



**Notice of Regular Meeting of the  
Montrose Recreation District (MRD) Board of Directors  
Thursday, October 27, at 11:30am  
Montrose Community Recreation Center  
16350 Woodgate Road  
Montrose CO 81401**

**I. Call to Order, Roll Call meeting was called to order at 11:30am**

- a. Roll Call, Paul Wiesner, Amy Warthen, Christina Files, Ken Otto, Megan Maddy, Allison Howe (Megan and Allison came to the meeting at 11:40am)

**II. Open Forum: Call for Public Comment (limit of 3 minutes per person)**

- a. No comments were made

**III. Agenda updates, items added: MURA Committee report as well as review of Finance and Growth Committee minutes that took place on October 3, 2022.**

**IV. Staff Recognition:**

- a. **Anniversaries:** David Morris 4 years
  - i. **Employee Recognition:** James Tanner – received his Lifeguard Instructor Certification and AFO Certification.
- b. **New Employee Introduction/Announcement:** Facility Leader – Field House. Casie Miller was introduced as the new Field House Facility Leader. Casie has worked with the MRD as a Manager on Duty and we are excited to have her on in this new role.
- c. **Employee Awards:**
  - i. Volunteer of the Quarter – Brent Wallace
  - ii. Patron of the Quarter – Michael Carroll
  - iii. Part Time Staff of the Quarter – Julie Burdick
  - iv. Core Staff of the month - Julie Laube

**V. Budget Processes**

- a. Overview of the budget process and timeline, Supplemental 2022 and 1<sup>st</sup> draft 2023
  - i. ED Mari presented updates on the budget. The draft Operating Budget and CIP were presented to the Board last month. She stated that today she will go through some summary highlights. The final budget will be approved by the Board in December.
  - ii. The supplemental 2022 budget was presented. Changes were discussed for the General Fund, annual operating budget, of approximately \$630,000. Minor changes were made in capital. The City of Montrose and Colorado Outdoors donations had been shown as revenue for Flex Rec. This was removed from revenue as they will be making payments directly to the MRD. Mari stated we want to be as accurate as we can be on the supplemental budget. Going forward we are hopeful a supplemental budget will not be needed. The need for this over the past 2 years was a result of COVID uncertainties. Director Christina asked what happens with Sales Tax as this varies from year to year. ED Mari stated most counties are holding increases to 4% and the MRD may follow that. This may be one change to the supplemental budget next year if the increase is more than 4%.
  - iii. The 2023 Budget was presented. Revenues and expenses were presented. There is a net gain in next year's budget. Director Amy asked about a transfer to the Colorado Trust Fund, in attempting to understand the entire transfer in and transfer out formulas. ED Mari said that the CTF that are represented in revenues and expenses in 2023 balance each other out. Revenue

highlights; Property tax holds steady at 5.0 mill. Expense highlights: operating expenses rise 10.8% based mostly on staffing costs. This is in line with other public agencies.

- iv. General Fund and Aggregate Funds Balance: Aggregate balance is 82% of annual operating expenses, covering 9.8 months of expenses.
- v. Some CIP items next year are: new utility vehicle, outdoor pool assessment, replace ADA aquatic lift chairs at the CRC, an auto turf painter, and contribution toward the Baldrige Park improvement assessment as well making as ADA improvements.
- vi. ED Mari presented additional proposed packages that have not been included in the 2023 as of yet, to ensure the Board had input on these new expenses. There are new revenues accounted for in the 2023 budget. One ask the MRD has is a staff addition. The MRD would like to hire a recreation leader to solely support adult programs and the 50+ programs. Also proposed is an increase in lifeguard pay. It has also been proposed that the after school enrichment program get more funding. Recruitment and hiring bonuses have been scaled back from last year but are still in place. Referral bonuses are still in place. Lastly is the cost of the implementation of the Strategic Plan. There will be offsetting additional revenues. Director Allison stated she is very supportive of continuing to pay for staff certifications. The board stated they supported the additional proposed packages.

## **VI. Strategic Plan**

### a. Review of the 2023 Strategic Plan

- i. ED Mari stated the final version of the Strategic Plan was available to the board and asked if there were any questions. The plan has five (5) focus areas that are addressed. There are specific goals and objectives within each focus area. The costs of the Strategic Plan are included in the additional proposed package. The Board asked that this be discussed again at the next Board Meeting.

