MINUTES OF THE MEETING OF THE PARKS AND RECREATION ADVISORY BOARD

North Collier Regional Park

Naples, Florida

January 16, 2019

LET IT BE REMEMBERED, the Collier County Parks and Recreation Advisory Board in and for the County of Collier, having conducted business herein, met on this date at 2:03 P.M. at North Collier Regional Park, Naples, FL, with the following members present:

CHAIRMAN: Mr. Edward “Ski” Olesky

Ms. Mary Bills, Advisory Board Member

Ms. Rebecca Gibson-Laemel, Advisory Board Member

Mr. Murdo Smith, Advisory Board Member

ALSO PRESENT:

Mr. Barry Williams, Division Director, Parks and Recreation Division

Mr. Rick Garby, Superintendent, Parks and Recreation Division

Ms. Felicia Kirby, Associate Project Manager, Facilities Capital Construction

Ms. Jeanine McPherson, Assistant Director, Parks and Recreation Division

Mr. Miguel Rojas, Jr., Administrative Assistant, Parks and Recreation Division

Mr. Bill Bowden, Club Service Director at Pelican Bay Foundation

Mr. Drew Hamernik, President, Elite Events

Mr. Joshua Hammond, CPM, Manager, Financial and Operational Support

Mr. Jim Hoppensteadt, President, Pelican Bay Foundation

Mr. Gus Vega, Senior Programmer, Public Services Division

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**I. Call to Order**

Mr. Olesky called the meeting to order at 2:00 p.m.

**II. Pledge of Allegiance and Invocation**

The Pledge of Allegiance was recited, and a moment of silence observed.

**III. Approval of the Agenda**

+Mr. Williams requested that consideration of an application for the sale of alcohol at an upcoming Healthy and Safe Children’s Coalition event be added to the agenda.

+Mr. Williams requested that consideration of an application for the sale of alcohol at an Eagle Lakes carnival event be added to the agenda.

***Ms. Bills entered a motion to approve the January 16, 2019 meeting agenda, with the noted additions. Mr. Smith seconded the motion. All members were in favor. The motion was carried.***

**IV. Approval of December 12, 2018 Minutes**

***Ms. Bills entered a motion to approve the December 12, 2018 meeting minutes. The motion was seconded by Ms. Gibson-Laemel. All members were in favor. The motion was carried.***

**V. Capital Projects Update - Mr. Williams**

**+Big Corkscrew Island Regional Park –** This project is presently at 90% design and is planned to be put out for bids for construction in March 2019. Public Utilities will begin site work in summer 2019, with park construction anticipated to begin in fall 2019. A groundbreaking ceremony will kick-off the commencement of this project. The current schedule for construction of Phase I is 18 months; December 2020/January 2021timeframe, with the current cost estimate for construction of Phase I at $47M. There is approximately $25M in funding currently available, with construction to be paid with impact fees. The recently approved sales tax initiative will provide an additional $40M in revenues for this project.

Consideration is being given for phasing of the project, so that athletic playing fields may be available first.

Mr. Smith inquired as to whether funding for Phase II of the park was included in the penny sales tax increase recently approved by Collier voters, and whether both phases of park construction would go out for bid simultaneously. Mr. Williams stated that bids for construction of Phase II would be solicited upon the completion of Phase I. Design of Phase II is anticipated to take approximately one year, with bids for construction going out in approximately late 2020. There is presently no cost estimate for the completion of Phase II, however if additional funding is necessary beyond that generated by the sales tax increase, the usual avenue of debt service will be utilized.

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Mr. Williams noted that there has been a 30% increase in construction costs over that of last year.

Mr. Smith inquired as to whether any issues remain with residents along Stovepipe Road. Mr. Williams stated that Staff has worked closely with local residents during Phase I design and that a vegetative buffer is planned between the Park and neighboring housing communities. Staff will continue to work with local residents throughout the Phase II design process as well.

**+Capital Projects Report Format** - Ms. Gibson-Laemel inquired about the estimated cost of projects column, which was no longer included on the capital projects report. Mr. Williams stated the report had been edited to now include the name of the project, current status, projected substantial completion date, and next critical milestone. Ms. Gibson-Laemel and Mr. Smith expressed an interest in seeing the project cost column on the report.

