



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

- I.** Call to Order, Roll Call
- II.** Open Forum: Call for Public Comment (limit of 3 minutes per person)
- III.** Staff Recognition:
 - a. Anniversaries: Matt Imus, 4 yrs FT; Julie Laube 4 yrs Core; Greg Trujillo 3 yrs FT
 - b. New Employee Introduction/Announcement:
 - c. Employee Awards:
- IV.** Oaths of Office for Elected Board Member
Ken Otto
- V.** Board Member Election of Officers, Term 2022 – 2023 President, Vice President, Secretary
- VI.** Committee Board Assignments, Term 2022-2023
- VII.** Resolution 2022-4 Proclaiming July is Park and Recreation Month in the Montrose Recreation District
- VIII.** Capital Projects and Purchases
 - a. Resolution 2022-5 2022 Comprehensive Master & Strategic Plan
www.MakeMyMontrose.com
 - b. Flex Rec
- IX.** Committee Updates and Assignments
 - a. Exec. Committee of Board (Board: Christina, Amy. Staff: Mari, Jeremy)
 - b. Administrative (Board: Megan, Alli. Staff: Mari, Jeremy, Debby, Lisa)
 - c. Foundation (Board: Amy, Megan. Staff: Mari, Cindy)
 - d. Growth (Board: Christina, Amy. Staff: Mari, Liz, Justin, Miguel)
 - e. Finance (Board: Paul, Alli. Staff: Mari, Jeremy)
- X.** Executive Director's Update
- XI.** Approval of BOD Meeting Minutes
 - a. 05.26.22 Regular Meeting of the Board
 - b. 06.15.2022 Special Meeting of the Board
- XII.** Adjourn

**Next BOD Regular Meeting
July 28, 2022 at 11:30am
CRC 16350 Woodgate Road
Montrose CO 81401**



For a Better Quality of Life...MRD.

TO: Board of Directors
FROM: Mari Steinbach, Executive Director
DATE: June 30, 2022
RE: June Board Packet

In this month's packet please find for your consideration the following action items:

1. Agenda Item IV. Oath of Office for Elected Board Member

Introduction/Overview: Ken Otto will be sworn into office to the Board of Directors, oath administered by Legal Counsel Bo James Nerlin. Upon completion of oath paperwork, all four 2022 elected Directors information will be filed with DOLA and COSDA.

2. Agenda Item V. Board Member Election of Officers, Term 2022 - 2023

Introduction/Overview: The annual board election of its officers takes place each year after an election or as necessitated by board vacancies. Directors may be presented and elected by individual motion, second and vote of the Board, or all may be presented and elected as a single "slate" of officers.

EITHER: Make separate nominations by seat. Nominate Director _____ for the office of (President), (Vice President), (Secretary). Each position nomination requires a second.

OR Nominate the following Directors: _____ for the office of President, _____ for the office of Vice President, and _____ for the office of Secretary. This is a single nomination of the slate of candidates, and requires one second.

3. Agenda Item VI. Committee Board Assignments, Term 2022-2023

Introduction/Overview: Each year and with every new Board election provides the opportunity for Board members to be involved on the committees of their choosing. Available committees are currently the Administrative, Foundation, Growth, and Finance. The Executive Committee is reserved for those Directors elected to the positions of President, Vice President, and Secretary.

No formal vote has previously been required to make these committee assignments, although could be entertained. Generally the assignments are noted and communication for committees is assigned to staff.

4. Agenda Item VII. Resolution 2022-4 Proclaiming July is Recreation and Park Month

Introduction/Overview: Within the Board packet is Resolution 2022-4 to proclaim July as Recreation and Park Month within the Montrose Recreation District. Upon approval, staff also advances similar proclamations to Montrose County Commissioners and Montrose City Council.

Make a motion to adopt Resolution 2022-4, as written.

5. Agenda Item VIII. A. 2022 Comprehensive Master & Strategic Plan

Introduction/Overview: Within the Board meeting packet is Resolution 2022-5 to adopt the 2022 Comprehensive Master and Strategic Plan. Adoption of the Plan sets in motion the comprehensive direction for the District for the next five (5) years. The Strategic Plan portion is included within the Master Plan as a working document, to be updated and refined by staff with Board input each of the next five (5) years.

Make a motion to adopt Resolution 2022-5, as written.

6. Agenda Item VIII. B. Flex Rec

Introduction/Overview: the Flex Rec project team will make a presentation to the Board on its project activities of the past three months. No Board action is requested.



For a Better Quality of Life...MRD.

**Board of Directors Resolution 2022-04
Designation of July as Park and Recreation Month**

WHEREAS parks and recreation programs are an integral part of communities throughout this country, including the Montrose Recreation District, and

WHEREAS parks and recreation are vitally important to establishing and maintaining the quality of life in communities, ensuring the health of all citizens, and contributing to the economic and environmental well-being of a community and region; and

WHEREAS parks and recreation programs build healthy, active communities that aid in the prevention of chronic disease, provide therapeutic recreation services for those who are mentally or physically disabled, and also improve the mental and emotional health of all citizens; and

WHEREAS parks and recreation programs increase a community's economic prosperity through increased property values, expansion of the local tax base, increased tourism, the attraction and retention of businesses, and crime reduction; and

WHEREAS parks and recreation areas are fundamental to the environmental well-being of our community; and

WHEREAS parks and natural recreation areas improve water quality, protect groundwater, prevent flooding, improve the quality of the air we breathe, provide vegetative buffers to development, and produce habitat for wildlife; and

WHEREAS our parks and natural recreation areas ensure the ecological beauty of our community and provide a place for children and adults to connect with nature and recreate outdoors; and

WHEREAS the U.S. House of Representatives has designated July as Parks and Recreation Month; and

WHEREAS the Montrose Recreation District Board of Directors recognizes the benefits derived from parks and recreation resources

NOW THEREFORE, BE IT RESOLVED BY the Montrose Recreation District Board of Directors, that July is recognized as Park and Recreation Month within the Montrose Recreation District.

