

NEWPRO MINUTES
JANUARY 2010, KAUKAUNA

Attendance: Kale Proksch – City of Oconto, Carrie Ottum – Fond du Lac, Lindsey Novak – Bellevue, Maria Kara – Bellevue, Stephanie Aerts – DePere, Don Melichar – DePere, tony Nowak – Greenville, Jen McCullian – City of Oshkosh, Vince Maas – City of Menasha, Ray Maurer – City of Oshkosh, Dennis Swoboda – Two Rivers, Tim McGuire- Appleton, Bill Lecker – Appleton, Jeff Malloy – Kaukauna, Chad Hoerth – New London, Trish Nau – ECWRPC, Tom Baron – ECWRPC, Jim Kluge – Neenah, Laurie Olson – Neenah, Juliene Hefter – WPRA. Tina Westergaard – Green Bay, Tom Flick – Little Chute, Al Schaefer – Kimberly, Jody Brooks – Sheboygan, Shane Hansen - Brillion

Others Present: Bob Jakel - City of Kaukauna Planning, Pat Vandenheuvel – City of Kaukauna Streets Department, Jesss Verbeten-Last – City of Kaukauna Recreation Department Office Assistant, Carl Schweiner – Premier Promotions

Welcome & Host Report – Jeff Malloy, Director, gave a brief welcome and host report about the City of Kaukauna. Bob Jakel from the City of Kaukauna’s Planning Department reported on the recreation features of the city’s open space, parks and alternative projects.

Guest Presenter – Carl Schweiner from Premier Promotions gave a presentation on the services he offers to the Fox Valley and Northeastern Wisconsin.

Reports –

WPRA , Laurie Olson – Neenah and Juliene Hefter, WPRA

- The Alternative Revenue Task Force met and WPRA will continue with their recommendation
- The Green Task Force has not met, and they will be deciding whether or not to continue with this task force.
- The WPRA Brewer Game will be held on May 15th. Tickets will be \$28.00 and will include admission to the game, tailgating, favor, and drinks.
- Recruitment Process – They are still researching recruitment incentives for any member who refers another member.
- WPRA will not be sending any officers to the meeting in Washington D.C. Steve and Juliene will still be attending.
- Linked In – members can register online and can personalize your notifications and information. Please call Juliene for any questions on any part of the program. All questions are archived and can be looked at.
- WPRA is asking all members who have downsized or had to cut back to forward information to Ed Englehart – Marshfield.
- Reminder: Re-new your WPRA membership. Also, there are quite a few webinars coming up in the next few weeks.

- NRPA –
 - Changes: They will be eliminating branches to creating a professional branch, citizen branch and an interest group branch.
- AFO Certification – More information will come out in the next couple of weeks, but many changes have been made to the direction of the program. The process will be easier and please more people. The validity will change from three to five, but CEU's will remind at 2 with different ways to obtain them. Juliene will send out updated information as soon as she's able to.

PARKS, Vince Maas – Menasha

- March 25th – Spring Workshop at the Chula Vista. Conversation will be held around ball diamond maintenance.
 - March 26th – Free behind the scenes tour
- Summer Park Tour – July 21st – July 23rd
- Topics are needed for the November conference as well as the 2011 Spring conference.

RECREATION, Carrie Ottum – Fond du Lac

- Information on the March 25th conference is available at WPRA as well as LinkedIn
 - Seminars include
 - Ultimate Program Portfolio Progress – Determines if you are charging enough for programs.
 - Avenues to Understanding
 - People First Language
 - Privacy and Protection
 - Round Table – Please bring information regarding grants and foundations and service groups in which you work with in your community.
 - The Recreation Section has 14 slots at conference. Please send speaker and topic ideas.
- There are 2011 positions available including secretary and representatives

AQUATIC, given by Laurie Olson for Ann Moeller

- Aquatics Seminar – May 21st, DePere
 - Laurie said she sends her staff and thinks this is a great opportunity and a great seminar for staff.
- There will be an Aquatics section online meeting on February 9th

OTHER

- Laurie Olson from Neenah discussed the WPRA webinar disk for navigating the website. She suggested getting the disk and showing it before an upcoming meeting. Everyone would get 1 CEU if viewed as a group. The alternative would be for everyone to purchase their own disk and not receive CEU's. Juliene said it would be the cost of the disk and mailing. You could also send her a disk or zip

drive and she will load it onto there. Jeff Malloy from Kaukauna asked if a lot of people already viewed the seminar and Juliene said she would have to look it up.

- Tom Flick from Little Chute had some Conference Committee Updates
 - River Clean Up Project with Chad Pregracke will be Tuesday at 1:00. There is a 25 person minimum and a 50 person maximum needed
 - They would like this to be a free pre-conference event. Would like to have a sponsor and go on a river boat ride on the Mississippi with food and drinks. This would be a nice promotional item to connect WPRA to the community.
 - President's Reception and Bill's Bash will be combined into one event. There will be a lot of activities and events.
 - General Assembly Speaker on Thursday 9:45 am – 11:00 am – They are trying to tie into the theme "Not All Heroes wear capes".
 - Come up with items for conferences. They try to use the suggestions, but e-mail your representative if there is something specific you would like to have as a topic.
 - Laurie Olson, Neenah said she was inspired by Chad Pregracke and is setting up a clean-up day on Earth Day. Group discussion generated similar thoughts and said he was very reasonable. It was suggested that two sections could book him and split the costs.