**+Mar-Good Cottage Restoration:** Mr. Smith inquired as to the current status of the cottage restoration project. Mr. Williams stated that a Historical Cultural grant had been applied for with the Department of Environmental Protection, which is presently under consideration by the agency. A scoring/ranking process takes place in January, with decisions and recommendations made to the Legislature in February. Funding is then appropriated by the Legislature, which may or may not be sufficient to fund certain grant requests, based upon the score/rank previously assigned to these projects. Staff is presently waiting to see if funding is approved for the cottage restoration project, with the focus on restoring one of the cottages. Mr. Smith inquired as to whether any work at all had been done. Mr. Williams stated the facility had been fenced in and the area cleaned up. The remaining structures have also been cleaned out and tented for termites. One of the buildings which was not salvageable has been torn down. Further, a study was done in conjunction with Victor LaTavish, PA, architect, to determine the viability of the different structures and cost estimates for restoration. Mr. Williams stated that the Goodland Harbor Arts and Music Festival was being held March 3-4, 2019 at Mar-Good Harbor Park and encouraged interested PARAB members to take the opportunity to enjoy the event, as well as to see the changes made to date at the Mar-Good cottage site.

**VI. New Business**

1. **Election of Chair and Vice Chair**

**Chairman:**

***Ms. Bills entered a motion to re-elect Mr. Olesky as Chairman of the Parks and Recreation Advisory Board. Mr. Smith seconded the motion. All were in favor. The motion was carried.***

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**Vice-Chairman:**

***Ms. Gibson-Laemel entered a motion to elect Ms. Bills as Vice-Chairman of the Parks and Recreation Advisory Board. Mr. Olesky seconded the motion. All were in favor. The motion was carried.***

1. **Enterprise Asset Management – Mr. Gus Vega**

Mr. Vega, Senior Programmer, Public Services Division, shared a slide presentation with PARAB members on the Enterprise Asset Management program; a systematic means of data collection pertaining to assets managed within the Parks system, initiated in November 2018.

Mr. Vega defined asset management as maintaining a specified level of service for identified assets, at the lowest life cycle cost. Asset management commences with asset installation and the subsequent implementation of manufacturer maintenance recommendations. Asset management will provide information on the types, number, and location of assets within the Parks and Recreation Division, as well as the condition of these assets, ranking by priority, level of service required of these assets, reasons for potential failure, and cost of maintenance. With the ability to analyze line item costs of maintenance, i.e., labor (wrench time), equipment and material costs (wear and tear), prioritized levels of service, and contractor costs, the necessary corrective and preventative maintenance will decrease costlier reactive emergency maintenance. Mr. Vega clarified that some units utilized by Parks and Recreation Division are tracked and maintained by other County Divisions, such as trucks and mowers, which are maintained by Facilities Management.

Asset identification and digitation began with aerial imagery of Park properties, including baseball and soccer fields, Sun-N-Fun Lagoon, buildings, landscapes, etc., as well as “boots on the ground” data collection, with GPS coordinates of assets such as signage, light fixtures, etc. This information was then divided into two categories; Park assets and Aquatic assets.

Linear Park assets were identified, consisting of amenity, court, exterior lighting, field, fixture, hardscape, landscape, playground, Preserve, signage, structure, valve box, and waterbody. Subtypes were then created for each linear asset; for example, a Park waterbody would include any beach, canal, dam, lake, or pond.

Likewise, linear Aquatic assets were identified, with subtypes specific for each; for example, Park Aquatic Panel, which include, control, distribution, electrical, and lighting panels.

These linear categories and associated subtypes will allow for tracking of assets, and any labor and material costs which are associated, by Park site.

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CityWorks is the software platform which will be used by Parks and Recreation to better track assets for which they are responsible for maintaining. CitiWorks is designed to assist with communication, streamline workflow, and provide historical work data tracking. Risks are able to be better identified and prioritized, allowing for maintenance activities such as preventative work, reactive work, or inspections. Further, data collection and report generation will be possible, as necessary.

Cityworks is user-friendly and may be utilized via computer, smartphone, or tablet, including while out in the field.

The rollout of CityWorks began with initial asset discovery and data modeling as mentioned above, with digitization and collection of 1500+ assets. Discussions were had with Parks Staff to identify work activities, supervisors/crew leaders/contractors, employee lists, as well as materials/equipment lists. Desktop versus project specific CityWorks user lists were identified. Core reports were imported from Public Utilities, which includes QAQC reporting, labor costs and contractor billable reports. Future plans for the program include additional asset collection, identification of further information which will need to be collected, condition assessments, as well as budgeting reports and future capital expenditure forecasting.

