

VAIL PARK AND RECREATION DISTRICT
d/b/a VAIL RECREATION DISTRICT
BOARD OF DIRECTORS

5:00 P.M.
Thursday, July 28, 2022
Town of Vail, Council Chambers
AGENDA
REGULAR MEETING

Agenda

1. Call to Order
2. Changes to Agenda;
3. Approval of Minutes;
 - a. June 23, 2022
4. Public Input (for matters not otherwise on agenda/three-minute time limit/no disrupting, pursuant to § 18-9-108, C.R.S.);
5. Executive Session;
 1. §24-6-402(4) (b), C.R.S. for the purpose of a conference with the District's legal counsel regarding specific legal questions pertaining to Dobson Ice Arena Use Agreements
6. New Business and Special Orders;
 - a. Consideration of FAMLI Program Participation-Ms. Allison Ulmer
 - b. We Are VRD-Ms. Nell Davis
7. Unfinished Business;
 - a. Update on CPS-HR Consulting Classification Study & Pay Policy Development-Mr. Mike Ortiz
8. Officers, Committees, Staff, and Professional Consultants;
 - a. June 2022 Financial Report- Mr. Eric Weaver
 - b. Executive Director Report - Mr. Mike Ortiz
 - c. Board Member Input
9. Adjournment

RECORD OF PROCEEDINGS

Minutes of the Regular Meeting
Of the Board of Directors

Vail Park and Recreation District
dba Vail Recreation District
June 23, 2022

A Regular Meeting of the Board of Directors of the Vail Recreation District, Town of Vail, Eagle County, Colorado, was held on June 23, 2022 at 5:00 p.m. at the Vail Town Council Chambers, Town of Vail, Eagle County, Colorado, in accordance with the applicable statutes of the State of Colorado.

1. MEMBERS PRESENT

1.1. Bob Armour, Jason Plante, Roland Kjesbo, Kirk Hansen, John Rediker

2. MEMBERS ABSENT AND EXCUSED

2.1. None.

3. STAFF PRESENT

3.1. Mike Ortiz, Nell Davis, April Heredia, Chad Young, Sara Eaton, Jared Biniecki, Alice Plain

4. OTHERS PRESENT

4.1. None.

5. CONSULTANTS PRESENT

5.1. Eric Weaver-Marchetti & Weaver, LLC, Matt Miller-McMahan & Associates

6. CALL TO ORDER

6.1. Director Armour called the meeting to order at 5:00 p.m.

7. CHANGES TO AGENDA

7.1. Mr. Ortiz asked to move Dobson engineering report and civic area plan to before participation prioritization policies for summer camps.

8. APPROVAL OF MINUTES

8.1. By motion duly made and seconded it was unanimously RESOLVED to approve the minutes of the May 12 special meeting.

9. PUBLIC INPUT FOR MATTERS NOT OTHERWISE ON AGENDA

9.1 None.

RECORD OF PROCEEDINGS

Vail Recreation District June 23, 2022 Meeting Minutes

10. PRESENTATION AND ACCEPTANCE OF 2021 AUDIT

- 10.1. The 2021 audit was done by McMahan and Associates. Mr. Matt Miller shared with the board that the audit received an unqualified clean opinion finding and that no audit adjustments would be needed. He shared a brief process of the audit and gave a couple of suggestion for Pickleball and Nordic. He suggested a better cash handling and credit card processing system process for Pickleball. He also wanted to make sure the printer for passes arrived for Nordic and it has.
- 10.2. By motion duly made and seconded it was unanimously RESOLVED to accept the audit draft as presented.

11. RESOLUTION TO ADOPT A POLICY FOR USE OF GOLF COURSE FACILITIES BY MINORS

- 11.1. Ms. Alice Plain proposed to the board that the minimum age to be unaccompanied at the golf course should be 13.
- 11.2. Some discussion was had and suggestions for signage to be placed around the golf course to inform the public on the new rule.
- 11.3. By motion duly made and seconded it was unanimously RESOLVED to approve the Resolution to Adopt a Policy for Use of Golf Course Facilities by Minors.

12. UPDATE ON DOBSON ICE ARENA ENGINEERING REPORT AND CIVIC AREA PLAN

- 12.1 Mr. Mike Ortiz gave some background and purpose of the engineering audit. He also reviewed the different scheme options within the report with options to increase programming space in Dobson.
- 12.2 Director Hansen shared that in a public survey the public responded that they would like to see an indoor fitness and recreation facility in the space.

13. PARTICIPATION PRIORITIZATION POLICIES FOR SUMMER CAMPS

- 13.1 Mr. Chad Young shared with the board that currently our capacity does not meet demand. He would like to recommend a process to prioritize entrance to camp. He believes our local workforce should have priority.
- 13.2 After some discussion the board asked for data to be presented to be able to continue the discussion. Mr. Young agreed and will gather information and will share that with the board at a future meeting.

14. REPORT ON QUARTERLY RECREATION SUBCOMMITTEE

- 14.1 Mr. Mike Ortiz shared that the Town of Vail is looking to have a joint session with the Vail Recreation District to get the Civic Area Plan back into discussion.

RECORD OF PROCEEDINGS

Vail Recreation District June 23, 2022 Meeting Minutes

14.2 The District needs direction from the Town of Vail on how the District can be helpful in the decision making process.

15. MAY 2022 FINANCIAL REPORT

15.1 Mr. Eric Weaver shared that overall the district is in a good position. Revenues are favorable by 4% and expenses are also favorable through the month of May.

15.2 He shared that he would need to go in and update forecast numbers for the new employee positions that have been added with benefits.

15.3 Capital projects have various things affecting numbers as the shortages of supplies and trades make it difficult to get things accomplished.

