



## MASSILLON RECREATION BOARD MEETING MINUTES January 17, 2024

The Massillon Recreation Board met in regular session on January 17, 2024 at 5:02 p.m.

### **Board Members:**

*Present:* Mark Hickey, Moe Rickett, Ted Schartiger, Alex Wood

*Others Present:* Julie Harwig-Smith, Ron Pribich

### **Staff Members:**

*Present:* Steve Pedro, Carol Leonard, Joe Pape, Steve Yacono, Caroline Ferrel, Tiana Spencer

### **Acceptance of December 20, 2023 Meeting Agenda:**

*24-06 Mr. Hickey moved; seconded by Mr. Schartiger to approve the January 17, 2024 meeting agenda. Motion carried 4-0 by roll call vote.*

### **December 20, 2023 Regular Meeting Minutes:**

*24-07 Mr. Hickey moved; seconded by Mr. Schartiger to approve the December 20, 2023 Regular meeting minutes. Motion carried 4-0 by roll call vote.*

### **Public Comments:**

### **Expense Reports:**

*24-08 Mr. Wood moved; seconded by Mr. Schartiger to approve the December 2023 Parks and Recreation Expense report totaling \$217,775.40. Motion carried 4-0 by roll call vote.*

*24-09 Mr. Schartiger moved; seconded by Mr. Wood to approve the December 2023 Legends Golf Course Expense report totaling \$104,994.86. Motion carried 4-0 by roll call vote.*

### **OLD BUSINESS:**

### **NEW BUSINESS:**

#### **1. A Resolution commending Dave Harding for serving on the Massillon Rec Board**

*24-010 Mr. Hickey moved; seconded by Mr. Schartiger to the resolution commending Dave Harding for serving on the Massillon Rec Board. Motion carried 4-0 by roll call vote.*

**Steve Pedro:** I want to thank Dave, I talked to him last week, for serving on our board.

#### **2. A Resolution commending Nasheka Lemon for serving on the Massillon Rec Board**

*24-011 Mr. Hickey moved; seconded by Mr. Schartiger to the resolution commending Nasheka Lemon for serving on the Massillon Rec Board. Motion carried 4-0 by roll call vote.*

3. **New Hires (Attachment)**

**24-012** *Mr. Schartiger moved; seconded by Mr. Hickey to approve the new hires. Motion carried 4-0 by roll call vote.*

4. **Advertise for bid of Pickleball courts at Wampler Park, not to exceed \$200,000.00**

**24-013** *Mr. Hickey moved; seconded by Mr. Schartiger to advertise for bid of Pickleball courts at Wampler Park, not to exceed \$200,000.00. Motion carried 4-0 by roll call vote.*

**Steve Pedro:** I want to inform you. We've been talking about this. I'm actually glad we didn't resurface that up there because there are some bubbles that have come up in the asphalt. I talked to Jackson Township and Barberton who just did new pickleball courts. We are going to get their specs. Four pickleball courts going north to south in that area. We are going to tear it all up and redo the whole thing. We put it out to bid. It will go to council on the 25<sup>th</sup>, is that right?

**Julie Harwig-Smith:** Yes

**Steve Pedro:** I think the next work session and then the following week they will approve it. The first week of February it will go out to bid. We'll get the bids in and when we get the bids in, anyone who wants to come to that bid opening, please let me know. It's usually 1:30 on whatever day they do it in the engineering office. We will open those bids and go from there. I talked to a local contractor, he gave me this idea. He said it's going to cost \$40,000-\$50,000 approximately for each court itself.

**Mr. Hickey:** And we have, what, four?

**Steve Pedro:** Yes, there is room for four. It doesn't mean they are going to get it. They gave us a ballpark to tear it all up where the hockey rink was and redo it. It actually, with that being done, might add a little bit of parking on the north end of that. There will be some space there.

**Mr. Wood:** We didn't do a year end on the budget, as I recall

**Steve Pedro:** No, not right now. We should be good. Once we get into the master plan, there are going to be some different things coming up as we speak.

**Mr. Wood:** Did you understand my question?

**Steve Pedro:** Yes, sir

**Mr. Rickett:** How much did we budget?

**Steve Pedro:** The budget before, just for the resurfacing, it was a lot less. It was like \$50,000. That's just to recoat and then new fencing, pickleball nets. It's specific for pickleball on that area. That's to tear the whole thing up and redo it. If you go by there, you can see there are two areas where it is swelled up. I'm glad we didn't do it to be honest with you because we'd have a problem right now. This includes fencing and everything.

**Mr. Rickett:** Did you say this is in our budget from last year or is this going to go on this year's budget?

**Steve Pedro:** This will go on this year's budget

- 5. Advertise for Parks Asst. Groundskeeper / Entry - Civil Service / AFSCME**  
**24-014** *Mr. Wood moved; seconded by Mr. Schartiger to advertise for Parks Asst. Groundskeeper / Entry – Civil Service / AFSCME. Motion carried 4-0 by roll call vote.*

**Mr. Rickett:** Do you have a salary range?

**Steve Pedro:** \$19.46 is the pay to start. It is entry level.

**Mr. Rickett:** Is that an hour?

**Steve Pedro:** Yes sir. They will be union. This will go through, I'm sorry, we need a motion before we speak

### **Motion**

**Steve Pedro:** This will add a full-time person to the parks department

**Mr. Hickey:** Is it a union employee?

**Steve Pedro:** Yes. Civil Service will approve the job description that we've had on February 12, I believe is their next meeting. I talked to the Civil Service person, Jim Thieret. They are going to approve that and then they will have a test. It will take a total of about 30-35 days or so, looking to hire around April 1 or May 1.