There are three main CityWorks work activities, including service requests (initiated internally or by the public), generation of work orders, documentation of observations made during inspections, as well as information about simple repair work done.

Requests to CityWorks pertaining to Parks and Recreation and Public Utilities may be made via the Collier 311 app (general public) or the CityWorks app (County staff). County workers also have the ability to perform searches within the app. The Facilities Division presently in the process of being incorporated into the CityWorks program.

Mr. Williams pointed out that the 311 program will allow PARAB members the opportunity to phone in issues noted during Adopt-A-Park visits, either immediately or at their leisure. County staff members have been identified who will field the 311 requests. Mr. Olesky inquired as to whether this would result in maintenance requests being addressed more quickly. Mr. Williams stated that there are always more maintenance requests than there are means to address them, however the information would be clearly documented and prioritized. Mr. Smith inquired as to whether there was concern that public access of the 311 app might lead to an excess of requests. Mr. Garby stated that the requests will be investigated and a determination made for each as to whether further action is necessary or possible.

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A sample of a service request was shown, which includes priority level, park location, associated labor costs, general comments, any attached photos, and caller information, if given. Ms. Bills stated that having the opportunity to upload and attach photos to a service request would be very helpful. Likewise, observations and responses are able to made by county staff on the CityWorks inspection tab.

Ms. Bills inquired as to whether there is available staff to perform appropriate data entry, as well as subsequent maintenance of the data in order to remain up to date. Mr. Vega stated that crew leaders have been assigned by park site, as well as additional staff being brought on, with internal mechanisms in place to maintain data integrity. As well, Mr. Garby’s team is routinely inputting data regarding maintenance activities. Mr. Smith expressed concern about the time that crew leaders will be spending inputting and reconciling data into the CityWorks system, rather than working on maintenance projects. Mr. Hammond stated that the goal is to better allocate limited resources with strategic planning of maintenance projects. Also, eventual familiarity and increased comfort level in using the new system will circumvent any initial delays in field work encountered during the startup of this program.

Mr. Smith inquired as to the level of expertise required for maintenance staff in the field when completing a service request via CityWorks. Mr. Vega stated that based on the chosen template within the app, i.e. repair or replace, defaults are in place to categorize requests as preventative, corrective, or reactive. Mr. Smith gave an example of court resurfacing and whether field staff would know when courts were due for resurfacing, or in some cases overdue for resurfacing. Mr. Vega replied that recurring/cyclic maintenance information would be input into the system, with alerts showing on the app dashboard as to when it was time for a specific type of maintenance to be done, such as court resurfacing. Mr. Garby further stated that within Parks and Recreation, “recurring” projects are reviewed based on budgeting, condition, use, how much money is put into it, and then prioritized.

Mr. Smith requested clarification as to potentially shared work responsibility between Parks and Recreation and Facilities; for example, building maintenance. Mr. Garby stated that assets and associated maintenance responsibilities are clearly delineated between the two divisions within the CityWorks app.

Mr. Smith inquired as to whether beach assets are included within the program and Mr. Vega replied that beach assets, such as restrooms, boardwalks, structures, etc., are included within the CityWorks app.

Mr. Williams stated more information regarding the 311 app would be shared at a subsequent PARAB meeting.

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1. **Pickleball at Pelican Bay – Mr. Williams**

Mr. Williams stated that Parks Staff has previously approached the Pelican Bay Foundation regarding the potential construction of a parking garage structure at Clam Pass Park. These conversations have further yielded the concept of the addition of pickleball courts at Pelican Bay Community Park. As part of the Master Plan, PARAB, as well as the Board of County Commissioners have previously approved potential utilization of a portion of the green space at Pelican Bay Community Park for pickleball courts. Mr. Williams stated there is presently no funding for this concept, which is also exempt from the use of impact fees, and that general PARAB input and discussion was being sought for this concept at this time.

An informal drawing was shared which showed the pickleball courts potentially being placed adjacent to the tennis courts, with placement of possibly up to 16 courts. Ms. Bills inquired as to whether any of the existing tennis courts would be lost. Mr. Williams stated the tennis courts would remain, with pickleball courts being located within existing green space only. Ms. Bills pointed out that pickleball is presently being played on Har-Tru courts, with the use of a larger, nerf style ball, which assists in sound control when located within or near housing communities.

