



MASSILLON RECREATION BOARD MEETING MINUTES October 15, 2025

The Massillon Recreation Board met in regular session on October 15, 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, Caroline Ferrell

Acceptance of October 15, 2025 Meeting Agenda:

25-115 Mr. Hickey moved; seconded by Mr. Colly to approve the October 15, 2025 meeting agenda. Motion carried 5-0 by roll call vote.

Regular Meeting Minutes – September 17, 2025:

25-116 Mr. Hickey moved; seconded by Mr. Colly to approve the September 17, 2025 Regular meeting minutes. Motion carried 5-0 by roll call vote. There were to abstained votes. One from Ms. Spencer and one from Mr. Schartiger.

Special Meeting Minutes – October 8, 2025:

25-117 Mr. Hickey moved; seconded by Mr. Colly to approve the September 17, 2025 Regular meeting minutes. Motion carried 3-0 by roll call vote. There were to abstained votes. One from Ms. Spencer and one from Mr. Schartiger.

Public Comments:

Expense Reports:

25-118 Mr. Hickey moved; seconded by Mr. Schartiger to approve the September 2025 Parks and Recreation Expense report totaling \$235,845.85. Motion carried 5-0 by roll call vote.

25-119 Mr. Hickey moved; seconded by Mr. Colly to approve the September 2025 Legends Golf Course Expense report totaling \$195,093.35. Motion carried 5-0 by roll call vote.

OLD BUSINESS:

25-120

Mr. Hickey: I do have a question. It's been a year. Nobody's brought it up in the last year so I'll bring it up. Caylor wasn't here. Last November there was an approval for a pavilion at Lawndale Park. Do you know what the status of that is?

Steve Pedro: We put that on hold because we couldn't get drawings for it and I'd like to do it in the spring with a gazebo.

Mr. Hickey: Was it approved for a gazebo?

Steve Pedro: It was approved for a \$50,000 pavilion. If we need to change that, I mean, a pavilion/gazebo...if we need to change that, we can do that. There is nothing moving forward as of right now. We could not get a drawing for it.

Mr. Hickey: So, for a lame guy like me, what is the difference between a pavilion and a gazebo?

Steve Pedro: A gazebo...I think it was June. We talked a little bit about this. A pavilion is...the one at Lincoln Park is 30 x 40. I think that is too big for what we want at Lawndale. With that being said, I asked a couple of guys to give me a 20 x 30 drawing. I can't do anything without a drawing. I didn't get that. I think two months ago we put it on hold in a meeting and at that point, I think a better thing for that small park would be a gazebo.

Mr. Hickey: I think you are going to have to change that

Steve Pedro: And we can do that once we get to that point. I think we can find a gazebo now and go pick it up and place it. It will be a lot less expensive as well. It will serve the same purpose.

NEW BUSINESS:

1. New Hires (Attachment)

25-121 *Mr. Schartiger moved; seconded by Ms. Spencer to approve the new hires. Motion carried 5-0 by roll call vote.*

2. 2026 Parks & Recreation Budget (Attachment)

25-122 *Mr. Schartiger moved; seconded by Mr. Colly to approve the 2026 Parks & Recreation Budget. Motion carried 4-1 by roll call vote. One no vote from Mr. Hickey.*

Mr. Hickey: Why is the budgets and the raises in the same together. One does not pertain to the other. You can vote on the raises and you can also vote on the budgets separate. Why is that?

Mr. Rivera: I'm not sure about that, Mark. Steve, can you help me?

Steve Pedro: I believe a couple of years ago when we did this. Everybody in the city is getting a 3% increase so last year, I believe we did the same thing and put it in the budget and it is up to the board to approve that. You will see the inflated numbers as I talked to you the other day, was the 3% increase plus an extra pay for 2026. There's 27 pays instead of 26 pays. But to answer your question, Mr. Hickey we put it in the budget.

Mr. Hickey: Okay. Now, my next question is, why do we give a 3% raise every year, just out of curiosity? I mean, like, what have we accomplished? Just give me an idea, you know.

Steve Pedro: What have we accomplished in Parks and Rec?

Mr. Hickey: Anywhere

Steve Pedro: This year what we've done in our Parks and Rec. The splash pad completed and opened.

Mr. Hickey: I don't want to steal your thunder but I think that was the prior mayor

Steve Pedro: I understand what you are saying but that is one of the things that happened this year. I think the splash pad...I can tell you, it was wonderful

Mr. Hickey: But that had nothing to do with us. Well we passed it as a board. Ted and I at that time. So, go ahead.

Steve Pedro: The roof repair at the maintenance building, new turf foul lines at Genshaft, we put the restroom in at Reservoir, we added new playground mulch, the pump replacement at the Legends, replaced AED's, new fence at Shriver Park, replaced netting at Community Park on the fence line, new tractor for the Parks maintenance, the gym floor inspection and replacement of parts of the baskets and all the doings in the gym, the Rec Center gym floor was resurfaced, the Rec Center received new carpet, and camera additions here at the Rec Center. Senior Center, we did the roof inspection and repairs over there. It was long overdue. Replaced the irrigation controllers at the Legends. Cart paths and parking lot repaving and irrigation pump replacement at the Legends.

