

**BAINBRIDGE ISLAND METROPOLITAN PARK & RECREATION DISTRICT
REGULAR BOARD MEETING DECEMBER 2, 2021
ZOOM VIRTUAL MEETING**

CALL TO ORDER: A quorum being present, the meeting was called to order at 5:32 pm by Chair Janow.

BOARD MEMBERS PRESENT: Ken DeWitt, Asaph Glosser, Dawn Janow, Jay Kinney, Tom Swolgaard.

MEETING ADJOURNED TO EXECUTIVE SESSION at 5:32 pm for discussion of personnel with announced time to reconvene at 6:00 pm.

MEETING RECONVENED at 6:00 pm.

ADJUSTMENTS TO AGENDA: Move item 50.3 regarding In-Person Board Meetings directly before item 50.1.

MISSION STATEMENT: Commissioner Janow read the Park District’s mission statement: The mission of the Bainbridge Island Metropolitan Park & Recreation District is to build a healthy community through effective, sustainable stewardship of the District’s parks and open space, and through the development and delivery of innovative cultural and recreation opportunities.

PUBLIC COMMENTS ON NON-AGENDA ITEMS

Kyle Harris, the new Bainbridge Island Swim Club Head Coach, introduced himself to the board. He moved here from Boston and said everyone has been very welcoming.

BOARD CONSENT

APPROVAL OF MINUTES:

Upon hearing there were no corrections to the minutes of the November 18, 2021 regular board meeting, Chair Janow stated the minutes stand approved as submitted.

APPROVAL OF PAYMENTS: MSC: DeWitt/Swolgaard: I have reviewed the following vouchers, warrants and electronic payments and move that they be approved for payment.

| Batch Date | Fund Number & Name | Warrant Numbers | Total Batch Amt | Pre-Approved |
|------------|---|-----------------|-----------------|--------------|
| 11/12/21 | 001 General Fund | 22052-22053 | 693.54 | 11/12/21 |
| 11/18/21 | 001 General Fund 300 Capital Improvement Fund 310 Land Acquisition Fund | 22054-22104 | 117,307.12 | 11/18/21 |
| | 001 General Fund (Nov. Payroll) | EFT & 2889-2901 | 488,371.14 | |

GENERAL BUSINESS

IN-PERSON BOARD MEETINGS: Recreation Division Director Mark Benishek said at the last board meeting there were several questions from board members regarding conducting hybrid in-person and Zoom board meetings. Staff reached out to Municipal Research and Services Center for answers to those questions which were emailed to the board earlier today. Commissioner DeWitt said that for the in-person board meeting component everyone will have to wear a mask and there must be a way to record everyone. Mark Benishek said the main room for board meetings will be the large exercise room on the second floor of the Bainbridge Island Recreation Center. If a large crowd is anticipated the meeting can be held in the gymnasium at BIRC. There is a list of equipment that will need to be purchased with a total cost of \$10,000-\$15,000. There will also need to be a dedicated staff person to facilitate hybrid board meetings. Commissioner Janow asked if the cost would be a one-time investment and if the only ongoing cost would be for an employee to facilitate the meeting. Mark Benishek said typically most information technology equipment at the Park District is on a 3–4-year replacement schedule.

Commissioner Janow asked what the capacity is for the large exercise room at BIRC. Commissioner Swolgaard said that because the room only has one door that the capacity limit could not be more than 50 people. Commissioner Janow asked if anyone has thought about doing a signup sheet for the public to attend board meetings in person so that the room capacity is not exceeded. Mark Benishek said some options are that staff can publicize the limited capacity or set up an overflow room in the facility. Commissioner DeWitt said he is concerned about having people signup to attend a public meeting when they have the right to show up. Mark Benishek asked that the board put off a decision on the date of the first hybrid board meeting until the equipment is purchased, received, and tested. Commissioner Janow directed staff to move forward with procurement and to keep the board informed. Commissioner Glosser encouraged staff to think about potential enhancements to how the Zoom platform is used, such as using the webinar format once the board meetings move to a hybrid structure.

