

**MINUTES OF BOARD OF DIRECTORS MEETING
FORT THOMAS SWIM CLUB
9/132016**

TIME: 6:00 **Location:** Ft. Thomas Swim Club

PRESENT: Lori Bardgett, Brandon Barlow, Bob Borchardt, Sean Conley, Brandon Cook, Tony Dougherty, Kathy Henderson, Jack Porter, Kevin Listerman, Julie Schimpf, SwimSafe representatives: Shane and Seth.

ABSENT:

PRESENTING MANAGER: Kevin Listerman

Item	Discussion	Motion Made	
Minutes Fron Last Meeting	Meeting called to order at 6:08 pm. Approved. Motion to accept: Tony Dougherty Second: Kathy Henderson		
Treasurer's Report T. Dougherty	Tony will have CBT turn phone services to seasonal service . We have not yet received a bill from DuPont for purchae and installation of water heaters. Johnson, Moyer and Eoodfil have requested donations for school fundraisers. Lori will contact them about donatng drink tumblers and guest passes. Many complaints this season about the Internet service. Bill from SwimSafe for \$20/hour guard pay on late nights. Brandon B. Said the negotiated rate was \$15/hour. Tony to,pay bill at corrected rate. Jenna Weyer - water aerobics instructor, pay for season - \$325. Lori proposed returning guards receive hourly compensation of the difference between the raise given this year + incentive bonus to close the gap on their 75 cent raise they've been given in the past, for hours worked this summer.		
President's Report - B. Barlow	SwimSafe contract expires 12/16. 2016 rate is guaranteed if we sign 2 years contract by 9/15/16. Brandon to contact SwimSafe about extending until 10/15 - so the board has time to review and vote at 10/2016 monthly meeting. Contract increases by 2% (\$2700) if we go to year to year or not signed by 9/15/16. Board members who do not vote in favor of SwimSafe contract are expected to come to 10/16 meeting with Business Plan.		

	<p>Brandon B. noted that Brandon C. And Sean will not seek re-election, and Julie is undecided.</p>		
<p>Manager's Report - K. Listerman SwimSafe</p>	<p>No report.</p> <p>SwimSafe provided their end of season rsummary that included maintenance and service provided , lifeguard training and bonuses, as well as winterization and surveys of equipment and facilities. Swimsafe will assist in setting budget for future needs, capitalization, facility conditions, get bids for work beng considered, prioritizing items and meeting with contractors for bids and/or work to be completed. Lengthy discussion about 2016 season with SwimSafe and new managers. Guests included Chris and Kim Vogel, Sandy Hurtt, Brittney Hurtt, Suzy Schuh and Mike McIntosh. Some are employees and/or former board members and came to express their concerns about this season's changes. Amongst the discussions were guard's pay and incentive bonus pay, suggestion to compensate for discrepancy in pay, pay increase that salary committee recommended d board approved, vs. what was actually paid and requirements of guards. We also discussed scheuling and clocking in and out of shifts. Audits were explained and levels of audits scanning, rescue, CPR, etc.</p> <p>2 member-written letters were shared and discussions took place regarding the content which included managers and their decisions, safety and accident/incident reporting, scheduling and overall communication.</p> <p>Concession stand operations and sales were discussed. Seth explained the various filter systems and the cost differences and felt that FTSC could operate one more season with its current filters. SwimSafe would like to test the filters by 4/1, to allow ample time for repairs or replacement, if needed. The motor that was repaired this season will be ale to be used with any new filter system.</p> <p>Discussion of vacuum system, Shane will follow up with Miami Systems as why the unit "flips to its back" and address the one non-working vent on the unit as well as</p>		

	<p>the broken handle.</p> <p>Minor repairs this season included, motor repair, drains, and diving board alignment these were expenses outside of our contract with SwimSafe.</p> <p>Discussion on retrieving data from concessions and front gate to analyze and provide information for future seasons, The pool averaged 219 patrons per day.</p> <p>Mike McIntosh expressed concern that a pool cover is not being used - potential damage to pool/paint and safety/insurance claims with uncovered pool.</p> <p>Sandy voiced many concerns of day-to-day operations for manager and lack of communication including employees being overwhelmed by changes, clocking in and out of shifts, not being informed of change to backwash frequency used by SwimSafe. She also expressed concerns for the guards who felt very stressed with the number of changes, the audit and the expense of what had been bi-annual recertifications, vs. the now required annual recertifications.</p> <p>Generally speaking the guards and concession employees were not happy this year and it was said none of them plan to return for the 2017 season if things continue this way.</p>		
Pool & Grounds - S. Conley	Contacted lawn care service about cutting as needed and applying a 3 step fertilization treatment.		
Swim & Dive- B. Cook	<p>No report. Before new board members are elected, we need a current member who is not going off this year, to be added as a signer to the S&D account at Citizen's Bank in ft. Thomas. Brandon to contact Gretchen and sandy about coaching next season.</p> <p>Bob Borchardt will be added to the S/D account as a signer, since he will be taking over Swim and Dive next season.</p>		
Membership - L Bardgett	1 membership has been turned in.		
Activities- B. Borchardt	Men's nite had 15 in attendance - poor weather is to blame. Eli's BBQ and beer were served. Those in		

	<p>attendance had a great time. \$440 was made, \$848 in expenses. Leftover BBQ was sold the next at concession stand.</p> <p>Discussed having one evening of beer, brats and metts for adult members.</p> <p>Discussed possibility of serving ice cream sundaes on the last day of the season.</p>		
Old Business	<p>Kevin reported all but 2 guards will be receiving their incentive pay. Sandy is looking for new aerobics instructor.</p>		
New Business	<p>Correction to minutes of special meeting in 12/15. Chicals for 2015 should have been \$8,596. Minutes have been corrected</p>		
<p>Meeting Adjourned</p> <p>Next Meeting(s)</p>	<p>Meeting adjourned at 10:28 pm</p> <p>Motion made by Brandon Cook.</p> <p>Second by Brandon Barlow.</p> <p>Tuesday, October 11 at 7:00 at the Ft. Thomas library.</p> <p>General Meeting - Monday, October 24 at 7:00 at the City Building</p> <p><u>Tuesday, November 15 at 7:00 at the Ft. Thomas Library.**</u></p> <p><i>**meeting has been moved to the 3rd Tuesday. The library is a polling place and the 2nd Tuesday (11/8) is Election Day.</i></p>		