December 12, 2022, BAC Board Minutes

*The purpose of the Bitterroot Aquatic Center is to provide the community with a high quality year-round aquatic center that is affordable, accessible and provides excellent opportunities for recreation, fitness, competition, water safety, and education.*

1. Meeting open at 5:30

Commissioners present: Jeff Wolfe, Ryal Weber, Karen Savory,

Ron Frost and Sara Morin

Karen Savory

Commissioners absent: Marilyn Wildey and Amy Reed

Guest:

No other attendees,

      Read Mission Statement

1. Housekeeping

Review, amend as needed and adopt November minutes. Ryal made a motion to approve the November minutes as presented, Sara 2nd the motion, all voted in favor. Motion passed.

1. Maintenance Report: Worked on pricing out UV system for the indoor and outdoor pool, discovered and fixed a plug in the Heat Exchanger, cleaned out bugs in all the lights, deep cleaning the tile and grout, drained and cleaned indoor pool and still having to troubleshoot issues with the pools wi-fi. Bryon is also working with Johnson Controls on installing a damper to help shut down the amount of cold air that is coming into the facility.
2. Manager’s Report: Completed the USA swimming lesson grant and submitted, completed report for the US Census (annual report) and researching for a new insurance carrier as MACS (Montana Association of Counties) is no longer handling special districts is Montana. Fern also passed out the proposed fee increase for the commissioners to review and discuss and possibly make a decision at the February board meeting. Fern also reported that there have been 2 CPR classes held at the BAC so far and another one is scheduled next month. Fern is also planning on traveling to Helena to the hearings at the state capitol to add input on upcoming laws regarding aquatic centers and the use of chlorine as well of other issues she would like to be a part of.
3. Employee Evaluations: The commissioners reviewed Byron and Fern’s goals that they had submitted a year ago for 2022. The commissioners also looked at the 2023 goals that were submitted. The commissioners are very happy with the work both Bryon and Fern preform for the Bitterroot Aquatic Center and feel they are an asset to the Bitterroot Aquatic Center.

After discussing a possible increase in pay for both, Ron made a motion to give Fern a 6% raise in salary for 2023, and Bryon a 2% raise in salary with a 2% bonus for 2023. Ryal seconded the motion, all voted in favor, motion passed.

The commissioners would also like to see goals set for employee retention and exit interviews to see why employees are not staying at the BAC. The commissioners would like to have Bryon write a daily log sheet and maintenance log sheet for the day-to-day activities of the BAC. Bryon does have a “Bryon Bible” but will present all that he has at the April board meeting.

1. Other information: No meeting in January 2023

ADJOURN

Karen moved to adjourn at 7:35, Ron seconded, all approved.

Next Meeting:  Monday, February 13th at 5:30 PM