

THE MINUTES OF THE PUBLIC RECREATION COMMISSION
January 20, 2026

The regular meeting of the Public Recreation Commission was held with the following Commissioners present: Messrs. O'Callaghan, West, and Lee. Mmes. Rich and Bolton. Staff in attendance: Mmes. Riggins, Stewart, Webb, Swift, Sanders, Harper, Anderson, Wright, and Jones. Messrs. Betts, Servizzi, Sommer, Higby, Lubbers, Benjamin, Courtland, Heyl, and Ford. Tenia representing Cincinnati Recreation Foundation.

Commissioner Pat O'Callaghan called the meeting to order at 4:03 pm.

ELECTION OF OFFICERS

Election of the President

- **Nomination:**
 - Commissioner O'Callaghan nominated Commissioner Rich for President.
 - No other nominations were received.
- **Motion:**
 - Motion was made by Commissioner Lee to elect Commissioner Rich as President, and seconded by Commissioner Bolton.

Result:

- Motion carried, Leslie Rich was elected President.

Election of the Vice President

- **Nomination(s):**
 - Commissioner Bolton nominated Commissioner Lee for Vice President.
 - Commissioner Rich nominated Commissioner West for Vice President.
 - Commissioner West declined the nomination and expressed support for Commissioner Lee.
- **Motion:**
 - Motion was made by Commissioner Bolton to elect Commissioner Lee as Vice President and seconded by Commissioner Rich.

Result:

- Motion carried, Kick Lee was elected Vice President.

PRESENTATION

None

INTRODUCTIONS

None

RETIREMENTS

None

PROGRAM HIGHLIGHTS

None

MINUTES

Commissioner Rich called for a motion to approve December 18th, 2025, Regular Board Meeting minutes. Commissioner Lee made the motion to accept the minutes, and Commissioner West seconded. The motion carried.

PUBLIC COMMENTS

None

CORRESPONDENCE

None

TEAM HIGHLIGHTS

Brandi Sanders showcased a video about the Winter Wonderland and all the work put in behind the scenes. CRC appreciates all the hard work the staff contributed to the event.

DIRECTORS REPORT

HUMAN RESOURCES

April Jones provided an update on the vacancy report. CFO interviews have started this week, and the first round of AD interviews will be at the beginning of February. There have been 2 CCD offers made.

CCD CLASS ACTION GRIEVANCE UPDATE

April Jones provided an update on the CCD Class Action Grievance. In June 2024 initial grievance was submitted due to some CCDs serving as administrators for licensed childcare sites. It is believed that they are working out of class. CRC disagrees and states that they would conduct research within the region to support the claim, but that little discovery was made. In January 2026, a mediation took place, and the union remains insistent that the CCDs are working out of class, while the CRC's stance remains the same. Mediation concluded with no resolution. CRC understands that licensing childcare is a priority and a revenue generator. However, the remaining 9 sites facilities are not ready to be licensed. CRC is generating a report to detail each site and its needs. Director Betts and operations will hold tours for licensed and non-licensed sites.

FINANCE UPDATE

Austin Lubbers provided a general finance update. The Dunham project is starting. Golf 800K over in revenue, 323 430K over in revenue YTD. Meeting expectations and trending higher than last year. 8.7 million vs 8 million last year's revenue and 21.1 million vs 21.3 million expenses. Cost-saving measures, such as holding positions, have paid off. Currently reviewing the capital budget request for FY27.

GOLF UPDATE

Rob Higby provided an update on the Golf division. Public golf and corporate outings are on the rise. Growth in the number of minority and women participants has continued. Golf academy and junior golf programs are well. Golf carts went ITB and the number increased. The irrigation project starts in February and will take 15 months to complete.

RECREATION OPERATIONS UPDATE

Brandi Sanders provided an update on Recreation Operations. Preparing for summer; Red Cross LG training is underway; 120 kids in ski and snowboard programming; Next Level Skating is in partnership for an adult skate club at Eastside. Drone training program with Schroder. 953 participants in After

school camp. 1378 kids in winter mini camps. Priority registration for summer camp has opened. SAC and CCD professional development training has started.

