

<https://www.hesperiaparks.com/2011-07-13-board-of-directors-meeting>**HESPERIA
RECREATION AND PARK DISTRICT
BOARD OF DIRECTORS REGULAR MEETING**

October 19, 2011

FLAG SALUTE

Director Limbaugh led the Pledge of Allegiance

CALL TO ORDER

The Hesperia Recreation and Park District Board of Directors Regular Meeting was called to order by President Hamilton at 7:00 p.m., at Lime Street Park Community Center, located at 16292 Lime Street, Hesperia.

ATTENDANCE

BOARD PRESENT: Chandler, Limbaugh, Hamilton, Swanson, Gregg
BOARD ABSENT: None
STAFF PRESENT: Woods, Thomas, Hamm

COMMUNICATIONS

WRITTEN COMMUNICATION

1. Association of the San Bernardino County Special Districts meeting notice for October 17, 2011.
2. Email from City Manager Mike Podegracz regarding Hesperia Days.
3. September 2011 CAPRI NEWS.
4. Memorandum from CSDA regarding 2012 CSDA Committee & Expert Team Participation.
5. Memo from CARPD regarding Vacancy CARPD Board of Director-at-Large.
6. Thank you card form California High School Rodeo Association.
7. Newspaper article, Daily Press, September 12, 2011, "Hundreds turn out for High Desert Ceremonies".
8. Newspaper article, Hesperia Star, September 13, 2011, "Riding, running and rocking at Hesperia Days celebration".
9. Newspaper article, Hesperia Star, September 13, 2011, "Hundreds turn out for pre-dawn 9/11 ceremony".
10. Newspaper article, Daily Press, September 17, 2011, "63rd Annual Hesperia Days".
11. Newspaper article, Hesperia Star, September 20, 2011, "Record numbers participate in Hesperia Days 5k race".
12. Newspaper article, Daily Press, October 2, 2011, "A.V. may close parks or raise taxes".
13. Newspaper article, Hesperia Star, October 11, 2011, "Civic market, street faire finishes third year".

14. Newspaper article, Daily Press, October 14, 2011, "Adelanto farmers' market canceled for lack of visitors".
15. RSP Basketball Evaluations.
16. Youth Summer Basketball Evaluations.

ORAL COMMUNICATION

MR. WOODS: There are a few written communications that I would like to bring to your attention. We have a nice e-mail from the city manager Mike Podegracz complimenting us on the Hesperia Days event that was held in September. And there is a thank-you note from the California High School Rodeo thanking us for the facilities down in Hesperia Lake for their event in September. The Civic Market and Street Fair wrapped up, and the Star did a nice story on that as well. With that, I have one comment card and it is Sarah McClaine.

MS. McCLAIN: Sara McClaine, P.O. Box 403750, Hesperia, California 92340. Good evening, ladies and gentlemen, my name is Sara McClain. I was born in Hesperia, California, and I'm a junior at Hesperia Christian School. I'm here to represent the California High School Rodeo Association, District 8. Our motto is to promote the sport of rodeo and the highest conduct in sportsmanship and expose its positive image to the general public, to preserve the western heritage, offer a privilege of family bonding, offer an opportunity of continuing education, and to maintain the highest regard for the livestock. We would like to thank you for supporting us in this city of Hesperia for the last ten to fifteen years. We hand out, each year, thousands of dollars in scholarships. Since we have started rodeo in Hesperia, each year our membership number from the High Desert has grown a lot. We would like to thank you for supporting our first rodeo this season at Val Shearer Equestrian Center at Hesperia Lakes on September 25th. Thank you so much for your support and all you've done to help us put on this rodeo each year. Our rodeo season would not have had such a great kickoff on the -- if you had not supplied us with such a great rodeo arena. So thank you very much, and thanks for listening and having me here tonight. Thanks.

DIRECTOR HAMILTON: Thank you, Sara. Well done.

CONSENT ITEMS

MOTION: It was moved by Director Limbaugh, seconded by Director Swanson and carried unanimously to approve Consent Items A through D:

- A. Approved Minutes for the Regular Meeting, September 14, 2011.
- B. Approved Claims for Payment.
- C. Accepted written staff reports
- D. Authorization to advertise for bids: None

PROCLAMATIONS AND PRESENTATIONS

MR. WOODS: Tonight we have a group of people that we want to recognize. But the first one is someone that had an impact on my life growing up here in Hesperia. Ann Marie Wentworth, who was the local librarian for over 38 years; correct?

MS. WENTWORTH: Almost 39.

MR. WOODS: The Hesperia Star did a nice article on Ann Marie and her service to our community, and when I was reading the article, it took me back to a time of my life when I was much younger and going to the library on Walnut Street and participating in the book time with the librarians there, and they always seemed to whisk us away from the desert and take us to some magical place. The librarians always had a great book to recommend for us to read. I can remember combing the desert, looking for coke bottles so I could pay my five cent late book fine. My mom would tell me, you got yourself into the mess; you're going to get yourself out of the mess. I hunted for coke bottles on the way, and then I would take them to Owens Market and get my five cents to pay my bill before the librarian tracked me down. We all have a vision of a librarian in our mind, but when the librarian pulls up in a -- what year Corvette was that?

MS. WENTWORTH: With the white one or the silver one?

MR. WOODS: Which one did you own first?

MS. WENTWORTH: The white one.

MR. WOODS: The white one.

MS. WENTWORTH: Yeah, that was a '74, I think. The silver one was an '84

MR. WOODS: It made me think that maybe I wanted to be a librarian. The type of vehicles that librarians drive, but Dewey decimal and I didn't get along so well, so I chose another career path. Ann Marie, I would like to thank you for the impact that you had on my life and many of my friends. The library was always a place that we could go, even if it was just to get out of the heat. It was cool; it was friendly, and you always encouraged us to do things and get involved in the community and to read. Tonight the Board would like to thank you for your service, and we have a plaque here that reads --

"Hesperia Recreation and Park District would like to thank Ann Marie Wentworth for her 38 years of dedicated service to the residents and especially the children of Hesperia. "Your service to our community has made a positive impact on our community's past, present, and future. "Presented October 19th, 2011."

(Presentation made.)

DIRECTOR CHANDLER: Ann Marie, congratulations.

MS. WENTWORTH: Thank you very much for honoring me.

DIRECTOR HAMILTON: Ann Marie, would you like to say something?

MS. WENTWORTH: I've thoroughly enjoyed my life here. I've thoroughly enjoyed working for the library. It's been wonderful, but of course, I enjoy my vacation now too -- my retirement I should say -- so it's all been wonderful. Thank you very much.

DIRECTOR SWANSON: Thank you.

MR. HAMM: Good evening. We also have certificates of appreciation for the Patriot Day event -- the 911 event that we had at Hesperia Civic Park. We had about 300 people that attended. It started at 5:30 a.m., so some of you were there bright and early. And the ceremony was remembering those who were injured or died during the terrorists' attacks in the United States on September 11th. So starting up off the event was the presentation of the colors, and the color guard, unfortunately, thought the meeting started at 6:00, so they were all here an hour earlier, and I don't think -- did anybody make it back? No. Okay.

MR. WOODS: So we thanked them and took pictures and had a good time with them, so they said they'd like to come back, but they had homework to do.

DIRECTOR LIMBAUGH: High priority.

MR. HAMM: That was by the Oak Hills Army Junior ROTC. Sgt. Wayne Howard was with them.

DIRECTOR SWANSON: They did a wonderful job.

MR. HAMM: Next was the national anthem, sung by Hesperia High School select choir ensemble. Amanda Graley is the choir director. I don't believe she's here, but is Richard Dean here? Richard Dean is here, and he is here to represent the whole choir, and he sings bass; is that correct, Richard?

MR. DEAN: Yes.

DIRECTOR CHANDLER: For those of you who weren't there, it was beautifully done.
(Presentation made.)

MR. HAMM: We had four speakers at the event, and all of them had touching moments in their speeches, reflecting personal and emotional experiences and how important it is to never forget what happened on that tragic day. Capt. Steve Higgins from the San Bernardino County Sheriff's Department was one of the speakers. He is not here today, but Deputy Chad Gomez is here to represent them.

(Presentation made.)

MR. HAMM: One of the other speakers was Chaplain Ray Khachatourian --

MR. KHACHATOURIAN: Yes, sir.

MR. HAMM: Ray is here from the San Bernardino County Sheriff's Department.

(Presentation made.)

MR. HAMM: Battalion Chief Dave Benfield from the San Bernardino County Fire Department was also one of the speakers, and Chris Norton is here to accept that for him.

