

HIGHLANDS RECREATION DISTRICT  
BOARD STRATEGY SESSION MEETING MINUTES  
Thursday, January 28, 2021

Attendees

Community Members wishing to attend were encouraged to teleconference into the meeting. Join Zoom Meeting <https://zoom.us/j/95101452321>

Board Members:

Andrew Aquino  
Shirin Bakhshay  
Michelle McNeil  
Eric Olbekson  
Pam Merkadeau

Staff:

Derek Schweigart

1. Call to Order  
The meeting was called to order at 6:33pm by Board Member AA.
2. Introduction of Guest
3. Communications, Announcements, & Public Comments
4. Old Business
  - a. Discussion: Review and discuss Highlands Recreation District Mission Statement  
The Highlands Recreation District is dedicated to providing beneficial and enriching programs and services to its patrons and a place to create and promote health, well-being and community.
  - b. Discussion: Review and discuss Highlands Recreation District Core Values
  - c. Discussion: Finalize District Goals for Fiscal Year 2020-2021
    - i. Operational Excellence
5. New Business
  - a. General Manager Goals for Fiscal Year 2020-2021
    - i. Succession Planning
    - ii. Employee Retention
      - o Out of class pay
6. UPCOMING MEETINGS: February 9, March 9, April 13
7. Adjournment  
Board Member SB made a motion, EO second, to adjourn the meeting. The motion passed unanimously.  
Vote: EO – Y; PM - Y; SB – Y; AA – Y; MM – Y  
The Meeting adjourned at 8:33pm.

Respectfully Submitted,  
Derek Schweigart, General Manager