is this Saturday. This year's Halloween event is going to be quite different. With the pandemic, the parade will now be a car parade that will start at Riverside Park and go through Sexton Plaza. The decorated cars will be judged and prizes will be given out. This will be good for their sponsor, Mulligan's, because they were not able to have their annual Easter Egg hunt there this year. The parade will be on Saturday, October 31<sup>st</sup> in the morning.

Mr. O'Connell announced that they had two (2) staff milestones in the past couple of weeks. Mrs. Gabby Dwyer, Riverside Tennis Manager, celebrated 20 years with the City and Mr. Nathan Rieck, Lifeguard Captain, celebrated 25 years. He would like to congratulate both of them and thank them for their many years of service. Mr. Rieck will be receiving a plaque at the next City Council meeting.

## **7. CHAIRMAN'S MATTERS**

None

## **8. MEMBER'S MATTERS**

### **A) Reading of the Recreation Commission's Mission Statement at Every Meeting – Mrs. Brooke Malone**

Mrs. Malone said she brought back from their last meeting the importance of a mission statement. It is supposed to be a guiding principle that they should all know. She thought it would be helpful for them to read the Recreation Commission's mission statement at the start of each meeting. She read the Recreation Commission's Mission Statement and the Recreation Department's Mission Statement (on file in the City Clerk's office).

**Mrs. Malone made a motion to add the reading of the Recreation Commission's Mission Statement at the beginning of each of their meetings. Mrs. Steinkamp seconded the motion and it passed unanimously.**

### **B) Creating/Agreeing on Agenda Items for the Following Month's Meeting – Mrs. Brooke Malone**

This item was discussed as part of item H.

### **C) Smart Goals and Culture Design – Mrs. Brooke Malone**

This item was discussed after 8 –A).

Mrs. Malone stated that when she reviewed Mr. O'Connell's resume one (1) thing that jumped out at her was that he had developed efficiencies. She was so glad to see that because this is one (1) of the reasons she is on the Recreation Commission. Her personal belief is that if there is something going wrong within their business or group it is their responsibility to recognize it and find a way to make it better. She said there is some kind of disconnect within the Recreation Department that seems to stem from way back and it is leaking out into the community, so it needs to be addressed. This lead to her providing the handouts for Smart Goals. She explained that Smart Goals are things people put in front of themselves to achieve success. She said this is a wonderful webinar and program and it is almost like a business plan. The Culture Design webinar has helped her business tremendously. All of the Culture Design webinars are free on youtube and she would recommend any department in the City to go through this process. She thought this was important because she feels that leadership of the Recreation Department needs some training. Maybe with some coaching and one-on-one talking they can work through some of these differences and heartaches to fix these issues and to become a goal driven department.



Mr. O’Connell thanked Mrs. Malone for the information for them to look at and explore. He said in his observations and what he has learned is that there is a lack of communication in certain divisions within the Recreation Department. He was surprised to learn that there was a level of unhappiness with the lifeguards. There are issues and he will take a more active role in trying to get them to open up and to talk freely and find out what needs to be fixed. He agrees that an organization has to have goals and everyone needs to agree on the goals and be a part of the team. He wants to see them get the best performance from the employee and have a team that is happy to be working here and excited about coming to work every day.

Mrs. Steinkamp stated that throughout her professional career she knows that communication is the key to raising affinity for one another and then that is key to improving reality. She believes that meeting with the employees and talking with them individually would be a wonderful place to start. Communication among the lifeguards is very important.

Mr. O’Connell said he will speak to the lifeguard captain.

**D) Continuing Education and Association Memberships – Mrs. Brooke Malone**

This item was discussed with item E).

**E) Social Media Update and Outreach – Mrs. Brooke Malone**

Mrs. Malone told Mrs. Howard that it is nice to see a consistent level of posting on social media and the interaction with it. She asked Mrs. Howard if her posting has expanded and if she knows how successful it has been.

Mrs. Howard replied that she has not looked at it recently, but she will provide an update at their next meeting.

**F) COVID Update and Plans – Mrs. Brooke Malone**

This item was discussed previously in the meeting.

**G) Current Seats on the Recreation Commission – Mrs. Brooke Malone**

Ms. Jones asked what is the status of the members on the Recreation Commission. Every time she turns around members are quitting. She asked if they are they getting new members.

Mrs. Tammy Bursick, City Clerk, replied that she has a couple of applications from individuals who are interested in serving on their Commission and she is taking them to City Council at their October 20<sup>th</sup> meeting.

Ms. Jones said that they should give praise to Mrs. Howard for designing the new playground at McAnsh Park. That Park is packed with children every day.

Mr. O’Connell said the Park is now open and it is fantastic. He cannot say enough good things about all the work that Mrs. Howard did to get that accomplished. They are working on getting the GoPlayVero sign posted so they can have a ribbon cutting ceremony.

Mrs. Howard reported that there is still a little work being done on the sidewalks to make them compliant with the American with Disability Act (ADA).

Mrs. Malone asked if this was a GoPlayVero partnership.

Mrs. Howard replied yes. GoPlayVero donated \$29,000 and the City covered the rest. The total cost was \$67,000.

#### **H) National Recreation and Park Association – Mrs. Brooke Steinkamp**

Mrs. Steinkamp said that her item pertains to the last Recreation Commission meeting where Mrs. Laura Moss, Vice Mayor, mentioned that the City should seek private and not for profit organizations for funding their services and facilities. She said she also read that Mr. O’Connell does some grant writing.

