MRPA Aquatic Network

Meeting Notes 4/6/2022

Welcome, no introductions due to time constraints for some participants.

Joey Schugel, Board liaison spoke briefly about the Board activities, upcoming events and plans for the new podcast. Also encouraged all to talk up the new Parks Maintenance Network, which is for all interested parties, regardless of membership. Also encourage the section to submit Aquatic specific presentation proposals for the State Conference in October.

The question was asked how each handle waiting participants on capacity days. In what order and how are people allowed to enter once capacity is reached. Some operations do poll outgoing participants to see if they intend to return. If not, they let new participants in. There appear to be software solutions for this if the investment is justified. Georgia Aquarium was example given.

Don’t forget the Mike Ramirez fundraiser coming up on April 28. A social is planned as well as the golf tournament so everyone is encouraged to attend and wear blue and green.

Staffing

Where are the applicants? There are various theories. Several staff observed that this generation does not apply as far in advance as previous ones have done.

Observations from Patty and JJ – over 2000 hits each on NeoGov translated into 19 staff at Edina and 9 applications at Washington County. We are being passed up by thousands of potential applicants.

Kristen and Jasmine are planning to present on topics relating to workplace culture among young staff at the Conference.

Recommendations from the American Camp Association for recruiting the current generation:

* Quick offers – They don’t wait. If you don’t make the offer quickly, they will find something else.
* Applications are coming later than in the past.
* They expect training to be included.
* These kids expect to belong to a community and make a difference.

What are people’s contingency plans if you cannot fully staff your operations? Will you close features? Can you without push back? Will you operate fewer days a week, hours a day? Eagan has continued with two sessions a day to reduce load.

How do you train and certify staff? Increasingly all of this is occurring in-house at most facilities. Many keep a team of LGIs on staff. The real crunch now appears to be indoor pools space for indoor training pre-season. Some are hiring staff for Attendant positions and are training them up to Lifeguard.

Bloomington, Faribault and Monticello are now paying staff for their certification training time. Eagan anticipates doing so going forward.

Other Topics

Jasmine is asking has anyone developed are quality policies for facility operation, closing. After the extreme poor air quality events of last summer due to wildfires, this should probably be on everyone radar.

Housekeeping

Kevin reminded every the new pool code for Minnesota is now the law. He gave a brief synopsis. Everyone is encouraged to review it.

The bulk order for Original Waterman Suits is due the 15th. Get on board for good prices.

As requested, here is the link to the Aquatic Program Resources Google Doc:

<https://docs.google.com/spreadsheets/d/1mc-q7KE6KyH6uS7OPbtHq1hDo-Y9u5XKm7HRNM9BbX4/edit?usp=sharing>

Sign up for Member Resources Committee Sub groups. MRPA is trying to meet your expectations and needs as members. Can’t do that with out your help.