## **VII. Administrative Committee Information and Recommendations (2023)**

- a. Employee Insurance Benefits – HR Generalist Lisa Lopez reviewed the new benefit package that is being offered to employees. The Administrative Committee met last week and reviewed the new benefits. The MRD is moving from CEBT to Public Sector Health Care Group. This move is beneficial to the employee and the employer. Other special districts in the area are using this group. There will be a 3% decrease in costs opposed to a 4.5% increase that would have happened with CEBT. Copays will be less for employees, deductibles will remain the same as well as prescription cots. There will be additional life insurance that will also be offered. CEBT had a required enrollment fee even if an employee opted out, the new plan does not have this fee. Dental and vision as well as life insurance are also still being offered. Director Alli reported from the Admin Committee that due diligence was part of the process of making this decision and the Admin Committee recommended this is a positive change.
- b. CO Paid FAML I and Medical Leave Law: This is a voter approved program starting January 2024. The MRD has the option to opt out of this program but must do so by January 1, 2023. Option 1: we opt in to this program and premiums would begin on January 1, 2023 as well as wage reporting. (If we opt in there would be a deduction from all employee's paychecks.) If we don't opt out we are automatically opted in. Option 2: the MRD would decline any and all participation. Option 3: the MRD would decline only employer participation but we would facilitate the collection and remittance of the employee premiums. The Board must vote on this at least every 8 years. The cost to the MRD if we opt in is estimated to be \$8,000 per year. The recommendation of the Admin Committee is to decline all participation. Employees can still contribute to this plan, sign up on their own and submit their quarterly wages even if the MRD opts out. Director Alli stated the Admin Committee discussed that the MRD offers very good benefits currently. Director Alli stated the Admin Committee asked that Lisa educate staff on this program and let them know that even though the MRD opted out, individuals can choose to participate. 2023 contributions will begin 2024. Director Mari stated that staff will be educated on this program based on the outcome of the board's vote today. Director Paul stated that he prefer the MRD not participate. Director Paul made a motion to: Following the Administrative Committee's recommendation, and in consideration of the local Government Opt-Out Rule, 7 CCR 1107-2 (declines all participation) from FAML I, opt out of this program. Director Amy seconded the motion. The Board voted and the vote was unanimously in favor of opting out of the FAML I program.

## **VIII. Staff Reports**

- a. Outreach Activities Report
  - i. Wade stated that he has been working on finding new programs to offer at the Flex Rec facility. He has also been attending construction meetings, and Flex Park meetings. He informed the board that the City of Montrose has submitted the Colorado Health Foundation grant for funds for the new Flex Park behind the Flex Rec facility. Community meetings to gather feedback on the park, have been scheduled for October 24 and November 14. These meetings with those who live in the vicinity, will also be used to collect information on what ideas they might have for new programs or events. Wade attended the NRPA conference virtually as well.
- b. ADA Transition Plan – Jeremy Master has been identified as the designated ADA Coordinator. The Accessibility Team will be working to determine what the actual ADA plan will be and will be leading the forward movement of that plan. There is a fund in the CIP that has been identified that can be used in ADA projects. There are also funds for a rec leader to lead programs for special populations. There have already been some pilot programs that are taking place at the MRD. Director Amy asked if the funds in the budget represent new lift chair in aquatics and Jeremy stated that it does not, this money will come from another area in the budget.
- c. Flex Rec and Flex Park. Jeremy stated construction of the Flex Rec is underway. Current projections have the MRD obtaining temporary occupancy on or around December 1, 2022. The MRD team is being frugal and so far have \$4,000 in allowances. An Ariel Arts program will be run out of Flex Rec, which has become a very popular program in the country. A program grid was presented with proposals of programs that can happen at the Flex Rec. Finding instructors has been our biggest challenge. We are handling this challenge by offering virtual instructors. Proposed fees for Flex Rec were presented. A video was presented with Mari discussing the Flex Rec facility.

## **IX. Committee Updates and Assignments**

- a. **Exec. Committee of Board** (Board: Christina, Amy. Staff: Mari, Jeremy) - did not meet this month
- b. **Administrative** (Board: Alli, Barb. Staff: Mari, Jeremy, Debby, Lisa) – The admin committee presented recommendations earlier in this meeting on the new MRD Staff Benefits and the FAMLI Plan.
- c. **Foundation** (Board: Amy, Megan. Staff: Mari, Cindy) – Megan reported that the Triathlon was successful in October. There were plenty of participants and volunteers. The fundraising was productive.
- d. **Growth** (Board: Christina, Ken. Staff: Mari, Liz, Justin, Miguel) – Director Ken reported that the CIP was discussed. It was discussed if the funds for Capital Improvement needs to be adjusted, it was decided that it was a sufficient amount.
- e. **Finance** (Board: Paul, Alli. Staff: Mari, Jeremy) – no finance meeting took place this month
- f. **MURA (Allison)** – Allison reported that this was her first MURA meeting. The group formalized the IGA with the City as well as the bylaws. Allison reported there was no discussion surrounding the MRD.

**X. Executive Director's Update** – ED Mari highlighted a couple of points from her report, the aquatics DOLA grant was very beneficial and aided in keeping staff and keeping the pools open this summer. 20 Mountain Bikes were received by the MRD from a grant and a partnership with Friends of Youth and Nature. She also pointed out updates from staff Coordinators that was included in the packet. Three promotional videos were seen by the Board. One video is centered around recruitment, one on MRD promotion and one on the Field House.

## **XI. Approval of BOD Meeting Minutes**

- a. Regular Meeting of the Board 09.29.2022 – Director Paul moved to approve the Board minutes from 9.29.2022 Director Ken seconded the motion. The vote to approve passed unanimously with the exception of Director Amy who abstained.
- b. Joined Finance/Growth Committee meeting minutes from 10.03.2022 – Director Paul moved to approve the Committee minutes from 10.03.2022. The vote to approve passed unanimously.

**XII. Adjourn** - meeting adjourned at 1:46pm.

**Next BOD Regular Meeting**  
**November 17 at 11:30am**  
**CRC 16350 Woodgate Road**  
**Montrose CO 81401**