Mr. Jim Hoppensteadt, President, Pelican Bay Foundation stated that considerable interest in pickleball courts has been expressed by individuals within his community, as well as from surrounding communities; with 600+ signatures collected on a petition in this regard. Mr. Hoppensteadt stated that variants of pickleball play have been investigated, including Har-Tru court play and POP tennis; however, these options do not provide a true pickleball experience. Significant green space was noted to be found at the County Park on Vanderbilt Beach Road, with occasional use on an ad hoc basis.

Mr. Smith stated that he is generally in favor of maintaining the open green space at Pelican Bay Community Park, presently utilized for baseball practice, soccer, family play, etc., noting an overall lack of green space relative to the ongoing trend of building. Mr. Smith further noted that no Little League facilities have been built in that area, despite having previously received requests for this amenity from the local community. Mr. Smith also noted objections in the past from nearby condominium residents with regard to noise and lights at the park. Mr. Williams stated that if the concept is approached as being consistent with the Master Plan, various sound and visual buffers would need to be utilized.

Mr. Bill Bowden, Club Service Director at Pelican Bay Foundation noted that based upon the size of the green space and the potential layout of the pickleball courts, the appropriate placement of berm and buffering would mitigate noise and visual complaints, as well as leaving significant green space available.

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Further, the level of interest generated by involved parties suggests this to be a North Naples interest and not isolated to the Pelican Bay community. Mr. Bowden noted that the design was entirely conceptual at this time and could ultimately be configured to maximize green space, as well as pickleball court space.

Mr. Williams stated that ongoing conversations will be had with the Pelican Bay Foundation, with any design plans ultimately requiring approval by the Foundation. PARAB will be kept apprised of this ongoing discussion.

1. **Elite Events (Alcohol Permission) – Mr. Drew Hamernik**

Mr. Drew Hamernik, President, Elite Events, addressed PARAB to request permission to serve alcohol at the upcoming Paradise Coast Half-Marathon event to be held on February 17, 2019 at North Collier Regional Park. Mr. Hamernik stated that specific details with regard to vendor, insurance, etc., have yet to be determined, however Parks guidelines would be strictly adhered to with regard to serving alcohol at the event. Ms. McPherson stated that Staff will be in communication with Mr. Hamerik as to all steps required to be fulfilled, prior to final approval.

***Ms. Gibson-Laemel entered a motion to approve the application submitted by Elite Events for permission to serve alcohol at the Paradise Coast Half-Marathon event to be held February 17, 2019 at North Collier Regional Park, contingent upon all necessary requirements put forth by Parks Staff having been fully met by Elite Events. Ms. Bills seconded the motion. All were in favor. The motion was carried.***

1. **Bayview Improvements – Ms. Felicia Kirby**

Ms. Kirby stated that County Staff is working with the Bayview CRA to mitigate overflow parking in the right of way along Hamilton Avenue by constructing 35 parallel parking spaces along the east side of Hamilton Ave. Mr. Olesky inquired as to the properties owned by the Parks Division along Hamilton Avenue and whether these sites may be developed for additional parking. Ms. Kirby stated that the location and size of these properties does not support a suitable design at this time. Ms. Kirby shared a drawing of the proposed improvements, which also includes a turnabout at the intersection of Hamilton Avenue and Thomasson Drive.

***Mr. Smith entered a motion to approve the proposed improvements along Hamilton Avenue, which includes the addition of parallel parking spaces, as well as a turnabout at Hamilton Avenue and Thomasson Drive. Ms. Bills seconded the motion. All were in favor. The motion was carried.***

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1. **2019 Recreational Trails Program (RTP) grant application in the amount of $200,000 for the improvements to the Connor Park Fitness Trail -Mr. Williams**

Mr. Williams stated that funding is being sought for improvements to the Connor Park fitness trail via a 2019 Recreational Trails Program (RTP) grant application for $200K, which will be supplemented by a $50K County match. The grant will cover the cost of six professional pieces of equipment and a slab, with ADA access to each. The County is including ADA access fitness equipment at four of the stations.