(Presentation made.)

MR. HAMM: And we also wanted to thank the fire department. We want to give them a big thank you. They brought two of their big ladder trucks.

DIRECTOR SWANSON: Oh, it was fabulous.

MR. HAMM: Yeah, and a nice big flag as the backdrop. And he's representing Dave Burkhart because Dave couldn't make it either, and he wanted to say thank you for letting him speak.

MR. HAMM: Assemblyman Tim Donnelly also participated by recognizing those in the military that were affected by 911 and who are still fighting for us. Here to accept Tim's certificate is Janet Nelson.

DIRECTOR SWANSON: Thank the Assemblyman for us. And I wanted to thank you all. That was such an amazing event.

MS. NELSON: Thank you.

MR. HAMM: The events' closing remarks were spoken by Russ Blewett, Mayor Pro Tem. Russ is here. He did a wonderful job and had some heartfelt comments to wrap up the event. Russ?

MR. BLEWETT: Thank you. I'd like to accept this in honor of Barbara Olson, a friend of mine who was killed going into the Pentagon that day.

(Presentation made.)

DIRECTOR CHANDLER: Thank you, Russ.

DIRECTOR GREGG: Thanks again, Russ.

MR. HAMM: And Russ is also going to accept Bill Holland's -- Bill was master of ceremonies for the event. Bill did a great job.

MR. BLEWETT: Bill wanted me to say thank you also. I don't think I need a picture. Bill looks a lot better than I do.

DIRECTOR SWANSON: Good night. Thank you. Thank you, Russ.

MR. HAMM: We also closed with John Hayes; he's the San Bernardino Deputy Sheriff. He performed Amazing Grace on the Scottish Highland bagpipes.

DIRECTOR SWANSON: Thank you so much. It was wonderful.

(Presentation made.)

MR. HAMM: I think he was up on the fire truck during the whole event braving the weather. It was cold up there.

MR. HAYES: It was cold up there. It would have been a little warmer, but I wasn't wearing pants.

DIRECTOR HAMILTON: Thank you.

MR. HAMM: And last, but not least, was the coffee and pastries that was brought by San Joaquin Valley College.

DIRECTOR LIMBAUGH: Thanks you, guys.

MR. HAMM: The Patriot Day event this year was very special, not because of what we did but because of how we supported it and how we remembered it. And when the city and the park and the school district first started talking about 5:30 in the morning, which means 4 o'clock for some staff to get there and set up. Everybody pitched in; everybody was happy to help, and it was good to have community members and the college step in and bring over refreshments for those who came out that early in the day, and it was very touching to hear from the chaplains and from the different organizations that were able to go to ground zero right after the tragedy happened and share their perspective and what they saw. Because we don't always get to hear those stories, and that helps us to not forget, so we'd just like to thank all of you guys for everything that you did to make this a special event. I know that you probably touched over 350 peoples' lives that morning, and I think it will be a time that we'll all remember. One final thing before we take the break, Stephen and Cheryl Campbell are no strangers to the district. Cheryl has worked here off and on for the past, I don't know, 15-plus years. And they are sadly moving out of state, so this is one of the last times that we get to see Steve and Cheryl, and I just want to say thank you, Cheryl, for your service here to the district and, Steve, for your support and what you did at San Joaquin, you will be missed.

DIRECTOR HAMILTON: We're going to take a short break now.

Meeting Recessed at 7:20 p.m.

Meeting Reconvened at 7:30 p.m.

STAFF REPORTS

Recreation Programs

DIRECTOR HAMILTON: Let's turn our attention to staff reports.

MR. WOODS: I'd like to bring your attention to the board calendars. Rachel has given you a copy of the flyer for Veterans Day that will be November 11th at Hesperia Lake at 11 o'clock, at the memorial site. And then moving to December, we have our tree-lighting ceremony, which will be on December 1st at 4:30 at Civic Plaza. Recreation report -- are there any questions about the recreation report? Don is working on getting the spreadsheet numbers

caught back up so that next month we can have those inserted in here as a part of the recreation report as well.

DIRECTOR HAMILTON: I had a question, Lindsay, regarding Veterans Day. Are we doing that in conjunction with anybody like we did before with the point man people?

MR. WOODS: Yes, AMVETS and Mr. Anton will be our speaker for the event. And the garden club is helping us with planting at the site and I believe that Brad Mitzenfelt has approached us about allowing him to share some of his military experiences on that day. It was a banner year for Hesperia Days; the weather was perfect. The parade attendance was up, but the parade participation was down, just a few, and there were over a thousand runners. I'm guesstimating we had probably 12-, maybe 1300, runners, and we had people just joining during the run. They saw friends from the curb and jumped up and went with them. All the activities and festivities down at Hesperia Lake Park went off well. The wind wasn't blowing; it was a great event. Fireworks went off without a hitch. We had record attendance at the lake. Prior to the fireworks show, it was pretty much shoulder to shoulder people up in the day-use area. The after-school activities program started back up when school started in August, and we have 838 students enrolled. Our daily attendance numbers fluctuate, and we're still not at capacity at all the sites.

DIRECTOR HAMILTON: How many sites?

MR. WOODS: How many elementary schools? Fifteen?

DIRECTOR SWANSON: There's 16.

DIRECTOR HAMILTON: Do we have it at every school?

MR. WOODS: Yes, every elementary school. So it's a good program, and I think those numbers are going to continue to climb. That is all I have for the recreation report.

Golf Course

MR. WOODS: Moving on to the golf course report, we had 2,529 rounds played for the month of August, and we had range use of 517. We have a couple of specials for this month. We have an e-mail special, it's a foursome special, and it's \$80, that's two carts, the green fees for all four, and a pitcher of soda or beer somewhere during your day. Then we also have a "Five after 3:00 p.m.," which is \$5 range, \$5 green fees, \$5 cart, and \$5 soda or beer -- a pitcher.

DIRECTOR GREGG: Is that's five for five after five?

MR. WOODS: Yes, well the sun is going down earlier, so we're adjusting, so we're down -- last month it was five to -- five after 4:00; it's five after 3:00 this month.

DIRECTOR LIMBAUGH: How do you guys feel that the offer on the specials during the summer works?

MR. WOODS: We're getting a lot of positive feedback from the e-mail specials. And we currently have another special, which is our twofer special, and that's two golfers with a cart for \$30. It starts at 1 o'clock on Tuesdays and Thursdays. Mondays are probably our slowest day at the golf course, but we use that to our advantage because a lot of courses close on Mondays to do maintenance. That way they can do some of the things that they can't do when they have golfers on the course. So staff does perform some maintenance functions on Mondays that they can't normally get to because they have increased number of golfers on the course.

DIRECTOR LIMBAUGH: Also, right now we don't serve dinner; right?

MR. WOODS: Correct.

DIRECTOR HAMILTON: And it's closed on Mondays.

DIRECTOR LIMBAUGH: Okay.

MR. WOODS: We're going through some transitions with kitchen staff at the golf course. Jason is moving up to Northern California, and his last day was a week or so ago, and then Jackie, the other cook, her last day is this Sunday.

MR. WOODS: Teppra Dupree had shown interest in the kitchen, so we've moved her in there; she seems to be doing well, and we've done interviews this last week, and we've hired another cook to come in alongside of her.

MR. WOODS: You might want to come and give us a try.

DIRECTOR SWANSON: Same menu.

MR. WOODS: We've heard a lot of positive things from the customers regarding Teppra. She seems to be getting food out a little quicker and service has improved a little bit, so for the most part people that are down there are happy.

DIRECTOR SWANSON: Are we thinking about modernizing parts of the kitchen now that we have a long-term contract or just replacing things as they go?

MR. WOODS: I think it's going to have to be replaced as we go because there's no capital improvement funds for that facility being offered by the landlord.

DIRECTOR SWANSON: We don't have an agreement yet?

DIRECTOR GREGG: We're not in a contract yet; right?

MS. THOMAS: No.

DIRECTOR HAMILTON: Lindsay, related to that, I was just kind of curious, are we getting any more groups using the room, be it clubs or civic groups or anybody else?

MR. WOODS: We've got a couple of groups that use it like the "We really care" group. The Kiwanis just did their installation dinner there. We have a wedding reception this weekend.

DIRECTOR HAMILTON: So you think that's going to pick up a little bit?

MS. THOMAS: During the holidays, I'm sure it will.

