

## **Public Lands & Buildings Committee**

The Public Lands & Buildings Committee met on Monday, February 4, 2019 at 6:45pm in the Conference Room of the Lyndhurst Municipal Center to discuss pool personnel salaries, admission fees, reciprocity and concession operations for the 2019 season.

Committee members present were Councilman Jeff Price and Councilman David Frey. Also present were Councilman Joe Gambatese, Councilman Joe Marko, Councilman Chuck LoPresti, Mayor Patrick Ward, Finance Director Mary Kovalchik, Law Director Paul Murphy and Pool Supervisor Nicole Reichard.

The meeting was called to order with Chairman Price stating the minimum wage has increased to \$8.55 per hour; therefore, the base rate for pool personnel compensation will be adjusted accordingly by the Finance Director.

Discussion regarding pool employee compensation began with Nicole Reichard inquiring whether the pay schedule could be adjusted. She commented some years increase by 10 cents, while others increase by only 5 cents. Mrs. Kovalchik aired the Pool Director designed the current pay schedule and should be consulted regarding any changes.

Ms. Reichard mentioned they had a hard time maintaining employees due to the low paying salary. Mr. Gambatese asked if employees were leaving for other pool jobs. Ms. Reichard responded most found other seasonal employment including landscaping.

Mr. Frey mentioned a non-disparity with employees and inquired whether Lyndhurst was competitive with the existing pay schedule. Mrs. Kovalchik stated she has an analysis of the pool personnel compensation from surrounding communities including the hourly rates, which she will provide to Council for review. Mayor Ward stated there would be no decision made this evening regarding compensation; however, they will be cognoscente of the competition.

Ms. Reichard asked whether the petty cash for both the pool and spray park could be increased to \$100 from \$50. She explained this would eliminate going to the bank in order to have appropriate change. It was unanimously agreed to increase the amount of petty cash provided to the pool.

Ms. Reichard also suggested the swim team fee increase from \$45 to \$60 to stay in line with what the Learn-to-Swim program participants pay per session. She explained the swim team members receive 6 additional classes.

Lastly, Ms. Reichard suggested the daily admission fee be \$5 for everyone, as long as accompanied by a resident. She provided the example of a Grandmother who is a resident bringing her non-resident grandchildren to the pool. Mrs. Kovalchik stated this would significantly decrease the revenue of the pool.

Discussion was initiated regarding the concession stand operations with Mayor Ward stating there needs to be consistency for the patrons. He suggested doing away with the concession stand altogether and installing vending machines. Mr. Frey stated the policy regarding bringing outside food into the pool may need to be changed.

Mrs. Kovalchik estimated \$5,075 was previously spent on payroll and benefits to operate the concession stand internally. Mr. Marko suggested an outside vendor would need to have some accountability, especially if they are responsible for paying a percentage. He asked if we can find out how the surrounding communities pay their concessionaires before any decision is made.

Mr. Frey indicated legislation should be updated to include non-residents must be accompanied by a resident. He also confirmed raising the age of children who can enter the pool without adult supervision from 8 years old to 11. This was previously decided at the October 1, 2018 meeting.

Mayor Ward voiced the administration can modify the pool rules at any time as needed throughout the season. It was confirmed any legislation regarding the pools should be prepared for consideration by Council at the February 18, 2019 meeting.

With regard to the capital budget, Mr. Price confirmed a grand total of \$110,950 will be recommended to the Finance committee, pending the availability of funds.

With no further business to discuss, the meeting was adjourned at 7:20 PM

Respectfully submitted,

Jeff Price, Chairman