Mr. Hickey: Okay. My next question is, we are going to do, possibly, if it passes as a board, a \$1.8 million project for the Rezzy. Can we afford...where are we going to cut and where are we going to get this money?

Steve Pedro: If we are going to pay for that, it is going to come directly from our carryover. Whatever decision we make...I think some of it would come out of the carryover and I think some out of a loan, if that's the way we go. We haven't decided that yet. That has nothing to do, and I understand your question, but this budget...this money has already been certified by the county auditor for next year.

Mr. Hickey: Then why do we vote on it?

Steve Pedro: I'm sorry?

Mr. Hickey: Why do we vote on it?

Steve Pedro: I don't know the answer to that. They give us a number and say you can go with this. This is for next year. Because of our revenue right now, at the golf course and at the rec center. It actually increased. If you look...the first one I gave you

Mr. Hickey: No, no, that's good

Steve Pedro: Okay

Mr. Hickey: I'm with you on that. Now my next question is, we have not resolved any of the same problems we had last year when I brought this up regarding the low pay. So, somebody making \$11 an hour is going to get a 33% increase? I don't know how you are going to attract anybody getting a 33% increase.

Ms. Spencer: 33 cents

Mr. Hickey: getting 33 cents. If you are getting 3% on \$1, it's 33 cents

Steve Pedro: The increase is only for the full-time people for the 3%. Our part time people have a pay scale that goes from \$11 up to \$17 for some of them. All park personnel now start

at \$12 an hour, no less. They have potential to make up to \$15, \$16, \$17 an hour over time. These people that you see on this one, these are brand new people and as you look at the...

Mr. Hickey: First of all, what are the requirements to get to \$17 an hour?

Steve Pedro: They need to be here 4, 5, 6 years

Mr. Hickey: Okay

Steve Pedro: We haven't had that many stay that long, we usually have young employees. Now we do have some people that have been here a couple years and we hope to keep them. These positions you see here today are all new hires here at the Rec Center. The gym attendants, front desk attendants, that what we start them at. They could make another 25 cents to 50 cents an hour over the next three or four months.

Mr. Hickey: I guess I should be a little more specific. I'm more worried about getting more people in the parks and I don't see us accomplishing that and I had this argument last time. We are paying them too low and I just don't see it changing. We've had a whole year and nothing has changed. How many people did you get in the parks this year?

Steve Pedro: Joe, how many do you have?

Joe Pape: Seven seasonal and three full time

Mr. Hickey: How many would you like to have?

Joe Pape: We could use a few more seasonal, but the guys I have are retired, really good, they show up every day. That's half the battle right there. A college kid I had is really good. All the seasonal employees are retired.

Mr. Colly: Are there open positions or are you talking about UFT's?

Steve Pedro: We are always looking for people. Every spring we are looking for new seasonal people to add.

Mr. Colly: Are we struggling to get people?

Steve Pedro: Last year we didn't. We could always use a couple more like he said. Some of the people...the dollar amount that they make...some of them can't make any more than that because of their retirement or their...we have a gentleman here that get's social security. He can only work "X" amount of hours. We wanted to give him a raise and he said we can't do it because he can only make so much money so he gets his

Ms. Spencer: Can make \$21,000

Steve Pedro: Whatever the number is. He couldn't take any more money. Every parks person will start no less than

Mr. Hickey: He can take it, he's just going to be taxed at a higher

Steve Pedro: Well, he told me he didn't want the raise

Mr. Hickey: Yeah

Steve Pedro: Every parks person, every seasonal parks person will start no less than \$12. If somebody comes here from another park district, we have the flexibility in the pay skill to give them more money and we would be more than happy to do that to get good people.

Mr. Rivera: If they are experienced

Steve Pedro: Yes, and I can tell you, the people that are here, next year they are going to get a raise. They are going to get an 8, 10, 12% raise.

Mr. Hickey: The reason I'm bringing this up is how are we going to afford this \$1.8 million project then?

Steve Pedro: That's coming out of the carryover. We have, right now, \$2.8 million total in the carryover. Altogether, Parks & Rec and Legends.

Mr. Colly: So, 3%

Mr. Hickey: But we're not going to be using any of the Legends money

Steve Pedro: I was already asked about that. I was told that we probably should. That's something to discuss.

Mr. Hickey: In what respect?

Steve Pedro: I was just told that we should use some of their carryover as well

Mr. Colly: Back to the 3%. 3% is pretty standard for all industries because you have the high rate of inflation right now. None of these employees are making and absorbent amount of money.

Mr. Rivera: Does anybody know what inflation is right now?

Mr. Colly: What, it's 7%?

Ms. Spencer: 7.2% I think it was

Mr. Hickey: 2.7%. That's what it is, that's what the government says it is. If you can believe that, I don't really believe that

Mr. Rivera: I don't know if I believe that

Ms. Spencer: That's why I said 7.2%

Mr. Hickey: Now, these other, when you say insurance costs here, \$60,000-\$65,000. Is that accurate? Just out of curiosity.