PASSED, ADOPTED AND APPROVED this 30th day of June, 2022
Montrose Recreation District, Montrose, Colorado

Signed: Board President

Date

Attest: Board Secretary

Date

**MONTROSE RECREATION DISTRICT
BOARD OF DIRECTORS RESOLUTION 2022-5**

WHEREAS, it is the mission of the Montrose Recreation District (the “District”) to provide, manage, and maintain quality recreational facilities, programs, and services which will enhance the learning, leisure, and recreation opportunities that promote a healthy community; and

WHEREAS, the District is a Colorado Special District, which districts are granted the authority to serve a public use, to promote health, safety, prosperity, security, and general welfare of the inhabitants of such districts and of the people of the state of Colorado; and

WHEREAS, in 2021 the Board of Directors approved of the contract with PROS Consulting, LLC to conduct the long-awaited update of the Comprehensive Master and Strategic Master Plan; and

WHEREAS, throughout the past 18 months the MRD staff and PROS team have conducted all of the scoped and specified activities contained within the PROS contract; and

WHEREAS, over the past 18 months the MRD staff, Board and PROS team have made available for public review the preliminary findings and reviews of the Montrose parks and recreation system; and

WHEREAS, the 2022 edition of the Montrose Recreation District Master Plan will serve as an update to all previous versions of master planning efforts, including the latest version in 2005; and

WHEREAS, upon approval the 2022 Comprehensive Master and Strategic Plan will complement the City of Montrose Envision 2040 Comprehensive Plan in regards to parks and recreation services; and

WHEREAS, the 2022 Comprehensive Master and Strategic Plan will provide for a comprehensive view of the system of parkland, recreation facilities and programming, and services to support the growth and development within the Montrose Recreation District boundaries; and

WHEREAS, in effort to promote its mission, vision and values, and its “big moves”, as well as to support the health, safety and welfare of its members, staff, visitors, guests and patrons, the District, by and through its Board of Directors, adopts this Resolution authorizing the adoption of the 2022 Montrose Recreation District Comprehensive Master and Strategic Plan.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE MONTROSE RECREATION DISTRICT, COLORADO:

ADOPTION:

The Board of Directors of the Montrose Recreation District held a meeting open to the public at the District's Community Recreation Center, 16350 Woodgate Road, Montrose, Colorado 81401 on the 30th day of June 2022, at the hour of 11:30 am.

Thereupon, Director _____ introduced and moved the adoption of the following Resolution:

RESOLVED: The Montrose Recreation District shall approve and adopt the 2022 Comprehensive Master & Strategic Plan.

The motion to adopt the foregoing Resolution was duly seconded by Director _____, put to a vote and carried upon.

Thereupon the Chair declared the motion carried and the Resolution (passed/failed)

ADOPTED AND APPROVED this 30th day of June 2022.

MONTROSE RECREATION DISTRICT

Attest: _____ Attest: _____

Board President

Board Secretary

FLEX REC

Update provided to the MRD Board of Directors

June 30, 2022

OVERVIEW

- Monthly project reports
- Project team and committee assignments
 - Weekly meetings
 - Formal committees established in Facilities / Maintenance, Programming, Marketing, Administrative Support
 - Engages 9 Core Staff Members

GENERAL PROJECT MANAGEMENT

JEREMY, LEAD

RESULTS TO DATE

- Weekly project team meetings, committee meetings began March 23 established meeting standards and implementation
- Developed / implementing GANTT Chart
- Developed / Refined:
 - FFE
 - IT needs with City and Security with contractor (Peak Alarm)
 - RFP for fitness equipment
- Aided with developing / refining talking points – distribute to staff and Board
- Led staff and Board on Flex Rec tour

FACILITIES / MAINTENANCE

MIGUEL, LEAD; Jeremy, Justin, Wade, Mari

RESULTS TO DATE

- Reviewed / Refined:
 - Completed design updates to secure final project pricing
 - Refined budgets in operating maintenance / custodial – 2022 → 2023

Developed:

- RFP for custodial supplies

PROGRAMMING

JUSTIN, LEAD; John, Holly, Jeremy, Wade, Amy, Mari

RESULTS TO DATE

- Reviewed:

- Activities, Schedule, Programs, Fees

Developed:

- Talking points, advertising photos and clips
- Budget refined, program-related expenses, potential revenues projected
- Preliminary Weehawken joint programs agreement

Montrose Rec District Flex Rec

Hours of Operation (draft)

	Monday		Tuesday		Wednesday		Thursday		Friday		Saturday		Sunday	
	Functional Training Room	Group Fitness Room	Functional Training Room	Group Fitness Room	Functional Training Room	Group Fitness Room	Functional Training Room	Group Fitness Room	Functional Training Room	Group Fitness Room	Functional Training Room	Group Fitness Room	Functional Training Room	Group Fitness Room
6:00 AM	Functional Circuit		Functional HIIT Class		Functional Circuit		Functional HIIT Class		Functional Circuit		Facility Closed		Facility Closed	
7:00 AM	Members Only Drop In		Members Only Drop		Members Only Drop In		Members Only Drop		Members Only		Members Only			
8:00 AM											Drop In			
9:00 AM	Fitness Class				Fitness Class				Public Drop In		Drop In			
10:00 AM	Public Drop In		Public Drop In		Public Drop In		Public Drop In		Public Drop In		Functional HIIT			
10:00 AM											Functional Circuit			
11:00 AM														
12:00 PM											Advanced Suspension Training			
1:00 PM	Members Only Drop In		Members Only Drop In		Members Only Drop In		Members Only Drop In		Happy Hour Functional Circuit		Facility Closed			
2:00 PM														
3:00 PM														
4:00 PM														
5:00 PM	Fitness Class		Fitness Class		Fitness Class		Fitness Class							
6:00 PM	Functional Circuit	Weehawken Class	Member Only Drop In	Weehawken Class	Functional Circuit	Weehawken Class	Member Only Drop In	Weehawken Class	Member Only Drop In					
7:00 PM	Members Only Drop In			Power Flow Yoga	Members Only Drop In			Power Flow Yoga						

