

**MINUTES OF BOARD OF DIRECTORS MEETING
FORT THOMAS SWIM CLUB**

TIME: 7:00 pm

DATE: 5/15/19

LOCATION: Ft. Thomas Swim Club

ATTENDED: Board Members: T. Powell, L. Bardgett, C. Vogel, D Bezold, B Thomas, K. Schappell, R. Hasson

ABSENT: B. Borchardt, M. Hellman

PRESENTING MANAGER: None

Item	Discussion	Motion Made	Action to be Taken
Minutes from Last Meeting	Read and discussed prior meeting minutes (dated 4/9/19)	Brian/Chris	Approved
Treasurer's Report	Rob – Attended / Reported the following to the board: <ul style="list-style-type: none"> • Several more expenses relating to pool and grounds have been paid in the last month. • Met with the Mike Veneman yesterday and our taxes will be filed today or there will be an extension filed. We shouldn't owe anything. He will let us know for sure if taxes are required on the bonds. We have not charged new members the tax but they are aware that it is a possibility. • Rob will ask for new employee packets and W-2's so they can be completed before the pool opens. • \$3500 has been moved over to the Manger's Account 		
President's Report	Rob – reported the following to the board on Bob's behalf <ul style="list-style-type: none"> • Reviewed and approved payroll for the season. Everything was straightforward and calculated using the parameters put in place by the Payroll committee. Rob will get this information to Mike. 		
Manager's Report	Sandy –Did not attended/reported the following to the board via email <ul style="list-style-type: none"> • The seal on the filter motor has sprung a leak. This is not an easy fix. I remembered when Swim Safe was here, they had to replace the seal and had a very hard time finding one and putting it on. (Our motor is old.) So I called them this morning and talked to Mike. He will be stopping by Thursday to confirm it is the seal. He has already pulled up the order and is ready to order the part. The problem is it needs to be done before our inspection. I can keep running the filter system, but water is leaking out constantly. They should be able to fix it without having to take the motor off site but it is a 4-5 hour job, needs to be done before we open. I asked Mike to give me an estimated cost and it will be around \$650. • Arc Electric came today and did some of the work, but they their boss is supposed to come (hopefully tomorrow) to finish what I need done. • Pool is up and running and looks good. We still have some vacuuming to do. Our small vacuum came in today and Mayson and I used it in the shallow end and it worked great! • The new big vacuum is AWESOME! More vacuuming to do. • We still have cleaning to do; we were just able to get started on the restrooms today due to the work being done. Mens is clean and ready; womens' started. • Food delivery came today; more to come tomorrow. Ice cream coming tomorrow. I will be going to Sams at the beginning of the week. • Our pool inspection is scheduled for Tuesday, but we may need to change that if the motor seal is 		

	not fixed yet.		
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<p>Pool & Grounds</p>	<p>Rob- reported the following to the board</p> <ul style="list-style-type: none"> • Diving Boards - new boards installed and fulcrums of both fixed. Outstanding item - longer rubber piece near fulcrum needs to be extended. Will be done prior to open. • Painting of light poles and bath complete. • Women's restroom - wall opened, rusted carriers removed and replaced. Cinder blocks replaced and painted. Toilets mounted at standard 15" height, handicap standard 17". New faucets installed and moved to center. • Audio - should all be repaired and operational • Concrete - Alex Scott is supposed to patch both spots near diving well prior to open. I followed up with him 5/14. • Ice Maker - not working. Appliance repairman called and a part has been ordered from Dupont. • Tricia ordered 4 large pots and will get flowers for them this week. Estimated cost is around \$300-\$350 for everything. • Brian reached out to the owner of the Texas Joe food truck and he is going to be donating a pretzel warmer machine to the pool. Brian will take care of getting this next week. 		
<p>Swim and Dive</p>	<p>Rob –Attended / reported the following to the Board on Bob's behalf</p> <ul style="list-style-type: none"> • Meet the team night was rainy but good attendance. • Currently 88 kids signed up for the season. • Lily Banks will be back as a coach so the staff is complete and the same as last year. 		
<p>Membership</p>	<p>Lori –Attended / reported the following:</p> <ul style="list-style-type: none"> • Received a request for a single membership from a long term member due to the fact that her husband has a doctor's note to stay out of the sun. While the Board appreciates the circumstances, it was determined that the request would not be granted due to the precedent set that all married couples must maintain a joint membership. There was concern that this would lead to many more similar requests. • As of the end of the meeting there was only 1 current member that still had payment outstanding. It has been scheduled via an electronic bill pay and set to be in the PO Box by Monday. Mike has had contact with the member multiple times. • There are currently 30 certificates turned in creating 30 openings. We have made it to number 40 on the waiting list. • Alumni – We are at 24 Alumni memberships. • About half of the new members that have received their packets have already paid. • The possibility of raising the late fee next year and making it more strict that the late fee must be included with the dues payment and if not, membership will be suspended for all family members until it is received was discussed. 		
<p>Activities</p>	<p>Denise- attended and reported the following:</p> <ul style="list-style-type: none"> • Reviewed which board members would be working which grill outs. Brian will be at either July 7 or Aug 4th cookout. May 26: Chris, Kim and Bob July 7: Kevin, Rob and Lori Aug 4: Denise, Mike, Tricia • Summer calendar is complete and was reviewed by the board. A couple updates are being made and then it will be posted on the bulletin board, the website and Facebook. • Food Truck for June 14 is Texas Joe and July 12 is Packhouse 		

New Business	<p>Board Discussion Topics:</p> <ul style="list-style-type: none"> • Brian Thomas to take on a new role of “employee liaison” for the board. Single board point of contact for management team and employees. Assist with staffing issues and best practices and provide support to Sandy where needed. Provide contact info to staff and attend preseason staffing meeting to introduce and address questions/concerns. <p>Items to discuss with Sandy and the staff include:</p> <ol style="list-style-type: none"> 1. Reimbursement of lifeguard re-certification costs after season is completed and certain requirements are met. Brian will get specific numbers and we will take care of details at the June meeting. 2. The idea of end of season bonuses based on performance and pre-determined criteria. 3. Making it clear that scheduling requests need to be made two weeks in advance and if no requests are made then the employee is responsible for covering any shifts they may be scheduled for that pose conflicts. This will help Sandy when creating schedules. 4. Work to help with best practices/staffing checklists. Chris worked on this with Sandy last year and is going to reach out to see what was put together towards the end of the season. 		
Old Business	Board Discussion Topics		
Next Meeting	Tuesday June 11 7:00 PM @ Pool Motion to Adjourn	Rob/Brian	