Steve Pedro: What line item Mr. Hickey?

Mr. Hickey: Oh, that would be about half way down the page. Insurance

Steve Pedro: That's vehicle and equipment insurance

Mr. Hickey: Okay, and you say that's all it's going to go up is \$5,000

Steve Pedro: That's the estimate we were given

Mr. Hickey: Okay. Utilities is only going to go up \$5,000?

Steve Pedro: Again, that's the estimate that I was given

Mr. Hickey: Who gives you these estimates?

Steve Pedro: We get everything from the auditor's office from, I believe, the county

Mr. Hickey: And what do they base that off of?

Steve Pedro: I believe they get numbers from the county

Mr. Hickey: What does the county base that off of?

Steve Pedro: I don't know the answer to that

Mr. Hickey: Okay

Steve Pedro: I just know what they give me

Mr. Hickey: What's refunds?

Steve Pedro: We get refunds

Mr. Hickey: For?

Tiana Spencer: If someone cancels a rental, they get a percentage back

Mr. Hickey: Oh, okay.

Steve Pedro: We are budgeting for those refunds, yes

Mr. Hickey: I see. It's usually about the same every year?

Steve Pedro: Yes, we have it approximate

3. **2026 Legends Budget (Attachment)**

25-123 *Mr. Schartiger moved; seconded by Mr. Colly to approve the 2026 Legends Budget. Motion carried 5-0 by roll call vote.*

Mr. Hickey: Carrie, tell me what we've accomplished this year. You know, you don't have to...just kind of what we've done

Carrie Lowry: Well, right now our operating profit is \$333,000

Mr. Hickey: And that is compared to last year? Better?

Carrie Lowry: We are \$34,000 ahead of last year

Mr. Hickey: That's wonderful

Carrie Lowry: Our 3%, there are only four of us that are full time at the Legends so the 3% cost of living raise came to \$7,400

Mr. Hickey: That's impressive. I like that. Okay. Let me ask you the same questions. The Pro Shop supplies. You are going from \$95,000 down to \$90,000. Why is that? Just out of curiosity.

Carrie Lowry: We needed it in other lines. Do you guys have our capital improvements to be made for next year?

Mr. Hickey: I see that. Capital Improvements, \$161,000.

Carrie Lowry: We added that \$5,000 into there because we actually need about three or four different pieces of equipment that we weren't accounting for

Mr. Hickey: You're tell me you're just shuffling the numbers. It's all going to even out.

Carrie Lowry: Yes

Mr. Hickey: Okay. Did you do about the same in capital equipment last year as this year?

Carrie Lowry: We have that new mower lease coming up so we won't know what that lease is going to be

Mr. Hickey: Is that \$240,000 for that?

Carrie Lowry: No. It's combined with the carts, the lease on the carts

Mr. Hickey: No, no. I mean is that where it says capital equipment. Is the mower lease going to be coming out of that?

Carrie Lowry: Yes

Mr. Hickey: Okay. Thank you. Well, I have no more questions.

Mr. Rivera: Okay

4. **Replace backflow at the maintenance building, not to exceed \$13,000**

25-124 Mr. Hickey moved; seconded by Mr. Schartiger to approve the replacement of the backflow at the maintenance building, not to exceed \$13,000. Motion carried 5-0 by roll call vote.

Mr. Hickey: Can I ask one question? Why do we need this backflow?

Steve Pedro: The one we have is outdated and failing. It is still working but they told us they cannot replace anymore parts and it needs replaced.

Mr. Rivera: Can I say something?

Steve Pedro: Sure

Mr. Rivera: Just because I'm in this business. Backflow preventers in every building have to be inspected yearly by the state. You'll get a certified plumbing or fire prevention contract that will do the inspection but all that paperwork goes back to the state on a yearly basis. What it sounds like just from talking to Steve is that's probably the original backflow to the building. They are starting to go with a new style of backflow because they are trying to start to phase out the old.

Mr. Hickey: When was the last time this was replaced? Do you have any idea?

Steve Pedro: I don't think this one has ever been. I think this is the original one. They inspect it every year but this year's inspection, they told us last month that it needs replaced. First, he said he would find parts, then he called me and said they couldn't find parts, this thing is too old. I have one estimate from one company right now. It's \$12,000 to replace the entire thing. The other estimate is \$9,400 for the same company to piece it out. They recommend replacing the entire thing. I have another company coming Friday to give us another estimate. It will be no more than the \$12,000. If the other one comes in higher, we will go with the \$12,000.

Mr. Rivera: Okay. I will add this...if we don't replace it now, in the next three, four, or five years the state is probably going to make us replace it to a new style.

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

25-109 *Mr. Rivera moved, seconded by Mr. Colly to adjourn the September 17, 2025 Massillon Recreation Board meeting.*

There being no further business, the meeting adjourned at 5:34 pm. The next scheduled regular meeting will be on Wednesday, November 19, 2025 at 5:00 pm at the Massillon Recreation Center.

Transcribed By: *Carol Leonard, Office Manager*