Fee Schedule (draft)			Fee & Operational Notes		
Fee Schedule (draft)	Rate		MRD All access pass includes Flex Rec, CRC and Field House Flex Rec passes are for individuals 14 YO and up only Corporate membership program will mirror CRC plan (15% discount for investors) Facility will be staffed 40 hours per week (25 hrs by PT, 15 hrs by FT) Key cards will be needed to access facility during member only times We anticipate needing to hire 3-5 new fitness coaches for higher intensity level classes than normal.		
Daily Drop In (no classes) Daily	\$8.00				
Drop In Classes	\$10.00				
20 Punch Card Classes	\$160.00				
Drop in Only Membership All	\$50.00				
Access Membership	\$75.00				
MRD ALL ACCESS PASS	\$100.00				

BUDGET

Operating Revenues

- Day passes and memberships revenue \$76,860
- Recreation & Fitness Programs \$30,360
 - Total Annual Revenue: \$107,220

Operating Expenses

- \$153,930 Cost Recovery 70%

FLEXREC

MARKETING

DEBBY, LEAD; Justin, Wade, Mari

RESULTS TO DATE

Marketing Plan

- Target market, demographics, pricing, outcomes/performance measures → strategies
- Catch phrases, talking points
- Name, Color palette, look
- Grants pursuit, rack cards, targeted outreach, corporate pricing, web page, continue ID'ing direct marketing opportunities

ADMINISTRATIVE SUPPORT

MARI, DEBBY

RESULTS TO DATE

Approved / signed:

- Architect contract to serve as Owner's Representative / set up in finance system
- City of Montrose ARPA agreement (\$195,160)
- Reviewed/reviewing:
 - RFPs for equipment
 - CO Outdoors Flex Space contract documents / construction and tenant agreements
 - Construction budget
 - Grant pursuit with ThinkSharp! Consulting Services

Planned for/purchasing:

- Office fixtures and furniture

CONSTRUCTION AND FIT-UP ESTIMATES

- Contract with Phil Motley, Motley Architecture & Design
- Design developed, multiple iterations, May
- Efficiencies in using Shaw Construction for construction services
- Estimates completed last week
 - 2-month construction duration, single mobilization
 - 12 month warranty
 - To hold pricing, contract approval and authorization to proceed July 6th +/-
 - Primary Exclusions: permitting, plan reviews, price escalations, bonds, building authority change orders

CONSTRUCTION AND FIT-UP ESTIMATES

- Price escalations, supply chain remain issues
- Additional equipment and owner costs
- Total estimated \$685,644; \$130.43 / GSF
 - (initial proposal estimated / allowed \$440,000)
 - To complete the project as proposed requires additional \$245,644 based on Shaw Construction Estimate 6/17/2022
 - To provide the fitness equipment as intended requires additional above the initial \$50,000

Solutions / Alternatives: Discussion

AGREED UPON ACTIONS

- Based on BOD discussion 06/30/2022

Colorado Outdoors Flex Rec Space Talking Points:

WHAT?

1. One of our main offerings is Functional Fitness. Our goal is to develop functional training programs. There is nothing like this in Montrose.
“Flex Rec is the MRD's new home for advanced functional fitness. With athletes and outdoor enthusiasts in mind, programming includes high-intensity, strength, and agility based classes to push mental and physical limits. Bring your goals, grit, and a good attitude!”
2. The Flex Rec space will offer direct and immediate access to the river, the Connect Trail and the abundance of natural resources while also offering a small and specialized fitness space as well as new programming opportunities/classes.
3. Colorado Outdoors is leasing space to many local businesses including: Maslow Academy, Trattoria De Sophia restaurant, a distillery, adventure outfitters, and several others. The area around Colorado Outdoors is expanding. Housing and a hotel are planned and are already in the works. A large medical center will be built in the area as well.

WHY?

4. MRD's Comprehensive Master Plan process resulted in input that showed a strong community for satellite facilities.
5. About 10,000 Montrose residents live in the North part of the county and are underserved by the MRD. A new satellite center, which will be a smaller, niche space, can provide a space for residents to connect further with the MRDs facilities, programs and services.
6. Flex Rec will establish a conduit to and from the north and west end through which we can conduct more direct citizen engagement.

HOW?

7. Will my membership at the MRD carry over to the Flex Rec? The CRC has over 5,000 members. The new Flex Rec building does not have the capacity to serve 5,000 people because it is a much smaller facility. Separate memberships for the CRC/FH and the Flex Rec facility will be available.
8. How much does the new location cost? Capital investment needed is around \$400,000. A good portion of that comes from the Colorado Outdoors to help fit up the space for tenant improvements. The rest is a cost share with the City of Montrose, ARP funds and MRD capital reserves funds. We are also actively pursuing grants. It is a measured risk for MRD to provide more and better parks and recreation services in Montrose.
9. This facility will operate within current MRD cost recovery models used for all operations.
10. Additional staff will be hired to not only work at this satellite center, but also to do outreach to our community, form partnerships with other organizations, and expand our mission to promote a healthy community.

EXECUTIVE DIRECTOR'S REPORT, June, 2022

Human Resources

Employee annual performance reviews have been completed. This year we increased the COLA from 2.0% to 2.5%, which is automatic for employees who have been in their jobs for 90 days or more. The available merit increase is from 1 to 3%. We have a strong and steady performing team!

Two full time/core active recruitments are under way this month (Recreation Coordinator – Outreach, Data Analyst/Grants Specialist), with offer being extended and accepted on the on the Coordinator and recruitment just opened. An offer has been extended to fill the Facilities Maintenance Technician left by David's promotion. Several additional part time recruitments to fill program vacancies are still underway.

