

OQUIRRH RECREATION AND PARKS DISTRICT
MEETING OF THE BOARD OF TRUSTEES
The Element Event Center – 2nd floor Ballroom
5658 S Cougar Ln (4800 W), Kearns, Utah
(Immediately East of the Oval)
OCTOBER 18, 2023

WORKING MEETING AGENDA

6:00 PM

1. General discussion.
2. Discussion and direction on Pay Grade Ranges and Benefits.
3. Discussion of any items listed on the Regular Meeting Agenda – No action will be taken during the Working Meeting.
4. Committee Reports
5. Future agenda items.

REGULAR MEETING AGENDA

7:00 PM

1. Call to Order
2. Pledge of Allegiance
3. Public Comments
4. Presentation on ChlorKing
5. Manager Reports
 - Operations – Membership Report, Accident/Incident Report Summary/Closure Report
 - Aquatics Report
 - Marketing
 - HR
 - Facilities
 - Recreation
6. Executive Director Report
7. Discussion and Possible Amendment of Policy 2.7
8. Consideration and Recommendation to Approve Expenditures over \$60,000
 - Possible Approvals:
 - Discussion and Possible approval of ChlorKing
 - Discussion and Possible approval of Arizon
9. Approval of Minutes
 - September 20, 2023 - Working Meeting
 - September 20, 2023 - Regular Board Meeting
10. Payables and Financials
 - Ratify October 4, 2023, Payables
 - Ratify October 18, 2023, Payables
 - Approval of September Financials
11. Adjourn

POSSIBLE CLOSED MEETING

Closed meeting to discuss litigation, property acquisition or the character and professional competence or physical or mental health of an individual.

Kearns Oquirrh Park Fitness Center**Vision**

Building healthy individuals, families, and community.

Mission

Our mission is to enhance healthy lifestyles for the community through quality programs, activities, facilities, and education in a safe, fun and friendly environment.

Values

- K** Keeping in touch with our community
- O** Outstanding programs and staff
- P** Pride in what we do
- F** Fun activities for all
- C** Committed to do everything we can to make your visit a positive experience



Kearns Oquirrh Park Fitness Center

Wage Analysis

EXECUTIVE SUMMARY

Overview

The purpose of the wage analysis is to provide and up-to-date pay range that will keep the District competitive in the market.

The Problem

Many of our staff are topped out on our current system. When hiring new employees for key staff, we are needing to hire them toward the maximum of the range causing them to top out quickly. There is no consistency of the ranges and they are incomplete.

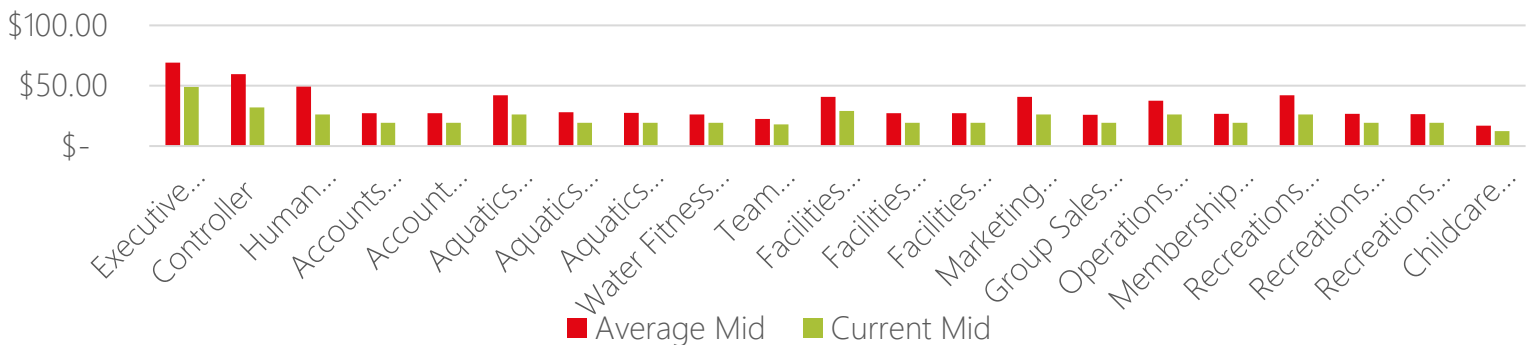
The Solution

A self-wage analysis was conducted with over 10 comparable data points. Comparing the current data, we have; we can index pay ranges that will fit accordingly with our job descriptions. Providing COLA based on the CPI will assist with getting wages to where they need to be.

Highlights

The proposed ranges will provide a better alignment of wage ranges as well as more flexibility to hire new staff at a lower level. This will allow for growth within the company. The below graph shows where the Districts mid-range is compared to the average market mid-ranges.

Average Mid Range VS. KOPFC Mid Range



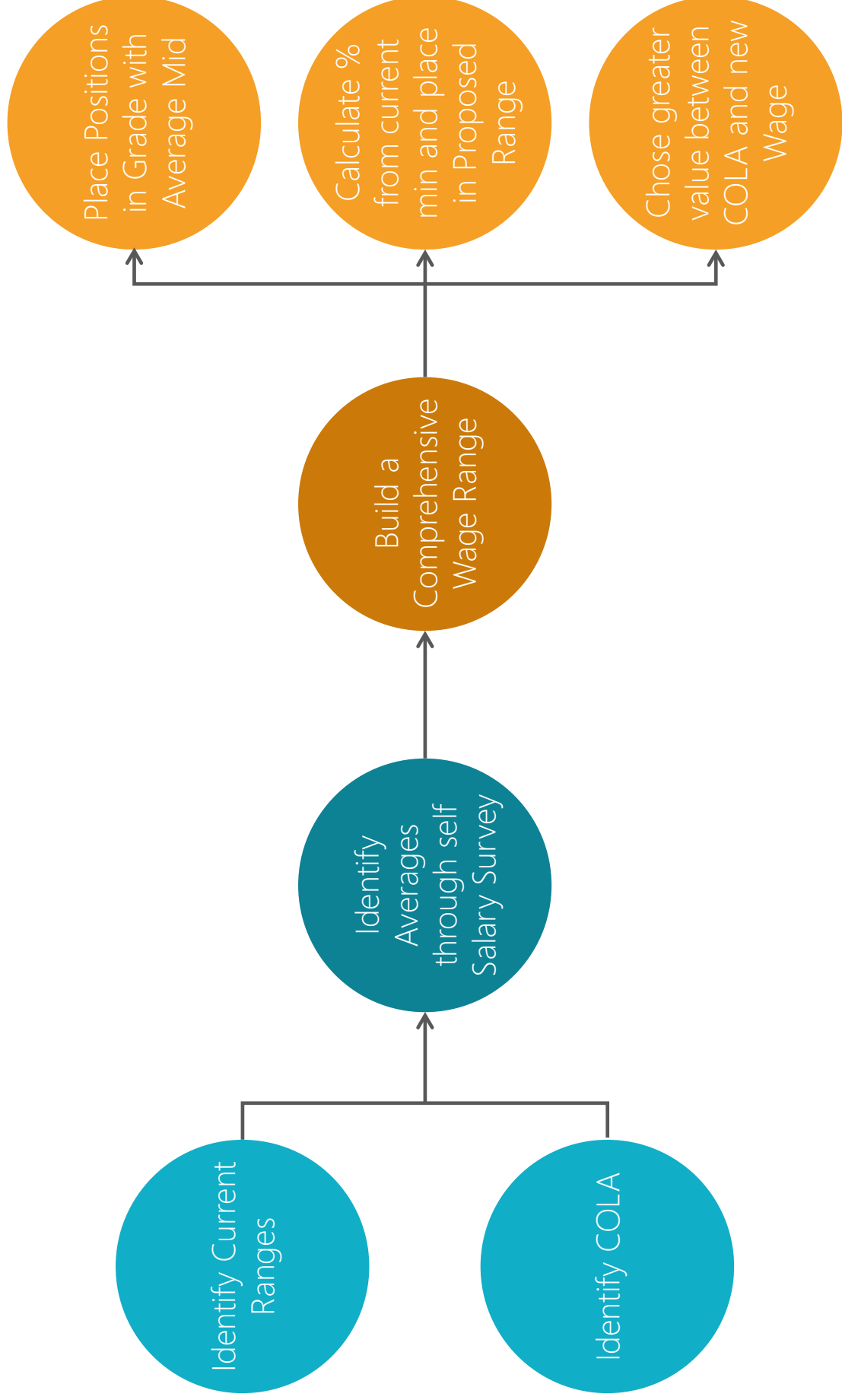
Financial Highlights

- Adjusting the wage ranges and providing the proposed COLA will see a 15% increase in wages from 2023 – 2024.
 - Proposed COLA is: 7%
- Current Wage Budget for Key Staff (2023): **\$1,220,922.59**
- Proposed Wage Budget for Key Staff (2024): **\$1,405,057.93**

2023 Wage Analysis



Project Process



Project Overview



MARKET ANALYSIS

Compared 10 different agencies/statistical analytics to determine the average MID of each position



DESCRIPTION ANALYSIS

Did not compare by title alone. Read through job descriptions from each data and compared to current KOPFC job descriptions



ALIGNMENT ANALYSIS

See where KOPFC falls within the Average MID Ranges and make necessary adjustments to have a consistent wage range



Financial ANALYSIS

Compare the current total cost of wage and provide the proposed increase to see the bottom line



FUTURE BENEFIT

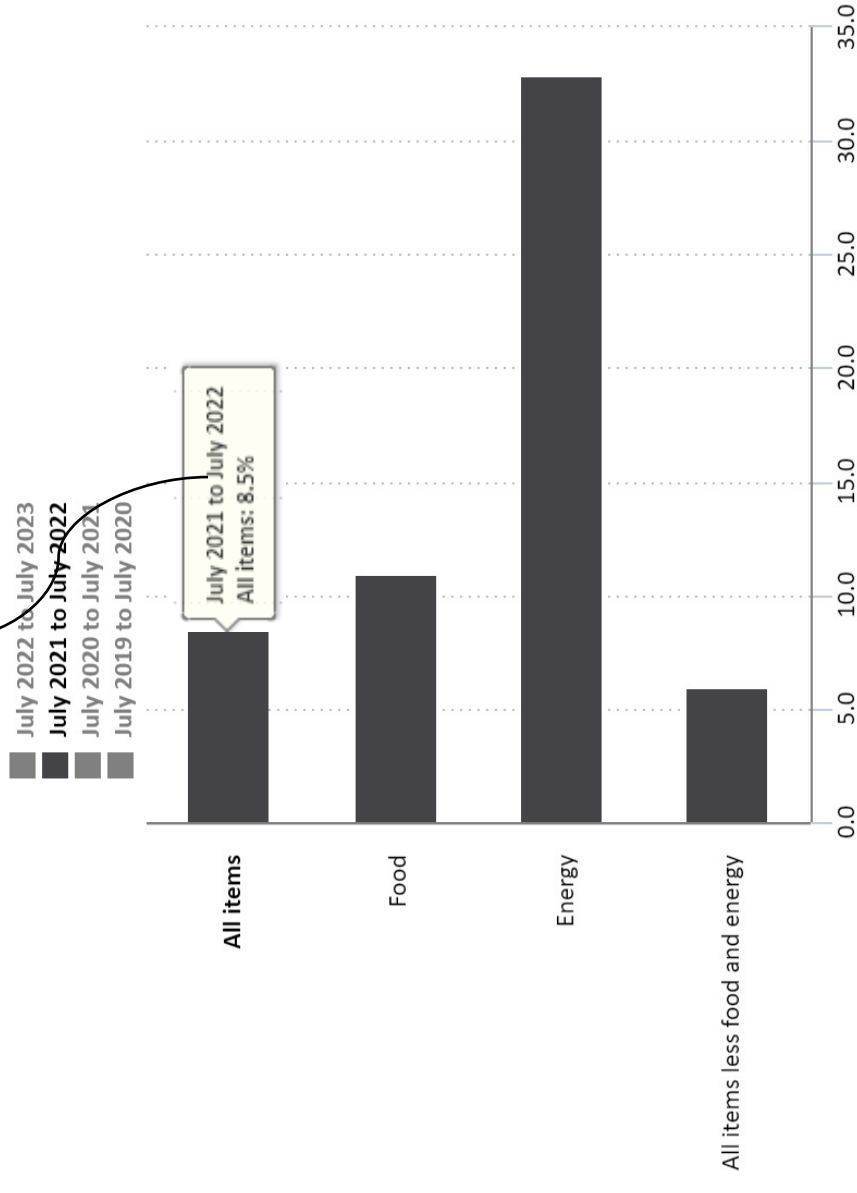
Provide a wage range that can be easily maintained through the years and provide more flexibility

COLA ANALYSIS

KOPFC Approved 5% for 2023

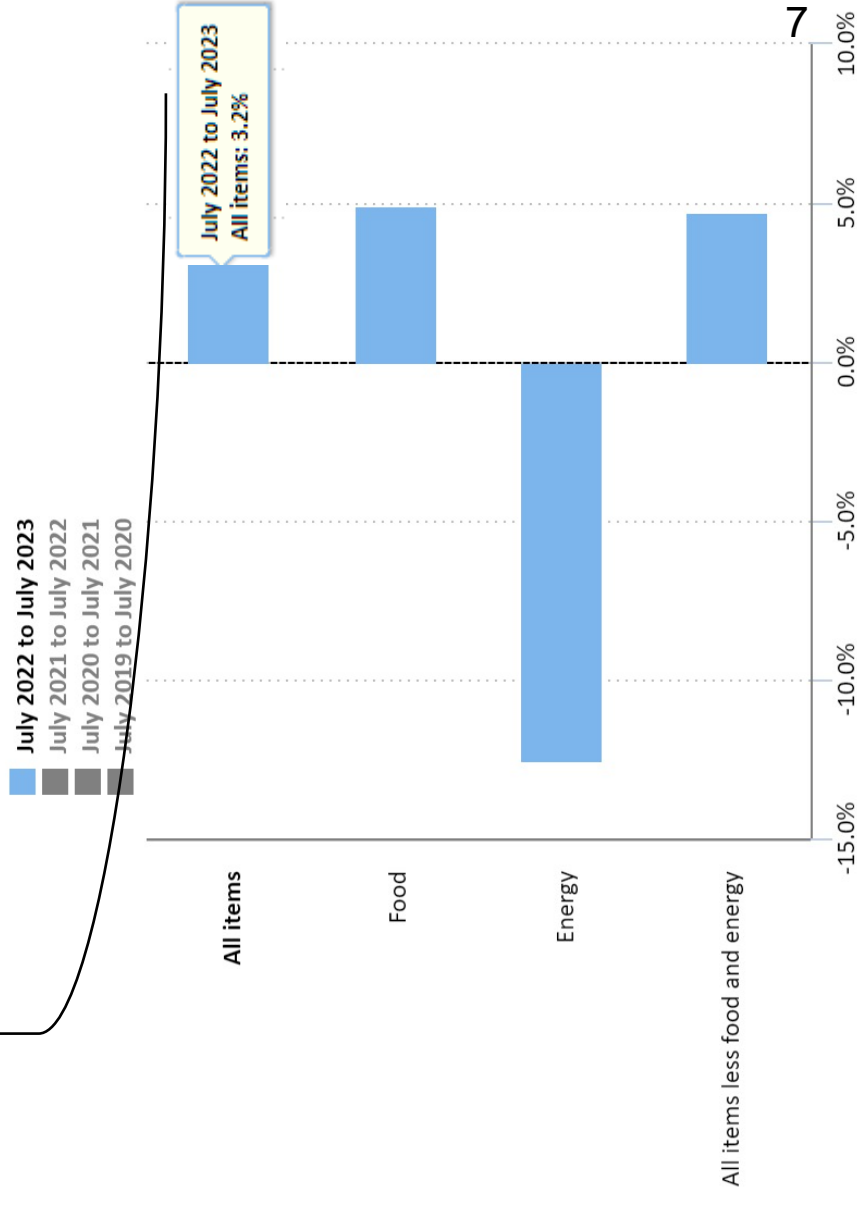
$$8.5\% - 5.0\% = 3.5\% + 3.2\% = \underline{6.7\%}$$

12-month percent change, Consumer Price Index, selected categories



Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.