MR. WOODS: Staff has begun working with the local high schools; we have five local high schools that are going to run their golf programs again at the facility. And then we have a sixth one that was here last year, as well, but it's Big Bear. They just come down and play their matches here because they never know if their course is going to be open or under snow. Other than that, the course maintenance was outlined in the report and just the reminder that the restaurant is closed on Mondays. Any questions about the golf course?

DIRECTOR GREGG: Yeah. Have we started looking at -- even though we're not in the contract yet, have we started looking at ways to -- if we do secure that contract -- ways of -- places we can start looking to cut back on water usage?

MR. WOODS: Good question. Water usage -- the allotment for the golf course is 407 acre-feet per year. I believe that Brad told me we were a 20 or 25 acre-feet over the 407 this year.

DIRECTOR HAMILTON: Is that calendar year, Lindsay?

MR. WOODS: No, it's October to October. So the previous owner was almost in the 600 acre-feet range, and I don't think that the city really thought that we could get it down. Mike was shocked when I told him where we were, and really that was with us monitoring the water for, like, the last five, six months of this Mojave Water Agency calendar year. I believe that if we watch their year, and we watch the water more closely, and we'll be able to come in at that 407 this year.

DIRECTOR GREGG: Is that just by fixing some leaks and taking care of -- just monitoring water or --

MR. WOODS: Ongoing leaks --

DIRECTOR GREGG: Are you talking about --

MR. WOODS: -- monitoring the daily usage of the well water, watching the pumps, making sure that the water is not on when we're in stormy seasons, and making sure that before we turn the water back on, it's time for us to turn the water back on based on soil moisture content, and it's also not watering the range, and also reducing some of the areas that are basically for aesthetics.

DIRECTOR HAMILTON: Even filling the ponds continually.

MR. WOODS: Correct.

DIRECTOR SWANSON: That saved us a lot of money.

MR. WOODS: That, I think, is probably the largest contributor to why we were able to come in at what we did. We weren't pumping those ponds full of water, and they just constantly drained out.

MR. WOODS: Director Gregg and some staff members noticed that there was a person that lived on the golf course that wandered over to the golf course, and there was some activity with the water line going on, and we did work with the city, and that situation has been rectified.

DIRECTOR GREGG: Had the greenest grass on the course.

DIRECTOR SWANSON: Oh, I bet.

DIRECTOR GREGG: Greener than ours.

DIRECTOR LIMBAUGH: Tapped into one of the lines.

DIRECTOR GREGG: Uh-huh.

MR. WOODS: So if you're on the course, and you see something like that please let me know. Back in the day when it was in the '80s and '70s, I'm sure that there were some dealings that went on where people were allowed to connect into water lines, but we're not supporting that. And the city has been supported in going out and rectifying those situations for us and contacting the property owners and dealing with that.

DIRECTOR GREGG: I just -- again, I went past Green Tree the other day and played over there last -- well, two weeks ago, but I'm amazed at the amount of grass that they're pulling out of there. It's just amazing.

MR. WOODS: Anything else?

DIRECTOR SWANSON: I like that you're looking at how the pipes are running and making more efficient decisions and, like, modifications. And those modifications have been ongoing the whole time, and maybe incrementally it's small, but overall it's going to be, I think, a significant savings in water, just watering more efficiently and effectively in a more thoughtful way. I think that's going to show a big difference over time too.

Parks Division

MR. WOODS: Maintenance report. We were busy preparing for Hesperia Days and doing routine maintenance. Not really anything too exciting in the maintenance report for the month of August.

Park Ranger

MR. WOODS: Any questions in the park ranger report? All right. Thank you.

DISCUSSION/ACTION ITEMS

E. Years of Service Awards

MR. WOODS: If you remember a few months ago we recognized Rachel for her 25 years of service, and I noted that that was an important milestone for Rachel, but I also think it's an important milestone for our agency. Agencies are not always able to keep people for a long period of time. They have a lot of turnover. That caused me to go back and ask how many people we have that have been here for a number of years, and I gave you the We've got two employees that have served for 25 years or more; we have two employees that have served 20 years or more; five employees who have served 15 years or more; and 43 employees who have served five years or more -- or near five years or more. About a third of our workforce has been here for more than five years, and we have not had any type of recognition system for us to recognize those employees and their contributions to our agency. Most government agencies have some type of certificate or pin type of recognition ceremony that they do with the employees to tell them thank you and congratulate them. And that's what this item is about, is for us to start moving forward and recognizing our employees when they hit these significant milestones in their service to the district.

DIRECTOR LIMBAUGH: Do you have a policy?

MR. WOODS: Yes, it's in Tab E.

DIRECTOR LIMBAUGH: That's what you want us to adopt; right?

MR. WOODS: I would like you to adopt that policy so that we can begin moving in the direction to recognize the employee service awards.

DIRECTOR CHANDLER: I think it's something that's been a long time coming. I think it's a very good move.

DIRECTOR SWANSON: I agree.

DIRECTOR HAMILTON: Lindsay, what -- I don't remember, did I -- misreading that as to when you would do this or how you would do it?

MR. WOODS: I didn't get into the details of how and what the service awards were going to be because, depending upon what the economy is like, we may not be able to do certain things, so I tried to keep it as simple as possible, and then we could reevaluate it in good years or bad years and make adjustments as we go along. But it does outline that we will do quarterly service recognitions where the Board presents certificates to staff, and there's letters that are sent, so it's outlined here.

DIRECTOR GREGG: As the basis right now, are you just looking at certificates and some sort of a pin? Five-year pin?

MR. WOODS: Right now we're looking at we need to do the certificates and Board recognition, thanking them, and I think we -- possibly this could be a topic that we discuss, what we want to do this year at the board workshop? We could discuss some options, I know that Bob was in the fire service, Rebekah is in the school district, and Mike retired from a government agency. Everybody is going to have different ideas, so I wanted to pull all of you

in on that as well because this is something that the board does for staff. So I wanted to get your input on that. I didn't want to nail it down because then it becomes too rigid.

DIRECTOR HAMILTON: Have you already added that to your list for the workshop agenda item?

MR. WOODS: Provided that the Board wants it there.

DIRECTOR LIMBAUGH: We can approve the policy, and we can modify it anytime we see fit, so that works, I think.

MOTION: It was moved by Director Limbaugh, seconded by Director Swanson and carried unanimously to add to the Personnel Policy the Policy for Years of Service Awards as presented to the Board.

F. Power Play Center Roof Repairs

MR. WOODS: Well, during our recent district facility tour, it was noted by a few of the Board, that we had some obvious leaks at Power Play, and there was some question about that. We do have some leaks. Since that time we had some discussion about some properties and expenditure of funds, and the Board indicated that it was a priority to fix that roof before we did anything else. So we went back out, and we talked with a couple of different roofing contractors. One was Druckenmiller that was the person that was hired to do the Calhoun property recently. And Highland Commercial Roofing Company, kind of a pour in place, solid roofing system, which is what we did on the Hercules complex, which was a metal roof that we had problems with.

DIRECTOR SWANSON: The white roof?

MR. WOODS: Yes. At the time when the Hercules property was done, it was a sole source item because of the technology that they use. It also qualifies as a cool roof, which means that the actual roofing material reflects sunlight and reduces the temperature in the building by up to nine or ten degrees, I believe. The item that I have in front of you is to authorize us to go with the Highland Roofing Company as the sole source provider for the \$47,000, and we would get that going before the rainy season strikes.

DIRECTOR LIMBAUGH: How long does it take them to do it?

MR. WOODS: They said from the time that they get notified, they can do it within ten days, but it all depends on when we tell them, "Go," where they're at in their booking because they're booking jobs all the time. I think they did the Hercules complex in ten days or less.

DIRECTOR SWANSON: And wasn't there a couple of bad days in there, weather-wise even?

DIRECTOR HAMILTON: Refresh my memory, Lindsay, in regards to the granting of this kind of work as far as bids and things like that.

MR. WOODS: We're under the district's dollar amounts to where we have to formally go out after bids. Because we've used Highland before and they were a sole source company, we did look at a traditional roofing system which is what Druckenmiller rolled roofing. This system will last a lot longer, and it's less expensive.

DIRECTOR HAMILTON: Okay. Druckenmiller is guaranteeing that roof that they want to put on for five years, and Highland is guaranteeing it for 12 years.

DIRECTOR SWANSON: That's a big difference.

DIRECTOR GREGG: A seven-year added benefit right there for less money.

MR. WOODS: And Highland has done a good job dealing with us. Occasionally we'll have someone on a roof like a heating and air-conditioning company that does a penetration through the roof, and they've been very responsive to come back out and work with them to make sure that that's seamless repair. It's not just tar thrown up there, and then we end up having a leak again. So they've been good to work with, and they've performed well for us in the past.