PRESENTATION FROM BAINBRIDGE PREPARES: Commissioner Janow introduced Bainbridge Prepares founder and Board Chair Scott James, who was invited to talk about the ways that Bainbridge Prepares interfaces with the Park District. Scott James said the Park District began working with Bainbridge Prepares in 2017. The Park District works with Bainbridge Prepares on three fronts including teams, disaster hubs, and the Map Your Neighborhood program. Unlike other disaster preparedness proponents, Bainbridge Prepares uses love rather than fear to motivate citizens. Park District staff has been actively involved with one of the most complicated teams, the Child Safety & Family Reunification team, which works to reunite families after a disaster. Disaster hubs are a system of community centers that are within walking distance to all residents, and several of the disaster hubs on the island are Park District facilities. Disaster hubs only work if they are surrounded by strong neighborhoods. The Map Your Neighborhood program creates lists of supplies and skill sets possessed by people in neighborhoods to help quickly sort out the situation post-disaster and lessen the burden on emergency personnel. Disaster hub volunteers will only show up to a hub after their neighborhood is set as that is their first responsibility. Commissioner Glosser said that the Park District probably delivers more training and classes than any other entity on the island so there are potential intersections to augment existing training options. Commissioner Janow said that the Park District stewards a large amount of forested land and noted that Bainbridge Prepares will be a key organization if there is a forest fire on the island.

RESOLUTION 2021-08: TWO VERSIONS OF COVID-19 VACCINATION POLICY FOR EMPLOYEES: Executive Director Terry Lande asked Park District Attorney Hayes Gori to speak about the two options before the board regarding mandatory COVID-19 vaccination and testing options for employees and volunteers. The difference between option A and option B is that in option B, in lieu of a COVID-19 vaccination and without an exemption, employees and volunteers may undergo testing for COVID-19 once a week. In option A if an employee or volunteer has an approved exemption the Park District will bear the burden of the testing costs. In option B that is the same, however those who do not have an exemption will have to bear the burden of the testing costs themselves. Commissioner DeWitt asked how much of an administrative burden each of the options will put on the Park District. Terry Lande said there would be a larger administrative burden from option B. The administrative details still need to be worked out as they are not part of the resolution. Commissioner DeWitt said one of the reasons he asks is because staff is working at very near 100% capacity right now and additional staff may be needed to administer the program. Commissioner Janow said she likes the idea of providing in-house COVID-19 testing if the board chooses to move forward. She understands that anyone being hired moving forward would have to be vaccinated for COVID-19 or have an exemption and could not simply elect to opt for testing.

Commissioner Glosser summarized that the cost of testing will be dependent on if the employee has been granted an exemption, in which case the Park District will pay for testing. In option B, if someone declines to get vaccinated without having an exemption, they will be responsible for the cost of testing. Hayes Gori drilled down further to say that in option A

either a person is vaccinated or exempt and therefore the Park District will bear all costs for testing. In option B there is the choice to not be vaccinated and if a person declines to be vaccinated without having an exemption, then that person is responsible for the cost of testing. Commissioner Swolgaard asked if medical insurance would cover COVID-19 testing. Commissioner Glosser said his understanding is that there are free testing options available.

Commissioner Kinney said that the point of adopting a policy is to protect staff. There is value in protecting staff as much as possible if there is something that can be done to protect them. That said, people are generally bad at assessing risks. For example, people feel like they would be safer driving across the country than getting in an airplane even though an airplane is much safer. He knows staff tried to find a health expert to talk about the difference in how easily vaccinated versus unvaccinated people spread COVID-19. While he thinks he knows the answer, there is also selective bias in which people find evidence that they agree with versus anything that is contrary. He believes that people who are unvaccinated are 8-10 times more likely to spread COVID-19 than people who are vaccinated but he is not a doctor, so he does not know that for sure. It would be nice to hear from a professional before there is a vote. If the vote is put off, he thinks unvaccinated employees should have to start getting tested on Monday. Commissioner Glosser said that he thinks implementing one of the options tonight is an imperative and if he were to choose his strong preference would be for option A. Commissioner DeWitt and Commissioner Swolgaard said their preference is for option B. Commissioner Swolgaard said staff should be given the option to be tested weekly for COVID-19 in lieu of being vaccinated. Commissioner Glosser said the counter point to that is that while option B gives staff who choose not to be vaccinated an option, it reduces the options that their colleagues have. It is easy for the focus to be on those who choose not to be vaccinated but from his perspective it is also important to take into consideration the staff that have chosen to be vaccinated and their work environment. Testing is better than nothing, but a lot of things can happen from week to week. Commissioner DeWitt said his issue is that if a person is not willing to be vaccinated for COVID-19 then they need to bear the cost of testing if they do not have an exemption. From what he has read, people who are not vaccinated are at a much higher risk of severe hospitalization and longer recovery times. If they choose to not get vaccinated, then they must take the responsibility to do the testing on their own to help protect everyone else. Commissioner Glosser said that in option A that is a moot point and that it increases the protections for vaccinated and exempt individuals. Commissioner Janow noted that face coverings are always required for those who are unvaccinated. She agrees that the board needs to make a decision tonight.