12-month percent change, Consumer Price Index, selected categories



Click legend items to change data display. Hover over chart to view data.
Source: U.S. Bureau of Labor Statistics.

COLA ANALYSIS

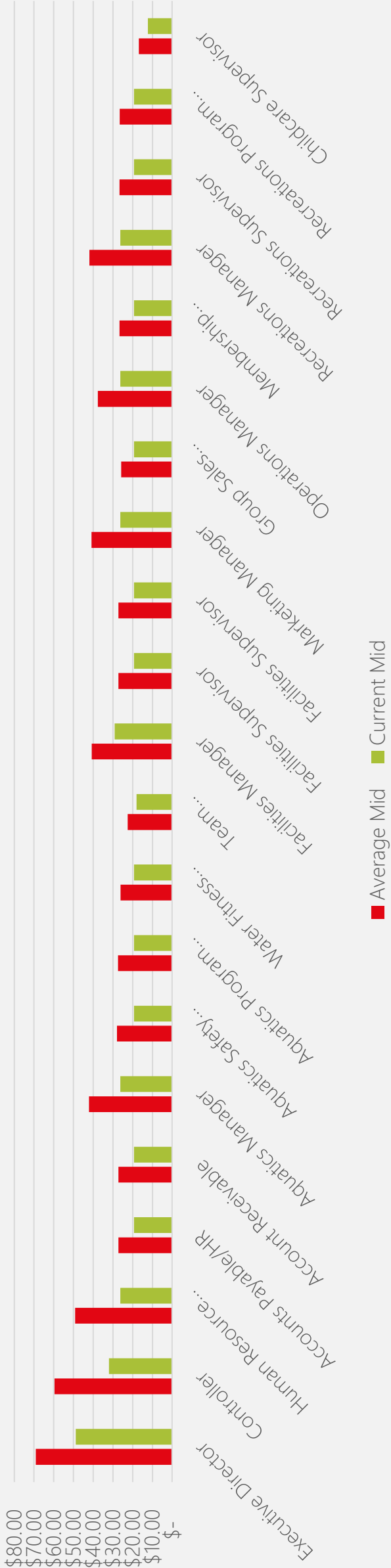
6.7% + Seasonal adjusted changes = 7.0% COLA

Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Un-adjusted 12-mos. ended Sep. 2023
	Mar. 2023	Apr. 2023	May 2023	Jun. 2023	Jul. 2023	Aug. 2023	Sep. 2023	
All items	0.1	0.4	0.1	0.2	0.2	0.6	0.4	3.7
Food	0.0	0.0	0.2	0.1	0.2	0.2	0.2	3.7
Food at home	-0.3	-0.2	0.1	0.0	0.3	0.2	0.1	2.4
Food away from home(1)	0.6	0.4	0.5	0.4	0.2	0.3	0.4	6.0
Energy	-3.5	0.6	-3.6	0.6	0.1	5.6	1.5	-0.5
Energy commodities	-4.6	2.7	-5.6	0.8	0.3	10.5	2.3	2.2
Gasoline (all types)	-4.6	3.0	-5.6	1.0	0.2	10.6	2.1	3.0
Fuel oil(1)	-4.0	-4.5	-7.7	-0.4	3.0	9.1	8.5	-5.1
Energy services	-2.3	-1.7	-1.4	0.4	-0.1	0.2	0.6	-3.3
Electricity	-0.7	-0.7	-1.0	0.9	-0.7	0.2	1.3	2.6
Utility (piped) gas service	-7.1	-4.9	-2.6	-1.7	2.0	0.1	-1.9	-19.9
All items less food and energy	0.4	0.4	0.4	0.2	0.2	0.3	0.3	4.1
Commodities less food and energy commodities	0.2	0.6	0.6	-0.1	-0.3	-0.1	-0.4	0.0
New vehicles	0.4	-0.2	-0.1	0.0	-0.1	0.3	0.3	2.5
Used cars and trucks	-0.9	4.4	4.4	-0.5	-1.3	-1.2	-2.5	-8.0
Apparel	0.3	0.3	0.3	0.3	0.0	0.2	-0.8	2.3
Medical care commodities(1)	0.6	0.5	0.6	0.2	0.5	0.6	-0.3	4.2
Services less energy services	0.4	0.4	0.4	0.3	0.4	0.4	0.6	5.7
Shelter	0.6	0.4	0.6	0.4	0.4	0.3	0.6	7.2
Transportation services	1.4	-0.2	0.8	0.1	0.3	2.0	0.7	9.1
Medical care services	-0.5	-0.1	-0.1	0.0	-0.4	0.1	0.3	-2.6

Range ANALYSIS

Average Mid Range VS. KOPFC Mid Range



Average compared from:



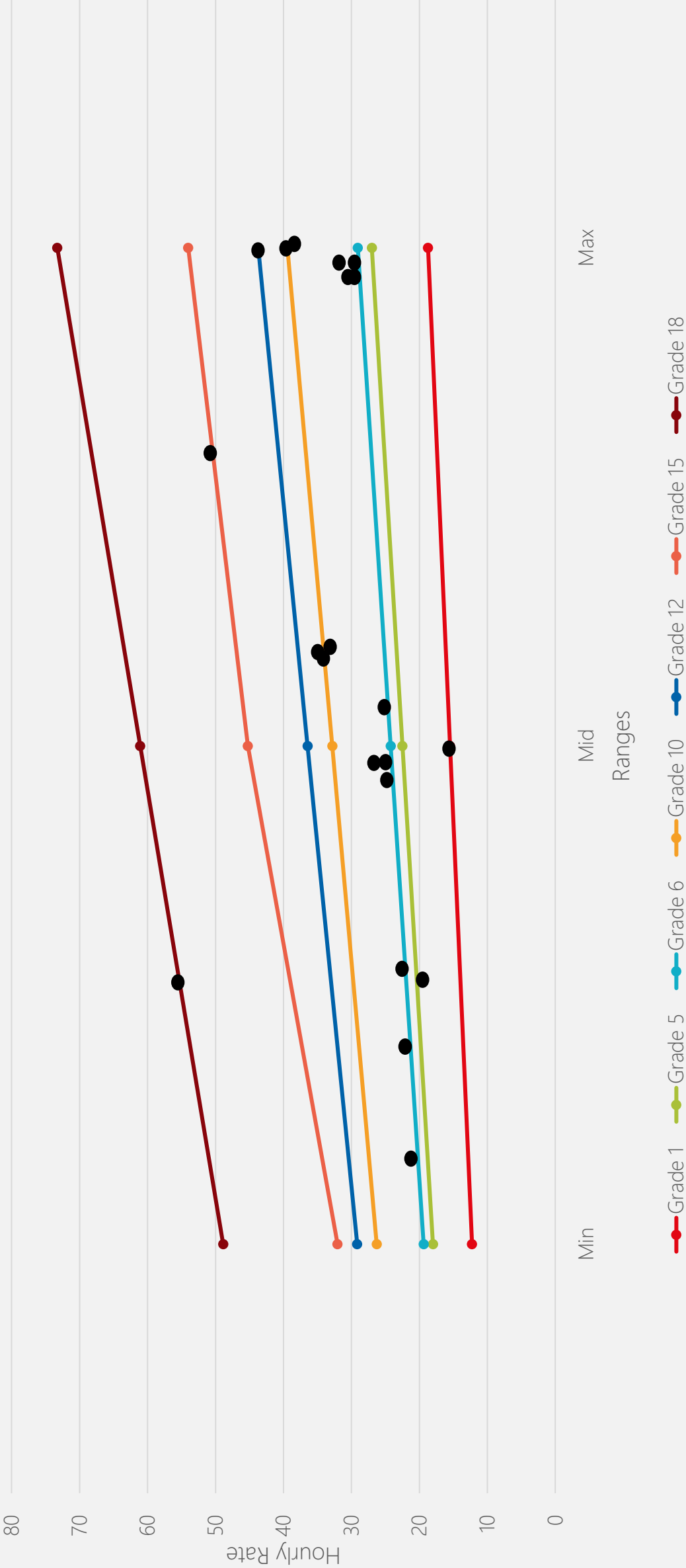
DEPARTMENT OF
**WORKFORCE
SERVICES**



MID RANGE FINDINGS

<u>Mid</u> <u>Averages</u>	<u>KOPFC</u>
\$ 69.11	Executive Director
\$ 40.77	Facilities Manager
\$ 59.29	Controller
\$ 49.12	HR Manager
\$ 42.17	Aquatics Manager
\$ 40.87	Marketing Manager
\$ 37.69	Operations Manager
\$ 41.96	Recreations Manager
\$ 27.21	Accounting/HR
\$ 27.93	Aquatics Safety Supervisor
\$ 27.43	Aquatics Program Supervisor
\$ 26.13	Water Fitness Supervisor
\$ 27.20	Maintenance Supervisor
\$ 25.86	Group Sales Supervisor
\$ 26.72	Operations Membership Supervisor
\$ 26.70	Recreation Supervisor
\$ 26.55	Recreations Program Supervisor
\$ 25.25	Team admin and Development Coordinator
\$ 16.90	Childcare Supervisor

