



MASSILLON RECREATION BOARD MEETING MINUTES August 20, 2025

The Massillon Recreation Board met in regular session on August 20, 2025 at 5:00 p.m.

Board Members:

Present: T.R. Rivera, Mark Hickey, Ted Schartiger, Dee Spencer, Caylor Colly

Others Present:

Staff Members:

Present: Steve Pedro, Carol Leonard, Tiana Spencer, Joe Pape, Carrie Lowry, Greg Myers

Acceptance of August 20, 2025 Meeting Agenda:

25-092 Mr. Colly moved; seconded by Ms. Spencer to approve the August 20, 2025 meeting agenda. Motion carried 5-0 by roll call vote.

Regular Meeting Minutes – July 16, 2025:

25-093 Mr. Schartiger moved; seconded by Mr. Colly to approve the July 16, 2025 Regular meeting minutes. Motion carried 5-0 by roll call vote.

Public Comments:

Paul Britton: My name is Paul Britton. I've been here since 2009, coming to this facility using the Parks and Recreation using the paths and everything. I bought a house in 2017 and I bought it here in Massillon because of these amenities. When I first came here, there was standards at this facility. The manager that was running the facility, whoever was in charge at the time, would make rounds every hour and check to make sure the facility was in good working order, everybody was doing what they were supposed to be doing, and there was accountability. I guess since Covid, this is when this really began, that's what I'm reporting anyway because I went from the people at the desk, to the people at the front desk, to the people in charge. I've asked the question of why the standards aren't being followed any longer. You can see when somebody new comes in because they are cleaning, they are walking around, they are monitoring making sure everybody is following what they are supposed to. But shortly, once they get into the swing of things, they sit at the desk and watch their phone, get up and walk up to the front desk, being away from their post for 30-45 minutes then they come back, sit back down with their phone and don't do anything that I believe they are supposed to be doing. Like I said, when you see somebody new come in, you can see what they should be doing. The standards that are posted out here, as far as wearing apparel is not being followed and hasn't been followed since pretty much since Covid. I've sent email after email trying to figure out what the problem is. In fact, there was an altercation involving me because one of the people that work here, came down in a tattered uniform, tattered outfit to work out. Everybody knows it is the wrong apparel. In protest, I took my shirt off and started working out and within 15 minutes, the director was here (inaudible). There were pictures of me

taken and (inaudible), but he was here abruptly. No other standards are being followed. It's like if it is impacting them right now, we'll enforce the rules. On a day to day basis, they are not following them. I'm here appealing to the board to see if we can come to a resolve. I even volunteered to give me a staff shirt with a volunteer name on the back so everyone knows I don't work here to help enforce the rules, to help make things happen. I bought hand grips, I bought the stretching, elastic bands and they are down there right now because I think it is something the gym needed. I didn't want to go to them and say, hey we need this. I'll just make it happen because I have the ability to do that and they are being used everyday down there. I'm here to try to come up with a solution not pointing fingers at anybody. I would like to see this facility running the way it is intended. Anything I can do to help, I've said it several times, I'll whatever I can. I don't know if there is anything I've said that's out of bounds. If there is, please, by all means (inaudible). I've sent countless emails trying to...they have been answered in person, they have been answered...sometimes I'll get something back but it's usually generally saying that the big scare is, if you make the people do their jobs, they won't to work here, they'll want to leave. I don't think that is acceptable. If I don't do my job at my place, I'm leaving. If you guys aren't doing your job, are you guys going to have a job? That's my biggest concern. You have people down there with no foot gear on, you have people in there with sandals on, crocs, and all of that, there is no place for it. There is only one individual back there that does his job and that's Paul. And he has disabilities, but you'll see him with a towel in his arm that doesn't work and a spray bottle in the one that does and he'll be spraying things down, hanging the bottle here, and then wiping things down. If you come in chewing gum, you better bet you're going to spit it out because he is a hawk, but he does his job. I don't know if he gets paid more than everybody, but he should. He does his job. There's never a point where you ever have to question that guy. He'll come up to me. He'll be like, hey are you supposed to be doing that? When things get elevated, he is not afraid to step in. The other day, I came up to somebody that works here, the same guy I had the altercation with, and I asked him to his face because there was a girl in there with just a sports bra on. I said, "are we enforcing the rules tonight, or not"? He looked at me and said "I'm not working tonight". I said, you weren't working the night that you called the director and had him down here with (inaudible) when I didn't have my shirt on but I said to him, I mean he took it personal like I was attacking him and that's not what I was doing. I was looking for answers because at this point, since 2021/2022, clear up to 2025 this has been very frustrating for me. One, I am a veteran, so I know it's a little difficult for me not to follow directions or the rules. If the rules are posted, by all means let's follow the rules. If you don't want to follow the rules, take the rules down, then there is nothing for me to come here to complain to you guys about. That's the way I see it. Does anyone have any questions for me because I am about to explode?