16. EXECUTIVE DIRECTOR INPUT

16.1 Mr. Ortiz gave highlights from the directors reports as presented in the Board packet.

17. BOARD MEMBER INPUT

17.1 Director Plante gave thanks to all VRD staff for all their work.

17.2 Director Hansen shared his gratitude for Mike Ortiz.

17.3 Director Kjesbo shared that the golf is great right now as well as the restaurant.

17.4 Director Armour gave thanks to Eric Weaver for his work on the audit. He also shared that Mr. Jarett Davis called him and thanked him for the scholarship that his daughter Emily Davis received.

17.5 Director Armour also shared that he visited Beaver Creek and their newly constructed pickleball courts will be delayed for weeks.

18. ADJOURNMENT

18.1 Upon a motion duly made and seconded it was unanimously RESOLVED to adjourn the Regular Meeting of the Vail Recreation District Board of Directors.

Respectfully Submitted,
April Heredia
Secretary to the Meeting


July 22, 2022

MEMORANDUM

ATTORNEY-CLIENT PRIVILEGED

VIA EMAIL

TO: Board of Directors
Mike Ortiz, Executive Director
Vail Park and Recreation District

FROM: Allison Ulmer 

RE: **Colorado's Paid Family and Medical Leave Insurance ("FAMLI") Program and the Opt-Out Process**

Beginning January 1, 2024, the State will provide eligible employees in Colorado a paid leave program offering partial wage replacement for up to 12 weeks¹ of leave in a 12-month period. This paid leave can be used by employees to take care of themselves or their family during certain life circumstances, such as birth of a child, caring for a family member with a serious health condition, or preparing for military deployment. While the leave is paid and administered by the State, the program is funded through employer and employee contributions, which will begin on January 1, 2023.

Local governments, such as the VRD, may opt-out of the FAMLI program. If you wish to opt-out, a decision must be made before the end of 2022. This Memorandum provides an overview of the FAMLI program and explains the opt-out process.

Premiums

Beginning on January 1, 2023, employers and employees will split a premium fee totaling 0.9% of the employee's wages, with a cap for higher-earning employees equivalent to the social security wage base. The 0.9% withholding rate is set through 2025.

¹ An additional 4 weeks, for 16 weeks total, is available for people experiencing pregnancy and childbirth complications.

Paid Leave Benefits

The amount of the paid leave benefit under FAMLI is based on the employee’s wages, with a cap of \$1,100 per week. By way of example, an employee earning an annual salary of \$60,000 would receive a weekly FAMLI benefit of \$803.52 (totaling \$9,642.24 over a 12-week period).² The Colorado Department of Labor and Employment’s FAMLI Division has provided the below chart showing a sample of various benefit amounts:

Weekly Wage	Weekly Benefit	Maximum Annual Benefit	Percent of Weekly Wage
\$500	\$450	\$5,400	90%
\$1,000	\$768	\$9,216	77%
\$1,500	\$1,018	\$12,216	68%
\$2,000	\$1,100	\$13,200	55%
\$3,000	\$1,100	\$13,200	37%

Local Government Opt-Out; Employee Opt-In

Local governments, such as the VRD, may opt-out of participation in the FAMLI leave program by following the steps listed below. Local governments who opt-out are *not* required to pay the employer portion of the premium. However, even if the employer has opted-out, employees can elect to opt-in to FAMLI by paying the employee portion of the premium (0.45% of wages). If a local government opts out and an employee opts-in, the local government can agree to remit the employee’s portion of the premium to the FAMLI Division as an administrative courtesy, or the employee can write a check directly to the Division. Individual employees who choose to pay the employee premiums are eligible for all FAMLI leave benefits. Very importantly, local governments who do not opt-out of FAMLI are required to stay in the program for at least three years.

Procedure for Opting Out

If the Board wants to opt-out of FAMLI, you must take the following steps:

1. Provide written notice to employees prior to the Board’s vote to opt-out. This notice must include information regarding the vote process and the opportunity to submit comments to the Board.

² The FAMLI Division provides a premium and benefits calculator which provides estimated premiums and fees for a given salary or hourly wage. To get more information, please click this link: <https://famli.colorado.gov/individuals-and-families/premium-and-benefits-calculator>

2. Hold a public hearing at which employees and other members of the public can provide comments. Following the public hearing, the Board may adopt the opt-out Resolution.
3. Within 30 days following the Board's opt-out vote, provide written individual notice to employees that explains the differences between benefits offered by the FAMILI program and the VRD; which employees, if any, are eligible for job protection under the federal Family and Medical Leave Act; and the right of employees to voluntarily opt into FAMILI.
4. Submit written notice of the Board's opt-out vote to the Division via their online portal, which is expected to be available this Fall.
5. Display the FAMILI Division's workplace poster and notice in a conspicuous and accessible place for employees.

If the Board votes to opt-out of FAMILI, the opt-out is valid for a maximum of 8 years, after which time another vote must be held following the procedure above.

If you wish to opt-out, I will provide you with a Resolution and the Employee Notices.

Please let me know of any questions.

Hello, and welcome to your online Position Description Questionnaire (PDQ). The PDQ is designed to capture a current, complete, and accurate description of the work you perform.

It is important to answer all questions on the PDQ to document a comprehensive description of your job. In preparing to complete this PDQ, please review your current job description and be sure to include comments in the PDQ regarding any needed changes based on your current position (e.g., added tasks and essential functions, deletion, or edits of inaccurate information, etc.). You may also attach additional supporting information such as organizational charts, job flyers, etc., with your PDQ if you choose.

Please complete the PDQ by WEEKDAY, MONTH DATE, 20XX, no later than X:00 pm Pacific Time. When you have finished, CPS HR will forward the PDQ to your supervisor for review and commentary. (It will not be possible for anyone to change your PDQ responses after you have submitted your document via the online platform.)