CURRENT RANGE AND WAGES



Average % from Min

30%

Average % to Max

14%

Average years to max

3.52 Years



4%

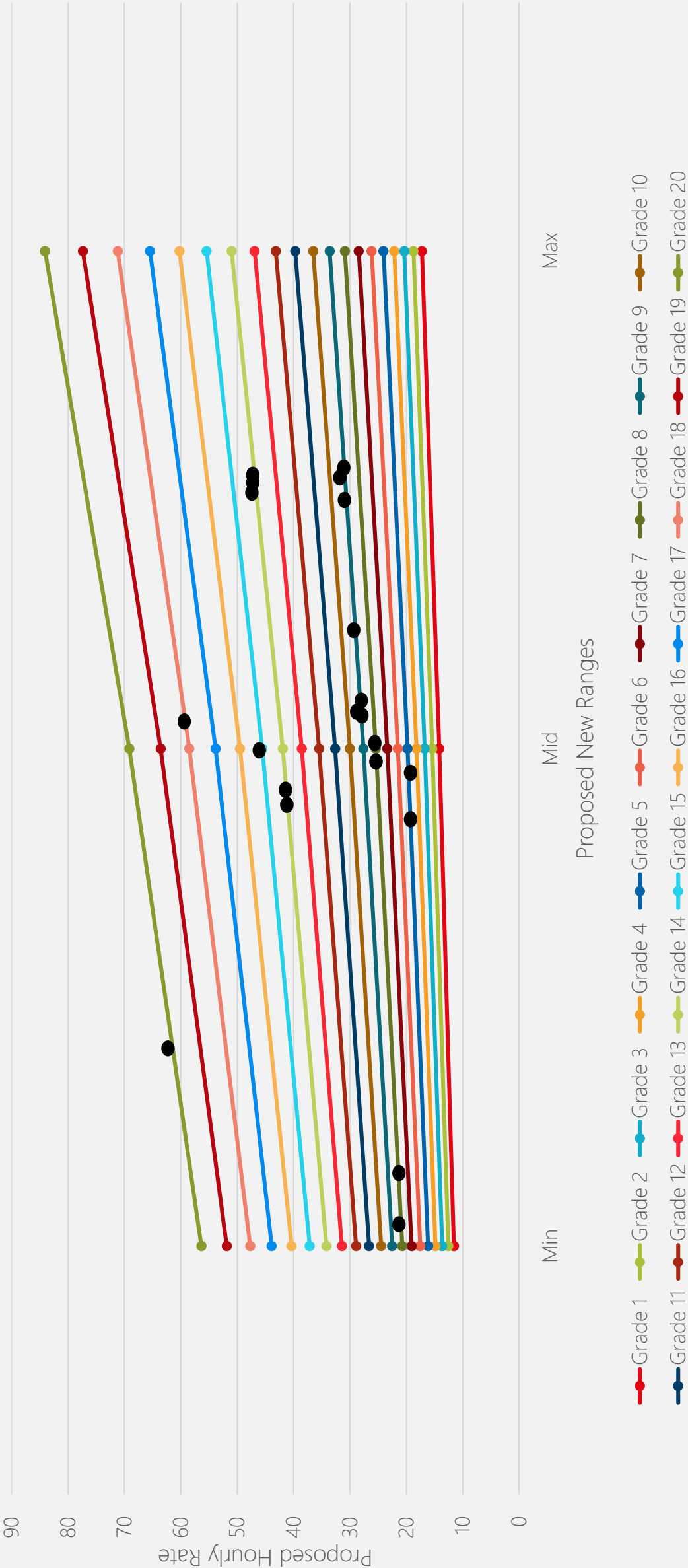
Average Mid of Executive Directors

<u>Grade</u>	<u>Min</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>Mid</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>Max</u>
20	\$ 56.35	\$ 58.70	\$ 61.14	\$ 63.69	\$ 66.35	\$ 69.11	\$ 71.87	\$ 74.75	\$ 77.74	\$ 80.85	\$ 84.08
19	\$ 51.84	\$ 54.00	\$ 56.25	\$ 58.60	\$ 61.04	\$ 63.58	\$ 66.12	\$ 68.77	\$ 71.52	\$ 74.38	\$ 77.36
18	\$ 47.69	\$ 49.68	\$ 51.75	\$ 53.91	\$ 56.15	\$ 58.49	\$ 60.83	\$ 63.27	\$ 65.80	\$ 68.43	\$ 71.17
17	\$ 43.88	\$ 45.71	\$ 47.61	\$ 49.60	\$ 51.66	\$ 53.82	\$ 55.97	\$ 58.21	\$ 60.53	\$ 62.96	\$ 65.47
16	\$ 40.37	\$ 42.05	\$ 43.80	\$ 45.63	\$ 47.53	\$ 49.51	\$ 51.49	\$ 53.55	\$ 55.69	\$ 57.92	\$ 60.24
15	\$ 37.14	\$ 38.69	\$ 40.30	\$ 41.98	\$ 43.73	\$ 45.55	\$ 47.37	\$ 49.27	\$ 51.24	\$ 53.29	\$ 55.42
14	\$ 34.17	\$ 35.59	\$ 37.08	\$ 38.62	\$ 40.23	\$ 41.91	\$ 43.58	\$ 45.32	\$ 47.14	\$ 49.02	\$ 50.98
13	\$ 31.43	\$ 32.74	\$ 34.11	\$ 35.53	\$ 37.01	\$ 38.55	\$ 40.09	\$ 41.70	\$ 43.37	\$ 45.10	\$ 46.91
12	\$ 28.92	\$ 30.13	\$ 31.38	\$ 32.69	\$ 34.05	\$ 35.47	\$ 36.89	\$ 38.36	\$ 39.90	\$ 41.49	\$ 43.15
11	\$ 26.61	\$ 27.72	\$ 28.87	\$ 30.07	\$ 31.33	\$ 32.63	\$ 33.94	\$ 35.29	\$ 36.71	\$ 38.17	\$ 39.70
10	\$ 24.48	\$ 25.50	\$ 26.56	\$ 27.67	\$ 28.82	\$ 30.02	\$ 31.22	\$ 32.47	\$ 33.77	\$ 35.12	\$ 36.52
9	\$ 22.52	\$ 23.46	\$ 24.44	\$ 25.45	\$ 26.51	\$ 27.62	\$ 28.72	\$ 29.87	\$ 31.07	\$ 32.31	\$ 33.60
8	\$ 20.72	\$ 21.58	\$ 22.48	\$ 23.42	\$ 24.39	\$ 25.41	\$ 26.43	\$ 27.48	\$ 28.58	\$ 29.73	\$ 30.91
7	\$ 19.06	\$ 19.85	\$ 20.68	\$ 21.54	\$ 22.44	\$ 23.38	\$ 24.31	\$ 25.28	\$ 26.30	\$ 27.35	\$ 28.44
6	\$ 17.54	\$ 18.27	\$ 19.03	\$ 19.82	\$ 20.65	\$ 21.51	\$ 22.37	\$ 23.26	\$ 24.19	\$ 25.16	\$ 26.17
5	\$ 16.13	\$ 16.81	\$ 17.51	\$ 18.23	\$ 18.99	\$ 19.79	\$ 20.58	\$ 21.40	\$ 22.26	\$ 23.15	\$ 24.07
4	\$ 14.84	\$ 15.46	\$ 16.10	\$ 16.78	\$ 17.48	\$ 18.20	\$ 18.93	\$ 19.69	\$ 20.48	\$ 21.30	\$ 22.15
3	\$ 13.65	\$ 14.22	\$ 14.82	\$ 15.43	\$ 16.08	\$ 16.75	\$ 17.42	\$ 18.11	\$ 18.84	\$ 19.59	\$ 20.38
2	\$ 12.56	\$ 13.09	\$ 13.63	\$ 14.20	\$ 14.79	\$ 15.41	\$ 16.02	\$ 16.66	\$ 17.33	\$ 18.02	\$ 18.75
1	\$ 11.56	\$ 12.04	\$ 12.54	\$ 13.06	\$ 13.61	\$ 14.17	\$ 14.74	\$ 15.33	\$ 15.94	\$ 16.58	\$ 17.25

8%

12

Proposed Wage and Range



Average % from Min

22%

Average % to Max

20%

Average years to max

6.50 Years

Data	CURRENT WAGE COST OF 2023		PROPOSED WAGE COST 2024	
	<div>1. Hours Projected 2023: 38,621.48</div> <div>2. Average Hourly Wage: \$30.22</div> <div>3. Average YIP: 11 Years</div>		<div>1. Hours Projected 2024: 38,621.48</div> <div>• Not Including any changes</div> <div>2. Average Hourly Wage: \$34.64</div> <div>3. Projected increase of \$184,135.34</div> <div>4. Projected 15% increase</div>	
Total Cost	<div>Projected Wage</div> <div>Cost 2023</div> <div>\$1,220,922.59</div>		<div>Projected Wage</div> <div>Cost 2024</div> <div>\$1,405,057.93</div>	



Thank You

RETURN ON INVESTMENT ANALYSIS --NEXGEN--vs- BLEACH

OPFC Indoor pool and spa

INPUT

GENERAL POOL DATA

Pool volume (gallons).....	100,000
Days per year operation (Summer with bathers).....	365
Days per year operation (Winter without bathers).....	0
Yearly acid used? Y/N.....	NO
Pool Indoor / Outdoor.....	INDOOR
Slip / Lazy river / water features etc?.....	YES
Backup chlorine to be used? Y/N.....	NO
Max TDS allowable.....	2,500

CURRENT CHLORINE USAGE

Current cost of chlorine per gallon of Sodium Hypochlorite.....	\$5.50
Current cost of pH control (Summer with bathers).....	\$4.75
Gallons of chlorine used per day (Summer with bathers).....	15
Gallons of chlorine used per day (Winter with no bathers).....	0
Yearly maintenance cost on chlorine pumps (if any).....	\$250
AC amp draw of chlorine pump (if any).....	1.7
Cost for makeup water 1,000g.....	\$10.00

NEXGEN DATA

Actual gallons of 100% FAC required per day based on current usage.....	15
NEXGEN Model specified	NEXGEN 40-R
NEXGEN production capacity (lbs. / day)	48
Model AC amp draw	32
Electrical cost / kWh.....	\$0.09
Run time for NEXGEN system based on current chlorine usage	7.50
Cost of salt - \$ / Lb.....	\$0.13
Cost of acid - \$ / gallon.....	\$4.75
End user customer purchase price for system.....	\$64,500.00
Installation charge.....	\$12,000.00
Replacement electrode stock cost.....	\$13,200.00
Additional parts cost per year	\$500.00



CURRENT POOL COSTS USING BLEACH

	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10	TOTAL
total current chlorine yearly costs (Summer with bathers)	\$30,113	\$30,715	\$31,329	\$31,956	\$32,595	\$33,247	\$33,912	\$34,590	\$35,282	\$35,987	\$329,720
total current acid yearly costs for pH (Summer with bathers).....	\$2,601	\$2,653	\$2,706	\$2,760	\$2,815	\$2,871	\$2,929	\$2,987	\$3,047	\$3,108	\$28,478
total current chlorine yearly costs (Winter with no bathers)	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
total current acid yearly costs for pH (Winter with no bathers).....	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
total current acid yearly costs for pH (Winter with no bathers).....	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
Maintenance costs on chlorine pumps.....	\$54	\$54	\$54	\$54	\$54	\$54	\$54	\$54	\$54	\$54	\$536
Electrical cost for chlorine pumps.....	\$3,646	\$3,737	\$3,830	\$3,926	\$4,024	\$4,125	\$4,228	\$4,333	\$4,442	\$4,553	\$40,643
Estimated cost of water usage for dilution of TDS caused by bleach.....	\$36,682	\$37,408	\$38,168	\$38,945	\$39,737	\$40,546	\$41,372	\$42,214	\$43,074	\$43,952	\$402,078
total current costs for chlorine, acid and makeup water	\$74,070	\$74,720	\$75,493	\$76,282	\$77,092	\$77,921	\$78,765	\$79,623	\$80,497	\$81,378	\$789,978

CUMULATIVE COST OVER 10 YEARS USING CHLORINE

VS

CHLORING NEXGEN OPERATIONAL COST ANALYSIS

	YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	YEAR 6	YEAR 7	YEAR 8	YEAR 9	YEAR 10	TOTAL
Starting Equipment cost.....	\$64,500										\$0
Electrical Cost per year.....	\$1,640	\$1,640	\$1,640	\$1,640	\$1,640	\$1,640	\$1,640	\$1,640	\$1,640	\$1,640	\$16,400
total cost for pH control per year.....	\$1,300	\$1,326	\$1,353	\$1,380	\$1,408	\$1,436	\$1,464	\$1,494	\$1,524	\$1,554	\$18,399
Starting Replacement Cell cost.....			\$13,200			\$13,200			\$13,200		\$39,600
Starting replacement parts.....				\$500	\$500	\$500	\$500	\$500	\$500	\$500	\$5,000
Starting installation.....	\$2,125	\$1,080	\$534	\$320	\$192						\$3,500
total costs per year using NEXGEN	\$12,000	\$4,034	\$18,727	\$3,840	\$3,740	\$16,776	\$3,604	\$3,634	\$16,863	\$3,694	\$4,219
total costs per year using BLEACH	\$81,575	\$81,575	\$81,575	\$81,575	\$81,575	\$81,575	\$81,575	\$81,575	\$81,575	\$81,575	\$815,750

CUMULATIVE COST OVER 10 YEARS USING NEXGEN

YEARLY SAVINGS AND BREAK EVEN POINT

SUMMARY

SAVES 78%
PAYS FOR ITSELF IN 10 YEARS

\$ (\$11,399) \$9,903 \$45,008 \$81,005 \$104,778 \$142,543 \$181,124 \$207,335 \$247,292



Operations Division

Board Report

Sam Page

October 2023

Security

- 4 - incidents in the month of October
 - Sexual claims
 - intoxication
 - After hours trespass

Accident

- 4 - accident report for month of October
 - Active rescue
 - Seizure
 - Slip and fall
 - Dislocation

Memberships / Operations

- New memberships – 47
- Employee memberships – 258
- Renewed – 55
- Cancelled memberships – 27
- Total non-employee memberships September 2023 – 4,648

Closures

- No closures for the month of October

Operations

- Settling into FW spring
- Getting ready to implement and learn Smartrec

- Security Incident Report Detail

	Date	Time	Reporting Officer	Case Number	Event	Matter	Resolution or Disposition	Place of incident	UPD Officer
1	1-Sep-23	0:44			After hours trespass				
2	7-Sep-23	18:30	Lee	23-96809	sexual claims	KYAT swimmer claimed that man was making sexual motions to her while she was practicing with KYAT	KOPFC security was approached by mom, security talked with male, looked at phone. No indication of activity. Father later contacted UPD	50M	Hampton
3	7-Sep-23	18:23	Lee		intoxicated male	intoxicated male pass out on the hallway bench. Man was woken up and escorted of the property by security and family.	Told activity not welcomed and if he returned in the same stae UPD would be contacted	hallway	
4	12-Sep-23	0:44			After hours trespass	entered the Oval/KOPFC property but did not enter to the outdoor pools		oval / outdoor pools	
5									
6									
7									
8									
9									
10									
11									
12									
13									
14									
15									
16									

March 2022 Security Incident Report Summary

22

Total Reported Incidents:	4
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Time of day in which incidents occurred:		% Of All Incidents
Open-Noon:	1	25.00%
Noon-4pm:	0	0.00%
4pm-8pm:	2	50.00%
8pm-close:	0	0.00%
Not Known:	0	0.00%
after hours	2	50.00%

Facility Location in which incidents occurred:		% Of All Incidents
50M	1	25.00%
Aerobic Room	0	0.00%
Breakroom	0	0.00%
Concessions	0	0.00%
Dance room	0	0.00%
Daycare	0	0.00%
Dive Tank	0	0.00%
Family Locker room	0	0.00%
Front counter	0	0.00%
Gym	0	0.00%
Hallway (hot tub / sauna)	1	25.00%
Indoor Comp	0	0.00%
Indoor Rec	0	0.00%
Irec Hot tub	0	0.00%
Men's locker room	0	0.00%
Other / Park	2	50.00%
Outdoor Rec	0	0.00%
outside lockers	0	0.00%
Parking lot	0	0.00%
Splash Pool	0	0.00%
Tennis	0	0.00%
Unknown / not recorded	0	0.00%
Weight room	0	0.00%
Women's Locker room	0	0.00%

Total Water rescues: 1

Total Water rescues: 1

	Resident	General	Business	Household	Family	Couple	Single	Senior	Reason
1	x						x		Moved
2	x						x		no reason
3	x						x		Joined EOS
4	x					x			No reason
5	x					x			Not using
6	x					x			Moved
7	x					x			Moved
8	x					x			Moved
9		x				x		x	Don't use
10	x				x				No reason
11	x				x				No reason
12	x			x					Moved
13	x			x					Don't use
14	x			x					Don't use
15	x			x					Don't use
16	x			x					Don't use
17	x			x					Don't use
18	x			x					Don't use
19	x			x					Don't use
20	x			x					Don't use
21	x			x					No reason
22	x			x					No reason
23	x			x					No reason
24	x			x					No reason
25	x			x					No reason
26	x			x					No reason
27	x			x					No reason

TOTALS - 27

9	Don't use
1	Joined EOS
5	Moved
12	No reason

Accident Report Summary

Total Reported Accidents:	4
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Ages Of Injured	# of Injuries	% Of All Injuries
Infants: 0-4	0	0.00%
Children: 5-8	1	25.00%
Youth: 9-17	2	50.00%
Adults: 18-54	0	0.00%
Seniors: 55+	0	0.00%
Not Known:	1	25.00%

Average time to treat:	11:00
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Time of day in which accidents occurred:	% Of All Injuries
Open-Noon:	25.00%
Noon-4pm:	0.00%
4pm-8pm:	75.00%
8pm-close:	0.00%
Unknown	0.00%

Facility Location in which accidents occurred:	% Of All Injuries
50M	0.00%
Aerobic Room	0.00%
Breakroom	0.00%
Cardio Room	0.00%
Concessions	0.00%
Dance room	0.00%
Daycare	0.00%
Dive Tank	0.00%
Family locker room	0.00%
Fitness Room	0.00%
Front Counter / Kiosk	0.00%
Gym	25.00%
Hallway (hot tub / sauna)	0.00%
Indoor Comp	0.00%
Indoor Rec	50.00%
Irec Hot tub	0.00%
Locker Room (men's)	0.00%
Locker Room (women's)	0.00%
Other - back storage	0.00%
Outdoor Rec	0.00%
Parking lot / sidewalk	25.00%
Splash Pool	0.00%
Tennis	0.00%
unknown	0.00%
Weight room	0.00%

Accident Report Summary

Type Of Injury		% Of All Injuries
Abrasions		0.00%
Allergic / Anaphylactic Reaction		0.00%
Asthma Attack		0.00%
Avulsions		0.00%
Back/Spinal Injury 9-6		0.00%
Bee Sting		0.00%
Bone Fracture		0.00%
Burns		0.00%
Chipped/Lost tooth		0.00%
Contusions		0.00%
Dehydration		0.00%
Dental		0.00%
Diabetic		0.00%
Diaphragm Spasm		0.00%
Dislocation	1	25.00%
Dizzy/Nauseated		0.00%
Edima		0.00%
Emesis		0.00%
Epistaxis		0.00%
Fracture		0.00%
Head ache		0.00%
Head/Neck/Back injury		0.00%
Hyperextension		0.00%
Hyperthermia		0.00%
Hyperglycemic		0.00%
Hypoglycemic		0.00%
Hypotension		0.00%
Hypovolemia		0.00%
Ice		0.00%
Inhaled Water		0.00%
Inner ear pain		0.00%
Impaled object		0.00%
Lacerations		0.00%
Life threatening 9-9		0.00%
Mouth		0.00%
Muscle Cramps		0.00%
Other		0.00%
Panic/Anxiety Attack		0.00%
Pre- Existing Condition		0.00%
Puncture		0.00%
Respiratory distress		0.00%
Seizure	1	25.00%
Slip/trips /falls	1	25.00%
Soft tissue injury		0.00%
Sprain/Strain		0.00%
Sudden Illness		0.00%
Syncope		0.00%
Unknown		0.00%
Water Rescues	1	25.00%
Total Types of Injuries	4	