DIRECTOR GREGG: What other projects have they done for us?

MS. THOMAS: Hercules.

MR. WOODS: Those three buildings, which if you remember, the epicenter -- we had 55 gallon drums of water being filled inside that facility, so when we were talking about the leaks, that's what I was remembering with the leaks that we were dealing with at Power Play.

DIRECTOR GREGG: How long ago was Hercules done?

MR. WOODS: Two years ago.

DIRECTOR GREGG: And no incidents.

MS. THOMAS: No.

MR. WOODS: Hercules does have a leak, a little bit, but it's not due to the roofing; it's due to the design of the roof, it slopes towards the back, and there's a gap between the rain gutter and the roof. So when the water exceeds a certain amount, it wants to creep over, and it spills into the inside of building but it's been manageable.

MOTION: It was moved by Director Chandler, second by Director Gregg and carried unanimously to authorize the expenditure of \$47,848.00 to Highland Commercial Roofing for the installation of the Rainshield Roofing System on the Roof at Power Play Center.

G. City of Hesperia Reimbursement for Hesperia Civic Plaza Park.

MR. WOODS: If you recall, prior to the previous general manager leaving -- retiring, the agreement for the repayment of Hesperia Civic Plaza Park was finalized. And the terms of that payment were \$200,000 a year for nine years, and then there was a balance on the tenth year that wasn't quite \$200,000. That was executed probably in May or June, and we received, last month, the bill from the city for \$200,000. I just wanted to make sure that the Board was aware there was an agreement signed. I know that you were involved in that process. The moneys that were going to be used to pay that are developer fees, and as you know, we do not have any real substantial developments going on, if any, in our town, which means our developer fees, are limited. Once we make this payment this year, depending upon what the Board's direction is on the BMX track and also the skate plaza, we're not going to have any other money to pay for future years. So we're going to need to discuss this as a possible -- another topic at the workshop, but I wanted the Board to be aware; the city wants their payment. I've spoken with Mr. Podegracz and told him that it was going to be my recommendation to the Board that we hold the payment until after January 1, and we received some of our tax release from the county, and then we would probably send a letter requesting that we renegotiate the repayment terms at that time. And he seemed very cooperative in that, and he said that's why that condition was in there, and he understood.

DIRECTOR HAMILTON: He understands that the revenue stream that we were using was the builder fee?

MR. WOODS: Right, but it was not specifically stipulated in the agreement; it was just \$200,000 a year. Cal tried to get it to be tied in with developer fees, but it wasn't signed with that language in the document.

DIRECTOR HAMILTON: Yeah.

DIRECTOR LIMBAUGH: In the agreement that we did sign, was there some mention about affordability?

MS. THOMAS: Yes, that page of the agreement is in your tab.

(Discussion held off the record.)

MR. WOODS: I used the example of Maple Park because we told the city when they wanted their payment way back when, "Do you want Maple Park built, or do you want your payment?" And they said, "We'd rather have Maple Park built. You can defer." So I think it's going to be one of those things where you say, "Well, do you want the Skateboard Plaza or --"

DIRECTOR LIMBAUGH: But we did also combo it with Maple Park and the developer fees. I mean that was --

MS. THOMAS: That's what Cal was trying to get in the agreement.

DIRECTOR HAMILTON: That's what I'm saying, Mike. They had that understanding, but it wasn't written in.

DIRECTOR LIMBAUGH: Well, no, I don't think they wanted it written in.

DIRECTOR HAMILTON: If they have a good memory, they'll remember.

DIRECTOR LIMBAUGH: What about the pass-through funds, Rachel? This year we've got, what, 25,000 so far. We've budgeted a half million again.

MS. THOMAS: Right. I'm hoping, but we'll see.

DIRECTOR LIMBAUGH: Last year we got 573,000, so we've got 73,000 more than we budgeted for.

MS. THOMAS: Right. But who knows? At this point --

DIRECTOR LIMBAUGH: You have no indication of whether you're going to get --

MS. THOMAS: No.

DIRECTOR LIMBAUGH: If we do this at the workshop, no point in discussing it out because I would recommend we pay the 200,000, but that's my opinion. But I think with the pass-through and redevelopment looking like it's going right down to the floor that we could maybe discuss that with the city, but we can talk about that at the workshop. I think we need a course of action because I think Lindsay is right, we would have to plow open our reserves at the rate -- \$200,000 a year for the next nine years is a lot money for us to lose without getting anything for it, and I think if we either restructure the payment or negotiated some type of other payment schedule, we can resolve that with the city to our satisfaction.

MR. WOODS: And there's other thing on our radar like Prop 84 grant submission. If we get that, there's no way we're going to be able to do this because there's other moneys that we need to contribute to that development, so we're going to have to renegotiate.

DIRECTOR HAMILTON: What was the timeline on the grant money?

MR. WOODS: The state said that they had hoped to have some type of notices going out as to the first round, which made the first cut in October, but every time I talked to them they're understaffed, overworked, furlough days, etc.

DIRECTOR LIMBAUGH: No. They're doing something with Prop 84. They're changing some of the criteria after they receive the applications. Henry said something about that today at the meeting.

MR. WOODS: I haven't heard that.

DIRECTOR HAMILTON: Is that good news or bad news?

DIRECTOR SWANSON: To our benefit or not?

DIRECTOR LIMBAUGH: It's -- they're changing the amounts again. I don't know. Maybe you should call him and ask him.

MR. WOODS: I'll call him and ask.

DIRECTOR LIMBAUGH: Because I don't think they formulated where they're going.

MR. WOODS: I saw a picture of the room that had all the grant applications, probably about this size, and it was -- tables with stacks of paperwork on it, so they've got a big job ahead of them.

DIRECTOR LIMBAUGH: Sure. Given the current California budget situation, it may be the last chance some agencies that could have gotten money from Prop 84, even have an opportunity to get a small piece of the pie.

MR. WOODS: I really don't expect to hear anything. It could go into March before we hear anything, just because once you start hitting the holidays, things slow down a little bit, and if they're making changes at the state, that could be problematic as well.

DIRECTOR LIMBAUGH: One question on clarification. The 2.138 million that includes what, our half of the construction cost, design cost of Civic Park?

MS. THOMAS: Yes.

DIRECTOR SWANSON: Including the amount that was paid to hurry up the project and make it ready.

DIRECTOR LIMBAUGH: I mean, how did they get that amount? Have you looked at how they arrived at that amount?

MS. THOMAS: No, I've never seen any of the bills. This is just what they're telling us. When the design phase was going on, they would send the Nuvis bills. We were paying half of the Nuvis bills -- the architect bills. So they sent those bills to show this is what the bill was, and this is your half.

DIRECTOR GREGG: Have they sent anything over besides that?

MS. THOMAS: No.

DIRECTOR LIMBAUGH: Is this amount in the agreement?

MS. THOMAS: The 178,000 has been paid.

(A discussion was held off the record.)

DIRECTOR SWANSON: Oh, I see. Is that actually listed in the agreement?

MR. WOODS: There's an amount within the agreement, but I'm not sure what it is. I'm sure it's what they're telling us it is here. We did pay some of the Nuvis bills.

DIRECTOR SWANSON: It's been taken off the principal --

DIRECTOR LIMBAUGH: It might be a good idea for -- if memory serves correct -- that we should get some type of how that was determined.

MR. WOODS: I can put that in my letter to renegotiate the terms.

DIRECTOR HAMILTON: Yeah, just tell them the Board has instructed you to ask for clarification and understanding of what --

DIRECTOR SWANSON: For an accounting.

DIRECTOR LIMBAUGH: How did you get to this number?

DIRECTOR HAMILTON: That's what I mean. Ask for a clarification.

DIRECTOR LIMBAUGH: I mean that's an auditable thing. When we're all said and done ten years from now, if we paid them 2.1 million, I think somebody should have accountability for that amount.

DIRECTOR GREGG: Do you know what the estimations were for the increased overtime revenue on that project?

MR. WOODS: No. I know that one of meetings that I was originally in with Cal -- and there were only a couple of meetings that we were invited to -- it was -- the original amount was a \$2.2 million park, and it came in at over \$4 million.

(A discussion was held off the record.)

DIRECTOR GREGG: Didn't sign an agreement saying that we're on that for 2.1 million?

DIRECTOR LIMBAUGH: And it went through the --

DIRECTOR GREGG: And the Board approved it?

DIRECTOR LIMBAUGH: It went through the Board, yes.

