

**RECREATION AND PARK COMMISSION
FOR THE PARISH OF EAST BATON ROUGE
Regular Meeting - 5:00 PM
January 22, 2026
BREC Administration Building
6201 Florida Boulevard
Baton Rouge, Louisiana**

AGENDA

I. CALL TO ORDER

II. OPENING CEREMONIES

Invocation

Pledge

Roll Call

III. PUBLIC COMMENT ON AGENDA ACTION ITEMS

IV. APPROVAL OF MINUTES

Resolved, That the reading of the minutes of the Recreation and Park Commission Meeting of December 17, 2025, be dispensed with, and that they be approved as written.

V. CONSENT CALENDAR

The following items are considered to be routine and will be enacted with one motion. There will be no separate discussion of items unless a Commission Member so requests, in which event the item will be removed from the consent calendar and considered in the regular order of business.

HUMAN RESOURCES ADVISORY COMMITTEE

Resolved, That the Commission approve the Routine Personnel Transactions from December 04, 2025, through January 05, 2026.

VI. PRESENTATIONS

A. BREC Video

VII. REPORTS OF OFFICERS AND STANDING ADVISORY COMMITTEES

A. Superintendent's Report

1. Communications
2. Administrative Matters - None
3. Information Items
 - a. IYP3 Strategic Plan — January 22, 2026
 - b. 2026-2028 IYP3 Project Portfolio

B. Standing Committee Reports

1. Human Resources
 - a. New Business
 - i. Resolved, that the Commission approve the revisions to the Attendance and Attendance Point System Policy for Non-Exempt Employees.
 - ii. Resolved, that the Commission approve a revision to Chapter 5, Section 12 - Pay Plan Merit Increase to read as follows: An employee who has a current service rating of 'Needs Improvement' shall not be eligible for any increase under the provisions of the rule.
 - iii. Resolved, that the Commission approve revisions to Chapter 6—Service Ratings to provide the following: 1) four ratings: Excellent, Good, Needs Improvement, and Unsatisfactory; 2) Section 9, "Effect of Satisfactory Rating" shall be deleted; 3) Supervisors who fail to complete timely performance reviews will be subject to disciplinary action.
 - iv. Resolved, that the Commission approve the proposed Progressive Discipline Policy.
 - v. Resolved, that the Commission approve the position of Barn Manager at pay grade 0007 with a Minimum Pay of \$40,801.07, Midpoint of \$53,041.25, and Maximum Pay of \$65,281.63.

- vi. Resolved, that the Commission approve the position of Assistant Barn Manager at pay grade 0005 with a Minimum Pay of \$34,980.19, Midpoint of \$45,474.42, and Maximum Pay of \$55,968.43.
- 2. Planning and Park Resources - None
- 3. Finance - None
- 4. Communications and Information Systems - None
- 5. Golf - None
- 6. Recreation - None
- 7. Zoo - None
- 8. Selection of Professionals
 - a. Resolved, that the Commission approves the award of RFP 240 for Security Guard Services at BREC's Baton Rouge Zoo to Lofton Security Service, Inc. for nightly unarmed security services for an annual amount not to exceed \$126,437 for an initial period of 24 months with the option to renew for three additional 12-month periods at the same, terms and conditions upon mutual agreement by all parties.

VIII. REPORTS OF SPECIAL COMMITTEES - NONE

IX. SPECIAL ORDERS

A. Election of Officers or vote to postpone election

- 1. Chair
- 2. Vice Chair
- 3. Treasurer

X. UNFINISHED BUSINESS AND GENERAL ORDERS

- A. Resolved, that the Commission approve the amended bylaws, as presented.

XI. NEW BUSINESS - NONE

XII. ADJOURNMENT