Kearns Oquirrh Park Fitness Center
Memberships As of End of Month

10/2/23
2:53 PM

	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	Aug-23	Sep-23	Change Since Sept-23	% Change Sept-23
Resident Family	485	476	470	352	291	290	285	282	275	273	271	266	265	-220	-45.4%
Resident Household	1,410	1,400	1,381	1,450	1,536	1,541	1,508	1,525	1,520	1,496	1,532	1,507	1,479	69	4.9%
Resident Couple	330	323	331	341	339	341	334	345	341	331	344	343	337	7	2.1%
Resident Single	283	296	295	295	305	307	287	281	277	278	289	287	287	4	1.4%
Resident Senior Couple	174	176	177	177	204	209	207	201	198	199	198	197	198	25	14.4%
Resident Senior Single	135	138	143	141	148	154	134	154	150	148	149	152	154	19	14.1%
Total Resident Memberships	2,817	2,809	2,797	2,756	2,823	2,842	2,755	2,788	2,761	2,725	2,783	2,752	2,721	-96	-3.4%
General Family	6	6	6	4	4	4	4	4	4	3	3	3	3	0	-50.0%
General Household	74	70	70	73	76	78	70	66	65	69	69	69	71	-3	-4.1%
General Couple	15	16	16	13	14	13	13	13	14	14	15	13	13	-2	-13.3%
General Single	30	27	25	26	31	36	35	33	31	34	35	33	34	4	13.3%
General Senior Couple	47	48	50	19	52	51	50	50	47	45	44	45	45	-2	-4.3%
General Senior Single	104	106	109	111	126	127	127	126	123	121	149	121	115	11	10.6%
Business Family	32	32	32	21	20	22	22	22	22	22	21	20	20	-2	-37.5%
Business Household	191	182	181	169	181	174	154	149	158	160	157	160	157	-34	-17.8%
Business Couple	43	42	42	43	48	51	52	52	51	53	50	49	49	6	14.0%
Business Single	77	77	78	77	82	80	78	81	79	77	82	81	82	5	6.5%
Total Non-Resident Memberships	619	606	609	556	634	636	605	596	594	598	625	594	589	-30	-4.8%
Silver Sneakers/Fit AARP/Renew	900	918	934	944	978	1,001	1,003	1,020	1,027	1,039	1,059	1,076	1,080	180	20.0%
Total Non-Employee Memberships	4,336	4,333	4,340	4,256	4,435	4,479	4,363	4,404	4,382	4,362	4,467	4,422	4,390	54	1.2%
Employee Family	12	14	13	7	10	10	8	8	10	11	11	13	14	2	16.7%
Employee Household	178	176	189	176	182	167	181	193	189	189	194	190	196	18	10.1%
Employee Single	26	25	20	18	18	16	18	19	22	23	23	25	24	-2	-7.7%
Oval Employee Household	4	4	6	7	4	4	4	4	4	4	4	5	5	1	25.0%
Oval Employee Couple	0	0	0	0	0	0	1	1	1	1	1	1	1	1	100.0%
Oval Employee Single	1	1	1	1	1	1	1	1	3	3	4	5	5	4	400.0%
Oval US Speedskating	2	3	2	3	2	2	2	8	10	10	12	13	13	11	550.0%
Total Employee Memberships	223	223	231	212	217	200	215	234	239	241	249	252	258	35	15.7%
TOTAL MEMBERSHIPS	4,559	4,556	4,571	4,468	4,652	4,679	4,578	4,638	4,621	4,603	4,716	4,674	4,648	89	2.0%
Newly purchased memberships	64	58	72	77	135	78	130	87	106	103	156	84	47	-17	-26.6%
Summer Membership														0	0.0%
Renewal memberships	45	72	44	72	134	66	99	82	86	123	131	78	55	9	19.6%
Total purchased or renewed	110	130	122	149	269	144	144	169	192	296	360	235	102	-8	-7.3%



Aquatics Department

Board Report

Brad Peercy

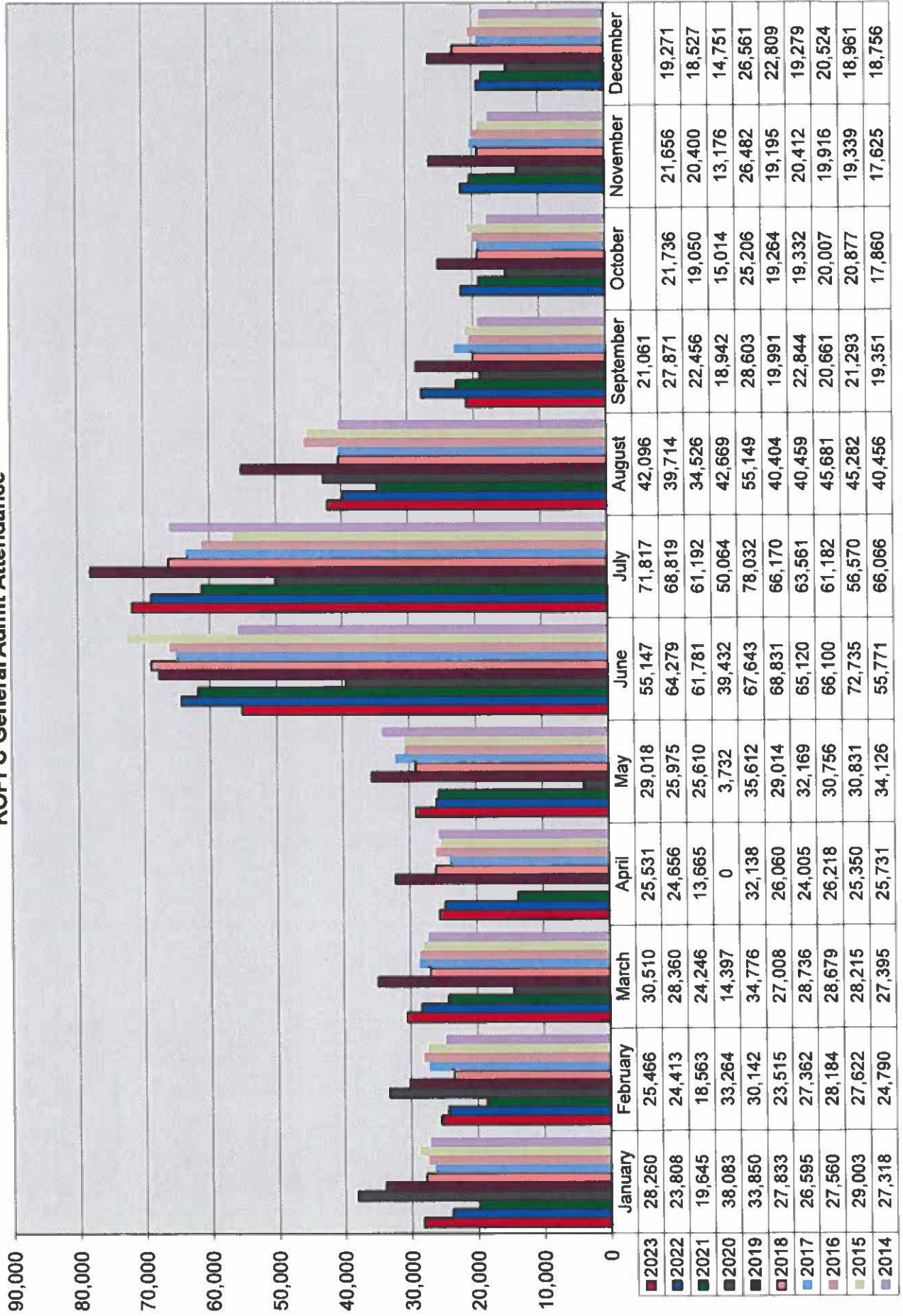
October 18, 2023

- General admission attendance – We had 21,061 general visits in September. This is down from 27,871 in 2022. The decrease can mainly be attributed to our exceptional Labor Day weekend attendance in 2022. Labor Day weekend this year was very cold and slow. Year to date we are up 1,011 visits from 2022. Reports included.
- Water Aerobics - attendance in September was 1,064 compared to 1,056 in 2022. Report included.
- Kearns Water Polo Club – Our Kearns HS girls team finished second in state, the Kearns HS boys team finished fourth, and the Copper Hills boys team finished sixth.
- Fall Youth Water Polo League – We have two weekends left in the Fall Youth League (14U, 12U, 10U). Our teams are seeded first in each division at this point. The finals are October 28.
- High School Swimming – practices are in full swing and meets will begin in November. I've included the latest version of the high school meet schedule.
- NRPA Conference – Thank you for the opportunity to attend the NRPA Conference in Dallas last week. I learned a lot and enjoyed spending time with co-workers and colleagues.
- Upcoming large Aquatic Events and activities at our facility:
 - October 14-15 – Men's Collegiate Water Polo Association (CWPA) Tournament.
 - October 28 – Fall Youth Water Polo League Finals.
 - November 4-5 – USA Water Polo Olympic Development Program Camp.
 - November 8 – Kearns High Relay Invitational.
 - November 10-12 – Men's CWPA Club National Championship.
 - November 18 – Bingham HS Invitational Swim Meet
 - December 1 - Jordan School District Championship
 - December 2-3 – Mountain Zone Water Polo Zone Team Training Camp.
 - December 28-30 – 58th Annual Kearns Holiday Open Swim Meet

Kearns Oquirrh Park Fitness Center
GENERAL ADMISSION ATTENDANCE COMPARISON
SEPTEMBER 2023/2022

	<u>September 2023</u>	<u>September 2022</u>	<u>Difference</u>	<u>%</u>
Member General Admits				
KOPFC	18,947	19,192	-245	99%
Oval Track	422	531	-109	79%
Oval Skate Night	24	50	-26	48%
TOTAL MEMBER GEN. ADMITS	<u>19,393</u>	<u>19,773</u>	<u>-380</u>	<u>98%</u>
Paid and Non-Member General Admits				
Youth	664	3,692	-3,028	18%
Adult	717	3,706	-2,989	19%
Senior	139	331	-192	42%
Complimentary Pass Admits	57	63	-6	90%
Child 2 & Under Admits	91	306	-215	30%
TOTAL NON-MEMBER GEN. ADMITS	<u>1,668</u>	<u>8,098</u>	<u>-6,430</u>	<u>21%</u>
TOTAL GENERAL ATTENDANCE	<u>21,061</u>	<u>27,871</u>	<u>-6,810</u>	<u>76%</u>
Year-to-Date General Attendance	328,906	327,895	1,011	100%

KOPFC General Admit Attendance



2023 Regular Water Fitness Classes

	January	February	March	April	May	June	July	August	September	October	November	December	TOTAL
2023	742	739	764	649	892	1049	858	963	831	0	0	0	7,487
2022	592	607	753	673	769	809	790	973	799	786	678	650	8,879
2021	617	572	650	643	750	936	1,005	1,021	883	774	610	544	9,005
2020	929	842	409	0	0	548	622	744	702	722	582	673	6,773
2019	875	738	889	913	903	1093	1276	1081	921	801	777	836	11,103
2018	857	733	843	890	874	936	913	1118	1007	1067	769	861	10,868
2017	689	844	982	879	873	932	794	956	713	716	685	801	9,864
6-YR AVG	760	723	754	666	695	876	900	982	838	811	684	728	9,415

2023 Easy Does It Water Fitness Classes

	January	February	March	April	May	June	July	August	September	October	November	December	TOTAL
2023	225	190	198	194	233	228	229	292	233	0	0	0	2,022
2022	193	216	317	242	294	252	230	265	257	214	221	171	2,872
2021	117	128	202	223	223	270	265	283	239	216	208	213	2,587
2020	319	281	129	0	0	118	130	105	114	162	87	128	1,573
2019	308	295	383	362	313	339	328	394	256	272	236	268	3,754
2018	335	322	362	309	397	351	385	367	371	372	351	327	4,249
2017	268	299	419	377	415	334	356	379	305	332	292	296	4,072
6-YR AVG	257	257	302	252	274	277	282	299	257	261	233	234	3,185

2023 Regular and Easy Does It Class Attendance Combined

	January	February	March	April	May	June	July	August	September	October	November	December	TOTAL
2023	967	929	962	843	1125	1277	1087	1255	1064	0	0	0	9,509
2022	785	823	1,070	915	1,063	1,061	1,020	1,238	1,056	1,000	899	821	11,751
2021	734	700	852	866	973	1,206	1,270	1,304	1,122	990	818	757	11,592
2020	1,248	1,123	538	0	0	666	752	849	816	884	669	801	8,346
2019	1,183	1,033	1,272	1,275	1,216	1,432	1,604	1,475	1,177	1,073	1,013	1,104	14,857
2018	1,192	1,055	1,205	1,199	1,271	1,287	1,298	1,485	1,378	1,439	1,120	1,188	15,117
2017	957	1,143	1,401	1,256	1,288	1,266	1,150	1,335	1,018	1,048	977	1,097	13,936
6-YR AVG	1,017	980	1,056	919	969	1,153	1,182	1,281	1,095	1,072	916	961	10,783

2023-2024 HIGH SCHOOL SWIM MEETS

*as of September 21, 2023***AT KOPFC**

<u>Date</u>	<u>Schools involved besides host</u>	<u>Host school</u>	<u>Start Time</u>	<u># of teams</u>	<u>Away meets on these days</u>
11/3/23	Freemont/Bingham	Bingham	2:30 PM	2	Kearns at St. George
11/8/23	Kearns Relay Meet	Kearns	3:30 PM	9	
11/16/23	Hunter	Kearns	3:30 PM	2	West Jordan at Cyprus
11/18/23	Bingham Invite	Bingham	7:30 AM	9	
11/21/23	Hillcrest	West Jordan	3:30 PM	2	Kearns at Murray
11/30/23	Copper Hills/Bingham	Kearns	3:30 PM	3	West Jordan at Taylorsville
12/1/23	Jordan District Championships	Copper Hills	3:00 PM	6	
12/2/23	Alumni	Kearns	9:30 AM	2	
12/5/23	West Jordan	Copper Hills	3:30 PM	2	
12/7/23	Taylorsville	Kearns	3:30 PM	2	Copper Hills at Corner Canyon, Bingham at Herriman
12/14/23	Cyprus	Kearns	3:30 PM	2	Bingham at Corner Canyon, West Jordan at Hunter
12/20/23	Bingham, West Jordan	Copper Hills	3:30 PM	3	Kearns at Gr Districts at Olympus
1/4/24	Mt Ridge	Copper Hills	3:30 PM	2	Kearns, West Jordan at Granger
1/9/24	Riverton	Copper Hills	3:30 PM	3	
1/16/24	West Lake	Kearns	3:30 PM	2	West Jordan at Hillcrest
1/17/24	Mt Ridge	Bingham	3:30 PM	2	Copper Hills at Herriman
1/23/24	Copper Hills/Viewmont	Bingham	3:30 PM	3	Kearns at Mt. Ridge, West Jordan at Taylorsville
2/9/24	Region 4	Kearns	3:00 PM	6	

All Away Meets

11/3-4/2023 Kearns at St George Invite
 11/16/23 West Jordan at Cyprus
 11/21/23 Kearns at Murray
 12/7/23 Bingham at Herriman
 12/7/23 Copper Hills at Corner Canyon
 12/8-9/2023 Bingham at Judge Invite
 12/12/23 Copper Hills at Taylorsville
 12/14/23 West Jordan at Hunter
 12/14/23 Bingham at Corner Canyon
 12/20/23 Kearns at Gr Districts at Olympus
 1/4/24 Kearns, West Jordan at Granger
 1/10/24 Bingham at Riverton
 1/10/24 Kearns at AF
 1/10/24 West Jordan at Timpanogas
 1/12-13/2024 Copper Hills at Cedar City
 1/13/24 Bingham at PC Invite
 1/16/24 West Jordan at Hillcrest
 1/17/24 Copper Hills at Herriman
 1/18/24 Bingham at Riverton
 1/23/24 Kearns at Mt. Ridge
 1/23/24 West Jordan at Taylorsville
 1/30/24 Kearns at Brighton
 2/2/24 Region 2 at South Davis
 2/23-24/24 State @ BYU

Marketing, Events and Group Sales Division

Board Report

Steve Cook

October 2023



- Thank you for the opportunity to attend NRPA in Dallas. It was a great conference and I appreciate the networking opportunities, educational sessions geared towards marketing as well as time spent with coworkers.
- Jen has been booking events and parties and tending to a few groups in the Element Center.
- Other misc. projects: Outdoor breakdown of summer (banners, shade structures, etc.) Budget, and upcoming SmartRec implementation.