PLEASE: Do not forward your unique link to the PDQ to other individuals. Sharing your unique link with others will result in overwriting your responses and permanent loss of data.

To save responses while completing the pages of the PDQ, simply click the "Next" navigation button at the bottom of the web page. The web page will navigate to the next page of the survey. Your completed responses will be saved after you click "Next." You may then exit the survey and return at a later date OR navigate to the previous page immediately to continue responding to your survey.

After you have applied your signature to your survey responses, you will be navigated to a review page where you can view all your responses to the survey. If you wish to make any changes to your responses, please use the "Back" navigation button to return to the original survey page and change your response there.

You may also download a PDF copy of your responses by using the hyperlink at the bottom of the review page. This hyperlink is available directly under your signature. You must click the "Submit" button at the bottom of the review page to complete your PDQ. After you click submit, no further changes will be permitted. After successful submission, you will automatically navigate to the thank you page acknowledging final receipt of your PDQ.

If you have any questions about the PDQ, please contact CPS HR Consulting at atclassandcomp@cphr.us.

Thank you for your time in participating in this important part of the classification study process.

-The CPS HR Consulting Team

Below you will be able to upload up to five supporting documents. You may only upload one document per upload link.

Allowed file types: doc, xls, docx, xlsx, pdf, txt

Max file size: 500 KB

If you have a copy of your Position Description, please attach it with any needed changes highlighted to reflect your current position (e.g., added tasks and essential functions, deletion or edits of inaccurate information).

You may also attach additional supporting information such as organizational charts, job flyers, etc. with your PDQ. We ask that you please save supporting documents with the following file naming convention: Classification Title_LastName-FirstName_District_Supporting.doc.

Supporting Document #1

Browse...

Supporting Document #2

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Supporting Document #3

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Supporting Document #4

Browse...

Supporting Document #5

Browse...

Contact Information

First Name

Last Name

Work Email Address

Please complete the information below

Information

Class Title

Organization

Department

Location

Work Schedule

Total Hours Per Day

Is the position Fulltime (FT), Part-time (PT), or Intermittent (I)

Approximate length of time in present position (in years and months)

Last previous position within the organization (if applicable)

Work Phone Number

Supervisor Name

Supervisor Title

Supervisor Email

Manager Name

Manager Title

Manager Email

Does your current class title accurately describe your position?

- Yes
 - No
-

Does your current classification specification accurately describe your duties?

- Yes
 - No
-

If you responded “no” for either of the previous 2 questions, please summarize your concerns. Discuss any changes in the scope of work (e.g., what new duties are you performing or old duties that you are no longer performing).

Please summarize the major purpose of your job:

Describe the regular duties and work that you perform. In the columns to the right, rate the importance (footnoted), frequency of the tasks, and percentage (%) of time spent using the rating scales provided. For percentage of time spent, please provide the percentage of time spent on each task. The total of all task percentages should equal 100%.

For example, the task “provide formal training to government agencies on risk assessment, internal controls and interpretation of contract language to ensure compliance with federal regulations” may be very important to the position of a Risk Manager but may not be completed very often. Therefore, it could be rated “critical” for importance but “less than once a month” for frequency. The % of time spent would be 5%.

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List the specific areas of knowledge, skills, and abilities that a person must possess to successfully perform your job. Some of the areas of knowledge to consider are laws, regulations, technical aspects, policies, procedures, software applications, equipment operation, etc. Some of the areas of abilities to consider are abilities to perform certain functions, develop, repair, operate, coordinate, review, etc. In the columns to the right, rate the importance and expected at entry of each knowledge, skill, and ability using the rating scales provided.

For example, the “knowledge of formal training methods and procedures (e.g., instructional systems design models) to train government agencies on risk assessment, internal controls, and interpretation of contract language” may be rated “very important” to successful job performance for a Risk Manager,

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Describe the most important decision(s) you make in the course of your work.

Do you complete any budget development or budget oversight in your current position (e.g., developing or directing staff who develop budgets, approving, authorizing expenditures, monitoring and adjusting budgets)? If so, please describe and explain the scope and level.

Supervision Received

Please select one of the following that best describes the type and amount of supervision that the position receives.

- Supervisor frequently checks job activities.
 - Works alone on routine or regular work assignments and checks with supervisor on non-routine assignments or when in doubt as to the correct procedures to follow.
 - Receives occasional supervision while working toward a definite objective that requires use of a wide range of procedures. Plans and/or determines specific procedures or equipment required to meet assigned objectives and solves non-routine problems. Refers only unusual matters to supervisor.
 - Works from broad policies and towards general objectives. Refers specific matters to superior(s) only when interpretation or clarification of organizational policies is necessary.
 - Works from general directives or broadly defined missions of the organization.
-

Supervisory Responsibilities

Please select any box that applies to your responsibility level for supervising employees. (multiple selections are allowed)

***salary increases/promotion/transfers/discipline/reassignment etc.**

Direct Supervision:

- Performance Appraisals
 - Plan/Conduct Professional Development
 - Interview/Selection of Staff
 - Personnel Action Recommendations*
 - Personnel Action Determinations
-

Please mark a check mark in any box that applies to your responsibility level for supervising employees.

***(salary increases/promotion/transfers/discipline/reassignment etc.)**

Lead Work:

- Lead and Provide Work Direction
 - Assign/Review/Monitor Work Assignments
 - Provide Input During Evaluations
-

What type of supervision/lead work is performed? Please select all of the supervisory/lead duties performed, the level of authority, and indicate whether the activity is performed for employees, non-employees (e.g. contractors), or both.