Special Projects

We'll have a presentation on the **Flex Rec** at the meeting.

The HR platform project is moving along, with contracting and scheduling looking to align for a **July changeover** to the upgraded system.

Administrative Operations

Planning is well underway for the combined 5 year CRC / FH anniversary / July is Park and Recreation Month for JULY 14TH, 4:30 – 7pm at the CRC on the lawn with booths, vendors, food music and games. Marketing is working on producing program marketing videos and job recruitment videos. We would love to have Board member involvement if you can fit it into your schedules!

Grants Review

New activity in June:

We applied to DOLA / OEDIT for a \$25,000 Pools Special Initiative 2022 for local governments to support the operations of public swimming pools across the state for the 2022 summer season. The one-time grant program is intended to provide incentives to attract and retain public pool employees to help ensure adequate staffing levels that will allow swimming pools to reopen or open for additional hours this summer. Awards will be made July 1.

We are working with the City of Montrose and CO Outdoors toward pursuing \$750,000 grant request from the Colorado Health Foundation to develop the outdoor park at CO Outdoors. Deadline to submit is now October 15th, to allow enough time to assemble the materials. We may need to supplement more of the development for this grant, as the City has lost both the parks supervisor and the grants team. HEADS UP that if we are successful in this grant project, the intent will be for CO Outdoors to donate the property to the City of Montrose, and upon completion will want to transfer ownership of the park to the Recreation District. Staff is in favor of this so that we may best maintain and schedule this park, and ensure open access as a spectacular space along the Connect Trail.

We also applied for the new NRPA Wellness Hub grant of \$90,000, and were notified that we did not receive it. As of June 15th, NRPA released the Wellness Hubs toolkit, which has loads of resources to help bring new fitness objectives and strategies to life. Find the Hub resources [HERE: https://www.nrpa.org/CommunityWellnessHubs/](https://www.nrpa.org/CommunityWellnessHubs/) we will continue to pursue ways to advance the wellness hub initiative, and to seek additional funding.

Recreation and Community Activities/ Metrics :

Upcoming:

Reminder that

Free All Points fares for youth begin June 1 and go through summer.

Page |

2 **CRC** – June 16 – 19 was an exceptionally busy weekend for the crew, as we hosted the DMEA Annual meeting and fun night, followed quickly by the Marlins Summer Meet.

By week 22, through May 29, we held consistent to 80% PreCovid weekly visit averages which means 4,538, down a bit from April (typical of this time of year), and we know that **the first week of JUNE took us up to 6,300 weekly visits, which is 109% of pre-Covid average!! Hooray!**

Weekly admissions revenue at the CRC in May dipped to just over \$4,500, although we hit a giant surge the first two weeks of June, taking us to about 125% of weekly pre-Covid revenues.

People per hour of operation for May was at 54, and 85% of 2019, with a surge the 3rd week of the month taking us to 98% of 2019. April's data was incorrectly reported at 85.5 ppl per hour; it was actually 59. We operate 85.5 hours / wk.

Childwatch visits in May were up significantly at 365 on the month. Certified climber visits were also up to 123...reflecting a steady increase each month of the year so far.

Total paid daily visits since January 27, 2017 = 1,324,125.

FH – The final week of May (Memorial Day pool opening) found us exceeding the 5-year average AND 2019 visits, by 233% and 520%, respectively.

FH had 11 turf rentals in May for \$2,125 in revenue. This brings our total on the year to 78 rentals for \$12,660. CRC had 21 rentals in May.

END

MRD EMPLOYEE NEWSLETTER



Letter from the Facilities Manager

Five Things to Remember This Summer When Life at MRD Gets Crazy!

- 99% of the people we serve are here to have fun and better themselves which means they come in with a smile on their face. Not many people get to work in such a positive environment
- As employees of MRD we are not here to do what's easy or best for ourselves, it's about what's best for the patrons and participants because not only are they paying for membership, daily admission or program fee they are **ALSO** likely paying taxes which fund our operations **AND** our paychecks.
- **When times get tough remember why you CHOSE to work in Parks & Recreation in the first place.**
 - Maybe it was to make a positive impact on the kids in the community?
 - Is it to provide extraordinary experiences for people who otherwise wouldn't have the opportunity?
 - Maybe it's getting a paycheck. Nothing wrong with that. This is a pretty awesome place to collect a paycheck.
 - To assist with programs that encourage engagement and increase quality of life.
 - To help others live their best lives by becoming more active and healthy.

Whatever your reasons for being here are they are important to come back to when summer stresses you out.

- As employees we are each other's biggest supporters. There will be misunderstandings and miscommunications, but all of that can be overcome if we look for solutions instead of putting our focus on who is at fault. It sounds cliché but it's true.
- Enjoy the ride! Summer will be over before you know it.

Justin

INSIDE THIS EDITION

- Letter from Facilities Manager
- Staff News
- MRD news
- Employee of the Month Highlight
- CPRA Information
- NPRA Information
- Did you know?
- Annual Banquet

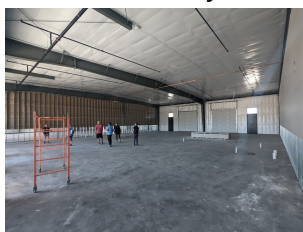


Did you know?

- Youth sports participation number for January through March is 475, up from 251 participants in 2021.
- Aquatics program participation number for January through March is 2010, up from 1326 in 2021.
- Fitness class participant number for January through March is 5588, up from 1497 in 2021.
- 50+ participation number for January through March is 415, up from 192 in 2021.
- Adult sports participation number for January through March is 479, up from 234 in 2021.