MS. THOMAS: Yes at the May Board Meeting.

DIRECTOR HAMILTON: Yes.

DIRECTOR GREGG: May?

DIRECTOR SWANSON: This year.

DIRECTOR CHANDLER: Looking at this particular item, along with the way the economy is going now, I think that we should look at the workshop at some of our short-term projects more seriously. And maybe a little more -- not being quite so adamant to doing things right away but taking our time in doing them, being a little more cautious with our projects.

DIRECTOR SWANSON: I would agree with that.

MR. WOODS: And we've been here before. We need to be careful when things are tight. We need to not spend as much, hold off, and do things wisely so that we can weather the storm.

DIRECTOR HAMILTON: Okay. We have a staff recommendation before us to authorize a lease of the first installment payment to be done after January 1st, with a letter detailing the necessity to renegotiate the terms of the repayment for all future payments. That's a staff recommendation.

MOTION: It was moved by Director Limbaugh, seconded by Director Chandler and carried unanimously to authorize the release of the first installment payment to the City of Hesperia for Hesperia Civic Plaza Park to be done after January 1, 2012 along with a letter detailing the necessity to renegotiate the terms of the repayment for all future payments.

SPECIAL REPORTS

General Manager

MR. WOODS: Well, we have covered a number of topics regarding Hesperia Days, so I thought to move on to the next item, which is the "parks makes life better" campaign. You see an artwork for a digital sign that is up on the 15 freeway on Mariposa just south of Bear Valley. I met --

DIRECTOR SWANSON: Digital?

MR. WOODS: It's a digital billboard in Hesperia.

DIRECTOR SWANSON: It changes.

MR. WOODS: Yes.

MS. THOMAS: This is not on all the time. The screen changes.

DIRECTOR SWANSON: It will be other things?

MR. WOODS: Right.

DIRECTOR LIMBAUGH: So you have to slow down on the freeway to --

DIRECTOR SWANSON: Right.

MR. WOODS: So this same billboard was advertising the Civic Market Street Fair, off and on throughout, from the spring. This was just installed in the spring, and we had that message up when the market was nearing its end. We had that pulled. We met with the representative from Lamar, and they came up with this after the meeting. And they're doing this at no charge, as well as it was no charge for us to advertise the street fair. And it's just the unique way for us to be getting our name, our logo, and message out to a different demographic of people. We may not be capturing a whole lot of Hesperia people. We might be getting the people that are on the 15 coming to Bear Valley after work, but I know that there's a lot of Victorville people seeing it because I hear comments around town about why are we advertising our programs in -- and it's actually in our city, not in theirs, but they think it's in theirs, so . . .

DIRECTOR HAMILTON: Where is it again?

MR. WOODS: It's on Mariposa, south of Bear Valley.

DIRECTOR HAMILTON: Why would they do that for us? I don't understand that.

MR. WOODS: Originally when we made the contact, it was because it was a brand-new billboard, and they were trying to run and work the bugs out with the system. So they approached us, and I have a connection with the person and so that made it even easier, and then once we met and I thanked him for that, he said there's still other opportunities for you. And this was a good option. Just another way to send a different message about -- thinking about, "I've got to go to work; I've got to spend time with the family. What can I do? What's out there?" Go to HesperiaParks.com to find things to do. Whether it's go to the park, sign up for class, play a sport, whatever it may be, it's a good way to redirect people to our Web site. So it's free; it's just a unique way for us to get out there. Who knows -- with all the things that we're doing with the parks to make life better, we may end being able to do some type of CPRS awards for the use of that logo, in all of our advertising and things that we're doing. So just another good opportunity for us, and we're trying to -- even though it doesn't cost us, we're still getting our name out there. The board workshop -- just a reminder -- we have board workshop on the 30th. We're putting the agenda together. Give you a little bit of an overview on the BMX track. There used to be two BMX organizations, MBL and ABA; they've now merged. So we were dealing with the two of them and kind of creating a little bit of a bidding frenzy, if you will, for this site and what they would do. Now that they are under USA BMX, it has slowed us down a bit, but we're trying to get them onsite to do an onsite visit, talk about the plans. They've seen our plans; they're still excited about it. But that's the next step is getting them out here, selling them on the project, and finding what they're going to bring to the table for us. The policy manual review - Betsy got it back to me right before the Board packets went out, so Rachel and I will be going over her comments, and then bring it back to the Board, once we've had time to review it and try to come up with a system for the updating of the policy manual.

DIRECTOR SWANSON: Did you want to do that at the Board workshop as well?

MS. THOMAS: There's not going to be time.

MR. WOODS: I don't think we'll have time.

DIRECTOR SWANSON: There are things you've already added to that.

MR. WOODS: If you went to a twelve-hour day we could possibly, but we're not going to have time; we're pretty full right now with the topics that we have.

DIRECTOR SWANSON: Well, there's no rush on that.

DIRECTOR GREGG: Do you have a list of topics you've already put together?

MR. WOODS: I have a list, but not here with me; it's in my office.

MS. THOMAS: Well, because you gave us some; Mike has given us some.

DIRECTOR HAMILTON: So I would just make a suggestion; even on the policy manual, even after you've had a chance to look at it, Lindsay and Rachel, both of you, that when we begin to look at it as a board of directors, to me it would be wise to give it to us piecemeal.

MS. THOMAS: It won't be the whole thing, no.

MR. WOODS: And one of the reasons we need to look at it is Betsy is, some things should be separated to where it's easier to be updated, and so we've got some moving around, and then we have to read through her comments, so it'll take a little bit.

DIRECTOR HAMILTON: The different boards that I've been on, that's been helpful, you know if there's ten parts to it --

DIRECTOR LIMBAUGH: It's more meaningful to piecemeal it than gunshot it all at one time.

DIRECTOR HAMILTON: And so each meeting you're taking a different section and looking at it more thoughtfully, I think, rather than just a big mass.

MR. WOODS: Any other questions on the policy review and update? All right. I have a section in here regarding salary adjustments. As many of you know, we had a temporary unexpected loss of Don Webb, who was one of our supervisors, and he was actually off for 48 days, which equated to five pay periods. During his absence the -- several of the members of the management team stepped up and took on additional duties and employees and responsibilities, which meant that they were here longer hours and took time away from their personal lives. And in our policy -- current policy manual, there is an acting supervisory differential, which I interpreted to mean that if they took on additional supervision, that they would be eligible for a 5 percent pay increase differential for the period of time that Don was gone. I provided you with the amounts of what that would be and who the employees are for that, and I've also included this section of the policy manual, and if there is -- I just want to make sure that I'm being up front with this because I don't want somebody to say, "Well, why did you do that?" Because interpretation is everything, so I wanted to make sure that I'm up front, showing you what I'm planning on doing so that we don't have any issues.

DIRECTOR HAMILTON: I appreciate you putting that in here, I like the transparency component. What I am curious about, has that been used before this policy? Because it's a Board-approved policy, I understand that. Has it ever been applied before in a situation --?

MS. THOMAS: Yes.

DIRECTOR HAMILTON: So this is just a continuation of a past practice?

DIRECTOR GREGG: Can you give me the instance that it was applied in the past?

MS. THOMAS: Off the top of my head, no. I can -- I can get you that information. I'd have to go back.

DIRECTOR GREGG: The only thing that I see about this -- and I've marked it, and I talked to Lindsay about it earlier -- was that you're not taking an employee and stepping them up to a supervisor position the people listed here are already supervisor positions and taking on extra

duties because the one person was absent for a medical reason, whatever Don's absence was for, and I used the analogy of a maintenance supervisor being absent and a lead man or a regular maintenance worker being put into this position and stepping up to supervisor duties. Therefore, my interpretation of Section 15 would be even acting supervisor and would be entitled to a 5 percent increase in pay. So that's the only issue that I see with the list.

DIRECTOR SWANSON: Everyone on this list is a designated supervisor already; correct?

MR. WOODS: Remember they're supervisors, but they're also employees. It says an employee designated to act in the place of a supervisor.

DIRECTOR GREGG: But they're already supervisors.

MR. WOODS: So they're supervisors, but they're acting in place of a supervisor, which they took on.

DIRECTOR HAMILTON: Okay. You guys -- do you have anything that has a little more history? Do you remember at all, Bob or Mike?

DIRECTOR CHANDLER: I'm trying to remember. I think it was, but I can't remember. It's been a number of years. By tradition, we have a way of moving people around a lot to fill in here or fill in there, you know, which is a good practice. I don't have a problem with this.