	Authority Level				Activity is Performed For		
	No Authority	Recommend	With Prior Approval	On Own Authority	Full-Time Employees	Part-Time Employees	Non-Employees
Train Others	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Hire employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plan and/or schedule work for others on specific projects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Plan and/or schedule work for others on a daily basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assign or delegate work to others on specific projects	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Assign or delegate work to others on a daily basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Monitor work of others on specific projects or on a daily basis	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Establish rules, procedures, and/or standards	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Approve overtime and/or leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Evaluate performance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Take corrective action	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resolve complaints and/or grievances	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If applicable, list subordinate employees whom you supervise directly or indirectly. Indicate number of employees in each classification and their status (full time, part time or temporary).

	Employee Name	Classification	Status			Supervision - Directly or Indirectly	
			Full Time	Part Time	Temporary	Directly	Indirectly
1	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19			<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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If you answered that you have authority to "Establish operational and/or capital budget amounts," please list in dollars the annual budget amount you are responsible for.

If you answered that you have authority to "Establish operational and/or capital budget amounts," please list in dollars the authorized expenditure level per occurrence assigned to your position.

If you answered that you have authority to "Manage/administer operational and/or capital budget amounts," please list in dollars the annual budget amount you are responsible for.

If you answered that you have authority to "Manage/administer operational and/or capital budget amounts," please list in dollars the authorized expenditure level per occurrence assigned to your position.

Indicate the qualifications and requirements for successful performance that should be required in filling a future vacancy in your position. Describe what you believe is necessary for proper performance of someone on your position, not necessarily your own qualifications.

Education: Please select the level of education required upon entry to this classification.

- Less Than High School Graduation
 - Graduation from High School/ GED
 - Some College-Level Coursework
 - Two Years College-Level Coursework /Associate's Degree
 - Bachelor's Degree
 - Master's or Doctorate Degree
-

Experience: Please select the level of experience required upon entry to this classification.

- Less than 1 year
- 1-2 years
- 3-4 years
- 5 years
- Other - Write In (Required)

Please provide a description of the work performed/definition of level of experience.

Does the position require a driver's license or commercial driver's license? If so, please specify level/type and what job tasks the license is needed for.

Licenses, Certifications, Permits, Credentials or Specialized Training (list whether it is required by the organization, State or professional standard)

Indicate any equipment that is regularly used on the job.

Physical, Visual & Other Functional Requirements

Please review the definitions and mark an "X" in the box that indicates how often you perform each physical requirement listed.

Frequency: This factor considers the frequency in which the requirements are performed as part of the essential functions of the job.

Rarely: once or twice, or never	Frequently: weekly basis
Seldom: quarterly to yearly basis	A few times per day: 1-4 times per day

VISUAL: Work performed requires the ability to distinguish basic colors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VISUAL: Work performed requires the ability to distinguish shades of colors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VISUAL: Work performed requires depth perception	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
FUNCTIONAL: Operates truck, tractor, motor vehicle, forklift, or other moving equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
REPETITIVE USE OF FOOT CONTROL - Both Feet	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Right only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Left only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
REPETITIVE USE OF HANDS - Both Hands	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Right Only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Left Only	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If there are other aspects about your job not covered in this questionnaire that are important in understanding your job content, please describe below.

I HAVE READ THE INSTRUCTIONS AND TO THE BEST OF MY KNOWLEDGE, I BELIEVE THE INFORMATION PRESENTED HERE IS ACCURATE AND COMPLETE.

Sign name using mouse or touch pad

Signature of

**This employer is an Equal Employment Opportunity Employer. Nothing contained within this document should be construed as an indication that the employer will not engage in the interactive process to provide a reasonable accommodation for any qualified employee or applicant with a disability, in compliance with state and federal law.*

You have completed the PDQ. Thank you for your participation!

**VAIL RECREATION DISTRICT
COMBINED BALANCE SHEET
FOR THE PERIODS INDICATED BELOW**

	12/31/21			06/30/22		
	General Fund	General Fixed Assets & LTD	Total	General Fund	General Fixed Assets & LTD	Total
ASSETS						
CASH- UNRESTRICTED	8,008,565		8,008,565	10,651,840		10,651,840
INVESTMENTS- RESTRICTED			0			0
ACCOUNTS RECEIVABLE	277,543		277,543	185,739		185,739
PROPERTY TAXES RECEIVABLE	4,690,238		4,690,238	740,956		740,956
PREPAIDS, DEPOSITS & INVENTORY	199,215		199,215	243,977		243,977
DUE (TO) FROM OTHER FUND	0		0	0		0
LOAN DUE (TO) FROM OTHER FUND	0		0	0		0
BUILDINGS		14,112,183	14,112,183		14,112,183	14,112,183
EQUIPMENT		2,928,402	2,928,402		2,928,402	2,928,402
ACCUM DEPR		(10,156,998)	(10,156,998)		(10,156,998)	(10,156,998)
TOTAL ASSETS	13,175,560	6,883,587	20,059,147	11,822,512	6,883,587	18,706,099
LIABILITIES AND FUND EQUITY						
ACCOUNTS PAYABLE	178,764		178,764	199,643		199,643
DEFERRED PROPERTY TAXES	4,690,238		4,690,238	740,956		740,956
DEFERRED REVENUE	203,244		203,244	340,006		340,006
ACCRUED COMPENSATED ABSENCES		133,202	133,202		133,202	133,202
ACCRUED INTEREST PAYABLE			0			0
DOBSON BONDS PAYABLE			0			0
TOTAL LIABILITIES	5,072,245	133,202	5,205,447	1,280,604	133,202	1,413,806
NET ASSETS						
INV IN FIXED ASSETS, NET OF DEBT		6,750,385	6,750,385		6,750,385	6,750,385
NON-SPENDABLE & RESTRICTED	437,240		437,240	514,817		514,817
COMMITTED & ASSIGNED FOR CAPITAL	5,240,000		5,240,000	6,150,000		6,150,000
UNASSIGNED	2,426,075		2,426,075	3,877,091		3,877,091
TOTAL NET ASSETS	8,103,315	6,750,385	14,853,700	10,541,908	6,750,385	17,292,293
TOTAL LIAB & NET ASSETS	13,175,560	6,883,587	20,059,147	11,822,512	6,883,587	18,706,099