Mr. Hickey: There is no reason for that. Let me ask, are you talking about the staff or are you talking about the people working out here at night?

Paul Britton: The staff are the ones not enforcing the rules that are posted. The people that are working out are going to do whatever they want. It's up to staff to make sure they are doing what they are supposed to be doing. If I'm supposed to be in a t-shirt, shorts, and tennis shoes, and I come in here in crocs and a cut off and some booty shorts or whatever you want to call it, whose job is it to tell them they can't work out? Not the individual. The individual showed up there that way anyway. And, like I said, the more it slips, the more you let it go, the more (inaudible) is going to happen. All I have to see if somebody in here with a tank top on that's cut clear down the side and be like it must be okay now, because this guy is doing it. It's not the individual. The individual, of course, human nature, you're going to do as much as you can or whatever you can to get away

with. You're going to stretch the rules, that's human nature, but the people that are here to enforce the rules are the ones that should be doing that. You can't do that when you are sitting on your phone or you're not at your desk, or you're not walking around doing your job. You can't make things like that happen. I see it every day, but I'm here all the time. I do my best to try to report it. I try to give it a time stamp on it and say hey, look at your video at this time, this is what I'm talking about to try to make sure that I'm not just throwing hear say out there. It's not just me saying words. It's, this is when it happened, this is why I'm contacting you. It's instances that this is going on. It's been happening more and more since it's been more acceptable. I know Covid and I know trying to get people to do their job is rough but that's what being a leader is. If you want somebody to do their job, you have to give them concise directions, and be like, this is what I want you to do. If you don't, then they can't really be held responsible for anything. Well, why aren't you doing this? Well, you never told me or, I didn't know, that's a good example of a follower. Well, I didn't know. The problem is, just that the decline of people being responsible for their areas, for the individuals there in the areas, for the actions of the people in the areas. There will be kids down in the weight room, because we've had that several times. You have four or five kids going from machine to machine doing things that they shouldn't be doing.

Mr. Hickey: Such as?

Paul Britton: Such as, they'll be lifting too much weight, they'll be throwing weights around and they are just too young to be spotting somebody with way too much weight and this young man and me, we are constantly on the swivel, trying to make sure that nobody gets hurt.

Mr. Hickey: I got you

Paul Britton: And the attendants not going to be able to do that anyway. But, yes, we are going to be there to kind of support but, it's not our job. That's why I don't go walking up to a girl and say, "hey, you're in a tank top, you're not allowed to have that on in here, you know, either put a shirt on or leave". That's not my job. That should stop at the door. When she comes walking in or if a guy comes walking in with his shirt cut clear down the side because that is directly on the rules, that should be a no brainer. You don't have anything to explain. Because when you walk in the door in the weight room down there, it's posted right there before you walk in. All you have to say is "did you see the dress code right there at the door, you're going to have to do something differently". If they say, "well, I didn't know". Well, I'm sorry you didn't know but now you do. You can either dress appropriately or you're going to have to leave. You're welcome to come back, but you're going to have to go to get the right outfit on, I guess would be the best way to say it or whatever.

Mr. Hickey: Well, I don't want to speak for everybody. Let's see if we can address those issues. Hopefully we can clean things up a little bit.

Paul Britton: I'll do anything I can to support. I can do anything I can to help. Because, like I said, in 2017 I bought a house to be here, to be on the trails, and have these opportunities. Good tax break. I pay taxes in Massillon.

Mr. Hickey: Sure

Paul Britton: I'm here because this is where I want to be

Mr. Hickey: Understood

Paul Britton: I'm here because I care. If I didn't care, I would just go somewhere else. This man here, we work out together. I asked him to come and he came. Things are on the decline and like I said, you don't see the head guy come around like he used to. I mean, every hour you would see him come through with a check list. He would count the number of people in the weight room, he would make sure everything was the way it was, and you would see him go off. I haven't seen that guy in eight months, or more. I haven't seen anybody come around. But I'm sure they want to be respected like they are the person in charge and I can't respect somebody like that, unfortunately. That's just me. If I'm expected to do a job and I'm not doing it, I don't deserve the respect.

Mr. Hickey: I appreciate the comment

Paul Britton: Absolutely

Mr. Rivera: Thanks for your time

Mr. Hickey: It's Britt, right?

Paul Britton: Britton, B-R-I-T-T-O-N

Mr. Rivera: Do we have any other public comments?

Richard Scott: Just to touch on what Paul was already saying.