DIRECTOR HAMILTON: Well, it's really -- you know, when I -- I don't think if -- if we don't necessarily like this, then we need to change policy. Otherwise, what we have here -- I think he's just applying the policy that's on the books. I don't see how -- you know, this might be something when we revisit the policy manual, we could have that discussion at that time, as we go through, that and either clarify the wording, if it needs to be, or change it or adopt it, you know, I mean, whatever we want to do at that point, when we revise the policy manual.

DIRECTOR CHANDLER: In a way, though, I don't know -- when you assume somebody else's position, I don't care what position you're in, you should be reimbursed for that, somehow. I believe -- but there are times when you can just step in, just a day or whatever. It's not going to hurt but a prolonged period of time, you -- and I think -- I think it was in last month's -- couple of month ago -- I can't remember -- when you started talking about hidden costs, costs that were really there, but nobody really sees. I think this is part of your thought process, that you are kind of showing us what really takes place, and what -- how you feel about people getting reimbursed for doing what they actually do. I have no problem with that; I just don't. But I think there are some times when you just have to step in and just take over for a day or two, and you guys do that; I know you do. I don't have a problem with that.

DIRECTOR LIMBAUGH: Largely, this policy, Bob -- and I agree with Kelly on that -- it's for out of your role and maintenance workers is a perfect example. You know, if you're a lead worker and a supervisor goes down and Lindsay makes the lead worker the supervisor, okay, acting supervisor. Well, in public service, there is no such thing as "acting." You are the supervisor or you're not. So most agencies have a policy that you can move into that position and get the pay, if not permanently, then temporarily and allows that. I think what this applies to -- and I'll focus to Lindsay's description -- longer hours. Okay? So Rachel finishes her day with her normal duties and because another supervisor, who's key to some elements of our district, isn't doing his thing because he's not here for a -- he or she is not here for a prolonged period, Rachel has to work six more hours a week to fill in for that person's absence. And I think that's -- you know, it's not -- it's not that she or he took over for the person who's absent, it's just that they had more due burden to finish their own assignment, and then fill in for the person who is absent. So it's not, like -- as easy as the worker, you know, doing the

crew. And I think that's where this policy can be used to compensate an employee who has filled in for somebody who is gone for a while without going out and replacing him with a full-time person -- him or her.

DIRECTOR GREGG: I just see as this -- he's citing -- he specifically cited Section 15, and I just didn't read it that way. You know, it's -- they're not employees designated to act in the place of another supervisor. These are employees that are already supervisors under our payroll, and I understand that they took on extra duties, but the thing is, is we've got two maintenance workers now that are out that are retired or have said -- gone by the wayside. And so now our maintenance team is doing extended, extra work and not being compensated for their efforts, so I just see where this is going to apply --

DIRECTOR LIMBAUGH: I think the maintenance workers are hourly, though.

DIRECTOR GREGG: Okay.

DIRECTOR LIMBAUGH: They're not salaried.

DIRECTOR GREGG: Okay.

DIRECTOR LIMBAUGH: That's where the huge difference occurs.

DIRECTOR GREGG: I just had an issue with it.

DIRECTOR SWANSON: But I read it the same way you read it, and then I went back to the policy manual and looked at the whole section --

DIRECTOR GREGG: Well, I didn't -- I wasn't provided with the whole section, so --

DIRECTOR SWANSON: -- and it didn't clarify. I have the actual policy manual.

MS. THOMAS: Which I gave you.

DIRECTOR GREGG: I understand that; I'm just saying that I --

DIRECTOR SWANSON: But looking at it, I -- it didn't -- it just was hard for me to -- because it says -- the way -- I'm reading it is the same way Kelly read it. An employee doesn't need to act in the place of a supervisor. And it doesn't say a supervisor that has taken over the role of another supervisor. And perhaps that is something that would be we should clarify.

DIRECTOR CHANDLER: You have to look at it this way, too, I think, and that is when they work, they do a lot of things -- extra stuff. Okay? So, not only they're assuming their own extra stuff, but they're assuming his extra stuff that he does too.

DIRECTOR LIMBAUGH: The description says you can't be a supervisor and take the place of an acting supervisor. But I think the intent is to cover people who move up and that's why they get a temporary boost in their salary.

DIRECTOR SWANSON: Right.

DIRECTOR LIMBAUGH: But for the salaried people that take on more responsibilities, this policy could apply, based on taking another supervisor's role, just from that fact. It doesn't say we're going to work you longer or whatever. It just says you have now more responsibility, and because you now have taken on more responsibility, then your job title and definition defined, we're going to -- we feel that we can compensate you to do that for the duration of the time which you're assuming those roles.

DIRECTOR CHANDLER: If we're talking about moving someone with lesser experience up to fill his position, if that's what -- if that's we're talking about, could that have been done? Is there someone qualified who could have stepped up and taken Don's position to do all that he does other than all four -- other three people chipping in and just doing what they did.

MR. WOODS: Well, you know, Don is a Recreation Supervisor III. Everyone else are Recreation Supervisors II, other than Rachel or I.

DIRECTOR HAMILTON: So they did step up in that sense?

MR. WOODS: Yes.

DIRECTOR SWANSON: So that covers the three --

DIRECTOR LIMBAUGH: I can understand that. Even Kelly can understand that.

DIRECTOR GREGG: No, I understand that. I'm just saying the way it's presented is that I just don't see that under Section 15 that this applies. I've read it; I've read it. I didn't take the time to read the policy manual. I just don't see --

DIRECTOR LIMBAUGH: See, but it doesn't say that the employee stepping up to take the role of supervisor -- it doesn't say who they have to be.

DIRECTOR GREGG: Well, they --

DIRECTOR LIMBAUGH: It doesn't say they have to be a lower person.

DIRECTOR SWANSON: Well, you know, I'm coming from a school background. My principal is missing a teacher. He's actually responsible, as the supervisor, for making sure that everything happens appropriately in that classroom. What he's done is he's asked some of us to come forward and help make that happen. We -- we're not compensated. He's not compensated extra because he's a supervisor. And that's part of his job description, and I think --

DIRECTOR GREGG: Salaried to get the job done --

DIRECTOR SWANSON: That's the different --

DIRECTOR GREGG: -- not -- what?

DIRECTOR SWANSON: It's the difference between salaried employees and hourly employees is that -- that's where my -- it's breaking down because of the -- because of actual wording of this. Not because it was done, just because it doesn't -- I'm just semantically it's -- I'm in the same place Kelly is, and I read the whole section of the policy manual, so it didn't help me get a different impression, and that's one of the things that going back and reviewing things again and again with a view to what has -- what we've had to deal with, that's what makes it so valuable when we go back and review a policy manual, we've had something that happens that we have --

DIRECTOR HAMILTON: To clarify.

DIRECTOR SWANSON: -- it gives us -- yeah. It says, "Oh, okay. This didn't work exactly the way it should have, so let's make sure that we think about that when we revise that section of the policy because we're not being asked to vote on this.

DIRECTOR HAMILTON: No.

DIRECTOR SWANSON: This is just informational.

DIRECTOR LIMBAUGH: No, it's just a discussion.

DIRECTOR SWANSON: Right.

DIRECTOR GREGG: There's one thing that struck me because I just -- whenever Lindsay cited Section 15 -- and then he's going to be authorizing for acting supervisor differential for each of the following -- right there -- management team. They're already supervisors, so how can you implement an acting supervisor policy differential pay when they're already supervisors. Okay? I probably would have had no problem with this if this Section 15 language wasn't in here. I mean, I fully agree that the staff does a great job.

DIRECTOR SWANSON: Well --

DIRECTOR GREGG: They fully took on more duties. I have no issue with that.

DIRECTOR SWANSON: But you wanted to make sure --

DIRECTOR GREGG: But I wanted to make sure that we're going to -- the next time this happens, that it's going to be for the language.

DIRECTOR LIMBAUGH: If this said an employee of a lower class than supervisor, then I could understand your concern. The way it's written here, though, an employee - any employee can step in in a supervisor position.

DIRECTOR SWANSON: Okay.

DIRECTOR LIMBAUGH: It doesn't say that the employee that's designated has to be lower level than a supervisor.

DIRECTOR SWANSON: Well, now you know what we can talk about -- the policy manual.

DIRECTOR LIMBAUGH: So we're semantically slicing up words. I think Lindsay's key is -- and because they are salaried, these people, they're -- and they're in a separate bracket than -- they're much more hard to pin down than -- the logically than -- a bump in 5 percent for their salary. But the fact that they actually took on the other employee's duties, clearly, they had more responsibilities, so from that respect, yeah, it could fit under 15 if you do not think that an employee means that it has to be somebody less a supervisor, has to be bumped up, which it's great. I mean, it should say, you know, "An active employee or supervisor has to fill a supervisor position that they're not currently a supervisor for." That would -- very clear then.