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VAIL RECREATION DISTRICT
STATEMENT OF REVENUES, EXPENDITURES AND (Modified Accrual Basis
ACTUAL, BUDGET AND FORECAST FOR THE PERIODS INDICATED

Printed: 07/22/22
 Modified Accrual Basis

	2021 Prelim Actual	2022 Forecast	2022 Adopted Budget	Variance Favorable (Unfavor)	Percentage Variance Favorable (Unfavor)	6 Months Ended 06/30/22 Actual	6 Months Ended 06/30/22 Budget	Variance Favorable (Unfavor)	Percentage Variance Favorable (Unfavor)
COMBINED REVENUES									
PROPERTY AND OTHER TAXES, NET OF FEES	4,796,142	4,799,517	4,799,517	-	0%	3,939,871	3,893,005	46,866	1%
OTHER NON-DEPARTMENTALIZED REVENUES	63,468	113,500	40,500	73,000	180%	50,157	20,250	29,907	148%
SPORTS	396,577	396,564	390,874	5,690	1%	302,402	270,885	31,517	12%
GYMNASTICS	241,367	254,400	261,840	(7,440)	-3%	113,056	127,836	(14,780)	-12%
COMMUNITY PROGRAMMING	451,015	515,845	441,095	74,750	17%	303,345	315,919	(12,574)	-4%
NATURE CENTER	-	-	-	-	0%	-	-	-	0%
NORDIC CENTER, NET OF COGS	680,634	689,900	704,750	(14,850)	-2%	431,972	449,651	(17,678)	-4%
GOLF COURSE, NET OF COGS	1,464,576	1,551,650	1,560,550	(8,900)	-1%	520,743	517,818	2,925	1%
TENNIS	60,782	60,850	65,700	(4,850)	-7%	18,389	24,894	(6,505)	-26%
PICKLEBALL	151,690	142,850	143,668	(818)	-1%	68,012	47,149	20,863	44%
DOBSON	690,537	833,908	798,525	35,383	4%	520,774	416,316	104,458	25%
GOLF F&B / BANQUET ROOM, NET OF COGS	988,979	934,615	934,615	-	0%	363,378	188,383	174,995	93%
TOTAL REVENUES	9,985,767	10,293,599	10,141,634	151,965	1%	6,632,100	6,272,106	359,994	6%
OPERATING EXPENSES									
ADMINISTRATION	(856,992)	(956,082)	(950,990)	(5,092)	-1%	(503,367)	(577,852)	74,485	13%
PUBLIC RELATIONS/MARKETING	(333,669)	(368,767)	(406,103)	37,336	9%	(151,413)	(207,063)	55,651	27%
PARK MAINTENANCE	(277,782)	(316,419)	(326,782)	10,363	3%	(134,776)	(141,435)	6,659	5%
FACILITIES MAINTENANCE	(142,809)	(147,394)	(147,324)	(71)	0%	(71,830)	(73,482)	1,652	2%
SPORTS	(511,724)	(566,042)	(564,252)	(1,790)	0%	(243,680)	(247,913)	4,232	2%
GYMNASTICS	(318,717)	(364,572)	(409,781)	45,209	11%	(162,825)	(191,340)	28,516	15%
COMMUNITY PROGRAMMING	(595,877)	(624,209)	(678,984)	54,774	8%	(234,383)	(274,301)	39,918	15%
NATURE CENTER	-	-	-	-	0%	-	-	-	0%
NORDIC CENTER	(462,268)	(619,191)	(606,223)	(12,968)	-2%	(359,836)	(373,662)	13,826	4%
GOLF OPERATIONS	(784,820)	(902,564)	(890,765)	(11,799)	-1%	(230,785)	(267,799)	37,015	14%
GOLF MAINTENANCE	(1,046,356)	(914,980)	(923,454)	8,474	1%	(344,147)	(380,470)	36,323	10%
TENNIS	(105,451)	(122,315)	(123,932)	1,618	1%	(64,894)	(72,698)	7,804	11%
PICKLEBALL	(114,049)	(118,913)	(118,827)	(86)	0%	(41,983)	(45,233)	3,250	7%
DOBSON	(822,954)	(993,412)	(1,006,973)	13,561	1%	(469,533)	(494,276)	24,743	5%
GOLF F&B / BANQUET ROOM	(909,919)	(1,008,777)	(989,051)	(19,726)	-2%	(399,183)	(367,947)	(31,236)	-8%
TOTAL EXPENSES	(7,283,389)	(8,023,638)	(8,143,442)	119,804	1%	(3,412,633)	(3,715,471)	302,838	8%
CHANGE IN FUND BAL BEFORE DS & CAP	2,702,378	2,269,961	1,998,192	271,769		3,219,467	2,556,635	662,832	
DEBT SERVICE	-	-	-	-	0%	-	-	-	0%
DONATIONS, LOANS, & SALE OF ASSETS	-	-	-	-	0%	-	-	-	0%
CAPITAL EXPENDITURES	(830,975)	(3,620,726)	(2,666,142)	(954,584)	-36%	(780,874)	(1,201,597)	420,723	35%
LESS UNFUNDED CAPITAL PROJECTS	-	-	-	-		-	-	-	
CONTINGENCY	-	(300,000)	(300,000)	-	0%	-	(150,000)	150,000	100%
TOTAL NET CAPITAL EXPENSES	(830,975)	(3,920,726)	(2,966,142)	(954,584)	-32%	(780,874)	(1,351,597)	570,723	42%
CHANGE IN FUND BALANCE	1,871,403	(1,650,765)	(967,950)	(682,816)		2,438,593	1,205,038	1,233,555	
BEGINNING FUND BALANCES	6,231,912	8,103,315	7,509,899	593,415		8,103,315	7,509,899	593,415	
ENDING FUND BALANCES	8,103,315	6,452,549	6,541,950	(89,400)		10,541,908	8,714,937	1,826,971	