MRD NEWS

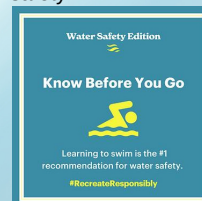
- Our ADA Consultant was ill this month and therefore we will be rescheduling our ADA training. It has been scheduled for July 18-20. Jeremy sent out a schedule on 5.25.2022, please check your email.
- PROS Consulting will be in Montrose on June 15 to present our final Master Plan! They will also talk about next steps including Strategic Planning. This presentation will be held at the Montrose Pavilion, and staff and Board are invited to attend. It will take place at 2pm and will last 1-2 hours. An invitation will be sent to all staff.
- Our next All Staff meeting will be held on June 1 at the CRC. Breakfast will be served! Time was changed to start at 8am.
- Park and Rec month is in July. The MRD will also be celebrating the CRC's 5 year anniversary in July. The event will be held on July 14 from 4:30pm-7pm. We need ALL HANDS ON DECK! Please sign up for a task if you have not done so already. This will be a great event to celebrate our fabulous CRC and thank the community for their support. There will be food, beer, ice cream, music, games and more!
- Flex Rec plans are moving forward. Several staff members have been able to take a tour of the facility. The location along the river is beautiful! There will be a park/playground immediately behind Flex Rec for the community, and will include kid and adult friendly equipment. Check out the photos below if you have not had a chance to tour it yet.



May is Water Safety Month!

Know Before You Go

Check the weather forecast and water conditions before you go. Cold water can be dangerous, even on warm days. Learning to swim is the #1 recommendation for water safety.



Plan And Prepare

Life jackets save lives—bring one if they won't be readily available. Lifeguards may not be present, know if they're on duty. Bring essential gear for boats or vessels like navigational devices and paddle floats.

Build A Safe And Inclusive Outdoors

People have different comfort levels with water. We can be safer together. When recreating with young children or in groups, designate a water watcher

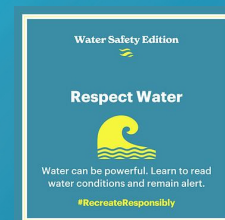


Learn How to Respond

If someone else is in trouble, call 911 and get help. Don't go in the water to help. To assist others: Reach, Throw, Don't Go. If you are in trouble: Flip, Float, Relax

Respect Water

Water can be powerful. Always tell someone your plan when headed out solo. Obey posted safety signs. Learn to read water conditions and remain alert.



Make it Better

All water sources are connected, and are home to fish and other life. Help protect our waters by leaving your environment cleaner than you found it. Water is Life.

STAFF NEWS

Staff Birthdays:

Julie, June 24

April Work Anniversaries:

Matt, June 15, 2018

Julie, June 26, 2018

Greg, June 28, 2019

Awards:

Core Staff of the Month - Jessica Workman

Hiring:

We are hiring several positions, including: Child Watch Attendant, Climbing Wall Attendant, MOD PT, Outreach Coordinator FT, Custodial Attendant PT, Summer Enrichment Aide PT, Swim Instructor PT, Maintenance Assistant PT, Parkour Instructor/Coach PT, Personal Trainer PT, Lifeguard, Group Fitness Instructor PT, Maintenance Technician FT

Look for an additional job posting coming very soon for:

Data Analyst/Grants Specialist (FT)

Have you seen someone doing something outstanding?

Please send nominations to:

jeremy@montroserec.com



Focus On: Employee of the Month, Gabe Baca

Gabe Baca, Core Staff Employee of the Month for April, serves as our Facility Leader at the Field House. He started working with the MRD in 2017 as a Facility Attendant. In March of 2020, right as COVID hit, he took on his current role. This was a challenging time for all staff but Gabe was very excited to have a full time job with the MRD. He enjoys the variety of his job, he gets to work with youth and adult programming, oversees the parties at the Field House, and interacts with many MRD staff members on a variety of projects. Gabe also works as MOD at the CRC occasionally to stay in the loop. One of his goals for his career, and for the Field House, is to grow the MovNat Program. He is now a certified MovNat, Level 2 trainer. He would like to get this program implemented into the local schools and develop partnerships to expand this Program. Another one of Gabe's goals is to continue the use of the DISC Assessment, that all Core staff have taken, to increase good communication between MRD staff members. Gabe attended Montrose U last year, hosted by the City of Montrose, and felt like this assessment would be very beneficial to bring to the MRD. He would like to see a culture of communication increase at the MRD as this is something that staff have expressed an interest in. Staff is learning what our different communication styles are through the assessment and through the occasional activities that Gabe leads us through in All Staff meetings. Outside of work, Gabe enjoys DISC Golf and spending time with his 6 year old son. Congratulations to Gabe, our Employee of the Month for April!

His nomination stated: "He has stepped up in so many ways to lead the Field House operation including coming in on his days off, going above and beyond for customers, booking TONS of parties (22 in March is a monthly record), helping out with the After School Program and providing additional assistance to the aquatics team when asked. Additionally he has set the concession operation up for success this season by hiring a great team."

Appreciation Banquet



YEEHAW! IT'S A HOEDOWN!

MRD Appreciation Banquet

All Full Time Staff Members and Board as well as your plus one

Held at Antler Ridge
72005 Kinikin Rd, Montrose
There will be food, drinks, great music from DJ Cowboy Gabe, Dancing,
Games, Door prizes and more!

Tuesday, June 14 from 5:30pm to 9pm

RSVP TO DEBBY BY MAY 15 ****



The MRD Appreciation Banquet is coming up on Tuesday, June 14, and will last from 5:30pm to around 9pm. Your Admin. team wants to ensure that employees and Board are recognized for the hard work they have been doing all year to make MRD successful. There will be music and dancing, great food, alcoholic beverages and awards. A guaranteed fun time will be had by all! The event will be held at the amazing Antler Ridge Ranch on Kinikin Road. Please RSVP to Debby if you have not done so already. Bring a plus one!