DIRECTOR GREGG: What does the -- what are classifications for Steve Hamm, Tim Glass, and Brandon McAnulty? What's the class?

MR. WOODS: Steve Hamm is a Recreation Supervisor II; Tim Glass is a Recreation Supervisor II; and Brandon McAnulty; is a Recreation Supervisor II.

MS. THOMAS: But they're all different at different steps.

MR. WOODS: Right.

DIRECTOR CHANDLER: And I think -- we can be as specific as we want to be. But I think, though, if you're going to be asking for someone like you say a lower rank to move to a higher rank, then that person -- for an extended period of time, that person in the lower rank should be trained up to be able to slip into that person's place. So I think we have to use a little caution with that -- I understand exactly what you're talking about. It could have been explained a little bit differently; could have been more precise, but I think probably in the way they did that when -- they wrote that policy just for this purpose because all of our -- all of our supervisors are so -- they are so diverse, they can switch positions; they can. And I'm not saying its wrong what they did, but you know, they have different steps; there are different levels. He was at a different rate and a different step, and these guys had to assume that responsibility, so they did take on an extra role and extra -- a -- more responsibility than what they normally carried. So in this particular case, I don't have a problem with it, but I understand what you're talking about.

DIRECTOR GREGG: I don't have an issue with it either. I know that everybody stepped to the plate and did exactly what they were supposed to be doing. All I'm saying is per the language that was given to us that I just don't feel that this is justified.

DIRECTOR CHANDLER: It is ambiguous. Right.

DIRECTOR GREGG: But it's not a voting item. I'm just saying that we may need to look at this whenever we start looking at policy. Especially Section 15.

DIRECTOR HAMILTON: Yeah. Okay. You guys, I'm going to ask us to move us. Thank you for the discussions, sincerely. I think that's good discussion, and we'll clarify it when we start looking at all of our policies. And I agree with you, Rebekah, in the sense that sometimes you

read things, they look good, and all of a sudden, you know, you look back when you've gone through a situation, and yeah, maybe we need to understand that a little bit better and clarify it a little bit more. Let's move to the Hesperia golf report that you have, Lindsay, in your report.

MR. WOODS: I had met with Mike Podegracz regarding his punch list of terms and conditions that the city would like to see on the five-year agreement. So we're moving forward with that. He gave me a written document; I responded. We do not have an agreement at this time. Right now we are back and forth. What types of things are we going to pay for? What types of things are they going to pay for? There's some information on there about water and the target amounts and the terms that they're proposing.

DIRECTOR SWANSON: Billing for the water if we go over?

MR. WOODS: Basically, right now if we exceed the 407, it would be more responsible for the -- any overage.

DIRECTOR SWANSON: How about capital improvements?

MR. WOODS: They want us to supply them with a list of suggested capital improvements, so that they can review it and see if they have money to contribute to it, but I think that the council -- if you watch the council meeting where they took the public information and the reports that the staff and the consultant provided, they were very up-front about if Park & Rec can run it, and we don't have to throw a bunch of money into it -- that's what we want to do.

DIRECTOR SWANSON: Right. And we're the best choice for that anyway.

DIRECTOR SWANSON: But are you satisfied with the process so far?

MR. WOODS: I think things are moving along well. Mike's open; we're having good dialogue. Our plan is to get to the point to where we have an agreement and a workable agreement that we bring it back to our separate boards.

DIRECTOR LIMBAUGH: I was wondering. Do you think we should take it to the committee?

DIRECTOR HAMILTON: I was wondering a little bit about the process, too, Mike.

DIRECTOR LIMBAUGH: Just share it with them. Maybe not just give them carte blanche --

DIRECTOR SWANSON: Is it too soon?

DIRECTOR LIMBAUGH: -- agreement, but say and just get their feedback of what they generally perceive the things that we would probably be concerned about from the operational standpoint because the city is just into; they don't want to be bothered with it, basically.

DIRECTOR HAMILTON: Yeah.

DIRECTOR LIMBAUGH: Okay? So we'll be left holding the bag if something goes awry. So if we give it to this other -- our committee group, and let them take a look at it before it comes to the board, maybe we'll save ourselves all a bunch of time. If the committee says, "Oh, this is a wonderful agreement; the city has really opened up the doors to the park district, and we're all going to live in one big happy world out there on the Hesperia Country Club, and it comes back to the Board, I think you're going to have some consensus that the agreement is plausible for at least five years. From where it goes from there, though, who knows? Because once developers move back into the High Desert, start building more homes, they're going to want to use that water for something else than the golf course?

MR. WOODS: Well, it's going to be interesting because, like I said, these are bullet points, things that they want to work into the agreement and things that we want clarified and things that we want to see in the agreement, so then we have to get the two attorneys together to get the agreement before. So bringing it to the community group prior to even getting the

attorneys together, the whole language and direction of the agreement can change once the attorneys get it. So if we're going to do that, then I think we should wait until we have a draft document that everybody is on board with for the most part, then we could call a meeting, say, "This is what we're doing," and bring it back to the board for authorization.

DIRECTOR LIMBAUGH: In general, how would you characterize the agreement for our act, in general, to say, "We can live within their terms, and we still have some self-control"? I mean, do we still have some -- where we can feel like we're somewhat calling the shots in some of the aspects of how the golf course is run.

MR. WOODS: They don't want to be involved in the day-to-day.

DIRECTOR SWANSON: Good.

DIRECTOR LIMBAUGH: Oh, until they perceive something has gone wrong over there.

MR. WOODS: They don't want to be involved in the day-to-day operations.

DIRECTOR LIMBAUGH: Until they perceive something's gone wrong.

MR. WOODS: We'll see.

DIRECTOR HAMILTON: You're editorializing it.

MR. WOODS: They want us to operate within the revenue stream.

DIRECTOR SWANSON: Right.

MR. WOODS: And they also don't want us getting rich off of their golf course.

DIRECTOR GREGG: So we need to operate within the revenue stream, so we're going to have to -- if somebody else were to take that over, then they were --
(Discussion held off the record.)

MR. WOODS: We're in a hybrid situation as I view it the city of Hesperia is the landlord, and we're the tenant. If the air conditioner breaks, the landlord comes and fixes it. That's not how they view it. They view it if you're making money, if you have money, you should fix it.

DIRECTOR HAMILTON: The thing that I think is healthy is that it's really -- primarily at this point at least, it's between you and Mike. And I really would like to keep it out of too much of their staff, and you guys work that out. And I agree with Mike, Lindsay, that after the attorneys, maybe, have the first meeting, come up with some -- I think it would be good to do it with the community group. My fear is that whatever happens, once the contract is signed and we are the user, the loan's, you know, renter --

DIRECTOR LIMBAUGH: If we are going to get inspected in our underwear every afternoon.

DIRECTOR HAMILTON: Yeah, well, I'm just thinking that there are going to be some expectations by the community group and others they're going to say, you know, "Why don't you fix this or --"

DIRECTOR SWANSON: "Why don't you make that better?"

DIRECTOR HAMILTON: Yeah.

DIRECTOR SWANSON: "Make a better building."

DIRECTOR HAMILTON: "Fix that roof. We need to have a new parking lot, paved." And then we are going to say "No, that's not us. That's them." And I just think that we have the potential to look bad, more so, once that contract is signed, so that's my fear.

DIRECTOR LIMBAUGH: And I think we have to have some type of five-year plan so in the event if what happens is what you said, then we need to be prepared to say, "No, no. We discussed this two years ago, where we weren't going to do these types of things until we had some --

DIRECTOR SWANSON: Capital to invest.

DIRECTOR LIMBAUGH: The -- either the economy was back on its feet or we had some capital assets where we could actually plow into this.

DIRECTOR HAMILTON: Would they give us money back if we stayed under 407?

MR. WOODS: No.

DIRECTOR SWANSON: Let me clarify that. Not money back, but money that --

DIRECTOR LIMBAUGH: Credit.

DIRECTOR SWANSON: -- we could use for capital improvements?

DIRECTOR LIMBAUGH: We might get carryover water because when you get the adjudication, you have carryover rights.

MR. WOODS: He did say that we could bank the water and I said the stipulation is that banked water has to stay with the golf course. You can't pull it out.

DIRECTOR LIMBAUGH: And they agreed to that?

MR. WOODS: And he said okay.