Commissioner Kinney said regarding risk assessment one reason he would like to hear from a health expert is that there are all sorts of places that a person is potentially exposed to COVID-19. If option A was passed, he does not know how much the risk of getting COVID-19 would be reduced for the people who are already vaccinated. Terry Lande said that staff invited a representative from Kitsap Public Health District to be at this meeting and their administrator declined and said that everything they would say is on their website and that the more important thing was to have the Park District's attorney at the meeting. Then staff contacted the Washington State Department of Health which also declined to send a representative. Commissioner Glosser said KPHD has made comments that pretty unambiguously support vaccine requirements. Hayes Gori said the thrust of the emergency temporary standard issued by the Occupational Health & Safety Administration is to protect workers from COVID-19 and their documents have got a fair amount of medical information referenced to support their rationale. Commissioner Glosser said while there is a clear imperative to protect staff, as someone who has a child who is in an indoor setting with Park District employees on a weekly basis, there are multiple situations to which this is relevant. Terry Lande said staff has had patrons ask about which staff members are vaccinated because they are not comfortable registering their kids in programs with unvaccinated instructors.

The following motion was made by Commissioner Glosser and seconded by Commissioner Kinney: *Move to adopt Resolution 2021-08 option A requiring a vaccine mandate for Park District staff and volunteers.* The motion failed to pass a vote by the board. Commissioner Kinney said if the board is going to pass option B, he would like it to go into effect as soon as possible.

Terry Lande said one of the reasons for the deadlines in the resolution presented is to give people who have not yet, a chance to complete the vaccination process if they would rather not get tested weekly. Commissioner Kinney said in the meantime they can get tested and protect everybody else as they have had plenty of opportunity to get vaccinated and have not. Commissioner Swolgaard said that is a good point and Commissioner Janow said she liked the idea. Hayes Gori said that the resolution can be adjusted for testing to start immediately. Commissioner Glosser proposed that the deadline for staff to be vaccinated or start being tested be moved to December 20 so that if implementation becomes problematic it can be talked about at the December 16 board meeting. **MSC: DeWitt/Swolgaard: Move to approve Resolution 2021-08 option B with the following amendments: change the date in section one, line three, from January 31, 2022, to December 20, 2021; change the date in section one, line six, from February 1, 2022, to December 21, 2021; change the date in section four, paragraph C, line six, from January 14, 2022 to December 13, 2021; change the date in section four, paragraph C, line 11, from January 14, 2022 to December 13, 2021.**

MEETING ADJOURNED to a five-minute recess at 7:46 pm with announced time to reconvene at 7:51 pm. **MEETING RECONVENED** at 7:52 pm.

DIRECTOR'S REPORT

Administrative Division: Administrative Division Director Amy Swenson said the Park District holiday party is tomorrow night. Vicky Spray was promoted to Accounting Coordinator and staff will be looking to hire a new office assistant.

Recreation Division: Recreation Division Director Mark Benishek said staff has finished the majority of the set up for the Holiday at Fay event. Bainbridge Island Swim Club is entering the championship portion of their season with back-to-back swim meets. Bainbridge Aquatic Masters has hit a new record of 170 team members. Active Adult Program Manager Sue Barrington submitted for a 2022 Washington Recreation & Park Association grant. Most fall recreation programming will be wrapping up in the next two and a half weeks. Bainbridge Island Recreation Center now has 1173 members. There are over 50 volunteer coaches for the winter basketball league. Mountain bike programming is going well although there were some recent cancellations due to high wind. Youth & Teen Program Manager Shannon Buxton is gearing up for winter break classes and camps. Gymnastics private lessons are very popular right now. The girls' and boys' competitive gymnastics teams will start their competition seasons soon.