Asset Depreciation

Asset Depreciation is defined as: "The monetary value of an asset decreases over time due to use, wear and tear or obsolescence. This decrease is measured as depreciation." Staff have been asked to fill in the Asset Depreciation spreadsheet that Miguel provided for us. Why is this important? The MRD is trying to get accurate information on the lifespan of our equipment. This will assist us in our financial planning, and help us in our budgeting process. Having an idea of the lifespan of equipment will allow us to budget for replacement. We all need to dedicate more time to filling in our portion of the spreadsheet as the deadline is August 30 to submit both the inventory and all numbers. Having a long term plan and knowing what assets we need to replace on that schedule are crucial. A workshop for all Coordinators has been scheduled for June 22 at 9am in the party rooms. First department to complete their schedule gets a pizza party!!



May is Mental Health Awareness Month

Each May, we recognize the importance of mental health during the annual Mental Health Awareness Month. This month plays a key role in helping to elevate the growing mental health crisis and normalize conversations about mental health, while also helping people living with mental illness continue to access treatment, services and resources so they can continue to thrive.

According to the National Alliance on Mental Illness, one in five U.S. adults and one in three U.S. young adults (ages 18-25) has experienced a mental illness, and one in five adults and young people also reported that the coronavirus (COVID-19) pandemic had a serious impact on their mental health. With the impact of the pandemic, more people have been seeking out support, treatment and mental health services than ever before, widening the gap in access to mental healthcare.

Parks and recreation play a critical role in supporting the mental health of communities, from both a prevention lens and helping to support community members coping with mental health conditions or in need of treatment. In fact, 93 percent of U.S. adults believe that parks and recreation are vital to their mental health and well-being and numerous studies and research has confirmed that parks, green space and time spent in nature results in positive mental health outcomes.

Time spent in nature positively impacts mental health by increasing cognitive performance and well-being and alleviating illnesses such as depression, attention deficit disorders, and Alzheimers.

Access to parks and green space exposure correlates to reductions in stress and symptoms of depression as well as improved attention and mood.

Mental health is significantly related to residential distance from parks. People living more than 1 kilometer away from a green space have nearly 50 percent higher odds of experiencing stress than those living fewer than 300 meters from a green space.³ Physician-diagnosed depression was 33 percent higher in the residential areas with the fewest green spaces compared to the neighborhoods with the most.

Parks promote positive mental health by providing access to nature focus and encouraging recreational and sporting activity.⁵ As local park and recreation professionals continue to champion their spaces, services and systems to serve as Community Wellness Hubs, here are 10 actions you can take this May to amplify your role in supporting mental health!

Mental health is a critical part of overall health and well-being. In recognition of the role parks and recreation play as Community Wellness Hubs, NRPA has been recognized by the Office of Disease Prevention and Health Promotion (ODPHP) within the U.S. Department of Health and Human Services (HHS) as a Healthy People 2030 Champion. Read how you can become a Champion and advance the Healthy People 2030 initiative: <https://health.gov/healthypeople/about/healthy-people-2030-champion-program>.

THE EMPLOYER'S ADVISORY

PERIODICAL NEWSLETTER

HIGHLIGHTING CURRENT EMPLOYMENT LAW ISSUES

PREPARED BY ATTORNEYS BETTY BECHTEL, KESLIE COOPER, CHRISTINA HARNEY,
MOLLY REINHARDT AND MICHAEL SANTO

April 2022

BECHTEL & SANTO

No. 2

FAMLI PLANNING PART I: Action Items for Organizations in 2022

The upcoming Colorado Family and Medical Leave Insurance ("FAMLI") program requires all Colorado employers, except self-employed individuals and local governments, to participate in some form of paid family and medical leave insurance that will guarantee most Colorado employees up to 12 weeks (or, for some pregnancy complications, 16 weeks) for qualifying events. Employees won't be able to take FAMLI leave until 2024, but there are some steps all organizations should take this calendar year to prepare for premium deductions that start in 2023.

Local Government Timeline. Initially, local governments/special districts are able to exempt themselves from FAMLI. But those organizations must take steps this summer and fall to decide whether they are going to opt in or opt out so that they can provide notice to the FAMLI Division and their employees of their decision early enough to be exempt from premiums on January 1, 2023. In order to be exempted from the program, local governments and special districts must take active steps to notify the FAMLI Division of their intent to opt-out of the program.

Those steps include: (1) securing an affirmative vote of the local government's governing body to decline participation in FAMLI, (2) providing written notice of their decision to employees within 30 days of such vote, and (3) providing written notice of their intent to decline participation to the FAMLI Division.

To undertake such a vote, local governments must engage in a public notice and comment process. The law requires that the local government's employees must be notified in writing prior to the vote and provided both information regarding the vote process and an opportunity to submit comments through a public process to the governing body prior to the vote taking place. While there is no specific deadline, the time to start preparing for such a vote is this summer and fall, so that all invested parties have time to prepare and consider their options.

You may have seen reports and newsletters that identify that that vote needed to take place prior to the start of July. But the FAMLI Division recently provided guidance stating that local governments are not required to conduct this vote 180 days before January 1, 2023 (in other words, by July 5th, 2022). Local governments, as a practical matter, should conduct this process in

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Prepared by Attorneys Betty Bechtel, Keslie Cooper, Christina Harney,
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2022 so that, if they choose to opt out, no premiums will be collected in 2023. However, there is no hard deadline as to when this must take place in statute, regulation, or guidance. So, the best approach would be to prepare to make a vote early enough to ensure that everything is in place.

If a local government does opt out, some employees may want to participate in FAMILI, and those employees may do so by contacting the Division directly. These employees will be responsible for paying their own share of the premiums under FAMILI, but the government employer will not be responsible for matching the employee's premium, nor is the government employer responsible for providing alternative private benefits that match the protections and benefits of the FAMILI program to employee if the government employer opts out. Local government employers who have opted out may elect to withhold participating employees' share of premiums and remit such premiums to the Division on behalf of employees, or they may choose to have no part in transferring premiums from employees to the Division. Whichever route the employer takes, the employer should give employees forewarning so that employees have time to prepare.

