



Board Meeting Summary

October 20, 2026

District Office Building | 799 SW Columbia | Bend, Oregon

DIRECTORS PRESENT: Nathan Hovekamp, Jodie Schiffman, Donna Owens, Deb Schoen (Vice Chair) and Cary Schneider (Chair)

The official minutes of the October 20, 2026 Bend Park and Recreation District Board of Directors meeting are captured by video recording and are available for viewing on the Board Meetings webpage:

https://www.bendparksandrec.org/about/board_meetings/.

CALL TO ORDER

The meeting was called to order at 5:30 pm. Chair Schneider conducted roll call. All directors were present. Chair Schneider acknowledged the community tragedy at Silver Rail Elementary, expressed condolences to those affected and thanked District staff for supporting the community during a difficult time.

VISITOR COMMENTS

No visitor comments were received.

STAFF INTRODUCTIONS

Facility Maintenance Supervisor Josh Olson introduced Andy Motley, the District's new Facility Maintenance Specialist 2. Motley shared that he had enjoyed learning the park system and visiting parks throughout Bend during his first months with the District.

Sue Glenn introduced Emma Bell, who was promoted into the aquatics supervisory group after approximately 14 years with the District. Emma described her progression from lifeguard and swim instructor into increasingly responsible aquatic and recreation roles. Glenn recognized Emma's leadership and support of swim lessons and lifeguard operations during a period of staffing shortages.

Recreation Business Manager Michael Egging introduced Mariela Baza-Azucar as the Recreation Administrative Assistant. The position supports the Recreation Department through office coordination, reporting, financial reconciliation, program planning support and technology assistance. Baza-Azucar previously served as a finance intern and worked in customer service while continuing her education.

WORK SESSION

Summer Recreation Review

Recreation Business Manager Michael Egging presented an overview of summer recreation services, including program evaluations, facility visits, registered activities, full-day camps, inclusion support, outreach, scholarships, rentals and events, and river recreation. The presentation highlighted strong recreation participation across facilities and programs, significant inclusion support for participants with disabilities, outreach to Spanish-speaking and lower-income households, free and low-cost community programming, and continued use of parks for gatherings and events.

River park use remained generally consistent with recent years. Staff discussed river recreation, life jacket loan stations, environmental stewardship and the challenge of balancing public access with the long-term health

and capacity of river parks. The Board also discussed weather and smoke impacts, indoor alternatives, program capacity, contractor offerings, access points, parking and possible parameters for heavily used locations. Staff noted that a future rentals and events presentation would provide additional detail about managing high-use areas. Highlights include:

- There were 283,610 total visits to recreation facilities and programs during summer 2026 by 19,000 individuals from 13,000 households.
- Drop-in visits to facilities, including Juniper Swim & Fitness Center, Larkspur Community Center and The Pavilion have increased 29 percent since 2022.
- There were 7,400 hours of inclusion support provided for 168 individuals with disabilities to participate in summer programs across every area in recreation.
- Scholarships were used by 619 households for \$274,000 in support provided for summer programs.
- There were 1.1 million visits to river parks, including Miller's Landing, Riverbend Park, Farewell Bend Park, Drake Park and others.
- The Bend Whitewater Park trail counters show increased river use at the location by 17-20 percent since 2022.

Classification, Compensation and Pay Equity Study Update

Human Resources Director Kathleen Hinman reviewed the study process and preliminary findings. The study evaluated the District's compensation structure, comparable employers, job responsibilities, salary ranges, job levels, pay equity and benefits. No Board action was requested at this meeting.

Preliminary findings indicated that the District's compensation program is generally competitive and functioning well, supported by consistent pay-setting and cost-of-living practices. Recommended refinements include simplifying the job-description structure, improving consistency in minimum qualifications, considering targeted market or pay-equity adjustments, and reviewing paid-leave practices. Benefits were generally found to be competitive, while vacation and leave accruals may warrant further consideration.

The consultant will finalize the report, after which the Human Resources and executive team will review options, costs, timing and operational impacts. Final recommendations will return to the Board for direction before an implementation and employee communication plan is developed.

BUSINESS SESSION

District Position Changes

Hinman presented three proposed position changes intended to align staffing with current and anticipated operational needs:

- Reclassify a vacant part-time, non-benefited Customer Service Specialist 2 position to a part-time, benefited, 30-hour-per-week Events and Rentals Specialist position.
- Reclassify a part-time, benefited, 25-hour-per-week Customer Service Specialist 2 position to a full-time, benefited Customer Service Specialist 3 position, with time divided between customer service and athletics support.
- Convert a vacant 0.63 FTE benefited Planner position to a full-time Planner position.

The Recreation changes are expected to centralize rental coordination, improve customer communication, expand customer service coverage and provide athletics support. The Planning and Development change will add capacity for property acquisition and long-range planning work. Staff stated that the estimated current-year costs could be absorbed within the respective department budgets. The Board clarified that the changes would be filled through competitive processes and would not displace an existing employee.

