



Board of Directors

August 17, 2021

District Office Building | 799 SW Columbia | Bend, Oregon



A video of the entire board meeting can be viewed on the website:

<https://www.bendparksandrec.org/about/board-meeting-videos/>

BOARD PRESENT

Ariel Méndez

Deb Schoen

Zavier Borja

Jason Kropf

BOARD ABSENT

Nathan Hovekamp

STAFF PRESENT

Don Horton, Executive Director

Michelle Healy, Deputy Executive Director

Julie Brown, Manager of Communications and Community Relations

Lindsey Lombard, Administrative Services Director

Matt Mercer, Director of Recreation

Sheila Reed, Executive Assistant

Brian Hudspeth, Development Manager

Henry Stroud, Trail Planner

Rachel Colton, Park Planner

5:30 p.m. MEETING CONVENED

VISITORS

None

WORK SESSION

1. Park Naming Recruitment – Rachel Colton

Ms. Colton said that recruitment for the Park Naming Committee has already begun with various advertisements. She explained the process, application and scoring process. She asked the board for their feedback on the process.

The board supported the process and said they are looking forward to the applications.

CONSENT AGENDA

1. Minutes: 08/03/2021

Director Schoen made a motion to approve the consent agenda. Director Borja seconded. The motion passed unanimously, 4-0.

BUSINESS SESSION

1. Approve gift of public art piece in Discovery West – Henry Stroud and Valerie Yost

Mr. Stroud reviewed the map of Discovery West neighborhood and the parkland that has been and will be acquired. He explained the art piece gift of Annie Londonderry as a complimentary piece to the nearby mural titled Women of Discovery. He showed slides of the drawings of the sculpture and Ms. Yost went into more detail about the art piece created by a local artist.

Mr. Stroud explained the district responsibilities of accepting the art:

- Provide ongoing maintenance
- Display for a minimum of seven years
- Preserve visibility and access to the sculpture

The board asked if Spanish language could be added to the sculpture and if the east side of town is getting art as well. Ms. Yost said that Spanish could be considered. Deputy Director Healy spoke about some art recently donated to east side facilities and potential art donations to Alpenglow Park.

Director Schoen made a motion to approve the Londonderry public art gift from NWX2 LLC to the Bend Park and Recreation District. Director Borja seconded. The motion passed unanimously, 4-0.

2. Front-line Staffing Strategies Proposal – Matt Mercer and Michelle Healy

Mr. Mercer described the staff shortage as a crisis and said if the district is unable to hire more staff that the district level of service will be reduced. This includes reducing capacity of programs, cancelling programs, reducing custodial work, and other areas. He explained the job fairs that have been held and said there are three more coming up. He noted that the energy for recruitment has been higher than ever and staff is trying to primarily fill front-line positions.

Mr. Mercer reviewed the strategies outlined in the board report to recruit and retain staff in the front-line positions.

The board commended the plan and said that it shows employees that they are valued.

Director Borja made a motion to approve the conversion of up to 20 FTE of currently budgeted part-time and seasonal hours to create 20 new full-time positions as identified in the board report. Director Kropf seconded. The motion passed unanimously, 4-0.

EXECUTIVE DIRECTOR'S REPORT

- Executive Director Horton spoke about the new OSHA heat rule and wildfire smoke rule. The smoke rule will dictate parameters for employees to work outside. The district will offer five paid shifts of shut down leave to employees when there is a lack of work due to an emergency closure due to heat or smoke.
- The district is entering into a partnership with a disc golf group. The partnership will include a course at Skyline Park. The group will fund the equipment for the course.
- Tomorrow is Director Borja's birthday.

CALENDAR

GOOD OF THE ORDER

- Director Kropf wished Director Borja a happy birthday and commented that he supported the cautious approach for staff travel.
- Director Schoen said she has enjoyed attending one of the district DEI events last week. She also agreed that staff should be cautious and not attend the NRPA conference.
- Director Borja thanked everyone for the birthday wishes, supported the decision about the conference and commended staff on their work at the outreach events.
- Director Méndez thanked everyone for their flexibility on the Zoom meetings. He commented about the fires and his friends that have been evacuated.

ADJOURN 6:56 pm



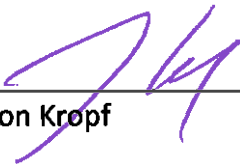
Prepared by,
Sheila Reed
Executive Assistant



Ariel Méndez, Chair



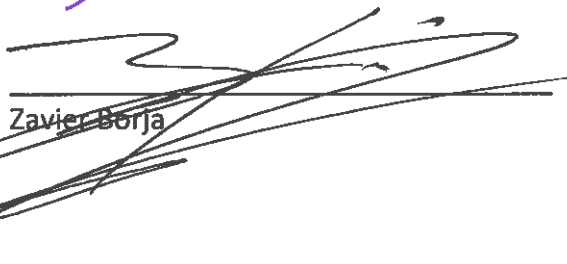
Deb Schoen, Vice-Chair



Jason Kropf



Nathan Hovekamp



Xavier Borja