



## LEE'S SUMMIT PARKS AND RECREATION BOARD WORK SESSION MEETING MINUTES

CITY OF LEE'S SUMMIT, MISSOURI

DATE:	May 8, 2019	TIME:	5:30 PM	PLACE:	Strother Conference Room
Board Members Present:		Board Members Absent:		Staff Present:	Other Guests:
Mindy Aulenbach, Vice President		Tyler Morehead, President		Joe Snook	
Lawrence Bivins, Treasurer		Samantha Shepard		Carole Culbertson	
Casey Crawford		Jim Huser		David Dean	
Marly McMillen		Nancy Kelley		Tede Price	
Nick Walker (via conference call)				Jackie McCormick Heanue	
				Mathew Garrett	



impact and further communicate to the Board planned activity or program increases to give advance notice.

Mr. Snook also noted program pricing doesn't get thoroughly reviewed regularly, and this exercise has brought to light the need for more frequent, detailed reviews to ensure costs are covered for programs. Ms. McMillen concurred with the need to review more frequently and with a more critical eye.

Mr. Snook used the example of Gamber Community Center's operating hours on a Friday night, with an average of 0.5 patrons for the last hour of operation, suggesting leaving the facility open that hour is not the most effective, efficient operational choice.

Mr. Crawford asked when the last time an across the board rate review was done. Mr. Snook noted the End of Activity Report process reviews rates, however the process is not done as critically on the current review. He also noted a closer look is taken when the three year net is significantly reducing. Factors reviewed generally include expenses and participation levels. At that point, market research is conducted and recommendations are made during the End of Activity process.

Mr. Crawford asked if the increase in private rentals for Summit Waves from FY2019 to FY2020 was a result of the wave pool. Mr. Dean indicated the wave pool was included in the projections, and Mr. Snook added there is additional capacity for rentals due to the fact there is no longer an LSPR swim team, and there are multiple private teams looking for lap lanes to rent during the season.

Mr. Crawford asked whether there would be any effort to communicate increases to the community, or whether it will only be addressed if individuals express concern. Mr. Snook indicated community discussions are usually not held for incremental increases. However, if an increase was going to be significant, i.e. an increase of \$100 per year for a community center membership, we would likely get information out in the public in advance of the increase. Mr. Crawford asked whether the same incremental philosophy would apply in this instance when increases are across the board. Mr. Snook reported there are not increases across the board for all programs at one time, they will be staggered, and also noted we have never needed to have a blanket increase in the past.

Ms. McMillen noted this is an administrative item that is being covered.

Mr. Crawford compared the rate increases to a utility rate increase, and the fervor that can cause within the community in questioning whether a broad communication would be appropriate.

Mr. Snook noted the LSPR philosophy is "pay to play" when it comes to programs and activities, so the increases impact the actual users, distinguishing the increase from an across the board increase, like a property tax, which would impact every citizen regardless of their use or participation.

Mr. Bivins stated he didn't believe it is necessary to make a public announcement for the increases in general. However, he questioned the private pool rental increase, and wanted to confirm the amounts, because the increases are substantial, and we may need to consider getting out ahead of substantial increases like this. To communicate general, incremental increases would be too micromanaging, but significant increases may warrant public notice.

Mr. Bivins asked what the best year of sales tax revenue has been to LSPR. Ms. Culbertson replied the most recent year has been the best, with the 1/4 cent levy. Mr. Snook indicated the revenues for the past quarter have been consistent with the returns from last year at the same time. He echoed Ms. Culbertson's statement regarding last year and this year likely being the best years yet.

Mr. Bivins wanted to ensure not all staff are going to be earning the same rate just because the minimum wage has gotten so high; that those who are more qualified and performing more challenging tasks are making more than the minimum wage that is offered for a basic job with no skills or experience. He also asked if we would be required to pay minimum wage in 2023. Mr. Snook reported, to Mr. Crawford's earlier point, as a municipal entity, we are not required to comply, and



do retain the flexibility to freeze rates should it not be feasible to pay minimum wage for positions in the future.

Mr. Snook again reiterated the need to remain competitive in several of our positions in order to maintain minimum staffing for our levels of service, and noted he believed the increase in minimum wage in combination with adjustments made internally to make hiring more effective has resulted in the highest hiring levels of lifeguards LSPR has seen.

Mr. Bivins asked what qualifies for sales tax in Lee's Summit, and wondered whether new vehicle sales taxes apply. Ms. Culbertson indicated this would be included. He asked about construction, and Ms. Culbertson replied any supply items purchased in Lee's Summit would qualify. Mr. Snook noted no online purchases, for example, Amazon, contribute to our sales tax. He also noted Lee's Summit is one of the only metro communities which has not seen a dip in sales tax revenues as a result of online sales, but noted a loss is ultimately anticipated, and Lee's Summit is considering a Use Tax which would help accommodate and offset the loss.

Ms. McMillen asked whether all the changes are the direct result of minimum wage, or whether there were other factors, like the opening of the wave pool. Mr. Snook confirmed Summit Waves projections are increased more as a result of the wave pool, but none of the other funds saw similar changes.

Mr. Crawford reminded the Board we are not required by statute to raise minimum wage. He asked whether we believe we would lose employees if we did not keep up with minimum wage, and whether any studies have been done to determine whether we would still be a viable source of employment where private employers may be cutting jobs as a result of the minimum wage increase. Mr. Snook said an example of the possibility of not needing to increase minimum wage is if the economy were to take a turn and the unemployment rate increased dramatically. He indicated currently there are not enough people to fill the vacancies we have, so we must remain competitive in order to get the positions filled. However, he did note the possibility that circumstances could change in the future. Mr. Crawford wanted to stress the potential savings source of not enforcing minimum wage does exist since we are not required by statute.

Ms. Aulenbach reminded the Board LSPR is really the only group of the City that has part time employees, and none of the other City departments have this level and breadth of employees. She complimented the work of staff and said the product was a great working document and a great tool for moving forward.

Ms. McMillen suggested this would be a great presentation at NRPA. Mr. Snook noted the topic has been discussed at every KCMRDA meeting since December, and no other agency is currently doing the work on this topic.

Mr. Bivins echoed the comments of Ms. Aulenbach and expressed his appreciation of the work staff has put into the information presented. Mr. Snook thanked Mr. Bivins for the compliment and expressed his appreciation to staff and their commitment.

#### MEETING ADJOURNMENT

There being no further business before the Park Board, Vice President Aulenbach adjourned the Work Session at 6:31pm.