Park Services Division: Park Services Division Director Dan Hamlin said regarding the Battle Point Park pond dam repair that the outlet has been secured. The mountain bike trail committee is working on a revised request for qualifications. Skate park committee members will be selected next week. Work is being done at Bainbridge Island Recreation Center to remodel an office for Executive Director Terry Lande. The old Ray Williamson pool lobby is being prepared to become the gymnastics office. There will be a Trails Advisory Committee meeting on December 13 and a Dog Advisory Committee meeting on December 14. Senior Planner Perry Barrett said that he was introduced to Mark Hoffman, the new City of Bainbridge Island Planning Director, and he thinks that the Park District will have a good working relationship with him.

Executive Director Terry Lande said that at the December 16 board meeting Commissioner Kinney and Commissioner DeWitt will take the oath of office for their next terms. Both commissioners were reelected during the November general election and need to be sworn in before January so that there is a quorum to conduct the January 6 meeting.


BOARD MEMBER ITEMS:

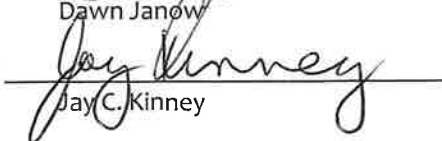
- Commissioner Swolgaard said that it was mentioned that Commissioner Kinney and Commissioner DeWitt need to be sworn in at the next board meeting and asked when Tom Goodlin will be sworn in. Commissioner Janow said Tom Goodlin will take the oath of office at the January 6 board meeting.
- Commissioner Kinney said that he won his election.

- Commissioner Glosser said he participated in the Walks with Commissioners program in November, and he enjoyed it.
- Commissioner Glosser gave kudos to Youth & Teen Program Manager Shannon Buxton who went above and beyond when filling in for a pottery instructor recently.
- Commissioner Glosser said regarding the mountain bike trails, his sense based on prior comments was that the original bids received for that project were out of line with what the committee was looking for. In the interest of completing the project expeditiously, his hope is that as much clarity as possible is being provided in the second request for bids.
- Commissioner Glosser said that there was a huge infrastructure bill passed and he is curious if anyone at the Park District has thought about the extent of potential implications for the Park District.
- Commissioner Glosser thanked staff for their work on the two options for Resolution 2021-08 and he reiterated the board's acknowledgement of the amount of work staff will need to do to implement it. He does not want it to be forgotten that the other half of the equation is addressing a COVID-19 policy for patrons. As staff are surrounded by patrons and vice versa addressing one policy without the other seems unwise.
- Commissioner Janow said the board will miss Commissioner Glosser and thanked him for the perspective he brings to the board and their discussions.
- Commissioner Janow gave Youth & Teen Program Manager Shannon Buxton kudos for being part of an incredible staff. While working together to set up the Holiday at Fay event, Shannon Buxton shared a story about how Park Maintenance Coordinator Sean Smith-Sell used to participate in her summer camps as a youth. She even wrote him a letter of recommendation when he applied for work with the Park District. Commissioner Janow said it was heartwarming to hear about and is a beautiful testament to the community and what the Park District fosters.
- Commissioner Janow said she is volunteering for Holiday at Fay and encouraged other commissioners to volunteer as well.
- Commissioner Janow will not be able to attend the staff holiday party on Friday but will be there in spirit.
- Commissioner Janow said that two people have left the City of Bainbridge Island's Planning Commission and COBI will probably be looking for new committee members.
- Commissioner Janow said that as she watches what is going on politically and as the only woman on the board, while she might not agree with not getting the COVID-19 vaccine, being mandated to do something with your body is very personal and hard for her. These discussions and challenges being faced as a community and a nation are personal, hard, and scary. She encouraged everyone to be kind to each other and accepting moving forward.


MEETING ADJOURNED at 8:20 pm.

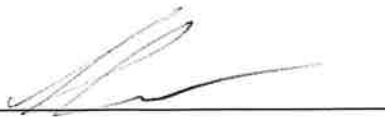
Helen M. Stone
 Terry M. Lande
 BAINBRIDGE ISLAND METROPOLITAN
 PARK & RECREATION DISTRICT

BY: 
 Dawn Janow

BY: 
 Jay C. Kinney

BY: 
Kenneth R. DeWitt

BY: 
John Thomas Swolgaard

ATTEST: 
Asaph Glosser