CRC REPORTING STRUCTURE

Angela Wright provided an update on the upcoming changes to the CRC reporting structure. The mayor, CM, Council, and ACM are aiming to streamline reporting for departments with boards, such as Health, Parks, and CRC. This change would aim to improve operational efficiency. The law department has prepared a legal opinion on the matter. The Health and Parks structure cannot be changed due to the charter. City administration would take over Direct reporting of the director, appointing authority, discipline, and contracting, etc. The RLS for the legislation has not been drafted to allow board members an opportunity to ask questions, etc. An ordinance would have to be enacted to change the administrative code, and it would require a council vote to approve.

PLANNING AND ENGINEERING - CAPITAL PROJECTS (UPDATE)

Kirby Sommer updated the Commission on the major capital projects underway currently:

Projects Under Construction:

- 2022-24 Projects from the Recreation Special Activities Fund 323 for the purpose of providing resources (\$1.5M) for improvements and renovations to recreation centers and outdoor recreation areas, security camera upgrades and installations at various sites and signage upgrades at various locations: \$700k is budgeted for CRC center requested improvement projects. \$350k is budgeted for security system improvements and \$450k for signage throughout all CRC sites. The Planning and Development Division completed a signage inventory at each CRC site. New sign designs, created by CRC P&D staff, have been approved. ETS requested the scope be changed to install the same type of camera system as CPD. **UPDATE:** Remaining funds are being used to finish up the signage projects and continue with the security cameras. Bush Recreation Center will be the first to get the new sign. The camera projects are in progress.
- As part of the 2024-25 capital budgets, improvements at various tennis and sport court hard surfaces improvements are being planned for 2025-26. **UPDATE:** Sport courts at Daniels, Madisonville, Hartwell, Evanston, Mt. Airy and Schwarz are being scheduled for 2025-26. We expect over \$600k of sport court improvements will be made in 2025-26. The basketball court renovation at Daniels has been completed. Turkey Ridge is completed. Since the city term contract has been eliminated, all future projects of this type will need to be bid out through the city procurement system. This will increase the project schedule significantly. A proposed design to convert one of the Hartwell basketball courts to a hard surface futsal court is planned to start spring 2026, this was requested by the community.
- As part of the 2024 to 2026 capital budgets, recreation center roof renovations are planned. Several roofs are out of warranty, renovating the roofs while they can still be brought back into warranty (10 to 20 years) condition is desired. The cost of replacing the roof is much more than the re-warranty improvements. CRC has had the roofs out of warranty inspected to create a prioritized list. 2025-26 roof projects are being planned. **UPDATE** The Millvale roof testing showed it will need replacement in most locations; funds have been approved, work is being scheduled to begin December 2 and be completed by February 2026. The Corryville Recreation center roof is scheduled for renovation along with a new HVAC unit. The Dunham gym and breezeway roof improvements have been completed. Price Hill recreation center

roof work is complete. Emergency repairs at Winton Hills are in progress and, Hirsch and Dunham Recreation centers are being scheduled.

Projects in DEI and Purchasing:

- As part of the golf division funding proposal, a new Neumann clubhouse is being proposed. A proposed design and layout was developed by CRC staff. The RFP for the design-build contract is in progress. The current proposal is to construct a new clubhouse onsite and keep the existing one open until the new is complete. Funds to budget these projects were approved 9/5/24. **UPDATE:** RFP bid documents have been created by CRC P&D. The DEI goals as of now are MBE 20% and WBE 13.5%. The RFP was submitted to purchasing on 3/3/25. bid on hold while funding assessed. The existing clubhouse will be demolished after the new one is in use.
- As part of the golf division funding proposal, California Golf Clubhouse restrooms and kitchen renovations are being planned. **UPDATE:** An A/E firm has been hired to start the restroom renovation design. The design is complete. This work will be bid out.
- As part of proposed 2026 and 2027 COT funding, CRC will be receiving funding for the renovation of the Dunham Recreation Center. **UPDATE:** Scope of project TBD. CRC is studying what kind of space is needed. An RFQ for the full design is in progress and final submittal is due 10/21/25. A Site Assessment will be done before the RFP is completed.
- As part of proposed 2026-28 capital funding, the Madisonville Aquatic facility was selected by CRC staff to be renovated. The facility is in very poor condition and cannot be repaired without a major renovation. **UPDATE:** Scope of project TBD. CRC has completed a feasibility study to develop the project scope, a CSR was submitted. A proposed layout has been approved by CRC staff. An RFP is out for bid with a pre-bid meeting happening on 1/16/26.