Mr. Rivera: Do you mind signing in?

Richard Scott: Sure. No, I love this facility guys. It is absolutely the best.

Mr. Hickey: Sir, what is your first name, signing in?

Richard Scott: Richard

Mr. Hickey: Richard?

Richard Scott: Yes, sir

Mr. Hickey: Last name?

Richard Scott: Scott

Mr. Hickey: Scott, got it. Thank you.

Richard Scott: You're welcome

Mr. Colly: So, what were you going to add

Richard Scott: I was just going to say as far as the kids coming in there, like he said, I'm talking nine years old, eight years old. These kids are not working out. Parents drop them off and do whatever they need to do and the kid just runs around. My thing is if I'm working out, I'm on a time schedule. I want to get in and get out. I have lots of things to do.

Mr. Hickey: Sure

Richard Scott: You can't, when they are treating it like a jungle gym and I'm watching them putting on weights and just hanging on things. We have only so many pieces of equipment in there and there are times I believe when I come in there that something is out of order, it's the day after one of those kids was swinging on it or doing something, possibly, but I don't know for sure, that would be my only complaint.

Mr. Rivera: Okay

Richard Scott: And, as far as equipment, I don't know who makes the purchases or determines that, but it would be nice if we got a couple extra weight benches just because that's my worry, when I come in there, there won't be any but we'll have a bunch of empty ellipticals, or a bunch of empty treadmills, a bunch of empty bikes, but everybody in the weight section...

Mr. Hickey: What time do you normally come in?

Richard Scott: Usually around this time

Mr. Hickey: Oh, do you?

Richard Scott: Yes. Sometimes earlier in the day too so it's not just peak hours. I'm here early when I thought we could beat the crowd and I'd go in there and there is no weight bench.

Mr. Hickey: Yeah, it gets a little tough around 5:00, I'm sure

Richard Scott: Yes. But even at noon sometimes, I've been here sometimes. I work remotely so I'm able to leave and come as I please. There are some times when my wife has a day off, just to try to beat the crowd and it's still sometimes that can be a thing. I know costs is probably a concern but I would think the weight benches are way cheaper than the ellipticals that were replaced, the bikes that were replaced, and the treadmills. It's summer time and nobody's really using that right now. In the winter time, of course, that does get a little bit more use.

Paul Britton: Other than that, I love the Rec Center. We really do have a family here. There are people here who are regulars and we all know each other. I didn't know his last name was Scott until right now. But we are face to face recognition and talk all the time.

Mr. Colly: This is good feedback. We will evaluate everything and it was good for you to bring this forward and help us

Paul Britton: My number is (inaudible). You are welcome to call me any time.

Mr. Colly: Thank you.

Mr. Rivera: Thank you for your time, guys

Richard Scott: No problem

Ms. Spencer: Thank you

Mr. Rivera: Appreciate it

Expense Reports:

25-094 *Mr. Hickey moved; seconded by Mr. Schartiger to approve the July 2025 Parks and Recreation Expense report totaling \$192,520.94. Motion carried 5-0 by roll call vote.*

25-095 *Mr. Hickey moved; seconded by Mr. Colly to approve the July 2025 Legends Golf Course Expense report totaling \$224,379.90. Motion carried 5-0 by roll call vote.*

OLD BUSINESS:

NEW BUSINESS:

1. **New Hires (Attachment)**

25-096 *Mr. Hickey moved; seconded by Mr. Schartiger to approve the new hires. Motion carried 5-0 by roll call vote.*

2. **Advertise for and receive sealed bids, and to enter into contract with the lowest and best bidder, upon approval of the Board of Control, to replace the maintenance equipment at the Legends Golf Course**

25-097 *Mr. Colly moved; seconded by Ms. Spencer to advertise for and received sealed bids, and to enter into contract with the lowest and best bidder, upon approval of the Board of Control, to replace the maintenance equipment at the Legends Golf Course. Motion carried 5-0 by roll call vote.*

Mr. Hickey: Is this why you are here, Greg?

Greg Myers: Yes, sir

Mr. Hickey: Okay, go ahead

Greg Myers: We are currently at the end of our current 5-year lease. We lease a couple of our main pieces of equipment. Our greens mowers, our fairway mowers, our big rough mowers. It's a 5-year lease. It is our second 5-year lease. We did one in 2016, awarded to Toro. We did one in 2021 which are currently at the end of. It was also awarded to Toro. The lease ends in February and we're going to try to ask for permission to open the bids up so we can look at getting another round of mowers.

Mr. Hickey: What was the bid last time? What did it cost in 2021? Any ideas?

Carrie Lowry: I have it. \$54,360.00

Mr. Hickey: Are we going to approve the amount before?