All Other Employers. All employers other than local governments and self-employed individuals are required to either (1) participate in the FAMILI program, or (2) provide its employees a private alternative to the FAMILI program that provides all the same benefits, rights, and protections for the same or lesser cost to the employee. Notably, employers with nine or fewer employees are not required to contribute the employer's 50% of FAMILI premiums.

So, 2022 is the perfect time to discuss which route the organization wants to go and undertake any necessary financial planning in order to comply with these requirements. If an employer decides to go

private, the employer must submit an application to the FAMILI Division before the employer will be exempted from submitting premiums directly to the Division. The regulations governing such applications have not yet been released. So, at this time, we don't know when such applications should be submitted, what the applications must contain, or how to submit them. This information will be released in the coming months.

In addition to deciding whether to go "public" or "private" for FAMILI compliance, organizations need to calculate the costs associated with the FAMILI program, formulate policies, and modify employee handbooks to reflect the changes expected in the 2023 calendar year.

Part of determining an organization's compliance costs is to determine how many employees you have, or will have, during the 2023 and 2024 compliance years. The standard to determine how many employees you have under FAMILI mirrors the requirements of the FMLA. This process is relatively simple for traditional businesses, but is more complex for seasonal employers, or employers whose employees span multiple states in the administration of their duties. If your business falls into either category, it may be wise to block out extra time to evaluate the "size" of your organization under the regulations to determine your compliance obligations.

In short, now is the time to start thinking about the changes coming in 2023, and to prepare for how your organization is going to adapt to this new paid leave landscape under the FAMILI Act when paid leave becomes available to employees in 2024.



**Notice of Regular Meeting of the
Montrose Recreation District (MRD) Board of Directors
Thursday, May 26, 2021 at 11:30am
Montrose Community Recreation Center
16350 Woodgate Road
Montrose CO 81401**

MINUTES

- I.** **Call to Order, Roll Call** – CALLED TO ORDER AT 11:31am by Director Christina Files
- a. **Board members present** – Allison Howe, Paul Wiesner, Megan Maddy (left at 12:15pm), Christina Files
 - b. **Others present** – Barbara Sharrow (potential Board member), Jeremy Master, Debby Harrison-Zarkis, Justin Mashburn.
- II.** **Open Forum:** Call for Public Comment (limit of 3 minutes per person) – no public comment
- III.** **Staff Recognition:**
- a. **Anniversaries:** Matt Imus 4 years, Greg Trujillo 3 years, Julie Laube 4 years
 - b. **Awards:**
 - i. Core Staff Service Award – Jessica Workman. Other nominees: Gene Stolsteimer and John Wager.
 - ii. Volunteer Award - Jen Suchon
- IV.** **Oaths of Office for Elected Board Members:** Megan Maddy, Allison Howe, Ken Otto, Barb Sharrow
- a. Megan Maddy, Allison Howe and Barbara Sharrow were given the Oath of Office by Bo Nerlin
- V.** **Capital Projects and Purchases**
- a. **Comprehensive Master Plan** – There will be a presentation of the final Master Plan on June 15 at the Montrose Pavilion. The agenda for this meeting is being created and will be sent out later this week. The MRD and MRF Board as well as City Council will be invited. Mari and Jeremy have been working with the City, specifically Jim Scheid, and have a few outcomes to work on in the next few months. One is to compare the MRD's CIP structure with that of the City so we can align to closer standards.
 - b. **ADA Self-Assessment & Transition Plan** – The ADA training sessions were postponed because the Consultant was ill. It has been rescheduled for July 18-20. Invitations will be sent out. Jeremy is pursuing his ADA Coordinator certification this year. Jeremy, Holly, and Gabe attended the Colorado State Adaptive Physical Education Conference on Monday the 23rd to learn from PE professionals and Accessibility experts the best ways to work and communicate with people with special needs, incorporate them into existing programming and to develop new programs that are either directed at people with special needs or can successfully integrate them. j
 - c. **Colorado Outdoors Flex Rec** – the staff committee meets on this project every week. The committee took a tour of the Flex Rec space this week and also looked at some of the other businesses that will be in that complex. The committee is still waiting on construction estimates from Shaw Construction. There are a couple of Grants in process for this space. One grant, which is a collaboration with the City of Montrose, is for funds to develop a park space immediately behind the Flex Rec space. The grant funder is the Colorado Health Foundation, this plan/grant will be submitted in October. The question was asked if the Flex Rec facility is on the Master Plan tour. The answer was that this was not determined yet. The park will include playground equipment for a variety of ages. It will also include fitness equipment. Maslow academy will be using this park and it will be open to the community. Another grant that the MRD has applied for is from the NRPA. The MRD has already received 2 grants from the NRPA, which were focused on nutrition. This grant will focus more on community health in general. This grant could support programs for the Flex Rec.

VI. Executive Director Update

- a. **Regular Report** – Jeremy reported on the upcoming MRD Banquet and reminded all Board members that they are invited on June 14. July 14 the MRD will be hosting a celebration of the 5 year Anniversary of the CRC and Park and Recreation Month. Board members are encouraged to attend and the community has been invited. Board members were reminded that the July Board meeting will include Officer Elections and Committee assignments.
- b. **Potential for land exchange / transfer CO Outdoors** - There is potential for the City to hand over the park area behind the Flex Rec facility, once the park has been developed, for the MRD to maintain. The Board was asked to consider this option as it will be brought to the Board for approval at the appropriate time.
- c. **Updated MRD data was presented by Justin Mashburn** – Justin presented the analytics dashboard. The CRC and FH have had 108,070 visits year to date. There are 9023 total program participants. Scholarships that have been award so far in 2022 amount to \$4,938. The MRD has 8,885 Facebook followers. Total daily visits to the CRC since January 2017 are 1,302,489. the question was asked if things have changed at the CRC since COVID. He stated that we are still working on building back our class schedule. He also stated that we are seeing more young people come to the CRC.