Projects in Design:

- As part of the capital budget, design work for ADA access to the Riverside Sports Complex boat ramp restrooms, a new boat dock and connecting walking loop is in progress. The renovation is being designed by CRC staff. CRC did not receive the grant, ODNr recommends applying for it again when available. An RFP is in progress for the design work. The existing rolling dock is no longer usable; a new one has been constructed. The new rolling boat dock is complete and installed. **UPDATE:** With the grant being denied, the process to hire an A/E firm is in progress for restroom improvements. Design work being scheduled with Verdantas, site meeting set for 12/17/25. Construction set will be sent to bid once completed.
- Duke and CRC are working on a plan to relocate a storage structure and the gas pumps at California Golf course. Duke regulations do not allow these structures below the high voltage transmission lines. **UPDATE:** Meeting held 6/26/24 onsite, and again on 6/5/25 to approve the scope of work needed. Duke will provide the funding for the relocation. CRC and golf to coordinate the work. Plans are in progress.
- Arc Flash Hazard: The CRC hired Automated Systems Engineering to undertake an arc flash hazard analysis study at all its center and aquatics locations (all 3 phase loads). This study is required by the city and will allow for increased safety as well as providing guidelines for maintenance and PPE. CRC developed the documentation needed for the consultant to analyze. Completed in November 2021 - ASE said CRC was first city dept to do so. Need a mitigation report, fix/replace items, reinspect new as installed. Cost est \$100k+. 100% of stickers have been placed on inspected equipment. **UPDATE:** Around ten (10) items need to

be replaced, CRC maintenance has the list. CRC electricians can probably perform all installation work. Asking city where the next funding will come from for next phase. The process for site projects has started.

COMMISSION BOARD COMMITTEE AND SUBCOMMITTEES:

BUDGET AND FINANCE UPDATE

Commissioner Rich provided an update. The committee reviewed all financial matters. Exciting to be ahead of budget. Discussed pool renovations for the summer opening.

GOVERNANCE AND POLICY COMMITTEE UPDATE

Commissioner Bolton provided an update on the meeting, noting that several policies are on the agenda for approval tonight. Two policy drafts, the CRC vehicle use and the CRC guest and member policy, are still under review.

OLD BUSINESS

7.a None Currently

NEW BUSINESS

8.a Recommended Action

Board Approval

Background

HR 6 - Employment of Family Members. Commissioner Rich called for a motion to approve HR 6 - Employment of Family Members. Commissioner O'Callaghan made a motion to approve the policy, and Commissioner Bolton seconded it; the motion carried.

8.b Recommended Action

Board Approval

Background

HR 7- Control Absenteeism. Commissioner Rich called for a motion on HR 7- Control Absenteeism. Commissioner Bolton made a motion to approve the policy, and Commissioner Lee seconded it; the motion carried.

8.c) Recommended Action

Board Approval

Background

HR 13 - Weapons

Commissioner Rich called for a motion to approve HR 13 - Weapons. Commissioner West made a motion to approve the policy, and Commissioner Bolton seconded it; the motion carried.

EXECUTIVE SESSION

5:34- 5:39 PM

Board Action:

The Board considered disciplinary action against the following employees:

Cory Clyburn
Charge: Excessive Absenteeism
Recommended Penalty: 24-hour suspension
Approved Penalty: 24-hour suspension

Commissioner Rich motioned to accept the recommendation of the Human Resources and the Hearing Officer for a Penalty of an 8-hour suspension. Rollcall: Commissioner O'Callaghan - Yes, Commissioner Rich-Yes, Commissioner Bolton – Yes, Commissioner West – Yes, Commissioner Lee - Yes. The motion carried. Passed unanimously.

Cory Clyburn
Charge: Excessive Absenteeism
Recommended Penalty: Dismissal
Approved Penalty: Dismissal

Commissioner Rich motioned to accept the recommendation of the Human Resources and the Hearing Officer for a Penalty of Dismissal. Rollcall: Commissioner O'Callaghan - Yes, Commissioner Rich-Yes, Commissioner Bolton – Yes, Commissioner West – Yes, Commissioner Lee - Yes. The motion carried. Passed unanimously

Meeting adjourned at 5:41 PM

NEXT COMMISSION MEETING

The next meeting of the Public Recreation Commission will be held on February 17, 2026, at the CRC Main Office.

Leslie M. Rich, President

Daniel E. Betts, Director

/ss Minutes prepared by Sonya Swift