Steve Pedro: It's not out to bid yet

Mr. Hickey: Yeah, but I mean when it comes back

Steve Pedro: Yes

Mr. Hickey: We're just asking for the bid

Steve Pedro: I am asking if we can receive sealed bids and enter into contract

Mr. Hickey: Right

Steve Pedro: Once we get that I'll present that to the board

Mr. Hickey: So, it's Part A and B?

Steve Pedro: Yes. You'll know the contract, yes

Mr. Hickey: What do you expect the bids to come in this year, roughly? Do you have any idea?

Greg Myers: They predict an increase, of course

Mr. Hickey: Oh, yeah

Greg Myers: Nothing gets cheaper

Mr. Hickey: I would have fell over if you said it's going to decrease

Greg Myers: I don't know exactly

Mr. Rivera: What's the benefits to leasing them?

Greg Myers: It's better on our budget. We pay monthly payments on it. The equipment, at the end of five years is pretty wore out. Our greens mowers, for example, runs seven days a week. They mow 8 acres of greens 7 days a week, sometimes 8, 9, 10 months out of the year.

Mr. Hickey: If you do lease, is maintenance included in this?

Greg Myers: There is a two-year warranty on it

Mr. Hickey: Okay

Greg Myers: The last three years, is on us. Usually the mowers have held up pretty good for five years. When I started working here, some of the mowers we had for 15 years and there was no mechanic and we try not to get back into that situation.

Mr. Rivera: The mowers you have now would go back...

Greg Myers: Yes

Mr. Rivera: And then we would get new mowers...

Greg Myers: Yes, yes. The technology on this stuff is advancing rapidly and it's great to stay up on it and have new mowers in that are free from maintenance and everything and it kind of works for us.

Mr. Rivera: Okay, great. Thank you.

Greg Myers: Thank you

3. **Reservoir Park Streambank Restoration Project contribution of \$53,000 from Parks and Rec**

25-098 *Mr. Colly moved; seconded by Ms. Spencer to approve the contribution of \$53,000 from Parks & Rec for the Reservoir Park Streambank Restoration Project. Motion carried 5-0 by roll call vote.*

Steve Pedro: This is the email I sent to you last week. If you look at page C9, the last page. That's the easiest way to explain this because it is the largest one in there. It shows the streambank restoration from Phillips, down around the corner to approximately Beiner Place which comes off of Hankins Road on the left of that picture there. The cost estimate is approximately \$353,000. The city has already dedicated \$300,000 for that and council has approved that. They are asking us if we could dedicate \$53,000 for this project. Now, there is a chance that it comes in lower and we don't spend \$53,000. We won't know until it goes out to bid. The cost estimate is \$353,000.

Mr. Hickey: Was there a grant for this for \$300,000?

Steve Pedro: \$300,000 is the grant, yes

Mr. Hickey: And, council is asking for, what \$53,000, is that what they are asking for?

Steve Pedro: Council approved this project to go out bid and then the city, the Administration was in the meeting we were in about everything and asked if we could chip in the \$53,000.

Mr. Hickey: Okay

Steve Pedro: This will include the streambank from all the way, like I said, from Phillips down to the corner there and then over there by Beiner Place. You can see that it has failed and it is falling.

Mr. Rivera: It's in bad shape

Steve Pedro: Yes

Mr. Colly: Assuming that this is on budget, do we plan on paying for it this year, the \$53,000 because the previously grant fell out, is this going to have any consequences on our budget?

Steve Pedro: No because we have a couple projects that I'm going to speak about in my report that we aren't able to get done right now anyway so that will cover that

Mr. Hickey: Are you talking about...

Steve Pedro: For this year's budget

Mr. Hickey: Are you talking about Plan 2 or Plan 1?

Steve Pedro: Just Plan 1

Mr. Colly: My question is, if we have to front \$53,000 outside of the budget, I'm asking if there are any consequences for any other project

Steve Pedro: We have it in the budget. It will come out of the Services and Contracts line

BOARD REPORTS:

Board Reports were submitted by:

1. **Parks - Joe Pape**
2. **The Legends – Carrie Lowry**
3. **Senior Center – Caroline Ferrell**
4. **Recreation – Tiana Spencer**
5. **Director's Report - Steve Pedro**

Adjournment

25-080 *Mr. Hickey moved, seconded by Mr. Colly to adjourn the June 18, 2025 Massillon Recreation Board meeting.*

There being no further business, the meeting adjourned at 5:38 pm. The next scheduled regular meeting will be on Wednesday, September 17, 2025 at 5:00 pm at the Massillon Recreation Center.

Transcribed By: *Carol Leonard, Office Manager*