Call to Order
A special meeting of the Recreation and Park Commission for the Parish of East Baton Rouge (BREC) was held at BREC’s Administrative Offices on May 18, 2022. The meeting was called to order at 5:08 p.m. by Chairman Kenneth Pointer. Commissioner Sandra Davis offered the invocation. Commissioner Rossie Washington Jr. led the pledge of allegiance. Roll was taken and a quorum of Commissioners was present including Kenneth Pointer, Chair; Sandra Davis, Vice Chair; Donna Collins Lewis, Treasurer; Connie Bernard; Trina Hall; Jason Hughes; William Scheffy; Collis Temple, Jr. and Rossie Washington, Jr. Staff members present were Corey K. Wilson, Superintendent; Reed Richard, Assistant Superintendent of System Planning; Aneatra Boykin, Chief Administrative Officer; Tracy Fountain, Chief Financial Officer; Andrea Roberts, Chief Operating Officer; Chad Brewer; Katrina Coots-Ward; Jim Fleshman; Steven Knight; RaHarold Lawson; Darlene Winfield; and Chris Marchiafava. Kelsey Clark, legal counsel, and Carl Stages, Executive Director of BREC Foundation were also in attendance. The rest of the audience consisted of other BREC staff and the public.

Public Comment
Chairman Pointer opened the floor for public comment on the agenda action item. He asked if there was anyone who would like to speak on the item. Hearing none, he closed the floor.

Unfinished Business
Chairman Pointer noted that the Commission would take up the item under Unfinished Business deferred from the last regular meeting. The Chairman recognized Superintendent Wilson who gave a presentation providing information in support of raising the BREC minimum wage from $10 to $12 and providing a one-time compensation payment to employees. Superintendent Wilson provided financial information to support the request. He stated that any additional changes to compensation will be addressed after the upcoming compensation and benefit study is completed. Superintendent Wilson answered a question from Commissioner Hughes about the proposed compensation amounts.

The Chairman recognized Ms. Bernard and a discussion followed clarifying how to properly address the deferred item and the changes proposed by the Superintendent.

Superintendent Wilson then read the following resolution:
Resolved, That the Commission, in response to current market conditions and to attract and retain talented employees, approve a cost-of-living adjustment (COLA) increasing the hourly rate for full-time, part-time, and seasonal employees to a minimum of $12 per hour; approve increasing the salaries for full-time, part-time, and seasonal employees with an hourly rate greater than $12 per hour by 3%. The increases will be effective immediately beginning on April 30, 2022 and will cost approximately $1,088,776.38 for salaries and benefits for the remaining eight months of the year to December 31, 2022. The increases will be funded through savings from unfilled positions, the operating reserve and fund balance, if necessary. Any further adjustments to
salaries will be made following a comprehensive agency-wide compensation and benefit study to be performed later this year.

Ms. Bernard made a motion to bring the matter to the floor.
Mr. Temple seconded.

Commissioner Lewis stated that she would like to make a substitute motion to approve the following:

Resolved, That the Commission, in response to current market conditions and to attract and retain employees essential to providing park and recreational services to the public, approve increasing the $10 hourly minimum wage to a minimum wage of $12 per hour effective June 11, 2022. It is further resolved that on July 1, 2022, BREC will make a compensation payment of $1,200 to all employees earning $12 or more per hour but less than $20 per hour and will make a compensation payment of $600 to all employees earning more than $20 per hour based on the hourly rate as of June 1, 2022. All part-time employees earning less than $12 as of June 1, 2022 will receive a compensation payment of $600. The total impact to this year's budget is an estimated $1,059,768.92. Any additional compensation will be made at the conclusion of an agency wide compensation and benefit study scheduled to be completed by the end of the year or first quarter of 2023.
Ms. Davis seconded.

Chairman Pointer recognized Commissioner Bernard who commented about the need to be sure BREC employees are fully educated about their benefit package. Commissioner Scheffy expressed his appreciation to the Commission members who deferred the item from the last meeting to allow for more Commissioners to weigh in on the decision. Commissioner Scheffy provided some historical information to draw a comparison to the current national economic climate.

The Superintendent noted that the Human Resources Department reviews compensation on a regular basis and the upcoming compensation study doesn’t mean that everyone will get a salary increase. He stated that large salary adjustments are not expected. Commissioner Hall thanked the staff for pulling the information together that provided the clarity necessary to be able provide some additional compensation to the staff prior to the completion of the compensation study.

Superintendent Wilson noted that Tracy Fountain, the recently hired Chief Financial Officer (CFO), who started on Monday and was currently working on the audit.

Commissioner Temple commended the Superintendent, the staff, and Assistant Finance Director Lester Rainey, in particular, for keeping the Finance Department moving forward. Commissioner Temple then recommended putting together a blue-ribbon oversight committee to help onboard the new CFO. He asked that Commissioners Hall and Scheffy help put together and serve on the committee. The Chairman stated that he would take care of getting the committee set up.

The Chairman stated that there was a motion on the floor for the substitute motion. He restated that Ms. Lewis moved and Ms. Davis seconded. The motion was approved without objection.
Adjournment

Mr. Washington made a motion to adjourn and the meeting was adjourned at 5:50 p.m. without objection.

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Corey K. Wilson, Superintendent                              Kenneth Pointer, Chairman
 and Ex-Officio Secretary