Discussion

- A. Evaluations – Vince Maas, Menasha. Was asking for samples specifically pertaining to union positions, but would be looking for any samples if available.
 - a. Laurie Olson, Neenah mentioned that Trevor has some that Vince could look at.
 - b. Jim Kluge, Neenah had samples of a playground employee's evaluation
 - c. Tina Westergaard, Green Bay said they do progress reports throughout the season so the evaluation at the end is not a surprise.
- B. Storm Water Ponds being used as ice rinks – Tony Nowak, Greenville wanted to know if used or allowed the use of Storm Water Ponds for ice rinks.
 - a. Tom Flick, Little Chute said his village looked into it but ultimately didn't want the liability of taking the equipment out onto the ice.
 - i. He said to the best of his knowledge they don't kick people off the ice if they are using it, but it is not encouraged.
 - b. Bill Lecker, Appleton said that the city doesn't actually utilize the ponds but people use them on their own.
- C. Fee Waivers for military families – Bill Lecker, Appleton suggested that there be a unified decision as a region or even as a state to have discounted rates for deployed military families. The benefit to doing it as a region is that it could be used to sway local councils if near by communities are also participating.
 - a. Laurie Olson, Neenah said it would be a great idea and they can institute it immediately without going to committee or council. She would just let them know they were doing it.

- b. Jesse Verbeten-Last, Kaukauna said the YMCA has a similar policy in which a family with a deployed member received free membership while the member is deployed in addition to 6 months after the member returns.
 - c. Ray Maurer, Oshkosh said they would look into it and bring it to their committee.
 - d. Jeff Malloy, Kaukauna also said he would bring it before Kaukauna's committee.
 - e. Chad Hoerth, New London suggested putting together a board that would investigate the parameters.
 - f. Juliene Hefter – WPRA said this would be a great thing to do as a state
 - g. Bill Lecker agreed he would look into working with WPRA to initiate such a policy.
- D. Discounts to School District or City Employees – Carrie Ottum, Fond du Lac ask if any other areas offer discount classes or passes to employees.
- a. Jody Brooks, Sheboygan said they get a pass for open swimming but the employee discount is received though Aurora.
 - b. Bill Lecker, Appleton said employees are treated as everyone else and they have a strict policy against allowing special benefits in which citizens do not receive.
 - c. Ray Maurer, Oshkosh pointed out that during these tough economic times it would upset citizens if employees got special rates.
- E. Nepotism – Jeff Malloy, Kaukauna asked if anyone has a policy giving preference to children of city employees.
- a. Al Schaefer, Vince Maas, Tony Nowak, and Jen McCullian all said they have unofficial understanding that city employees get preference during hiring.
 - b. Laurie Olson, Neenah said she has had experience with this issue and it created for very awkward disciplining and problems. Her employees also have to re-apply each year.
 - c. Bill Lecker, Appleton said they have an anti-nepotisms policy. He said it creates a lot of challenges especially for elected officials and their kids.
 - d. Jen McCullian, City of Oshkosh said it creates a lot of problems for her. She said requesting time of and involvement goes through the parent instead of the kid.
 - e. Jody Brooks, Sheboygan said that sometimes its an advantaged to be in close contact with the parents.
 - f. Tony Nowak, Greenville said they have a policy stating that a parent can't directly supervise their children, but yet everyone watches out for everyone so that's not a very distinct separation.
 - g. Tina Westergaard, Green Bay said they have an unspoken expectation. She said she has had very bad experiences hiring city employee's kids.
- F. City Residents and Employee Preference, Kale Proksch, City of Oconto asked if anyone else had a policy allowing city residents first chance at jobs.
- a. Tom Flick, Little Chute said that it's not in writing but the status quo.
 - b. Laurie Olson, Neenah said they has an unwritten expectation that dissipated with the new mayor

- c. Tina Westergaard, Green Bay said that it is listed on the application with the only exception being the ski hill.
 - d. Jeff Malloy, Kaukauna said the streets and park department has a very distinct policy in which they look at children of city employees, then city residents, then the residency map which is an 8 mile radius from Kaukauna.
- G. State/Federal Legislators coming to NEWPRO meetings – Bill Lecker, Appleton suggested that since it has been elected not to send officers to Washington D.C. to meet with legislators that it might be valuable to invite a legislator to a New Pro meeting.
- a. Al Shaefer, Kimberly said the year he went to Washington D.C. that they were only able to meet with 2 out of 10 of the available legislators. He also pointed out that it would be hard to find someone since most people represented their district which wouldn't apply to everyone. After a group discussion is was agreed with Bill will look into the options and report back.
- H. Change March Date of NEWPRO Meeting – Vince Maas, Menasha pointed out that the March 25th date is the same date as the spring workshop.
- a. The date was moved to March 18th and Menasha will be hosting.

Raffle

Adjourn at 11:55 am

Next meeting will be held in Brillion on February 25.