**Mr. Schartiger:** Who is doing it now?

**Steve Pedro:** We have two full time union park workers. The rest are all part-time. In the past, they were up to nine. I don't think we have to get to that point yet but that will give our parks another full-time position. We are having a hard time getting the part-timers so hopefully we can get this person and get a few more part-timers as we go.

**Mr. Hickey:** Can I make a suggestion?

**Steve Pedro:** Yes sir

**Mr. Hickey:** I'd like to sit down with the auditor because the other auditor I could never get a hold of or what's Lori's position?

**Steve Pedro:** Lori is the budget director

**Mr. Hickey:** I'd like to sit down with her and go over all our salaries and see where we are and to see if we can still afford this position. I mean, I have no idea since we never got a figure for taxes the last six years, how much revenue we are bringing in from the taxes. I would just like to sit down with her before we approve this. That's up to you guys but I'd like to table this for one month.

**Steve Pedro:** When we did the budget, we did put this in the budget for this year. We talked about this in November or, I'm sorry October about adding a person. You want to meet with the budget director or the auditor, or both?

**Mr. Rickett:** Both

**Mr. Hickey:** I don't think we need to meet with both

**Mr. Rickett:** I'd like to know how much total we brought in

**Mr. Hickey:** (inaudible) don't have those statements?

**Mr. Rickett:** We haven't kept them for many years

**Mr. Hickey:** That's true

**Mr. Rickett:** Should we do this in a work session for all of the board people?

**Steve Pedro:** If we are going to have more than two, we have to have a work session. I'm asking. I believe that is correct.

**Mr. Rickett:** Well, I'd like for the whole board to be there so they know what's going on

**Steve Pedro:** Sure. I'll get a hold of Lori tomorrow to see when she is available and I'll let you guys know

**Mr. Rickett:** Whatever time. Need to do it before everybody gets busy in the spring

**Steve Pedro:** We did talk about this last year for this year's budget to add a person in the parks department

**Mr. Rickett:** When we have that work session, may take action?

**Steve Pedro:** Yes

**Mr. Rickett:** When we have the work session, we can vote on this position at the work session

**Steve Pedro:** This is tabled now?

**Mr. Hickey:** I do have one other question. If you look at the chart from the old master plan, it's more of a park foreman job. Why is this different? Which one is correct?

**Steve Pedro:** There are about six different jobs listed there. There is a tree trimmer, an assistant grounds keeper, there is a maintenance mechanic which is what we have two guys now, that's their title. This was the entry level position so we decided to go with that or we'd like to decide to go with that. If you'd like to change that

**Mr. Hickey:** No, no

**Steve Pedro:** The difference is pay

**Mr. Hickey:** Between a park foreman and this one?

**Steve Pedro:** Yes

**Mr. Hickey:** Okay, thank you. I never knew that

**Steve Pedro:** Yes. There are different levels and I'm sorry I don't have that in front of me. I have the description of this position, but there are about five or six different positions that were approved years ago. This one is the entry level position.

**Mr. Hickey:** Okay, alright. Now, what are this person's responsibilities going to be?

**Steve Pedro:** All duties necessary for the daily maintenance of park properties, areas, buildings, and facilities. Everything. Mowing, trimming, weed eating, flowers, everything we do.

**Mr. Wood:** This position could be Joe's assistant?

**Steve Pedro:** No, no. Not really, that's the title. It's not necessarily Joe's assistant. The three AFSCME workers and anybody else that works in the park, works under our parks superintendent. The job duties are very similar, they are almost the same. This is more of an entry level.

**Mr. Rickett:** You could give him more money?

**Steve Pedro:** At some point. It could move up to maintenance mechanic. There is always room for that.

**Mr. Hickey:** Are you saying that is the next level? Maintenance mechanic?

**Steve Pedro:** I think there is one in between and I will send you that first thing in the morning. I brought this one, I didn't bring those with me.

**Joe Pape:** I think the assistant is in between, isn't it? I think it is entry, assistant, then maintenance mechanic, I think

**Steve Pedro:** There are two. Tree trimmer, grounds foreman

**Mr. Hickey:** Do you feel this position is needed more or do you feel we need more workers?

**Steve Pedro:** Yes, and yes

**Mr. Hickey:** Yes, and yes?

**Steve Pedro:** Yes, I think we need more. I really would like to see maybe another full-time next year if things work out. If we have to change the way we do some things in other areas. We have 30 parks and these guys work their butts off and I know they do. Sometimes things can't get done every week and that is because we don't have enough people. Recruiting the colleges, we are trying that again to get college students. We've increased the pay. We are trying to get more people. Parks used to be the fun place to work and when you are competing with \$18 an hour Target, that's where our downfall is, I think. I know we have an employee that went to Target and they are coming back here for other things.

**Mr. Hickey:** They were there over Christmas?

**Steve Pedro:** Well, to make more money and they might work both, but they would like to come back. To answer your question, we need another full-time but we also need more part-time people. The first year I came in, I think we had 11 part-time people. Things went pretty, I don't want to say smoothly, and now we are down to 4-5. The ones we are getting are retired already, which isn't always a bad thing, that's a good thing. The guys we have are doing a great job, but we need more people. We did budget for this.

**Mr. Hickey:** I'll vote on it. We don't have to table it.

### **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**

**24-015** *Mr. Hickey moved; seconded by Mr. Wood to adjourn the Recreation Board Meeting. Motion carried 4-0 by roll call vote.*

There being no further business, the meeting adjourned at 5:27 pm. The next scheduled regular meeting will be on Wednesday, February 21, 2024 at 5:00 pm at the Massillon Recreation Center.

**Transcribed By:** *Carol Leonard, Office Manager*