MOTION: Director Schiffman moved to approve the three position changes as presented. Director Owens seconded the motion. The motion passed unanimously by roll call vote: Director Hovekamp, aye; Director Schiffman, aye; Director Owens, aye; Director Schoen, aye; and Director Schneider, aye.

Resolution No. 2026-11 - Bear Creek Property Purchase

Staff requested authorization to close on property located north of Bear Creek Road in Park Search Area 38 for a future neighborhood park. The property provides access near the Larkspur Trail and is located in an area that includes high-density and affordable housing. After a property line adjustment, the acquisition area will be approximately 4.92 acres. The negotiated purchase price is \$2,493,921. Staff reported that the Phase I environmental site assessment identified no environmental concerns and that title work and the property line adjustment were nearing completion. The Board discussed water service, the purchase price, the limited impact of the power-line easement and the potential for an enhanced crossing connecting the property with the Larkspur Trail.

MOTION: Director Hovekamp moved to approve Resolution No. 2026-11, authorizing the purchase of a portion of real property identified as Map and Tax Lot 171234CC00400 and designating authorized signatories. Director Schoen seconded the motion. The motion passed unanimously by roll call vote: Director Hovekamp, aye; Director Schiffman, aye; Director Owens, aye; Director Schoen, aye; and Director Schneider, aye.

Resolution No. 2026-12 - City of Bend and BPRD Shared Framework

Executive Director Michelle Healy presented the final shared framework between the City of Bend and Bend Park and Recreation District for advancing affordable housing, recreation access, interagency collaboration and community vitality. The Board had reviewed the framework during two prior work sessions. Minor edits since the previous review were described as editorial clarifications rather than substantive changes.

The Board discussed the City's separate work with Bend-La Pine Schools on a more specific programmatic approach to qualifying affordable housing projects. Directors emphasized the importance of tracking the financial effects of property tax exemptions and other incentives on the District, while recognizing that the shared framework is broader and provides guidance for future collaboration on housing, parks, transportation, facilities and community priorities. Directors expressed support for the framework as a values-based structure for partnership while preserving the District's responsibility to evaluate individual proposals against its mission, financial impacts and internal criteria.

MOTION: Director Owens moved to adopt Resolution No. 2026-12, approving the City of Bend and Bend Park and Recreation District Shared Framework for Advancing Affordable Housing, Recreation Access, Interagency Collaboration and Community Vitality. Director Schiffman seconded the motion. The motion passed unanimously by roll call vote: Director Hovekamp, aye; Director Schiffman, aye; Director Owens, aye; Director Schoen, aye; and Director Schneider, aye.

EXECUTIVE DIRECTOR'S REPORT

Executive Director Healy thanked District staff for supporting the community following the Silver Rail Elementary tragedy. Programs had begun reopening, and Kids Inc. sites were scheduled to reopen at schools other than Silver Rail. The District was assisting the Boys & Girls Club with staffing to expand temporary child care capacity and was coordinating with the school district, law enforcement and community partners. Youth Recreation staff also assembled and distributed art activity kits for children who were out of school.

Healy also reported that ice-making operations at The Pavilion were progressing well and the facility was expected to open later that week. She also reported that the first phase of fuels-reduction work had begun near Archie Briggs Road following permitting and coordination with project partners.

GOOD OF THE ORDER

Director Hovekamp thanked Chair Schneider and Executive Director Healy for their remarks regarding the Silver Rail Elementary tragedy. He shared that while the community is currently experiencing grief and sadness, he hopes there will also be a commitment to action. He suggested the District consider a comprehensive review of park and facility safety and security measures, policies, and protocols to evaluate whether additional steps could enhance public safety.

Director Schiffman expressed appreciation for staff and acknowledged the profound impact the tragedy has had on the community. She noted that people are processing the event in different ways and emphasized the importance of extending grace and support to one another. She encouraged staff and leadership to lean on the Board when advocacy or support is needed.

Director Owens thanked staff for the ways they have supported the community following the tragedy, including employee assistance resources, facility and program adjustments, and other efforts to assist families. She also shared information about the upcoming Save Bend Green Space presentation regarding the Deschutes South Canyon area and encouraged the District to remain engaged in those discussions.

Vice Chair Schoen expressed heartbreak for the Bend community and all those affected by the Silver Rail Elementary tragedy. She shared gratitude for the District's efforts to support the community during this difficult time and acknowledged the challenges facing students, families, staff, volunteers, coaches, and instructors. Vice Chair Schoen thanked those who continue to care for and support children through District programs and activities.

Chair Schneider shared condolences for everyone affected by the tragedy and thanked District staff, volunteers, and community partners for the care and support they have provided. He recognized the successful Art Station opening and praised the collaboration between Bend Park and Recreation District and the Boys & Girls Club to support local families during a challenging time.

MEETING CONCLUSION

The meeting adjourned following Good of the Order. The next board meeting is November 3, 2026.