VII. Committee Updates and Assignments – note that new Board Committee assignments to be made in June

- a. **Exec. Committee of Board** (Board: Mark, Christina. Staff: Mari, Jeremy) – has not met this month
- b. **Administrative** (Board: Allison, Megan Staff: Mari, Jeremy, Lisa, Debby) - has not met this month
- c. **Foundation** (Board: Amy, Kylee, Megan. Staff: Mari, Cindy, Jeremy) – no members from MRF present
- d. **Growth** (Board: Christina, Amy. Staff: Mari, Liz, Justin, Miguel, Jeremy) – has not met this month
- e. **Finance** (Board: Paul, Allison. Staff: Mari, Jeremy) - The committee went over numbers up to April 2022. Compared to the budget, things look good. Revenues are up and expenses are slightly down. It is a recommended practice to save between 1-3% of the cost of the CRC and other MRD properties per year for CIP. The MRD has the opportunity to get closer to that industry standard which it is not currently meeting. This will be discussed in the next budget meeting. Best practice is to use a different auditor every 5 years. Another auditor will be chosen, through and RFP process, for the 2022 audit. A Financial Practices audit also needs to be done. Revenues vs. expenses come in waves. We will see great growth in revenues based on peak summer programming which is in June, January and September. Concessions and vending were discussed as the expenses are an outlier. It was discussed if it was worth having staff run concessions as the revenue is very limited. It was also discussed that another option is that concessions could be expanded to offer more choices.
- f. **MURA** (Mark) – Mark was not present. There will be a Board member assigned to this committee at the June meeting as Mark is no longer on the Board. Christina suggested that the MRD has a presence at the next meeting. Bo Nerlin will get us the date of the next meeting. Allison stated that she was interested in being on this committee.

VIII. Approval of BOD Meeting Minutes: 04.22.2022 - The approval of minutes was postponed until the next meeting as there was not a quorum. Megan left the meeting at 12:15pm.

IX. ADJOURN – The meeting adjourned at 12:32pm

Next Regular BOD Meeting
June 23, 2022 at 11:30am
Montrose Community Recreation Center
16350 Woodgate Road
Montrose CO 81401



6.15.2022 MRD Board workshop

Meeting called to order at 2:08pm

In attendance: Christina Files, Paul Wiesner, Barbara Sharrow, Amy Warthen.

Also in attendance: MRF Board Chair Sara Slusarski, ED Mari Steinbach, Recreation Coordinator, Jeremy Master, Operations Coordinator Debby Harrison-Zarkis and several MRD staff members. PROS Consulting team: Neelay Bhatt, Philip Parnin, Jason Elissalde.

Mari introduced the PROS Consulting team. Neelay Bhatt Lead Coordinator of the Master Plan brought the final plan to the audience. Philip and Jason, members of the team, co-presented the plan. They first presented the reports that they generated:

- I. Demographics and trends.
 - a. Population 34,539 residents in 2020 in Montrose District. 20% Hispanic, lower median household income level on average nationwide.
- II. Community Engagement.
 - a. We are the first in Colorado to have an app for Park and Rec satisfaction, HAPPiFEET. There were 382 statistically valid survey respondents. The survey was administered by mail/phone/web. There were 819 online survey respondents.
- III. Program Assessment
 - a. 10 key performance indicators were analyzed. Lifecycle of current programs were looked at, there are very few programs that need to be retired because of a decline of participation or because of saturation.
- IV. Site assessment findings
 - a. Desired location for a future outdoor pool
 - b. Develop a new facility master plan for the Field House.
 - c. Many other findings that were detailed in the Master Plan.
- V. Priority Investment Rating - Unmet need and importance dictate priority rating
 - a. Top priorities include: Trails, restrooms, community center/Recreation Center, Natural parks and preserves, shade structures, picnic structures are all high priorities.
 - b. Programs top priorities: Adult fitness programs, nature programs, senior programs, outdoor adventure programs, adult are, dance, performing arts.
- VI. Level of Service Inventory
 - a. Deficiencies were shown on the inventory. Some needs are: Urban Parks, Neighborhood parks, etc

- VII. GIS Based Equity Mapping
 - a. The mapping included Neighborhood parks, dog parks, community parks, outdoor pool (quantity is met, quality is not). Indoor recreation space, playgrounds, pickleball courts, multi-use trails. It showed the need or lack of need for each.
- VIII. Visioning
 - a. Boards core values included: Inclusive, community focused, Innovative, Fun, Excellence
 - b. Vision is: "To be a leader in providing exceptional parks and recreation experiences."
 - c. Mission: "FUNdamentally improving lives by building community in fun, engaging ways, and by providing excellent parks and recreation facilities, activities and services."
- IX. Maintenance, operations and staffing strategies/tactics were discussed.
- X. Marketing and branding strategies/tactics we also discussed.
- XI. Funding strategies/tactics were discussed.
- XII. Board's Big Moves
 - a. Create an award winning trail system
 - b. Construct an outdoor aquatic facility
 - c. Create the MRD Way and culture for staff and service delivery
 - d. Increase program participation to best practice levels
 - e. Ensure long-term financial sustainability
- XIII. Staff big moves
 - a. Develop, maintain, and sustain a full CIP
 - b. Multi-jurisdictional cooperative to develop strong trails and connections
 - c. Expand program
 - d. Focus on district employees
 - e. Attain CAPRA accreditation
- XIV. Next Steps
 - a. Board to consider adopting the Plan
 - b. Staff to begin implementation
- XV. Q&A and discussion
 - a. Mari pointed out that the MRD would like to work closely with the City on aligning our Master Plans.
 - b. The question was asked, how can we ensure that the plan is active, rather than sitting on a shelf? Neelay replied that there needs to be an Implementation Team, the plan can be posted on the website, staff and board can hold each other accountable, etc. The Cost Recovery process is also an important part of the implementation. Mari mentioned that the Maintenance team has started to work on the park service standards for CAPRA. Jason also mentioned that PROS can put MRD in touch with other organizations that have faced specific challenges, or PROS can help us move past these challenges.
- XVI. The meeting adjourned at 3:09pm.