

## TUKWILA POOL METROPOLITAN PARK DISTRICT

September 23, 2014 – 5:30 p.m.  
Council Chambers – Tukwila City Hall

### BOARD OF COMMISSIONERS SPECIAL MEETING MINUTES

#### CALL TO ORDER:

Board President De'Sean Quinn called the Special Meeting of the Tukwila Pool Metropolitan Park District to order at 5:34 p.m.

#### OFFICIALS

Board President De'Sean Quinn, Commissioners Joe Duffie, Dennis Robertson, Allan Ekberg, Verna Seal, Kathy Hougardy and Kate Kruller.

#### TUKWILA METROPOLITAN PARK DISTRICT OFFICIALS

Brian Snure, Park District Attorney; Jennafer Price Cargill, Executive Director.

#### **MOVED BY HOUGARDY, SECONDED BY SEAL TO MOVE EXECUTIVE SESSION TO AFTER THE CITIZENS COMMENTS. MOTION CARRIED 7-0.**

Ms. Cargill explained that the Board Members packets include cover letters, resumes and notes taken by the Executive Director and the Hiring Committee concerning the three candidates applying for Aquatics Manager and that the Board will be interviewing via Skype this evening. The Board will have forty-five minutes per candidate to ask questions. Board President Quinn will have five questions to ask of each candidate and each Board Member will have the opportunity to ask one question of each candidate. No decision will be made tonight. Questions asked of each candidate will be identical unless it is asking for clarification of a specific statement made by one of the candidates.

#### BUSINESS

##### **a. Questions and Answers with Aquatics Manager Candidates.**

The first candidate, Carolyn Boyce of Indianapolis, Illinois, was called.

Board President Quinn asked what you would like to accomplish in your first 90 days in this position and how you would measure success.

Ms. Boyce explained that she has what she calls a 3/6/9 policy where she reviews current operations in the first 30 days, After 60 days she initiates small changes. After 90 days she implements more impactful changes.

Board President Quinn stated the middle and high school have 70 different languages spoken. He asked how relationships would be built with that level of diversity and ensure sustainability. Provide examples of past successes in this area.

Ms. Boyce mentioned her prior experience in a diverse community and also talked about the value of bringing in members of the different communities as instructors and other staff.

Board President Quinn asked what steps would be taken to ensure that the pool is safe.

Ms. Boyce spoke about following county, state and federal guidelines. She also mentioned setting her own guidelines and ensuring that the pool staff are well-trained in them and in all professional rescue techniques.

Board President Quinn asked the candidate to identify the team building techniques they feel are most effective with staff and why.

Ms. Boyce uses in-service training, in-house team competitions and letting staff have a role in building programs.

Board President Quinn asked the candidate to explain their experience working with elected bodies and special interest groups.

Ms. Boyce shared that she has directly reported to a Board in the past and had served on a Board herself.

Commissioner Kruller asked if there was any additional information that the candidate would like to share with the Board.

Ms. Boyce shared her 30 years of experience as a Coach, Aquatics Director and love for the work.

Commissioner Ekberg asked the candidate why they would want to come to Tukwila.

Ms. Boyce explained that she was in a similar situation previously and they were not able to move forward with the work. She felt that this was a second chance to start something from scratch in the hope of creating something self-sustaining.

Commissioner Duffie asked how the candidate would handle an overly-aggressive person or parent.

Ms. Boyce prefers to pull people off the pool deck and help them calm down and discuss any issues in private.

The second candidate interviewed was Matt Rackham of Houston, Texas.

Board President Quinn asked what you would like to accomplish in your first 90 days in this position and how you would measure success.

Mr. Rackham prioritized getting to know the team, building trust with them and learning about current operations.

Board President Quinn stated the middle and high school have 70 different languages spoken. He asked how relationships would be built with that level of diversity and ensure sustainability. Provide examples of past successes in this area.

Mr. Rackham has prior experience working with large and diverse cultures both in the US and internationally and the importance of everyone having a voice.

Board President Quinn asked what steps would be taken to ensure that the pool is safe.

Mr. Rackham shared that safety was one of his personal priorities. As such he became a pool safety auditor and is an instructor trainer.

Board President Quinn asked the candidate to identify the team building techniques they feel are most effective with staff and why.

Mr. Rackham likes to challenge staff's thinking and do exercises requiring them to work together, which also helped identify future leaders in the group.

Board President Quinn asked the candidate to explain their experience working with elected bodies and special interest groups.

Mr. Rackham previously worked for the Red Cross where he delivered monthly reports to their Board. He has also testified before a City Council and spoken to large groups for the purpose of fundraising.