SUMMARY OF SIGNIFICANT VARIANCES:

OTHER REVENUES- Higher interest earnings on invested funds.
 DOBSON REVENUES- Yeti and other special events, combined with related concessions are doing well.
 GOLF F&B/ BANQUET REVENUES- Banquet Room revenues are off to a great start
 ADMINISTRATION EXPENSES- Savings in election and insurance, but forecasted to be over in consultant fees for personnel study.
 PUBLIC RELATIONS EXPENSES- Some timing variances as expenses coming later than budgeted but also savings in many areas as well.
 GYMNASTICS EXPENSES- Savings in labor due to labor issues.
 COMMUNITY PROGRAMMING EXPENSES- Many savings are timing related and will balance out in the coming months.
 GOLF OPERATIONS EXPENSES- Saving in labor and other areas.
 GOLF MAINTENANCE EXPENSES- Saving in labor and other areas.
 GOLF BANQUET/ F&B EXPENSES- Both revenues and expenses and over, but result in a positive net effect.
 CAPITAL- Spending to date is favorable to budget, but overages are forecasted due to price increases as well as increased scope on some projects.
 FUND BALANCE- Savings at end of 2021 rolled forward to 2022.

VAIL RECREATION DISTRICT DIRECTOR REPORTS JULY 28, 2022

MARKETING

- We have been rolling along with the busy summer season, with our regular rotation of print and digital ads, press releases, social media posts/ads, race t-shirts, etc. along with one-off projects and requests as needed.
- Either Nell or Madelyn have been at every race event taking photos.
- Nell, Madelyn and Caitlin collaborated to make new court rules signs for the Bill Wright Tennis Center and the courts at Booth Falls – long overdue, as the previous signage was quite “vintage!”
- Jacob Tilmann was featured in a “Jake the Rake” full page article with photos in the Vail Daily ([page 18-19 in the e-edition](#)).
- Nell created a staff page for the Vail Golf Club – go [check it out!](#)
- We have been working on a new campaign, “We are VRD.” This involves highlighting individual staff members in social media posts and in Vail Daily ads. We believe that the public likes seeing a peek behind the scenes, and showcasing our staff helps to personalize our organization – put some faces to the facilities and programming! Our facilities and programs are only successful because of our staff, and we want to show them off!
- We collaborated with Beth to create a fun “AC/DC” band logo-inspired graphic for the new AC/DC mountain biking award, which combined the best times of the Davos Dash uphill race and Son of Middle Creek downhill enduro race.
- Planning continues for the Businesses, Bogeys & Bragging Rights charity golf tournament on Sept. 15. Newest ideas included an on-course potato gun...stay tuned. We continue to seek teams, sponsors and donations.
- Nell is STILL looking for a summer coordinator – this is a great job for a high school or college student who is interested in photography and writing!

SPORTS

- Adult Sports:
 - Summer leagues are in full swing including: 8v8 soccer, three nights of softball, four sand volleyball leagues and cornhole.
 - Planning for fall leagues including flag football, 8v8 soccer and indoor coed volleyball.
- Youth Sports:
 - Hosted seven youth sports camps so far this summer, with three more to go. All camps have had waitlists this summer.
 - For the first time since the pandemic began, we have had to cancel a program due to COVID-19. The last two days of the Mini-Hawks Sports Training Camp had to be cancelled due to an outbreak among the coaches. All participants were refunded for the two missed days.
 - Fall youth soccer registration is now open!
- Events:
 - The three-race youth trail running series is in the works; however, it will now be pushed back to fall. Locations will include Maloit Park, Miller Ranch Open Space and the Haymaker trail in Eagle. Town of Minturn, Howard Head and Mountain Valley Dental have signed on as sponsors.