Let me know if you have any questions. Thanks - Steve



Human Resources

Board Report

Joshua Lawrence

October 2023

- Hiring/Retention:
 - September, we saw 2 hires and 34 terminations (Net of -32)
 - Average daily headcount 309.1
 - Turnover rate 11%
- HRIS Update
 - Began Implementation
 - Will start data transferring this month.
 - Excited from what I have seen so far.
- 2024 Planning
 - Budget for HR
 - Wage Analysis
 - Benefits Analysis
 - Policy Review
 - New HRIS
- Discipline Review for Key Staff
 - Went over policy and procedures.
 - Provided a step-by-step process.
 - Verbal warning → Written Warning → Termination
 - Maintain Consistency throughout the facility

Let me know if you have any questions. Thanks - Joshua

KOPFC Benefit Rundown 2023

Subject	Policy Reference	Policy/Explanation
Eligibility	Policy and Procedures Policy 1.16.2.2	Regular full-time employee is an employee who has completed the initial evaluation period, is not a temporary or seasonal employee, is hired to work in a full-time position, and generally works forty (40) hours or more per week. Regular full-time employees may be exempt or non-exempt based on duties and responsibilities and are eligible for benefits.
Open Enrollment	N/A	Calendar Year Benefits: Open enrollment begins in November and ends in December
Number of Benefited	Policy and Procedures Policy 1.16.2.2	22 Full-Time Employees

Benefit	Provider	% KOPFC Pays	Employee Pays	Policy Reference	Notes
Benefit Broker	GBS	N/A	N/A	N/A	N/A
Medical	PEHP	90%	10%	Employee Benefits Manual 2.7.2.1	
Dental	PEHP	90%	10%	Employee Benefits Manual 2.7.2.2	
Vision	PEHP	90%	10%	**NONE**	Need to add vision policy
Opt-Out	KOPFC	50% of 90%	N/A	Employee Benefits Manual 2.7.2.4	
HSA	HealthEquity	100%	N/A	**NONE**	Need to add HSA policy
Retirement	Utah Retirement Systems	Determined by URS	0.00	Employee Benefits Manual 2.6.2.1	
Disability	PEHP	100%	0%	Employee Benefits Manual 2.7.2.5	
AD&D	Utah Local Government Trust	100%	0%	Employee Benefits Manual 2.7.2.3	Up to \$50,000
Additional AD&D	Utah Local Government Trust	0%	100%	Employee Benefits Manual 2.7.2.3	Up to \$350,00 for EE, \$200,00 for Epouse, \$70,000 Children
Term Life Insurance	Utah Local Government Trust	100%	0%	Employee Benefits Manual 2.7.2.3	Up to \$50,00 for EE, \$5,00 for Epouse, \$2,500 Children
Additional Life	Utah Local Government Trust	0%	100%	Employee Benefits Manual 2.7.2.3	Up to \$500,00 for EE, \$200,00 for Epouse, \$10,000 Children
EAP	Bloomquist Hale	100%	0%	**NONE**	Can add policy or add into a new "voluntary Option Policy"
GoodRx & GBS Advocacy	GBS	0%	0%	**NONE**	Just an added benefit, no policy needed
Accidental Dental	Utah Local Government Trust	100%	0%	**NONE**	Add a voluntary option policy
Accident	Assurity	100%	0%	**NONE**	Add a voluntary option policy
Holiday's	KOPFC	100%	0%	Employee Benefits Manual 2.2	
Vacation	KOPFC	100%	0%	Employee Benefits Manual 2.3	
Sick	KOPFC	100%	0%	Employee Benefits Manual 2.4	
Funeral	KOPFC	100%	0%	Employee Benefits Manual 2.5	

Cost				Cost			
Benefits	2023 Monthly Premium	KOPFC Cost	Employee Cost	Benefits	2023 Monthly Premium	KOPFC Cost	Employee Cost
Medical Traditional (Non-High Deductible Plan) Deductible: \$250/\$500				Accidental Dental: Available To All Benefited Employees			
Medical - EE	\$ 751.86	\$ 676.67	\$ 75.19	EE	\$ 0.05	\$ 0.05	\$ -
Medical - EE + 1	\$ 1,556.36	\$ 1,400.72	\$ 155.64	EE + 1	\$ 0.78	\$ 0.78	\$ -
Medical - Family	\$ 2,105.20	\$ 1,894.68	\$ 210.52	Family	\$ 1.04	\$ 1.04	\$ -
Medical Star (Qualified High Deductible Plan) Deductible: \$1,500/\$3,000				Long Term Disability: Available To All Benefited Employees			
Medical - EE	\$ 636.82	\$ 573.14	\$ 63.68	EE	\$0.005 x Wage	\$0.005 x Wage	\$ -
Medical - EE + 1	\$ 1,318.18	\$ 1,186.36	\$ 131.82	AD&D: Available To All Benefited Employees			
Medical - Family	\$ 1,783.06	\$ 1,604.75	\$ 178.31	EE	\$ 0.65	\$ 0.65	\$ -
Dental (No Deductible; Annual Max Benefit: \$1,500 per person)				Additional AD&D			
Dental - EE	\$ 49.64	\$ 44.68	\$ 4.96	EE	\$0.24 per \$1,000 coverage	\$ -	\$0.24 per \$1,000 coverage
Dental - EE + 1	\$ 67.88	\$ 61.09	\$ 6.79	Souse	\$0.24 per \$1,000 coverage	\$ -	\$0.24 per \$1,000 coverage
Dental - Family	\$ 102.74	\$ 92.47	\$ 10.27	Children	\$0.24 per \$1,000 coverage	\$ -	\$0.24 per \$1,000 coverage
Vision				Term Life Insurance: Available To All Benefited Employees			
Vision - EE	\$ 8.70	\$ 7.83	\$ 0.87	EE	\$ 6.60	\$ 6.60	\$ -
Vision - EE + 1	\$ 13.41	\$ 12.07	\$ 1.34	EE + Dep.	\$1.04/Dependant	\$ -	\$1.04/Dependant
Vision Family	\$ 19.13	\$ 17.22	\$ 1.91	Additional Life Insurance			
Opt - Out				EE	Varies with coverage/age	\$ -	Varies with coverage/age
M/D/V - EE	\$ 286.57	\$ 286.57	\$ -	Spouse	Varies with coverage/age	\$ -	Varies with coverage/age
M/D/V - EE + 1	\$ 593.18	\$ 593.18	\$ -	Children	Varies with coverage/age	\$ -	Varies with coverage/age
M/D/V - Family	\$ 802.38	\$ 802.38	\$ -	Retirement			
HSA (Paid Every Quarter); Max in 2023: \$3,850/\$7,750				Tier 1 (pre 2011)	17.47% of Wage	17.47% of Wage	\$ -
EE	\$ 103.67	\$ 103.67	\$ -	Tier 2 (Post 2011)	16.19% of Wage	16.19% of Wage	\$ -
EE + 1	\$ 212.00	\$ 212.00	\$ -	Accident			
Family	\$ 290.00	\$ 290.00	\$ -	EE	\$ 12.83	\$ -	\$ 12.83
401(k) and 457 Plans				EE + Spouse	\$ 22.34	\$ -	\$ 22.34
401(k)	Up to 50% of 5% contribution	Up to 50% of 5%	5% Contribution	EE + Child(ren)	\$ 27.91	\$ -	\$ 27.91
457	Up to 50% of 5% contribution	Up to 50% of 5%	5% Contribution	Family	\$ 40.97	\$ -	\$ 40.97

Benefit	Number of benefit Days	Hours Per Pay Period (If Applicable)	Total Hours	Max Amount	Notes
Holiday's	14 Days + 1 Personal Day	N/A	120	15 Days	N/A
Vacation	12 - 25 based on service	3.69 - 7.69 based on service	96 - 200 based on service	320 hours	Eligible for payout upon termination
Sick	13 days	4.00	104	1040 hours	Can convert sick at end of year
Funeral Leave	3 - 5 days	N/A	24 - 48	N/A	5 days for travel bereavement; otherwise 3

Facilities Division

Board Report

Kurt Warren

October 2023



- We replace all the back-up batteries in our Fire Alarm Panels.
- We ordered 72 buckets of Calcium Hypochlorite (Clorine) that we had budgeted for the rest of the year in September, because prices increased 5% in October.
- We had to replace the chemical check valve, fuses, and fuse holder on the main disconnect for the Indoor Activity Pool.
- We had to repair a broken 2" sprinkler line in the park area.
- We had to repair the pump on the Maxi Sweep pool vacuum.
- We had to replace the tires on the ATV.
- We had to add bracing in the Sauna.
- We replaced bad actuators and temperature sensors for the hot water tanks.
- We continued adding shower rods/curtains, towel racks, soap trays and pipe covers in the Family Rooms and Men's Locker Room.
- Stratton and Bratt have done demolition and concrete work on the play structure in the Outdoor Activity Pool.
- CCI Mechanical replaced condensation pump on the Lifeguard split system under warranty.
- We added the tunnel in between the main building and the 50-meter pool.
- And I have been working on budgets for the Facility Department.

Recreation Division

Board Report

Jacque Wardle

October 2023



Tasha/Weight Room-In September we ran another Beginner Female Strength Training course. The course started September 16th and will run every Saturday until October 14th. We had 6 spots available for this course, but had so many people interested that we had to open a second class to get everyone in. We ended up with 12 women signed up between the 2 classes. Our trainer, Cathy, that is running the course has done a great job, and we have received great feedback from the course so far.

Amy/Fitness Classes- September has come and gone! Starting the first of September, the Fitness department launched a Cycling contest. This contest will run September and October. During these next two months cycling patrons will record their mileage each class they take by scanning a QR code on the bike. Our goal as a group is to travel from Kearns, Utah to the east coast and back. We have made to North Port, Florida, and we are on our way back. There is a map of the United States on the back window of our cycling room. I update it each week so cycling patrons can track their progress across America. Help us get back home. Grab a fitness schedule and take a cycling class. Our Cycling instructors are fabulous. We also hosted a senior social in September. Our social was a Mystery Manor Escape. The goal was to follow the clues and find the Grandfather's Will. The first team to find his Will wins and inherits his fortune. It was well received and something we will repeat in the future.

Jessica/Childcare-This month we added a new basketball hoop in the active room. The kids have loved spending time together while shooting some hoops. We have also added some cute, new fall paintings to our windows. This last month we started our new Preschool Pals program, which has been a success. Last month they learned things like: How their bodies work, The season of fall and how the weather is changing, Colors by dividing colored balls into different groups, The names of the other children and how to be kind to each other. I, personally, love Preschool Pals and am excited for the future potential of this new program.

Jacque/Recreation- We are back to full speed with all our contractors. All the rooms are packed again.

For the first time this summer, I struggled to fill the 4.0 pickleball league. In fact, we had to cancel the 4.0 on Thursday evenings due to lack of participation. I am happy to state that we just started all leagues on the first of October and all are full with waiting lists.

Executive Director

Board Report – October 2023

Kevin Schmidt



Tourism, Recreation, Culture and Convention (TRCC) Funding: I presented our Outdoor Recreation Pool project (new play structure, replastering, and air supported structure) to the TRCC Board on Friday, September 22nd. We should hear from them in the next few months on whether our project was approved or not.

Budget Season: A huge thank you to our team for the work they have done and will continue to do on next year's budget. This is a very intense time for everyone as they work to put the best budget together that we can. We look forward to further discussions next week. We have had extensive discussions with each department to go over needs including multiple meetings to discuss capital repairs, maintenance and projects. We have been through a variety of demos for products and software to improve efficiencies. I had Josh do extensive research on the key staff positions to do a wage analysis with recommendations. We plan to go over what he found and recommendations in the working meeting this week. Our staff are our most important asset and we need to make adjustments to take care of them and to help keep them.

SmartRec: We had two extensive in person days with SmartRec the end of September. Their primary reason for the trip was to understand in depth how we do business so they can build the best training plan and ensure they make proper recommendations during implementation. We kick off our first implementation training Thursday.

WARPA: We hosted WARPA (Wasatch Area Recreation and Parks Association) for training on conflict management and other items. I also led the group on a tour.

Key Staff Meeting: We held a great Key Staff meeting where we discussed HR related topics, Financial Sustainability training and breakouts. It was a very productive and inciteful meeting.

Utah Drowning Prevention Coalition: Several from our team attended and helped with the UDPC Fundraiser. They held an auction and golf tournament on September 27th.

Fall Risk Conference: Several from our team attended the Fall Risk Conference that was held in the Element Center. It was well attended and most of the presentations were well done.

Front Desk project: We have met with DOT Architecture to select materials and discuss timelines. We hope to get news that the permit has gone through to get moving on the project.

HRIS Software: We will have a kick off meeting for Paylocity this Friday.

NRPA: NRPA was a great success. There were some great classes and I am grateful for the opportunity to have attended. I look forward to implementing many things and bringing trainings back to our team.

2.1. SUBJECT: INSURANCE

2.1.1 PURPOSE: To outline the District's policy regarding its health, dental, vision, term life insurance and other benefit programs.

2.1.2 POLICY:

2.1.2.1 Health Insurance. The District offers group health insurance coverage to all eligible regular full-time employees and their dependents. The District may require its eligible employees to pay a portion of the cost of such group health insurance coverage for the employees and/or their family members. The District reserves the right, in its sole discretion, to modify the amount or percentage that its eligible employees are required to pay for such coverage. All costs incurred for medical services not covered under the group health insurance plan shall be the responsibility of the employee. It is the responsibility of each employee to immediately notify the District of any family status change.

2.1.2.1.1 HSA Policy. All eligible employees who elect a high deductible health plan (HDHP), as defined by IRS guidelines, may be eligible for employer contributions to their HSA account. The employer will contribute to each eligible employee's HSA in compliance with the maximum annual contribution limits set by the IRS.

Calculation of Contribution: The contribution to the employee's HSA will be equal to the difference between the annual premium cost of the traditional health insurance plan and the annual premium cost of the HDHP. This calculation should be performed annually during open enrollment.