***Ms. Bills entered a motion to approve the 2019 Recreational Trails Program (RTP) grant application for $200,000 for improvements to the outdoor fitness trail at Connor Park. Mr. Smith seconded the motion. All were in favor. The motion was carried.***

1. **Safe and Healthy Children’s Coalition Event (Alcohol Permission):**

The Safe and Healthy Children’s Coalition is a local organization who works closely with the Parks Division in the facilitation of swim lessons and drowning prevention. The Coalition will be holding their “Great Naples Duck Race” fundraising event on February 2, 2019, 4:00 p.m. to 7:00 p.m. at Sun N Fun Lagoon, North Collier Regional Park. The North Naples Fire Department has submitted an application for permission to sell alcohol at this event, with all proceeds going to the Safe and Healthy Children’s Coalition. Alcohol will be sold between 4:00 p.m. to 6:30 p.m. Staff will be working with this organization to ensure all guidelines are met with regard to the sale of alcohol at the NCRP.

***Ms. Bills entered a motion to approve the application for permission to sell alcohol at the Great Naples Duck Race fundraising event on February 2, 2019 at Sun-N-Fun Lagoon. Ms. Gibson-Laemel seconded the motion. All were in favor. The motion was carried.***

1. **Sugden Park Carnival - Beer Garden Event (Alcohol Permission):**

Permission for the sale of alcohol is being sought for a proposed food truck rally and beer garden, in conjunction with a carnival to be held at Sugden Park on Saturday, March 9, 2019. Participating vendors will be held responsible for adherence to County permitting, insurance and liability parameters. Food will be available from 11:00 a.m. to 7:00 p.m., with beer sold between 4:30 p.m. to 7:00 p.m. County Sheriff’s deputies will be on hand to provide security.

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Mr. Smith expressed concern at the growing trend for requests to serve alcohol at events held at County Parks and stated his opinion that County Government, Parks and Recreation, should not be involved with the promotion of the availability of alcohol at County Park events. Ms. McPherson stated that the Parks Division receives a vendor fee, but no portion of the proceeds earned from alcohol sales, and noted that the allowance of alcohol at park related events has become a national trend. Mr. Williams stated that while no significant problems have been encountered in the past with the availability of alcohol at park site events, he did note the upward trend in requests. Mr. Williams stated the issue may be further reviewed in terms of what is being done statewide, although there presently is a provision in place which allows for the availability of alcohol at park site events. Ms. Gibson-Laemel suggested a possible Sugden Advisory group which may review alcohol related requests.

***Ms. Bills entered a motion to approve the application for permission to sell alcohol at the carnival to be held at Sugden Park on Saturday, March 9, 2019 between the hours of 4:30 p.m. to 7:00 p.m., provided adherence by participating vendors with County permit, insurance, and liability requirements. Ms. Gibson-Laemel seconded the motion. Votes of support were rendered by Mr. Olesky, Ms. Bills, and Ms. Gibson-Laemel, with one dissent by Mr. Smith. The motion was carried by majority vote.***

**VII. Old Business**

1. **Appointment of PARAB Members – Mr. Williams**

Due to a quorum not having been met at the December 12, 2018 PARAB meeting, a vote regarding the three expiring Advisory Board member positions was unable to be done. With the resignation of Mr. Fuchs and the expiration of the three positions at the end of December 2018, an opinion was sought by Staff from the County Attorney, and were given the authority to make a recommendation to the Board to appoint the three incumbents to continue in their role, allowing for a quorum with a now 4-member Advisory Board.

Further, three new applications for consideration of membership on PARAB had previously been submitted and Staff will work with the County Attorney to determine whether these applicants may be considered for the one position which is now left open by the resignation of Mr. Fuchs. Further discussion will be rescheduled for the February 20, 2019 meeting.

1. **Manatee Park**

Mr. Elliott Miller, Chairman, CDD #2 Fiddler’s Creek, addressed PARAB in follow up to his previous suggestion of the possibility of conversion of the Manatee Park site to gardens, with trails and benches, and which may be maintained by volunteers.

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Mr. Miller restated his desire in creating a gardens environment at a relatively low cost, similar to those found in England, and largely or wholly funded through donations. Mr. Miller stated first steps would include budget/design and suggested an additional possible funding source of a portion of the money generated by the voter approved one-cent sales tax increase. Further, input and collaboration may possibly be volunteered by Staff at the Naples Botanical Gardens. Mr. Miller requested the advancement of next steps from PARAB in this regard and offered his assistance, as needed, during the development process for Manatee Park.