Mr. O’Connell replied that he has some grant writing experience but not extensive.

Mrs. Steinkamp said that is great because they are going to need a lot of that. It is going to be up to the City and the public to get the funding for their projects and all the spaces they manage. She understands that they do not have a membership with the National Recreation and Park Association (NRPA).

Mr. O’Connell said that he is a member but the agency is not.

Mrs. Steinkamp asked if they need to make a recommendation to City Council that they put it in the budget so the Recreation Department employees can get a membership. She brought the pricing with her and it is not only for staff, but they could include the Recreation Commission as well. Everyone could go through the training so they are all on the same page.

Mrs. Malone said she would like to make a motion to City Council. She asked how much will it cost.

Mrs. Steinkamp replied that for the premium package for 1 to 10 people it is \$675 per year, for 11 to 20 people it is \$875, and for 21 to 50 people it costs \$1,150 per year.

Mr. O’Connell stated that they have 17 full time Recreation Department employees including the lifeguards.

Mrs. Malone commented that they will need memberships to cover over 21 people so it will cost \$1,150.

Mr. O’Connell explained that the annual membership does not cover the cost of the annual conference, but it does give them a discount which is about half the price. The annual conference takes place in Orlando usually in October. He agrees that the NRPA membership provides many benefits.

Mrs. Steinkamp commented that she really likes that the NRPA offers \$5 million in grants annually.

Mrs. Malone mentioned that Mrs. Karen Fuss, a swim coach with Bold Aquatics, has extensive grant writing experience and loves to be involved. She might be a great source to tap into for grant writing.

**Mrs. Malone made a motion to recommend to City Council that they find \$1,150 in the budget to help support Mr. O’Connell and the Recreation Department staff to receive a membership to the NRPA, which they have not been a member of for 15 years.**

Mrs. Steinkamp commented that it would only be \$875 if they do not include the Recreation Commission members. However, she does not think it is fair to ask the Recreation Commission to think creatively and find alternative funding when they cannot tap into the resources they need.

**Ms. Jones seconded the motion.**

Mr. Ken Daige, City Resident, said that their idea is fantastic for wanting to join the NRPA. He recommended that they get their information together and prepare a presentation listing the good benefits. It might be helpful in selling the request to City Council if they are able to find a couple people to help sponsor their private/public partnerships, even if it is a few hundred dollars here and there. He thinks a big selling point to City Council is the grant aspect of the memberships. They will need to get with the City Clerk’s office to get on the agenda. He explained that when the Arts Village started out six (6) years ago it was just a grass roots effort and they are still waiting on certain zoning changes to be completed. The team of 30 members had to raise the money themselves to fund the charrette process and numerous people in the community strongly support this project. He commented that the Three Corners project is a huge process and a lot of tax dollars have been spent on it.

**The motion passed unanimously.**

Mrs. Malone said she thought it would be a good idea to put an item(s) on the agenda for their next meeting so that way they know what will be discussed.

Mrs. Howard stated that the Recreation Commission Chairman normally meets with the Recreation Director to put their agenda together.

Mr. O’Connell commented that he is glad to hear that they want to stir the pot to keep the Recreation Commission going, because it is an important avenue for advocacy for the Recreation Department.

Mrs. Malone said she is grateful that Mr. Turner asked to postpone the Shark Bait proposal so they have time to look it over. She needs time to think about what questions she needs to ask. There are five (5) other outfitters doing very similar business models. They all travel with equipment and can meet people at a variety of locations and then come back to pick up the equipment.

Mr. Turner asked if these other entities permitted through their Commission or the City, and how are they regulated.

Mr. O’Connell explained that Shark Bait is the only business that has a contract with the City to operate on a City beach for beach chairs and umbrella rentals. He is asking to expand his rental services to include aquatic items at more locations.

Mr. Turner commented that most beach communities have regulations on beach vendors.

Mrs. Steinkamp asked why does Leisure Square pool close at 2:00 p.m. on Saturdays and is entirely closed on Sundays.

Mrs. Howard replied that it was a budget decision made a few years ago.

Mr. O'Connell explained that the pool is used more by lap swimmers and organized groups for exercise than a family using it for the afternoon.

The Commission continued to discuss the Leisure Square pool and Mr. O'Connell's experience with pools at other locations where he has worked.

Mrs. Howard explained that they just went through a fee restructuring of Leisure Square and it now has its own cost center. Before the Coronavirus hit they were up almost 25 percent compared to the year before. She reported that the point of sale system is on the way and should be available soon.

Mrs. Steinkamp asked if they will have cards that can be scanned with their point of sale system.

Mr. O'Connell answered he is not sure because they are starting out simple, but it might be an option for the future.

Mrs. Steinkamp asked if they will offer a discount for automatic payment, or do they even offer automatic payment.

Mr. O'Connell replied that they do not offer automatic payments. They are taking steps in the right directions and they will introduce the point of sale software to the other facilities so they can generate reports.

## **9. NEXT MEETING DATE**

### **A) November 10, 2020**

The next Recreation Commission meeting is scheduled for November 10, 2020 at 1:30 p.m.

## **10. ADJOURNMENT**

Today's meeting adjourned at 5:32 p.m.

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