HSA Contribution Limit: The maximum annual HSA contribution will comply with the limits set by the Internal Revenue Service (IRS) for individuals and families. Employees will be notified of these limits during open enrollment. These limits will be reviewed annually and adjusted as necessary to align with IRS regulations. The frequency of the contributions will be set by the District who reserves the right, in its sole discretion, to modify the frequency in which it is paid.

2.1.2.2 Dental Insurance. The District offers group dental insurance coverage to all eligible regular full-time employees and their dependents. The District may require its eligible employees to pay a portion of the cost of such group dental insurance coverage for the employees and/or their family members. The District reserves the right, in its sole discretion, to modify the amount or percentage that its eligible employees are required to pay for such coverage. All costs incurred for dental services not covered under the group dental insurance plan shall be the responsibility of the employee.

2.1.2.3 Vision Insurance. The District offers group vision insurance coverage to all eligible regular full-time employees and their dependents. The District may require its eligible employees to pay a portion of the cost of such group dental insurance coverage for the employees and/or their family members. The District reserves the right, in its sole discretion, to modify the amount or percentage that its eligible employees are required to pay for such coverage. All costs

incurred for vision services not covered under the group vision insurance plan shall be the responsibility of the employee.

2.1.2.4 Life Insurance. The District offers group life insurance coverage to all eligible regular full-time employees. The District may require its eligible employees to pay a portion of the cost of such group life insurance coverage. The District reserves the right, in its sole discretion, to modify the amount or percentage that its eligible employees are required to pay for such coverage. An employee may purchase additional group term life insurance for the employee or the employee's family members at his or her own cost at group rates.

2.1.2.5 Option to Opt-Out. All eligible employees may opt-out of all coverage by completing the 'Insurance Opt-Out Form'. If an employee chooses to opt out of one or more of the insurance plans offered by the District, the employee will be given an "insurance allowance" equal to 50% of the lowest premium amount that the District was not required to pay for such coverage for the employee. An employee who has opted out of one or more of the District's insurance plans shall receive with each bi-weekly paycheck an insurance allowance payment equal to 50% of the cost of the monthly premiums that would have been paid to provide coverage for the employee, multiplied by 12 and divided by 26. These payments will be taxed as regular income. An employee who has opted out of the District insurance benefits will remain in and Opt-Out status until they choose to opt back in. The only times that they can opt-in is during open enrollment or during a qualifying life event.

2.1.2.6 Long-Term Disability Insurance. The District offers long-term disability insurance coverage to all eligible regular full-time employees. The District may require its eligible employees to pay a portion of the cost of such long-term disability insurance coverage. The District reserves the right, in its sole discretion, to modify the amount or percentage that its eligible employees are required to pay for such coverage.

2.1.2.7 Voluntary Benefits. The District offers voluntary benefits coverage to all eligible regular full-time employees. These benefits are optional and are meant to enhance the overall employee experience by providing additional coverage and perks. Employees participating in voluntary benefits programs are responsible for the associated costs, which may be deducted from their paychecks on a pre-tax or post-tax basis as specified in each benefit plan. The District reserves the right, in its sole discretion, to modify the voluntary benefits provided.

2.1.2.8 Further Information. Brochures and plan documents describing insurance benefits, limitations, employee rights, and premium costs are available with District Human Resources.

2.1.2.9 Compliance: All insurance offerings are subject to federal and state laws, and the District will adhere to any changes or updates in these laws.



KEARNS FITNESS CENTER POOL DOME

BUYER

Company:	Kearns Oquirrh Fitness Center
Address:	5642 S. Cougar Ln.
City, State, Zip:	Salt Lake City, UT 84118
Contact:	Kevin Schmidt
Phone:	(801) 545-4114
Email:	kschmidt@kopfc.com
Date:	10/16/2023
Quote:	QUO-5009 Revision #: 7

This quotation was prepared based on information provided by Kevin Schmidt of Kearns Oquirrh Fitness Center.

Seller: Arizon Structures Worldwide, LLC

ArizonBuildingSystems.com | 11880 Dorsett Rd., Maryland Heights, MO 63043
Sales Contact: Jimmy Henthorn | 314-406-3250 | jhenthron@arizoncompanies.com
Sales Engineer: Jason Benne | 314-520-4708 | jbenne@arizoncompanies.com



QUOTE

SCOPE OF WORK

Width: 115'	Length: 138'	Height: 38.3'
Application: Pool Dome	Sq Feet: 15,870	Seasonality: Seasonal

DOMESTRUCTURE

COMPONENT	INCLUDED/QTY	DESCRIPTION
Architectural Fabric Envelope	INCLUDED	Structural PVDF Coated, Opaque with Skylight, Exterior Color: Sandstone
Thermal Liner	INCLUDED	Double Wall, 14' Blue backdrop
Cable System	INCLUDED	Low Bias Cable System
Perimeter Anchorage System	INCLUDED	Structural Continuous Aluminum Channel with lumber to anchor the building to Other's concrete work .

Exterior will be structural-rated architectural fabric. Standard exterior fabric color is white but gray or custom colors are also available. Fabric shall be either: Translucent (to allow light to pass through the fabric and reduce or eliminate the need for artificial lighting during daytime use) or Opaque (to block light transmission through the fabric), as indicated above. The building will be manufactured in sections which will allow the complete envelope to be easily transported, installed, and dismantled. The fabric sections are mechanically-sealed with aluminum clamps.

AIR HANDLING SYSTEM

COMPONENT	INCLUDED/QTY	DESCRIPTION
Primary HVAC Inflation System	INCLUDED	Custom designed Make Up Air system.
Backup System	INCLUDED	Generator sized to backup aux. inflation fan only.
Heating Capacity & Source	INCLUDED	1600 MBH, Natural Gas.
Cooling Capacity & Source	NOT INCLUDED	None
Building Automation System	INCLUDED	Wind Sensor Snow Sensor Touch Screen/Online Controller
Optional Items & Features	NOT INCLUDED	None

The inflation system supplies internal air pressure to inflate and shape the structure envelope. The amount of make-up air (inflation) is minimal, and is a function of the installation fit and finish. The inflation system is designed to increase make-up air and building pressure significantly when needed for maximum building stabilization during inclement weather. The primary Heating and/or Air Conditioning unit shall be specifically designed, manufactured, and certified by Arizona.

DOORS / AIRLOCKS & LIGHTING

COMPONENT	INCLUDED/QTY	DESCRIPTION
Main Entry Revolving Door	3	Three-leaf aluminum revolving door
Emergency Exit Door	1	Pressure-balanced emergency exit door with exit light
Double Emergency Exit Door	0	None
Personnel Airlock	3	Personnel-sized airlock with exit light
Industrial Access Airlock	0	None
Lighting	6	Light Poles (2 LED fixtures per pole)

ACCESSORIES & OTHER ITEMS

COMPONENT	INCLUDED/QTY	DESCRIPTION

Buyer's Initials _____



QUOTE

SCOPE OF WORK

STRUCTURAL ENGINEERING PACKAGE

COMPONENT	INCLUDED/QTY	DESCRIPTION
Structural Engineering	INCLUDED	Structural Engineering of the dome and foundation is included. Design is based on the adopted version of the International Building Code (IBC) for the site location. Owner to verify local Code requirements. Any local modifications to the standard IBC must be given to Arizon for evaluation of the structural design. Local code differences from the national code may affect the design and cost of the dome and foundation.
Architectural, Mechanical, Electrical or other professional Design Engineering Packages	NOT INCLUDED	It is recommended that the owner consult with an architect and the local municipality for project requirements.

The fee for Arizon's Submittal Drawings (Engineering and Consulting Services) is payable at the time of execution of this agreement, is non-refundable, and shall be applied or credited to the purchase price of your Arizon Building. Additional Engineering and Consulting Services, or revisions or change orders to your Project may be provided at additional cost based on Arizon's prevailing hourly fees. These additional fees will not be credited or applied to the purchase price of your Project. Arizon's submittal drawings, engineering and design services do not include consulting services such as attendance at local code, building department meetings, zoning, city council meetings, bank and financing meetings, and the like. However, Arizon can provide these services for additional fees upon request.

INSTALLATION SERVICES

COMPONENT	INCLUDED/QTY	DESCRIPTION
Pre-Site Visit	NOT INCLUDED	Seller will provide a technician on-site for project Site. The visit is to occur a few weeks prior to Arizon shipping the product. This proposal includes 1 day for the on-site visit
Start-up Supervision	INCLUDED	Seller will provide a technician on-site to supervise the startup of the HVAC equipment for 1 day of supervision.
Installation Equipment	NOT INCLUDED	Lifts and Tools required for installation of the air structure and components.
Installation Labor Force	NOT INCLUDED	Crew of temporary workers to assist with the installation. Prevailing Wages are NOT included.
Construction Services	NOT INCLUDED	Preparation of the jobsite including Concrete, Electrical, Plumbing, Mechanical Piping, and Electrical hook-up services/work.
Freight Coordination and Loading at Factory	INCLUDED	Seller will coordinate shipment of the Goods and will load the equipment on the truck. Shipping Terms: EXW (Incoterms 2000)
Unloading Equipment Upon Delivery	NOT INCLUDED	Unloading of the Goods or Equipment at the jobsite with verification paperwork. Seller is not responsible for any lifting or rigging of the air structure and components.
Permits & Fees	NOT INCLUDED	All permits, licensing, or local code approval fees.
Final Walkthrough & Commissioning	INCLUDED	Final review of the installed building and components with Arizon's installation technician.
Owner's Training	INCLUDED	Training on how to manage and operate the building and equipment.
Owner's Manual	INCLUDED	Operational procedures / tools / needed install equipment / components.

Additional days of supervision may be purchased for \$1250/day plus travel, food, & lodging. Prevailing Wages are NOT included in Seller's pricing. Cleaning of the exterior of the building post-installation is not included. Preparation of the jobsite including Concrete, Electrical and Plumbing work is to be done by Buyer. Attaching utilities including gas, fuel, water, steam, and electrical connections for all equipment are the responsibility of the Buyer. All permits, licensing, or other fees are not included.

Buyer's Initials _____

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ACCEPTANCE OF QUOTE

BUYER'S ACCEPTANCE

TOTAL BASE PRICE

\$486,290.00

ACCESSORIES OR OPTIONAL ITEMS

COMPONENT	DESCRIPTION	ADD/DEDUCT	BUYER'S INITIALS
Engineering Deposit	Engineering Deposit of \$40,000 has been received. Arizon will complete the Structural Engineering portion of the work and provide this design in a Submittal package for use by the Owner. Engineering Deposit amount will be credited towards the Base Price.	Included in the Base Price listed above	
Installation Supervision	Installation Supervision Budget not including Equipment & Labor (Non-Prevailing Wage). This good-faith budget estimate is not a firm price for Installation Supervision. Upon a final post-construction site inspection development of the installation plan a formal proposal for installation with a firm price or T&M structure can be provided.	\$10,171	
Deflation Protection System	Deflation Protection Light Pole & Cable System	\$16,000	
Bathroom Connection Shroud	Shroud for Bathroom Structure Connection	TBD	
FREIGHT	FOB: Shipping Point, Freight Included		
PAYMENT TERMS	35% due upon submittal approval, 30% due upon release to production, 30% due upon completion of manufacturing, 5% Due at release to ship		
PRICING & TAXES	Prices are firm for 30 days from Proposal date. Prices do not include any duties, federal state or local sales/use taxes. Sales Tax will be added to Seller's Base Price if Buyer is not tax exempt. Due to the current material pricing volatility, prices could change up until final submittal approval and release to production. If submittal approval exceeds 30 days from proposal date, pricing could change based on material cost increases up until full release to production.		
WARRANTY	Seller's standard Warranty and per Terms & Conditions of Sale attached. • 20 year pro-rated warranty on exterior fabric envelope material. • 1 year on HVAC components and other materials/components.		
LEAD TIME	Submittal lead time is estimated at 3-5 weeks from order date. Shipment Lead Time is 34-40 weeks from Buyer's approval of Arizon's Submittal. Submittal and Ship dates are not guaranteed. *Consult Factory for special lead time requests.		

ACCEPTANCE

This Buyer's Acceptance and the contract formed between Buyer and Arizon, upon Arizon's acceptance and credit confirmation, is not contingent upon any condition or event unless listed in this Buyer's Acceptance.

- ☒ Buyer waives all Contingencies
 ☐ Contingent on Government Approval
☐ Contingent on Financing
 ☐ Contingent on Other

In consideration of the receipt of this Quotation and Information related, the recipient agrees not to reproduce, copy, use or transmit this document and/or the information therein contained in whole or in part, or to suffer such action by others, for any purpose, except with the advanced written permission of Seller (including its Johnson, MarCraft, Arizon Structures, Gateway Frame Buildings, or Compass Construction divisions), and further agrees to surrender same to Arizon Companies upon demand. Copyright Arizon Companies 2014. All rights reserved.

Unless otherwise stated, Quotations are valid for 30 days. Incorporated by reference into this Buyer's Acceptance is Arizon's Quotation, Submittal and Terms and Conditions of Sale (see www.arizonbuildingsystems.com).

Acceptance of Kearns Oquirrh Fitness Center :

The Buyer referenced above authorizes Seller to proceed with this order per this Quotation and Terms and Conditions of Sale incorporated herein. Upon acceptance of this ORDER by Seller, after approval of this Proposal and Acceptance of Buyer's Credit Application, this Buyer's Acceptance is final and binding on Buyer.

Signature: _____ Print Name & Title: _____ Date: _____
 Jobsite Address: _____ Requested Grand Opening Date: _____

Buyer's Initials _____



TERMS & CONDITIONS

01 AGREEMENT: Goods, Equipment, and Services ("goods") sold by Arizon Structures WorldWide, LLC or its affiliates ("Seller" or "Manufacturer") are made solely on the terms and conditions hereof notwithstanding any additional or conflicting terms or conditions that may be contained in any purchase order, specifications, contract or contract documents, or other form of purchase, all of which additional or conflicting terms and conditions are hereby objected to and rejected by Seller. No representations or warranties other than those contained herein shall be binding upon Seller unless in writing and signed by an officer of Seller. In any event, acceptance of a shipment by Buyer shall constitute acceptance of these terms and conditions. Goods sold hereunder are custom manufactured and are exclusively described in Seller's Submittal. All quotations ("quotation") or proposals for the sale of goods, unless otherwise specified, are subject to acceptance by a Buyer ("Buyer") within thirty (30) days from date of quotation and are subject to Seller's approval of Buyer's credit.

02 PAYMENT: Terms of payment are shown on the Schedule of Payments in Seller's quotation, but if not, progress payments are invoiced by Seller upon approval of Submittals, ordering of materials, commencement of manufacturing and final completion of manufacturing all or any part of Buyer's order. All past due accounts will be subject to a service charge of one and one-half percent (1-1/2%) per month (or, if less, the maximum rate permitted by applicable law.) All orders and shipments at all times are subject to the approval of Seller's Credit Department. Seller may require partial or total payment in advance of production or shipment if, in the judgment of Seller, the payment terms or financial condition of Buyer does not justify other terms. If Buyer delays shipment for any reason, payments shall become due from the date on which Seller tenders shipment, and storage thereafter shall be at Buyer's risk and expense. Acceptance by Seller of Buyer's partial payments shall not constitute a release of Buyer from any balance due claimed by Seller. Buyer shall pay all Seller's attorney fees and collection expenses in the event Buyer is in breach of the Terms of Payment or any other provision of these Terms and Conditions of Sale. Seller shall have an ongoing security interest in the goods and Buyer agrees to execute any forms requested by Seller to reflect this security interest. In addition to all other remedies, Seller may reclaim and repossess the goods. Seller does not waive its right to file a mechanics lien or bond claim under applicable state law. Buyer irrevocably appoints Seller as its Power of Attorney to effectuate Seller's security interest in the goods.