A discussion ensued regarding realistic costs for even the simplest design, the improbability of gratis input, as well as liability and safety issues involved with maintenance of the gardens by local volunteers. Further, historically, private donations have been difficult to solicit, as general public perception is that Collier County government should have available funds. Mr. Smith presented the idea of a simpler design with more open green space for family use, to possibly include restrooms, and a landscape buffer, but which would still cost millions of dollars.

***Ms. Gibson-Laemel entered a motion for Parks Staff to begin the process of exploration of developmental possibilities of Manatee Park. Ms. Bills seconded the motion. All were in favor. The motion was carried.***

**VIII. Adopt A Park – Mr. Smith**

1. **Vineyards Community Park:**

A site visit was conducted January 16, 2019 at 7:00 p.m., with the park receiving an overall good review, and noted to be clean and well maintained. The park was busy, with people engaged in various activities, including families walking, playing basketball, and a group practicing cultural dance. All age ranges were represented. Fields were noted to be fenced off and under repair.

Recommendations for improvement at the park included:

+Improvement of the walkway leading to the soccer fields, which is in poor condition.

+Tennis court lights repair.

+Check the lights in the men’s restroom by the soccer fields.

+Adjustment of the timer on the splash pad to 5:00-6:00 p.m. in the wintertime, as it ran until 8:00 p.m., when it was dark and no one was present.

+Resurfacing of the basketball courts.

+Repainting of sign posts throughout the park.

+Replacement of the snow bush at the entrance of the community center.

Mr. Smith expressed concern at the length of time it has taken for the tennis court lights to be repaired following Hurricane Irma more than a year ago. Ms. McPherson and Mr. Garby stated that the procurement process through FEMA is extremely cumbersome and slow. The lights are anticipated to be repaired in March 2019.

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1. **Freedom Park – Mr. Smith**

A site visit was conducted at 3:30 p.m., with the park receiving an overall good review, and noted to be clean and extremely well maintained. The park was busy with approximately 40 people, mostly seniors.

Recommendations for improvement at the park included:

+Additional benches along the boardwalk and trail, possibly in the cutout portions.

+Pressure clean the front of the memorial.

+Pressure clean around the bathrooms on the west side.

+High voltage box located on the wooden boardwalk on the trail was noted to be open and held together by a zip tie, representing a potential safety issue.

+Clean up the area where the former butterfly was.

+Mesocosm test sight, sponsored by FGCU, requires weeding and much better maintenance. (Ms. McPherson clarified that the mesocosm is a multiyear, outdoor experimental system being conducted by an FGCU professor, examining the natural environment in a controlled system; in this instance, studying whether “unclean” water may be “cleaned” through wetland filtration).

**IX. Director’s Highlights – Mr. Williams/Ms. McPherson/Mr. Garby**

+A letter of resignation has been received from PARAB member, Mr. John Fuchs, due to other commitments at this time. Mr. Fuchs wished to express his appreciation to the members of PARAB for the opportunity to have worked with them. Staff will work with the County Attorney’s office in pursuit of a replacement for Mr. Fuchs on the Advisory Board.

+PARAB Vice-Chairman, Mr. Phil Brougham, sent his apologies for his absence at the meeting due to illness.

+Ms. McPherson stated that with the initiation of the CityWorks program, 311 calls have begun to be received from the public. Thanks were expressed to Mr. Gus Vega for his assistance with training of Parks Staff on using the technology.

+Tournament season has commenced, with play on the new artificial turf fields scheduled almost every weekend through the middle of February 2019. Little League play has also begun.

**X. Public/Board Comments**

+Ms. Bills stated she will be unable to attend the February 2019 PARAB meeting, which will be held in Immokalee, due to a scheduled knee surgery.

+Mr. Smith inquired as to whether the fee for swim lessons may be lowered now that pool entry fees have been reduced.

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Ms. McPherson stated that there is funding available through partnerships between the Parks Division and outside groups, including the Red Cross, to teach more children; however, noted the ongoing shortage of lifeguards. The salary for lifeguards has been increased to $11.50+ in order to become more market competitive. While the fee for lifeguard training remains $200, a special promotion waiving this fee has been in effect. Competition for employees remains an issue across all industries.

**XI. Adjournment**

There being no further business for the good of the County, the meeting was adjourned.

**Parks and Recreation Advisory Board**

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**Edward “Ski” Olesky, Chairman**

These minutes approved by the Board/Committee on \_\_\_\_\_\_\_\_\_\_ as presented, or as amended

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