- We timed the Bighorn Gravel Grinder, hosted by Venture Sports, on June 26. The event was sold out with 300 people. We have also been contracted to time the Vail 100 Gravel race on October 1.
- We will be timing the Battle Mountain XC Invitational and Citizens' Race on Aug. 27.
- MTB Series is going well!
 - Beaver Creek Kids race on July 20 was rained out and has been rescheduled to July 27. The adult race was delayed 30 minutes but went on as planned.
 - Debuted the first-ever VRD Enduro race on July 6 on the Son of Middle Creek trail. It was well-attended with over 70 finishers, and we received a lot of good feedback.
 - Held a mini-competition within the series – the AC/DC awards fueled by The Feed – were presented to the racer with the best combined times from Davos (ascend) and Son of Middle (descend) in all categories. This competition was sponsored by The Feed, who provided prizes.
 - Next Up:
 - Aug. 3 – Camp Hale, Redcliff
 - Aug. 17 –Berry Creek Bash, Edwards
 - Aug. 31 – Vail Grind, Vail Mountain
- Trail Running Series continues to have a good turnout, with participation numbers on par with 2021.
 - We had to reroute the 10K@10,000 Ft. due to construction in Game Creek Bowl, however, the new course utilized the North Rim trail and was well-received by runners.
 - Next Up:
 - July 30 – Dynafit Berry Picker, Vail Mountain
 - Aug. 20 – Dynafit Arrowhead 5K/Half Marathon, Arrowhead
 - Sept. 17 – Dynafit MeadowGold 5K/10K, Minturn
- Kids Adventure Games
 - The Kids Adventure Games have again contracted the Sports Department to help produce the event. It returns to Vail Village for the first time since 2019. While we are excited for the energy that racing in the Village creates, we know it will take a lot more logistics and staff to make it successful.
 - As part of the event, the VRD will be producing a Balance Bike (Strider) Race on Thursday, Aug. 11 for 2-5-year-olds and an all-ages Mud Run on Saturday, Aug. 13.
 - Come join us for the fun and volunteer during the event!
- Golf Tournaments
 - Beth is assisting the High Fives Foundation to organize their golf tournament at the Vail Golf Course. This is the seventh year we have worked with High Fives on the event, and it has sold out every year.
 - Beth is working with Nell, Alice, Scott O. and Alison Wadey from the VCBA to organize the BBB golf tournament. It is scheduled for Thursday, Sept. 15 and the theme this year is "Wild Wild West." We currently have 21 teams signed up.
- Field Rentals & Tournaments
 - The 51st Fred Ammer Vail Soccer Invitational takes place this weekend with 20 teams. While the Vail Soccer club has taken over organization of the event this year, Joel has been highly involved in ensuring it is successful.
 - Kick It! 3v3 soccer tournament comes to town July 28-July 31.
 - Transrockies – Aug.5
 - CU Women's Soccer – Aug. 8-9
 - Wine Classic – Aug. 11-13

- Triple Bypass – Aug. 19-21

PICKLEBALL

- The Golden Peak Pickleball Center continues to be staffed daily, with all six courts available for play from 8 a.m. to 8 p.m. In July the courts have been full, every day during the entire day, with the highest demand being during the morning hours. Open drop-in play is offered every morning from 8 a.m. to 12 p.m. and every evening from 5 to 8 p.m. Junior clinics are offered from 1 to 3 p.m. Monday through Thursday. Skills & Drills and a Round Robin Mixer are offered every Friday, Saturday and Sunday from 1 to 3 p.m. At least three courts are available for court reservations throughout every day.
- Youth pickleball camps began June 13 and registration is open at vailrec.com. With last minute, day-of registrations, most camps have been full. The last session will be held August 8 to 11.
- The Skills & Drills Session and Round Robin Mixers started again May 28, and are held from 1 to 3 p.m. on Friday, Saturday, and Sunday throughout the outdoor season. As of July 22, over 443 players have participated in these sessions at the Golden Peak Pickleball Center.
- As of July 20, 2022, 130 new 2021/22 annual passes, 20 new 2022 winter passes and 125 new 2022 summer passes have been purchased.
- Jerry and his staff continue to help local and out-of-town players learn about and use Amilia for pickleball pass registrations, clinic signups and court reservations.
- On Friday July 15, and Saturday July 16, Riley Newman and Lindsey Newman held pickleball clinics at Golden Peak. Riley and Lindsey won the Pro Mixed Doubles Division at the 2019 Vail Open, as well as the 2021 US National Championship Pro Mixed Doubles, and more. Riley is currently the #1 ranked Pro in Mixed Doubles and the #2 ranked Pro in Men's Doubles.
- The Valley Rally Ukraine FUNdraiser was a great success on July 17, with two round robins held that were full to capacity. Entry fees for the round robins as well as donations collected at the courts go to Doctors Without Borders and World Central Kitchen.
- Players can register for the new partner search form at this link on the VRD website-
<https://docs.google.com/forms/d/e/1FAIpQLSe1nmOSAMVBEuXuVAHQ3Xq1tVAXINxxxt2u-dPOoK7nsgyekQ/viewform>

BUILDING MAINTENANCE

F&B

- Management staffing was our biggest challenge going into the season, and just recently we filled our last managerial positions. Please welcome Adrienne Chavez, our new Banquet and Event Manager; Shane Bowman, our new Concessions and Event Manager; and Michael-Jon Dineen, our new Banquet Chef. With new team members in place, we look forward to focusing on details in our operations and getting out of survival mode.
- We are currently not providing vending services as we have not been able to hire anyone to do this and I have not been able to allocate time to get it running. Shane and I will have vending up and running by the end of July.

- The F&B team looks forward to growing our department now that we are fully staffed. We plan on returning to operating Ford Park Concessions in 2023 and will continue to look at ways to promote Dobson Arena and increase our presence in the F&B events.

Bldg. Maintenance

- With a full F&B management team, I have been able to shift focus back to maintenance and capital. I have begun summer inspections and putting together lists of items to be done in the fall.
- We continue to repair systems in several venues, but specifically at Dobson Arena and the Golf & Nordic Clubhouse. One is old and one has cheap parts.
- We continue to evaluate the information Robson Forensic has provided and I am working with the TOV on some long-term solutions.