03 SHIPPING: Delivery shall be made EXW (Incoterms 2000) Seller's plant or origination, unless otherwise agreed in writing. All goods are shipped at Buyer's risk. Any claims for damage or shortage in transit when goods are shipped by common carrier must be filed by Buyer against the carrier. Claims for factory damages or shortages are waived by Buyer unless made in writing to Seller within ten (10) days after shipment of the goods by Seller, and accompanied by reference to Seller's bill of lading and factory order numbers. Delivery dates or times which may be specified are not guaranteed. Seller shall not be responsible for any delay or failure to meet a shipment date caused by circumstances beyond the reasonable control of Seller or others, including but not limited to, acts of God, riots, strikes, accidents, lack of transportation, or shortages of fuel, power, labor or equipment. Buyer agrees to pay for the goods notwithstanding the fact that Buyer may be unable to receive or provide suitable storage space for any delivery. If stored by Seller, Buyer agrees to pay storage charges to Seller as an extra.

04 TAXES & FEES: Buyer is responsible for all value added tax, and sales and use taxes, if any, related to the goods. If it is determined by Seller that Sales or Use Tax should be added to the order, Buyer agrees to pay Seller the full amount of any applicable taxes in addition to the price of the goods. Any taxes (except Seller's income tax) are the obligation of the Buyer, and Buyer agrees to indemnify and hold Seller harmless therefrom, including all expenses and attorney fees incurred by Seller related hereto.

05 CANCELLATION: Buyer's orders accepted by Seller shall not be cancelled or placed on hold by Buyer, unless Seller consents in writing. In the event of cancellation, Buyer shall promptly pay to Seller as fixed, agreed and liquidated damages, and not as a penalty, a sum equal to direct and indirect costs of Seller plus ten percent (10%) of the total amount of Schedule of Payments in the quotation. In the event Buyer places its order on hold and Seller consents, Seller shall invoice Buyer for the portion of the work completed, including but not limited to, Seller's direct and indirect costs (storage, opportunity and all other costs) as solely determined by Seller, and Buyer shall pay said invoice as provided for in these Terms and Conditions of Sale. Goods returned without prior authorization shall be at Buyer's risk and expense with no obligation by Seller. Seller is not responsible for rework, repairs or modifications of the goods without advance written agreement.

06 WARRANTY: Seller extends to Buyer the warranties received by Seller from the original manufacturers and suppliers of the components of the goods sold to Buyer. All other components of the goods manufactured by Seller shall be free from defects in material for a period of one (1) year from the date of Seller's shipment or tender of shipment, unless stated otherwise in Seller's Quotation or Submittal. A Bill of Sale and a warranty certificate will be provided to Buyer upon payment of Seller's invoices. If Buyer notifies Seller within the warranty period of a defect, Seller, at its option, will repair or replace the defect FCA (Incoterms 2000) at the location selected by Seller. This limited warranty extends only to the original Buyer from Seller. Any damage from improper handling, storage, abuse, misuse, or alteration of the goods in any manner voids Seller's warranty obligation. THIS LIMITED WARRANTY CONSTITUTES BUYER'S SOLE REMEDY. IT IS GIVEN IN LIEU OF ALL OTHER WARRANTIES. ALL IMPLIED WARRANTIES, INCLUDING ANY IMPLIED WARRANTY OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE, ARE EXPRESSLY EXCLUDED. IT IS EXPRESSLY UNDERSTOOD AND AGREED THAT IN NO EVENT AND UNDER NO CIRCUMSTANCE SHALL SELLER BE LIABLE FOR INCIDENTAL, SPECIAL OR CONSEQUENTIAL DAMAGES, WHETHER THE THEORY BE BREACH OF THIS OR ANY OTHER WARRANTY, NEGLIGENCE, STRICT LIABILITY OR OTHERWISE. Labor or service costs, refrigerant losses, the physical or chemical effect on the goods from improper storage, weather, foreign substances, mold, mildew, or chemicals in air, water or steam, including costs for removing or installing parts, and any shipping charges, are expressly excluded from this limited warranty. No person (including any agent or salesperson) has authority to expand Seller's obligation beyond the terms of this limited warranty, or to state that the performance of the goods is other than that published by Seller. Failure by Buyer to pay Seller's invoices in accordance with the Terms and Conditions of Sale voids all warranties provided for herein. Any lawsuit or claim other than a warranty claim shall be brought within one (1) year from tender of shipment.

07 FIELD SERVICES & INSTALLATION: All Field and Job-Site Services provided by Seller, if any, are set forth by the later of Seller's Quotation or Submittal, are payable at Seller's current per diem rates plus expenses, are for one (1) trip to the jobsite, are non-refundable, are subject to two (2) weeks minimum advance notice in writing from Buyer stating Seller's goods and the jobsite are prepared for Seller's field services, and are subject to Buyer providing requested tools/equipment and qualified technicians to work with and be available to Seller's field service representative(s). Field Service work and all start-up of Seller's goods will be by authorized technicians. Seller is not responsible for field service work beyond the number of days listed in the Submittal. Start-up of the goods is solely and exclusively determined by and deemed acceptable by Seller. Although Seller strives, in good faith, to provide a detailed Responsibility Matrix and include all the necessary labor and equipment and services required by this contract to supervise or provide the installation of the Seller's structure package, there may be situations beyond Seller's control. Buyer acknowledges and agrees that any delays caused by Buyer or Buyer's subcontractors, weather delays, or any other circumstance outside of Seller's control could result in additional fees and will be billed at Seller's daily rate as found in this quotation. Quotation for field services is based upon 40 hour work week. Weekend or overtime will be billed at additional cost if applicable. Buyer to notify Seller in writing if overtime/weekend permission is not authorized. Seller will not be responsible for nor accept any costs incurred through field service, rework, repair and/or modification or alteration of its goods without prior written authorization by Seller. Seller's warranty in paragraph 8 hereof is conditioned and contingent on Buyer's adoption of a written maintenance and service plan performed by Seller and Buyer or performed by a technician(s) trained and authorized in writing by Seller. In the event the goods or their components are disassembled and stored on a seasonal basis, said disassembly and storage shall be in accordance with Seller and with the Original Manufacturer's warranty and Installation, Operations, and Maintenance Instructions. Responsibility for the goods after disassembly and during storage is solely that of the Buyer.

08 CONDITIONS AT JOBSITE: Under no circumstances shall the Seller be responsible for the condition of the subsoil at the installation site as it pertains to costs of excavation, or as it pertains to holding ability of the Sellers anchorage. Likewise where anchorage is attached to existing concrete work, the Buyer will be responsible for the quality and holding power of the concrete. The Seller will specify anchorage loads to be withstood and warrants its design to be sufficient to meet specified requirements. The Seller will provide technical assistance and advice to the Buyer, but will not be responsible for Buyer's site, sub-soil conditions or anchorage system. Seller is not responsible for permits or licenses, nor for state, federal, county, city or other local codes, zoning, and/or regulations and compliance thereto.

09 MARKETING & PHOTOGRAPHY: Buyer hereby authorizes Seller to take and/or publish photographs of the Project or Property for use in Company's print, website, social media, broadcast media, and/or video-based marketing materials, as well as other Seller publications. It is Seller's intention to upload any photographs taken on its Facebook page, website or any other lawful social media outlets as well as use them in print/marketing materials. Buyer understand and agree that all photographs taken and/or time-lapse videos made by Seller will become the property of Seller. Buyer hereby releases and agrees to hold Seller harmless from any reasonable expectation of privacy or confidentiality associated with any images/photographs taken by the Seller.

10 DESIGN ENGINEERING: Seller reserves the right to change specifications and/or designs of the goods or their components based on Seller's interpretation of Seller's Approved Submittal at no cost to Buyer. Failure by Buyer to promptly approve Seller's Submittal may result in added charges or change orders on behalf of Seller. If any goods shall be manufactured or sold by Seller to meet Buyer's specifications or requirements and are not a part of Seller's standard product offering, Buyer agrees to indemnify and save harmless Seller from any and all damages, and for claims and demands for actual or alleged infringement of any United States or foreign patents because of such goods.

11 DISPUTES: Any controversy or claim arising out of or relating to payment, or to Seller's Submittal, Buyer and Seller's Contract, including these Terms and Conditions of Sale, or any other matter, shall be settled exclusively in St. Louis County Missouri Circuit Court, or at Seller's option, by arbitration administered by the American Arbitration Association (AAA) under its Construction Industry Arbitration Rules in St. Louis County, Missouri, and Buyer hereby waives any appeal from the arbitration award and consents to the confirmation and entry of judgment thereon with or without notice in any court having jurisdiction over either Buyer or Seller. Buyer and Seller agree to use the Fast Track Procedures provided for by AAA Rules and Procedures and to be governed by the laws of the State of Missouri.

Effective: 04/01/2018

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MINUTES FOR THE WORKING MEETING OF THE BOARD OF TRUSTEES
OF THE OQUIRRH RECREATION AND PARKS DISTRICT
WEDNESDAY SEPTEMBER 20, 2023
ELEMENT EVENT CENTER - EAST CONFERENCE ROOM
5658 S COUGAR LANE (4800 WEST),
KEARNS, UTAH

Present:

David Howick – Chair
Wade Wright – Vice-Chair
Jeff Monson – Trustee

Staff Present:

Kevin Schmidt – Executive Director
Danielle Norman – Controller
Chris Johnson – Accountant/HR
Josh Lawrence – HR Manager

Excused:

CALL TO ORDER

Chair Howick called the meeting to order at 6:01 PM. Chair Howick welcomed Bryan Richter from C&I Design, Inc.

General Discussion

Chair Howick welcomed all to the working meeting and turned the time over to Mr. Schmidt, he introduced Mr. Richter from C&I Design, to discuss the placement and construction of the Air Support Structure. The Board asked several questions on the design. Mr. Schmidt and Mr. Richter discussed the design and additional changes to the plans and did a presentation to where the structure and placement of the mechanical system would sit on the outdoor deck when the Air Support System is up.

Mr. Schmidt let the Board know that staff reviewed the RFP for the HRIS Software System, Mr. Lawrence presented a comparison between our current payroll system and the payroll system we would like to initiate, Mr. Lawrence and Mr. Schmidt discussed the system and the differences between the current system and the new one. The Board asked several questions, Mr. Schmidt discussed the implementation and cost concerning the program, and stated he felt that this was a very good change.

Chair Howick discussed the committees, he stated the handout that was sent to Mr. Schmidt contained some discrepancy, with the policies for benefits received by the full-time employees. He stated that we are working with three different systems concerning what qualifies an employee to be full-time benefited. Mr. Schmidt stated that we would put the information request

in the upcoming budget 2024.

Chair Howick declared the working meeting to be adjourned at 7:00 pm.

Date: _____
David Howick – Chair

Date: _____
Wade Wright – Vice-Chair

Date: _____
Jeff Monson – Trustee

MINUTES FOR THE REGULAR MEETING OF THE BOARD OF TRUSTEES
OF THE OQUIRRH RECREATION AND PARKS DISTRICT
WEDNESDAY SEPTEMBER 20, 2023
ELEMENT EVENT CENTER – NORTH BALLROOM
5658 S COUGAR LANE (4800 WEST),
KEARNS, UTAH 84118

Present:

Dave Howick – Chair
Wade Wright – Vice-Chair
Jeff Monson – Trustee

Staff Present:

Kevin Schmidt – Executive Director
Chris Johnson – Accountant/HR Specialist
Joshua Lawrence – HR Manager
Danielle Norman – Financial Controller
Brad Percy – Aquatics Manager
Kurt Warren – Facilities Manager
Jacque Wardle – Recreation Manager
Sam Page – Operations Manager

Excused:

Steve Cook – Marketing Manager

CALL TO ORDER

Chair Howick called the Regular Board Meeting to order at 7:05 p.m. Welcomed the new controller, Ms. Danielle Norman. Chair Howick made a few comments, he thanked the staff for a job well done and Mr. Cook for a Festival well done.

Pledge of Allegiance

Citizens Comment

Chair Howick made a few comments from the news today.

MANAGER REPORTS & EXECUTIVE DIRECTOR REPORT

RECREATION

Ms. Wardle asked the Board if they had any questions. Ms. Wardle discussed some of the latest programs added in the recreation department. The Board thanked Ms. Wardle for all her hard work. There were no further questions.

OPERATIONS

Ms. Page asked the Board if they had any questions, she discussed an incident involving an employee who was assaulted. Ms. Page explained the process of the incident. Chair Howick stated he had no more questions and thanked Ms. Page.

AQUATICS

Mr. Peercy reported on the general attendance for August. Mr. Peercy let the Board know that Ms. Norda Barrowes went part time for the facility and Ms. Amy Sharp was hired in her place for the new full-time Team Administration position. Mr. Peercy discussed the group lessons and various other activities and programs in the Aquatics Department. Chair Howick asked what the difference between Water Polo Leagues, Collegiate Water Polo and Youth Water Polo. Mr. Peercy let the Board know about the facility bid for the Men's Collegiate Club Nationals and stated that facility was awarded the bid.

MARKETING

Mr. Schmidt reported Mr. Cook was excused. Mr. Schmidt answered several questions asked by the Board concerning Marketing.

HUMAN RESOURCES

Mr. Lawrence discussed a survey taken by the employees regarding the best place to work. Mr. Lawrence discussed the results. Mr. Lawrence stated they discussed the proposal regarding the HRIS System in the Working meeting. Trustee Monson made a motion to approve the one-time fee for Paylocity process for a new HRIS System \$8,321.19 and approving the total annual investment for Paylocity as presented. Vice-Chair Wright seconded the motion. Motion carried unanimously:

Chair Howick, Aye
Vice-Chair Wright, Aye
Trustee Monson, Aye

The Board realizes this will likely require a budget adjustment which will be handled before the end of the year.

FACILITIES

Mr. Warren reported on several of the facilities projects that are being done. The Board thanked him for all the work he has done for the facility.

EXECUTIVE DIRECTOR REPORT

Mr. Schmidt stated he would be presenting on Friday for the TRCC grant submission. The Board and Mr. Schmidt discussed the presentation, the Board gave him some information to relay to the committee. Mr. Schmidt discussed several additional items and noted the Arizona Air Support Structure was discussed in the working meeting. Mr. Schmidt updated the Board on the front desk remodel by Designs of Tomorrow. The Board asked several questions on the timeline. Mr. Schmidt discussed additional items on the Director Report.

Consideration and Recommendation to Approve Expenditures over \$60,000

There were no additional expenditure at this time.

Chair Howick discussed several items concerning bonding and other facility needs, he commented on his concerns about the construction of the Air Support Structure and looking long-term and a potential bond in the November 2024 election. The Board discussed the need to articulate and understand the details before considering any bonding.