DIRECTOR SWANSON: Oh, that's a good negotiation.

DIRECTOR HAMILTON: If we're going to get charged over, it seems like we ought to get credit back if we're under.

DIRECTOR SWANSON: Yeah.

DIRECTOR GREGG: Okay.

DIRECTOR LIMBAUGH: The exciting thing about that agreement is it's for five years.

MR. WOODS: It's a five-year with a five-year extension.

DIRECTOR LIMBAUGH: I never thought that they would give us something like that.

DIRECTOR HAMILTON: Well, it's got a five-year extension, too, so it's potentially ten.

MR. WOODS: It's a 180-day out. So at any time, with cause, we can give a 180-day notice.

DIRECTOR HAMILTON: Okay. Let's move on, Lindsay. Thank you. Keep moving.

MR. WOODS: So one last thing on the golf course. It is going to be important because last month I showed you the golf course budget and indirect costs and how those affect. And there were some comments from the board that possibly that indirect cost percentage was high.

DIRECTOR HAMILTON: How are you going to figure that out?

DIRECTOR LIMBAUGH: They'll have to mark what time they spend.

MR. WOODS: But we're not going to have time to evaluate this first year. We're going to have to -- if you're comfortable with 35, then I say we stay with 35. If you're not comfortable with 35, then I say we figure out where we are going to come in at, and then that's what we start when we start providing them with the new financials, once the agreement is in place, that is a line item that's on that budget.

DIRECTOR LIMBAUGH: In my opinion, once you establish an operating budget, then I would support whatever percentage you pencil out. If it's 35, then we darn well better have what that 35 percent represents. If it represents 20 percent of Rachel's time in a year, if it represents 5 percent of your time if it represents, you know, divvied up communication costs of \$10,000 at 3500 bucks, you better have a budget that says, "Okay, we've made a gross revenue of --" use round numbers-- " -- a million dollars, and of the million dollars, we're going to tack on \$350,000 for overhead that -- you should have that justified.

MR. WOODS: Right.

DIRECTOR LIMBAUGH: And if you have that already in mind, then you can back into the 35 percent, or you can put down what you really think it's going to be, based on the year that we've been doing all of this stuff.

MR. WOODS: Right. I just wanted to remind you that there are those indirect costs, and we need to have those numbers because there's a perception that we were generating revenue off the course, and when you look at the numbers, not necessarily true.

DIRECTOR LIMBAUGH: And at the cost of water, there's no way you can generate revenue.

DIRECTOR SWANSON: Yeah, you can't. It's not a money-making venture.

DIRECTOR GREGG: Yeah. And looking at the golf course income and restaurant income, and you throw that 35 percent in, made me actually look at it really good this time, and seeing that we lost 7,000 bucks. Yeah, we can't continue to subsidize that golf course 7,000 a month.

DIRECTOR LIMBAUGH: If 35 percent is a true number.

DIRECTOR GREGG: Yeah, you're right. If 35 percent is a true number.

MR. WOODS: And there are things that we're going to have to do -- the marketing and all that -- that we hadn't been doing because we were on a short-term agreement.

DIRECTOR SWANSON: Right.

MR. WOODS: So there are a lot of factors. The first year is going to be the year that we're really going to have to tighten things up and look at how we're doing and where we're spending our money. That's a good point that Mike brought up about the budget. We have to be thinking alike and knowing there are additional costs. We're not just rolling in money off the golf course.

DIRECTOR SWANSON: Yeah.

MR. WOODS: And the city agrees with that.

DIRECTOR SWANSON: Oh, good.

DIRECTOR HAMILTON: You know it's an interesting contention to me because from our perspective and the city's perspective, we don't want to make any money, but we don't want to lose any money, so we've got this middle target.

MR. WOODS: Right. And that's where they're at. They don't want to lose any --

DIRECTOR LIMBAUGH: No, no. But I think down the road we can show the city, if we can make money, we would like to take some of that money and put it back into the facility.

DIRECTOR LIMBAUGH: Anybody would agree with that.

DIRECTOR HAMILTON: Yeah, but the point is, they don't want us to make money.

DIRECTOR LIMBAUGH: We're not buying Cadillac's over here.

MR. WOODS: All right. Moving on to the John Swisher Community Center, there had been some comments regarding that facility. I have met with Nuvis; I did meet with the contractor that built the facility -- the actual building itself, not the concrete slab that the building is sitting on. So some of the issues are related to the building. Some issues are related to the skylight and some to the concrete, so I wasn't -- the information didn't come in until after the Board packets were done, so next month I should have some information for you to better educate you on what some of the issues are; what some of the fixes are, and what the costs are associated with those fixes.

DIRECTOR HAMILTON: Good. Thank you, Lindsay.

MR. WOODS: So you can set some direction.

Board Member Reports

Recreation Foundation - Chandler/Gregg

DIRECTOR HAMILTON: Let's move on to Board member reports. Recreation Foundation. Bob and Kelly, anything to report from the Foundation?

DIRECTOR CHANDLER: Nothing more than what's already in the report.

DIRECTOR HAMILTON: What's there?

MS. THOMAS: And Jack, just under Item 4 of the discussion items, see high school scholarships, did you read what the foundation --

DIRECTOR HAMILTON: Do you have any more to add to that?

MS. THOMAS: No.

DIRECTOR CHANDLER: I have nothing to add. Kelly, do you have anything to add?

DIRECTOR GREGG: No.

Tri- Agency - Chandler/Swanson

DIRECTOR HAMILTON: Tri-Agency, Rebekah and Bob?

DIRECTOR SWANSON: I'll skip all of the information that Lindsay gave because he gave it here. I know we had questions about the dirt hill that shall be moved. They're starting to move it, although they stopped because they found it was not the most efficient way of moving it. They needed more trucks to do that. Then that would give the movie theater an opportunity to break ground in November because they have not been quick to return their plans. Then community cleanup day is this Saturday, the tire amnesty, and if you'd like to help Julia and the Girl Scouts are going to be on the corner of Topaz and Main, and she's very concerned about how many bushes and how many pieces of trash are there, so you're welcome to help her. It's tire amnesty day also that day until 2 o'clock. There's going to be a 50-mile bike ride -- 50-mile?

MR. WOODS: Twenty-five and a fifty. There are two groups.

DIRECTOR SWANSON: Starting near Civic Plaza and going through Apple Valley and Summit Valley -- it's going to be quite an undertaking.

DIRECTOR HAMILTON: And what's that for?

MR. WOODS: It was a county project, but they wanted to do some things. They're telling me it's still a county project, when I met with them --

DIRECTOR HAMILTON: Is that some kind of a health approach or --

MR. WOODS: Yes, and it's not a race, exactly. It's actually just a ride. It's -- they're not timing it or anything.

MS. THOMAS: They're calling it a bike tour.

MR. WOODS: Right.

DIRECTOR HAMILTON: But it's designed kind of more to promote healthy lifestyles?

DIRECTOR SWANSON: That's a lot of mileage on a bike.

MR. WOODS: Just so you know, on November 5th is the day of this ride. They're going to have 225 riders. They have to go over the overpass twice.

MS. THOMAS: Weren't they going on Bear Valley too?

MR. WOODS: The district will be assisting minimally with the event as far as allowing them to use their facility at Civic Plaza and will probably have a booth there promoting our agency.

DIRECTOR SWANSON: Oh, okay. All right. The high schools are putting on productions this weekend. One at Oak Hills High School; that's Hesperia High Production, Harry Potter and The Obnoxious Voice; is that correct?

MS. THOMAS: Yes.

DIRECTOR SWANSON: And then The Iliad and The Odyssey and all the Greek Myths in 99 minutes. That will be at Sultana. Although I don't have that right here. And they were -- Mark was just talking about how our students in our school district have a priority registration at Victor Valley College, and we are up to 21,388 students which is 26 under muster, so we're quite --

DIRECTOR HAMILTON: We're close.

DIRECTOR SWANSON: Yeah, we're basically right where we need to be, and that was -- that was pretty much it.

Safety and Security - Chandler/Hamilton

No meeting held.

Personnel Committee - Hamilton/Limbaugh

No meeting held.

Golf Course Ad Hoc Committee - Hamilton/Limbaugh

No meeting held.

Skate Plaza and BMX Ad Hoc Committee - Chandler/Hamilton

No meeting held.

Other Related Business

None

ADJOURNMENT

The meeting was adjourned by declaration by President Hamilton at 8:47 p.m.

Respectfully submitted,

Lindsay Woods, General Manager

Rachel Thomas, Admin. Op. Mgr.