Capital Projects

- Here are other capital projects with anticipated start dates:
 - Vail Golf Maintenance Interior renovation – Jacob is incredibly frustrated with the performance of our contractor for many things that are out of our control. As equipment and material arrive, we install immediately; however this has an appearance of a “piece meal” project. We are going to learn some valuable lessons from this project to ensure we don’t repeat some of the challenges. There are items associated to this project that we won’t complete until fall. We are storing materials that are not required for operation and will finish when Jacob goes to the skeleton winter staff.
 - EV charging station installation at Vail Golf & Nordic Clubhouse – TOV com dev staff have reviewed plans and confirmed that we could proceed with minor changes to confirm to TOV parking plans and ADA requirements. Project has been submitted for building permit.
 - Clubhouse painting – complete, minor clean-up items ongoing.
 - Clubhouse Epoxy Floor – complete.
 - HVAC upgrades to Vail Gymnastics Center – this project is now delayed due to lack of availability of HVAC contractors and equipment availability issues. A temporary plan for the summer is currently being considered. TOV is now also actively looking for contractors for this project.
 - Athletic Field restrooms and equipment storage building replacement – TOV has indicated that this building is on the Vail Golf Course parcel and may not be subject to Ford Park Master Plan. TOV would like to ask other Ford Park Stakeholders if they have interest in this space.
 - Hole # 6 lightning shelter installation – confirmed with TOV that they will not require a PEC approval. Preparing bid documents for posting, with late September start date.
 - Vail Golf Maintenance roof replacement – engineering is complete, and it is determined that the roof does not meet current code. Any changes to the roof, other than simply replacing the shingles, is not possible without significant escalation in price. We will replace the shingles and look for other options to mitigate ice issues. Fall 2022 project.

GOLF MAINTENANCE

Greens: All greens are healthy, consistent and rolling true.

New Greens: 3, 12, 13, 15, 16, 17, old 18

The new golf greens are healthy and continue to push new roots each day. They are playing smooth and true, and are also very consistent with all the other greens. We are very pleased with the outcome!

Tees and Fairways:

Tees and fairways are in great shape. We plan to apply another granular fertilizer early August, to help with the possibility of stress when water restrictions go into place.

Rough:

The rough is in a healthy state and, with our June application of fertilizer, we will follow up with a second application in August for added health going into the late summer stress.

Bunkers:

Bunkers are looking good, considering the much-needed maintenance necessary to have a great looking and consistent bunker. We continue to pull weeds, pick rocks and check sand depths as needed. We have an afternoon bunker detail crew Monday through Thursday, which is really helping.

Irrigation:

The irrigation system is running smoothly, and continual maintenance is done as needed.

Vail Golf Club Greens Renovation Project 2022-2023, Relevant Information for Bid Process:

The framework for the final golf greens renovation (2, 4, 8, 9, 10, 18 and practice green) have been prepared and are going to the bid process. The remaining greenside bunkers (2, 4, 5, 6, 7, 8, 9, 10, 18, 19, alternate 15 and the chipping green) and fairway bunkers (4, 8, 9, 12, 16 and 18) have also been added to the final renovation year.

FOOD & BEVERAGE

- **Grill on the Gore:**
Business volumes have become steadier and numbers are up over last year.
- **Banquets:**
Adrienne, our new event manager, has now been with us for a couple weeks and it is showing immediate impact.
We have hired a new banquet chef, and he will start at the beginning of August.
Volume has continued to trend as busy and numbers are up over last year.
- **Starter Haus/Beverage Cart:**
We are proud to say we have implemented the ability for our golfers to be able to order food from their cart GPS system so that it is ready for them when they arrive to the starter haus. We have had this up and going for several weeks now and it is running smoothly for the most part.
We are beginning to prepare for several of our staff to return to college in the coming weeks.
- **Dobson Ice Arena concessions & events:**

We have hired a concessions and events manager who will be starting this upcoming week.

We have had two big events cancel (July 23 and Aug. 19), but have confirmed several big events for September and October.

- Overall, our F&B team is extremely happy to announce that we have a complete team for the first time in a long time (if not ever)! We feel great about continuing to grow and build our team, so that we can continue to provide outstanding guest services to both local and out-of-town guests, and to golfers and the public alike.

GYMNASTICS

- All five recreational week-long summer gymnastics camps are full with waitlists. Ninja Warrior camp concludes on July 22, with two more week-long camps remaining through August 5.
- Vail Gymnastics welcomed two University of Denver gymnasts, Lynnzee Brown and Rylie Mundell, as guest coaches for the Competitive Gymnastics Camp on July 11 to 15. Gymnasts attended from near and far including Eagle County, Denver, Aspen and Tennessee. Both local and visiting gymnasts traveling from Denver, Aspen, Texas and Maryland will be attending the Competitive Gymnastics Camp from August 8-12.
- Fall class registration opened on July 22. Fall classes will begin on Tuesday, September 6.

GOLF

- Golf course is in great shape! We have been receiving many positive comments from both our passholders and guests on the golf course and specifically the greens.
- Our number of rounds and revenues are similar to 2019 golf numbers. We have sold a higher number of season passes this year compared to our budget number.
- We hosted the PGA Junior State Tournament on July 19. We had 80 juniors from around the state of Colorado. The low round was a 74. This was a well received, successful event.
- We are at full capacity with our league play and our junior programs. Our junior "Op 36" program is in its second year at the Vail Golf Club. We have 2 sessions scheduled this summer and fall. The program teaches golf from the green back to the tee. Our adult clinics have been full as well for July. This includes our Tuesday, Thursday and Sunday clinics.
- Our golf operations staff is doing a great job this summer! Most of our outside staff will be returning to school in a couple weeks. We do have some new staff who will be starting at this time, but we are in need of quite a few additional staff. Please send potential fall employees our way.
- Our golf shop sales have been solid. We had a Callaway demo day on July 20 which was a success. We have lots of special orders with Callaway clubs.
- We have a Cobra Demo Day on July 28 and a XXIO Demo Day on Friday July 29.
- We had a Large Mountain Lion on hole 14 near the green cart path on July 22. Steve Thomson was about 20 feet from the lion, by mistake. Staff immediately took action with holding golfers on hole 14 tee and notifying Parks and Wildlife. We manually blew the lightening horn on hole 13 to haze the lion. We did not have any further incidents with the mountain lion.