

MINUTES
Chehalem Park & Recreation District Budget Committee
Annual Budget Committee Meeting, Day 2
125 S. Elliott Road
Newberg, OR 97132
6:00 p.m. April 7, 2022

Meeting called to order by Vice President Andrew Yinger at 6:07 p.m., standing in for President Elijah Dickson.

Budget Committee Officers

President: Elijah Dickson - excused

Vice President: Andrew Yinger

Secretary: Bart Rierson

A. Budget Committee Members

Elizabeth Comfort

Elijah Dickson, president - excused

Mike McBride

Jim Talt

Andrew Yinger, vice president

B. Board of Directors

Gayle Bizeau

Don Loving

Jim McMaster

Bart Rierson, secretary

Lisa Rogers

C. CPRD Staff

Casey Creighton

Julie Petersen

Kat Ricker

Heidi Smith

Richard Cornwell

D. Public

None

I. Discussion on budget

The discussion continued from the previous meeting, considering potential staff compensation increase scenarios.

Don Clements gave some background information; he explained that the existing Step system includes merit-based potential increases of five percent. This has been in place since the 1980s and has never gone outside the budget.

There are now three versions of the proposed budget:

1. The original prepared proposed budget
2. Amended proposed Budget I with a wage increase of \$3.00/hour, starting positions beginning at Step 5, \$16.41/hour for all employees, and benefits increasing by no more than \$1,300,000 overall, while maintaining a balanced budget.
3. Amended proposed Budget II with a wage increase of \$6.00/hour, starting positions beginning at \$18.75/hour for all employees, and benefits increasing by no more than \$1,300,000 overall.

Highlights:

- Lisa Rogers reiterated her proposal to increase all positions by \$6.00/hour, not only lowest paid employees, in order to attract and retain employees.
- Mike McBride urged the committee not to micromanage, and instead to allow the Superintendent and staff heads to continue to do their jobs and make budget recommendations, with a slight increase which is budgeted, and not \$6.00 to all positions.
- Don Clements recommended Amended proposed Budget II.
- Don Loving did not support increase across all positions, but rather approve a lump sum of money and allow supervisors to divide it up.
- Jim Talt said that some part-time jobs were not designed to be living wage adult jobs, but rather are for youth who are supplementing their income with temporary jobs; also, people who choose to work for CPRD in an entry-level positions have reasons beyond wage to work there, such as wanting to be in an aquatic center and not working in food service industry. Talt supported Budget I, and that there appear to be errors in Budget II.
- Elizabeth Comfort said she agreed with McBride that we should not be micromanaging, and agreed with Loving to approve an amount of money and empower management to decide how to disperse it. She wants to see revenues-to-date and projected balance for next year.
- Lisa Rogers amended her proposal for full-time employees to earn at least \$20.00/hour, which she considered a liveable wage.
- Jim McMaster said part-time employees must work 450 hours in order to progress (CPRD policy), and so it takes a long time for advancement, sometimes years.
- Jim Talt read from the proposed budget, Oregon State Law states that the Budget Committee does not approve salary schedules.

Don Clements again recommended the middle version.

Lisa Rogers advocated for living wages and said CPRD is short-staffed and can't attract new employees because of low wages.

Elizabeth urged the Budget Committee to elevate its role, and said this discussion should have happened six months ago.

Jim Talt warned that the economy may trigger a decline in discretionary spending (i.e. swim lessons, golf).

Don Clements explained the design for sustainability that he has built into the budget.

II. Elizabeth Comfort made a motion to approve Budget I as presented.

Motion: Elizabeth Comfort

Second: Mike McBride

Amendment:

Lisa Rogers requested to amend the motion by increasing the beginning balance of \$1.716 million by \$300,000 and increasing the personnel appropriation by \$300,000.

Elizabeth agreed to allow the motion to be amended. Mike agreed to allow the motion to be amended.

Elizabeth Comfort made a motion to approve Budget I as amended.

Motion: Elizabeth Comfort
Second: Mike McBride
Passed Passed unanimously

III. Public input on budget - None

IV. Approval of proposed Budget and tax rate

A. Motion for approval of Resolution Approving Levying Taxes at the rate of \$.9076 per \$1,000 of assessed value for operations for tax year 2022–23, with debt service in the amount of \$1,335,225.00 to be excluded from limitation.

Motion: Comfort
Second: Yinger
Approved unanimously

B. Motion for approval of 2022–23 Budget of \$13,886,528.00 as corrected.

Motion: Rierson
Second: Rogers
Approved unanimously

C. Motion for approval of Resolution Making Appropriations for 2022–23 grand total of funds of \$13,886,528.00 including Budget I Personnel Appropriations increase of \$300,000.

Motion: Rogers
Second: Comfort
Approved unanimously

Meeting adjourned at 7:16 p.m.

Submitted by Kat Ricker, Public Information Director