

MINUTES OF THE REGULAR MEETING
OF THE POOL ADVISORY COMMITTEE
OF THE CITY OF SUNSET HILLS, MISSOURI
HELD ON MONDAY, JULY 25, 2022

BE IT REMEMBERED that the Pool Advisory Committee of the City of Sunset Hills, Missouri met at Aquatic Facility, 12512 West Watson Road. The meeting convened at 6:02pm.

Present:

Jan Hoffmann	-Pool Advisory Chairman
Pat Duke	-Pool Advisory Member
Mayor Pat Fribis	-Pool Advisory Member
Aimie Monda	-Pool Advisory Member
David Lindeman	-Recreation Coordinator (Aquatics)
Gerald Brown	-Director of Parks and Recreation

Absent:

Lisa Soto	-Pool Advisory Member
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APPROVAL OF THE MINUTES

Copies of the Minutes of the June, 2022 Pool Advisory meeting were distributed to the members for their review. Mayor Fribis made a motion to accept the minutes as submitted. Ms. Monda seconded the motion, and it was unanimously approved.

Old Business

A. Discuss shortage of Personnel

Mr. Brown explained that we had to let go our full-time personnel (aquatic coordinator), Mr. Watts and David Linderman will be filling the position for the remaining of the year. Mr. Brown gave a brief description; having over 70 individuals apply for the position of lifeguard. However, we currently only have 43 that are certified (compared to 80 in past years). Some guards quit based on hourly wage, others sought out different opportunities or were unsuccessful with lifeguard testing. The aquatic facility typically operates from 6am – 9pm Monday – Friday and 10am – 7:30pm Saturday and Sunday. Not all of these hours are open to the general public; outside of our normal 12p-7p, as noted above, we also open for Swim and Dive, private pool parties, water aerobics, swim lessons, and river walk.

We had this proposal approved to combat the shortage of guards for this year, the plan is to work from the top down until we have problem addressed for the summer:

1. Enacted lifeguard incentive program.

To be eligible for this incentive, you cannot have 7 or more disciplinary points accrued throughout the summer. You also must earn a 3.0 or higher (on a 5-point scale) on your performance evaluation at the end of the summer.

- Work 275 Hours, get additional \$175
- Work 350 Hours, get additional \$300
- Work 425 Hours, get additional \$500

2. Enacted holiday incentive program again this year:
 - (1) Shift on holiday weekend - \$20 incentive
 - (2) Shifts - \$40 incentive
 - (3) Shifts - \$75 incentive
 - (4) Shifts - \$100 incentive

*Memorial Day, 4th of July and Labor Day
3. Currently have (6) weekends of pool parties scheduled, do not offer any additional weekends for pool parties. (savings of 448 hours/season) Have all these covered with personnel (July 30, 31, Aug 5, 6, 12, 13, 14, 19, 20
4. Would like to offer overtime opportunities for those lifeguards willing to take them (no more than 48 hours per lifeguard a week).
5. **Cut one hour off of Saturday and Sundays, instead of opening from 12 -7p, we would be open 12 -6p (savings of 26.5 hours/weekend).**
6. **Cut one hour off of Tuesday and Thursdays, instead of 12 -7p, we would be open 12 -6 (savings of 26.5 hours/ week).**
7. **Cut one hour off each day (Monday – Friday), (savings of 90 hours/week).**
***Ones in red will not help assist the shortage issue.**

Here is schedule for the remaining of the season:

July 25 – Aug. 7th – all good – normal hours.

August 8 th	Pool Closed
August 9 th	9-11:30am River walk and Water Aerobics 4-7pm – entire complex open
August 10 th	9-11:30am River walk and Water Aerobics 4-7pm – entire complex open
August 11 th	9-11:30am River walk and Water Aerobics 4-7pm – entire complex open
August 12 th	9-11:30am riverwalk and water Aerobics 4-7pm – entire complex open 6-7pm riverwalk
August 13 th	10:45 -11:45 River walk and member lap swim 12 -7pm entire complex open
August 14 th	12-7pm entire complex open

August 15 th	Pool is closed
August 16 th	9-11:30am riverwalk and water Aerobics 4-7pm Comp Pool only 6-7pm Riverwalk
August 17 th	9-11:30am riverwalk and water Aerobics 4-7pm Comp Pool only 7:15 – 8:15pm Riverwalk and lap swim
August 18 th	9-11:30am riverwalk and water Aerobics 4-7pm Comp Pool only 6-7pm Riverwalk
August 19 th	9-11:30am riverwalk and water Aerobics 4-7pm Entire complex 6-7pm Riverwalk
August 20 th	10:45-11:45am Riverwalk & Lap swim 12 -7pm Entire complex
August 21 st	12-7pm Entire complex open
August 22	Pool is Closed
August 23 rd	4-7pm Comp Pool Only 4:30 -5:30pm Water Aerobics
August 24 th	4-7pm Comp Pool Only 4:30 -5:30pm Water Aerobics 7:15 -8:15pm Riverwalk & Lap Swim
August 25 th	4-7pm Comp Pool Only 4:30 -5:30pm Water Aerobics
August 26 th	4-7pm Comp Pool Only 4:30 -5:30pm Water Aerobics
August 27 th	10:45-11:45am Riverwalk & Lap swim 12 -7pm Entire complex
August 28 th	5:45 -11:45 – Triathlon 12 – 7pm Entire complex open
August 29 th	Pool is Closed
August 30 th	4-7pm Comp Pool Only 4:30 -5:30pm Water Aerobics

August 31	4-7pm Comp Pool Only 4:30 -5:30pm Water Aerobics 7:15 -8:15pm Riverwalk & Lap Swim
Sept 1st	4-7pm Comp Pool Only 4:30 -5:30pm Water Aerobics
Sept 2nd	4-7pm Comp Pool Only 4:30 -5:30pm Water Aerobics
Sept 3 ^d	12 -7pm Entire Complex Open
Sept 4 th	12-7pm Entire Complex Open
Sept 5 th	TBD

New Business

Other Matters deemed Necessary

A. Radio Stations at the facility

Mr. Brown stated that we have not used Splash Radio since 2019, due to pricing, etc. The radio stations approved at this time are:

103.5, 106.5, 98.1 and 93.7

Advisory Committee recommended that we continue to utilize the four stations and leave up to the head guard on duty.

B. Letter from the lifeguards

Mr. Brown shared a letter from the head guards pertaining to ideas/thoughts for 2023 season, higher pay and more incentives.

NEXT MEETING DATE

The Pool Advisory Committee will meet August 15, 2022 at 6:30pm at Aquatic Facility.

ADJOURNMENT

Mayor Fribis made a motion to adjourn the meeting at 6:52 pm. Ms. Monda seconded the motion, and it was unanimously approved.

As submitted by,

Gerald Brown, Director of Parks & Recreation