Commissioner Kruller asked if there was any additional information that the candidate would like to share with the Board.

Mr. Rackham would like to bring more of the community into the facility and shared that he used to be a volunteer EMT.

Commissioner Duffie asked how the candidate would handle an overly-aggressive person or parent.

Mr. Rackham approaches concerned parents very calmly and works to make sure people leave with a smile.

Commissioner Ekberg asked the candidate why they would want to come to Tukwila.

Mr. Rackham loves Washington and enjoyed living here in the past. He appreciates the diversity and has a good base of friends in the area.

The final candidate being interviewed is Dave Perkins of Renton, WA.

Board President Quinn asked what you would like to accomplish in your first 90 days in this position and how you would measure success.

Mr. Perkins would like to build partnerships, especially with the schools. He would also like to familiarize himself with current operations and look for areas of improvement.

Board President Quinn stated the middle and high school have 70 different languages spoken. He asked how relationships would be built with that level of diversity and ensure sustainability. Provide examples of past successes in this area.

Mr. Perkins approaches relationship-building by finding connectors and community leaders to increase levels of comfort.

Board President Quinn asked what steps would be taken to ensure that the pool is safe.

Mr. Perkins recertified every guard each year and held in-service trainings every Friday for two hours. Guards were required to attend 2 trainings per month. He also met weekly with Head Guards.

Board President Quinn asked the candidate to identify the team building techniques they feel are most effective with staff and why.

Mr. Perkins believes that in-services are an integral part of team building. He also implemented a Guard of the Week recognition program.

Board President Quinn asked the candidate to explain their experience working with elected bodies and special interest groups.

Mr. Perkins previously presented to the Renton City Council annually. He also worked closely with a Councilmember who was very involved with the pool.

Commissioner Kruller asked if there was any additional information that the candidate would like to share with the Board.

Mr. Perkins shared that he had a brand-new staff and program every year. He also has a great deal of experience with the mechanical side of the work and that he didn't have outside mechanical support at the last two pools.

Commissioner Duffie asked how the candidate would handle an overly-aggressive person or parent.

Mr. Perkins prefers to remove them from the public areas and listen to what they have to say.

Commissioner Ekberg asked the candidate why they would want to come to Tukwila.

Mr. Perkins is very familiar with the community and wants to get back to managing a year-round facility.

This concludes the interviews.

**b. Discussion by the Board.**

This item was incorporated into the Executive Session of the meeting in accordance with RCW 42.30.110(1)(g).

**CITIZEN COMMENTS**

**Christine Neuffer, 13813 37<sup>th</sup> Avenue South**, inquired about the references of the candidates and how those references are checked.

Board President Quinn stated that references are checked; however, the results are not made available to the public.

**Jackie Carol, 16249 49<sup>th</sup> Avenue South**, stated she felt the second candidate impressed her most among the people interviewed.

**Ellen Gengler, 13727 Macadam Road South**, thanked the Hiring Committee for their hard work in processing the position candidates.

**EXECUTIVE SESSION**

Board President Quinn announced the TPMPD Board will adjourn to go into an Executive Session to:  
Evaluate qualifications of applicants for public employment pursuant to RCW 42.30.110(1)(g);

It will last no more than fifteen minutes (ending by 8:00 p.m.) and no decisions will be made during the Executive Session. After the Executive Session, the Board may choose to take action. The public will be re-admitted to the Council Chambers at that time.

**EXECUTIVE SESSION**

Start: 7:43 p.m.

Attendees: Jennafer Price Cargill, Executive Director; TPMPD Commissioners Joe Duffie, Dennis Robertson, Allan Ekberg, Verna Seal; Kathy Hougardy, De'Sean Quinn, Kate Kruller.

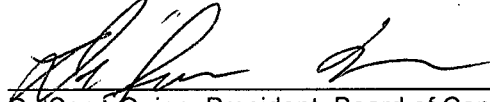
The session was then extended an additional 15 minutes.

End: 8:17 p.m.

Board President Quinn reconvened the Regular Meeting of the Tukwila Pool Metropolitan Park District (TPMPD) to order at 8:17 p.m.

**ADJOURNMENT**

**8:18 p.m. MOVED BY DUFFIE, SECONDED BY SEAL TO ADJOURN THE TUKWILA POOL METROPOLITAN PARK DISTRICT MEETING. MOTION CARRIED 7-0.**

  
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DeSean Quinn, President, Board of Commissioners

  
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Jennifer Price-Bargill, Executive Director

Kate Kruller, Clerk of Board