Update and Amend Appointed Positions – Resolution 2023-1

Chair Howick made a motion to amend the appointed positions on Resolution 2023-1 as presented. Trustee Monson seconded the motion. Motion carried unanimously:

Chair Howick, Aye
Vice-Chair Wright, Aye
Trustee Monson, Aye

Board Member Travel Approvals Per Board Travel Policy

Chair Howick approved NRPA Travel for Mr. Wright.

Vice-Chair Wright approved UASD Travel for Mr. Howick.

Cancellation of Upcoming Election Resolution # 2023-04

Vice-Chair Wright made a motion to approve Resolution 2023-4, the cancellation of the upcoming Election as presented. Chair Howick seconded the motion. Motion carried unanimously:

Chair Howick, Aye
Vice-Chair Wright, Aye
Trustee Monson, Aye

APPROVAL OF MINUTES

After a brief discussion, Trustee Monson moved to approve the minutes for the previously held meetings as presented:

August 23, 2023 – Working Meeting
 August 23, 2023 – Regular Board Meeting

Vice-Chair Wright seconded the motion. Motion carried unanimously:

Chair Howick, Aye
 Vice-Chair Wright, Aye
 Trustee Monson, Aye

APPROVAL OF PAYABLES & FINANCIALS

After review, Trustee Monson made a motion to ratify the approval of September 6, 2023, payable in the amount of \$226,329.73.

Vice-Chair Wright seconded the motion. Motion carried unanimously:

Chair Howick, Aye
 Vice-Chair Wright, Aye
 Trustee Monson, Aye

After review, Trustee Monson made a motion to approve the September 20, 2023, payable in the amount of \$109,086.67.

Vice-Chair Wright seconded the motion. Motion carried unanimously:

Chair Howick, Aye
 Vice-Chair Wright, Aye
 Trustee Monson, Aye

Financials

After a brief discussion, Chair Howick moved to approve the July and August Financials as presented. Vice-Chair Wright seconded the motion. Motion carried unanimously:

Chair Howick, Aye
 Vice-Chair Wright, Aye
 Trustee Monson, Aye

Chair Howick thanked and congratulated Mr. Jeff Monson for being the new Board Member next year 2024.

Chair Howick moved to adjourn the meeting.

Next Regular Board Meeting Scheduled for October 18, 2023, at 7:00 PM

ADJOURN

The Regular Meeting was adjourned at 8:54 PM.

Date: _____

David Howick – Chair

Date: _____

Wade Wright – Vice Chair

Date: _____

Jeff Monson – Trustee

OQUIRRH RECREATION & PARKS DISTRICT

PAYABLES AS OF:

Wednesday, October 4, 2023

CHECK #	VENDOR	ITEM / SERVICE	AMOUNT
ACH 09052023	PAYCHEX	PAYROLL PROCESSING FEES	\$ 278.85
ACH 10012023	HEALTH EQUITY	4TH QUARTER EMPLOYER HSA CONTRIBUTION	\$ 10,675.00
ACH HE 09172023	HEALTH EQUITY	HSA CONTRIBUTION - EMPLOYEE CONTRIBUTION	\$ 741.00
ACH PR 09172023	UTAH RETIREMENT SYSTEM	EMPLOYEE RETIREMENT ACCOUNT	\$ 13,764.31
EFT 09312023	PEHP - LIFE	EMPLOYEE ADDITIONAL LIFE INSURANCE	\$ 607.98
EFT 10012023	UTAH LOCAL GOVERNMENT TRUST	EMPLOYEE MONTHLY ACCIDENTAL DENTAL INSURANCE	\$ 15.60
EFT 10312023	PEHP	EMPLOYEE HEALTH INSURANCE	\$ 22,322.25
68641	AIR COMM	EQUIPMENT - RADIOS - BATTERIES	\$ 590.00
68642	ALLIED BUSINESS SOLUTIONS	MONTHLY SERVICES - COPIES	\$ 527.81
68643	ALSCO	CUSTODIAL SUPPLIES	\$ 181.11
68644	AMERICAN RED CROSS	LGT TRAINING	\$ 225.00
68645	ANNA CARVER	SWIMPOSIUM REIMBURSEMENT	\$ 15.00
68646	ARBITER PAY ACCOUNT - USA WATER POLO	MASTER'S LEAGUE SANCTION FEES	\$ 2,001.00
68647	BLOMQUIST HALE CONSULTING GROUP	EMPLOYEE ASSISTANCE - MONTHLY CONTRACT	\$ 348.00
68648	BOLT AND NUT SUPPLY CO	REPAIR & MAINTENANCE	\$ 22.02
68649	BRAD PEERCY	NRPA TRAVEL/TRAINING DALLAS PER DIEM	\$ 310.50
68650	CCI SERVICE	SERVICE ON GYM RTU	\$ 779.77
68651	CEM AQUATICS	POOL CHEMICALS	\$ 1,774.22
68652	CENTURYLINK	TELEPHONE - ALARM	\$ 68.89
68653	DIAMOND EVENT & TENT	RENTAL ROUND TABLE SPECIAL EVENTS	\$ 648.37
68654	DOMINION ENERGY	NATURAL GAS - UTILITIES	\$ 290.35
68655	DUSTY PROFESSIONAL YARD SERVICES	FERTILIZED LAWN	\$ 1,670.00
68656	FERGUSON	BLDG. REPAIR AND MAINTENANCE	\$ 141.19
68657	HOWE RENTAL & SALES	CONCRETE SAW RENTAL	\$ 343.93
68658	INTERMOUNTAIN FUSE SUPPLY	POOL MOTOR CONNECTORS & FUSES	\$ 129.79
68659	JARADS LLC	JANITORIAL SERVICES - KATEC & KOPFC	\$ 6,820.00
68660	JENNIFER ADAMS	MILEAGE REIMBURSEMENT	\$ 15.33
68661	JENNY SOIFUA	HLG IN-SERVICE	\$ 73.96
68662	KEVIN SCHMIDT	NRPA TRAVEL/TRAINING DALLAS PER DIEM	\$ 392.08
68663	LINDA JONES	CLEANING DEPOSIT REFUND	\$ 250.00
68664	MADALYN ORDONEZ	CONTRACT PROGRAM - ROOTS BASKETBALL - RECREATION	\$ 420.00
68665	MCMASER-CARR	BLDG. REPAIR AND MAINTENANCE	\$ 109.34
68666	MICHAEL CAGLE	CONTRACT PROGRAM - KARATE - BLACK ANGELS	\$ 661.50
68667	MURRAY AQUATICS CENTER	MAC DUA L MEET FEES	\$ 822.00
68668	OFFICE DEPOT	OFFICE SUPPLIES	\$ 251.90
68669	OGDEN SWIMMING POOLS	POOL RENTAL YOUTH WATER POLO GAMES	\$ 350.00
68670	POWER ENGINEERING CO.	BOILER REPAIR & MAINTENANCE	\$ 607.48
68671	RICHARDS LABORATORIES	CHEMICAL POOL WATER TEST	\$ 120.00
68672	SHIRLEY SPAIN	AEROBICS SUPPLIES	\$ 13.50
68673	SPRINKLER SUPPLY CO.	BLDG. REPAIR AND MAINTENANCE	\$ 113.67
68674	STEVE COOK	NRPA TRAVEL/TRAINING DALLAS PER DIEM	\$ 310.50
68675	WADE WRIGHT	NRPA TRAVEL/TRAINING DALLAS PER DIEM	\$ 773.46
68676	WAXIE	CUSTODIAL SUPPLIES	\$ 2,297.96
68677	YESCO	MONTHLY MAINTENANCE AGREEMENT FOR ELECTRIC MARQUEE	\$ 200.00

\$ 73,074.62

\$ 87,114.53



OQUIRRH RECREATION PARKS DISTRICT
 (dba KEARNS OQUIRRH PARK FITNESS CENTER)

Balance Sheet

September 2023

	Governmental Activities (Oval)	Business-type Activities (KOPFC)	Total
ASSETS			
Current Assets			
Checking/Savings	-	6,675,506	6,675,506
Accounts Receivable	-	380,924	380,924
Other Current Assets	-	277,008	277,008
Total Current Assets	-	7,333,438	7,333,438
Long Term Assets			
Capital Assets	41,234,687	-	41,234,687
Accumulated Depreciation	(27,665,623)	-	(27,665,623)
Other Assets - Net Pension Asset		493,070	
Total Long Term Assets	13,569,064	493,070	13,569,064
TOTAL ASSETS	13,569,064	7,826,507	21,395,571
LIABILITIES & EQUITY			
Liabilities			
Accounts Payable		28,799	28,799
Other Current Liabilities	-	563,018	563,018
Long Term Liabilities	-	2,695,415	3,041,237
Total Liabilities	-	3,287,232	3,287,232
Equity			
Retained Earnings	15,340,573	18,739,154	34,079,727
Net Income		(1,863,532)	(1,863,532)
Total Equity	15,340,573	16,875,621	32,216,194
TOTAL LIABILITIES & EQUITY	15,340,573	20,162,854	35,503,427



OQUIRRH RECREATION PARKS DISTRICT
(dba KEARNS OQUIRRH PARK FITNESS CENTER)

Budget v. Actual
September 2023

	September	Budget	% of Budget	Jan 1- Sep 30	YTD Budget	% of Budget	Annual Budget
Ordinary Income/Expense							
Income							
31000 Memberships	97,255	94,069	103%	801,545	1,009,089	79%	1,288,665
31500 Admissions	21,499	25,181	85%	602,225	640,375	94%	679,618
31700 Special Events Revenue	2,223	2,250	99%	26,357	25,860	102%	28,800
31800 Facility/Pool Rental	18,981	18,338	104%	153,556	145,227	106%	202,641
32000 Aquatics Revenue	47,892	62,891	76%	521,459	599,692	87%	736,631
33000 Recreation Revenue	10,042	10,491	96%	126,372	117,084	108%	146,772
34000 Marketing Revenue	13,112	10,520	125%	253,756	248,230	102%	259,730
38000 Retail Sales	491	617	80%	11,834	12,049	98%	14,100
38900 Property Lease	1,242	1,242	100%	11,178	11,178	100%	14,904
39000 Other Income	1,485	4,167	36%	69,894	37,500	186%	50,000
Total Income	214,224	229,766	93%	2,578,175	2,846,284	91%	3,421,860
Cost of Goods Sold							
44500 Cost of Sales	2,595	12,529	21%	121,615	149,400	81%	161,123
Total COGS	2,595	12,529	21%	121,615	149,400	81%	161,123
Gross Profit	211,628	217,237	97%	2,456,561	2,696,884	91%	3,260,737
Expense							
51000 Wage Exp - Admin	33,252	28,467	117%	304,258	266,028	114%	366,741
52000 Wage Exp - Aquatics	93,716	90,296	104%	1,053,635	963,809	109%	1,221,970
53000 Wage Exp - Recreation	23,155	21,678	107%	215,370	223,041	97%	297,710
54000 Wage Exp - Marketing	11,278	13,845	81%	132,964	144,400	92%	182,157
55000 Wage Exp - Facilities	46,540	49,403	94%	399,322	453,287	88%	613,683
56000 Wage Exp - Operations	28,349	24,862	114%	284,273	269,537	105%	356,783
57000 Payroll Tax Exp	18,207	17,194	106%	183,458	173,964	105%	228,618
58000 Employee Benefits Exp	45,161	51,255	88%	445,477	470,846	95%	636,647
59901 Pension Benefit Exp	-	-	0%	-	-	0%	(26,106)
61000 Payroll Exp	2,193	2,568	85%	29,014	29,651	98%	38,015
62000 Employee Development Exp	784	3,220	24%	20,370	31,805	64%	34,655
62400 Depreciation Exp	83,812	97,379	86%	756,702	822,714	92%	1,113,797
64000 Credit Card Merchant Fees	6,990	4,185	167%	60,756	41,319	147%	52,482
64100 Interest Exp	2,506	2,940	85%	22,555	26,663	85%	35,483
65000 Insurance Exp	9,876	10,861	91%	87,777	97,749	90%	130,332
69900 Board Discretionary Funds	-	-	-	-	500	0%	500
69910 Election Exp	-	-	-	-	-	-	30,000



OQUIRRH RECREATION PARKS DISTRICT
(dba KEARNS OQUIRRH PARK FITNESS CENTER)

Budget v. Actual
September 2023

70000 Advertising and Promotion	28	500	6%	9,847	22,000	45%	25,270
71000 Printing Exp	53	3,250	2%	11,169	15,750	71%	17,850
72000 Postage Exp	-	1,075	0%	3,604	6,150	59%	7,650
74500 Uniforms Exp	-	750	0%	15,327	13,270	115%	19,080
74800 Permits/Licenses Exp	296	381	78%	8,525	7,458	114%	11,076
75000 Office Supplies	22	911	2%	7,729	11,349	68%	14,132
75100 Supplies Exp	2,172	3,680	59%	30,893	47,611	65%	63,991
75200 Equipment Exp	1,052	822	128%	17,670	20,968	84%	23,534
75250 Group Sales Rental Expense	702	1,000		1,410	1,400		1,550
75300 Computer Exp	2,518	4,796	52%	48,461	71,814	67%	91,352
75600 Employee Engagement/Recognition	173	390	44%	7,959	9,900	80%	13,235
75700 Special Events Exp	-	400	0%	43,760	59,140	74%	63,120
76000 Travel Exp	-	-		29,604	44,414	67%	48,654
76100 Mileage Exp	15	744	2%	2,491	13,476	18%	16,466
76200 Team Fees	1,600	1,300	123%	39,217	36,800	107%	51,300
78000 Memberships/Subscription Dues	1,799	460	391%	12,326	14,603	84%	17,363
79000 Sponsorship Expense	-	417		-	3,749		5,000
92000 Professional Services	13,175	14,287	92%	163,965	202,479	81%	249,659
93000 Repairs and Maintenance	61,873	20,634	300%	336,551	181,505	185%	245,736
93200 Telephone/Internet/Television	1,972	2,070	95%	17,922	18,630	96%	25,515
93500 Chemicals Exp	14,294	634	2255%	88,114	95,357	92%	108,078
94300 Utilities Exp	23,789	36,786	65%	323,925	350,113	93%	451,022
Total Expense	531,350	513,440	103%	5,216,400	5,263,249	99%	6,884,100
Net Ordinary Income/(Loss)	(319,722)	(296,203)	108%	(2,759,839)	(2,566,365)	108%	(3,623,363)
Other Income/Expense							
Other Income							
30000 Property Tax Revenue							
30100 Fee in Lieu (Motor Vehicle)	24,434	23,349	105%	412,907	570,217	72%	4,816,000
30200 Interest Income	18,768	13,546	139%	158,833	132,190	120%	169,001
	30,226	2,000	1511%	324,567	18,000	1803%	24,000
Total Other Income	73,427	38,895	189%	896,307	720,407	124%	5,009,001
Other Expense							
99900 Property Taxes Disb to Others	-	-	0%	-	-	0%	537,040
Total Other Expense	-	-	0%	-	-	0%	537,040
Net Other Income/(Loss)	73,427	38,895	189%	896,307	720,407	124%	4,471,961
Net Income/(Loss)	(246,294)	(257,308)	96%	(1,863,532)	(1,845,958)	101%	848,598