

# WORK SESSION AGENDA


Casper City Council  
 City Hall, Council Meeting Room  
 Tuesday, October 11, 2022 at 4:30 p.m.




<b>Work Session Meeting Agenda</b>		Recommendation	Beginning Time	Allotted Time
Recommendations = Information Only, Move Forward for Approval, Direction Requested				
1.	Council Meeting Follow-up • Sales Tax Discussion (Finance Director)		4:30	10 min
2.	Anti-Discrimination Ordinance	Move Forward for Approval	4:40	60 min
3.	Contractor License Category Updates	Direction Requested	5:40	30 min
4.	Demolition Safety Barriers	Direction Requested	6:10	45 min
5.	Shipping Container Ordinance	Direction Requested	6:55	30 min
6.	Aquatics Subsidy	Direction Requested	7:25	45 min
7.	Agenda Review		8:10	20 min
8.	Legislative Review		8:30	20 min
9.	Council Around the Table		8:50	20 min
Approximate End Time:				9:10

*\*Please silence cell phones during the meeting\**

October 4, 2022

**MEMO TO:** City Council  
J. Carter Napier, City Manager 

**FROM:** John Henley, City Attorney 

**SUBJECT:** Anti-discrimination Ordinance

**Meeting Type & Date:**

Work Session  
October 11, 2022

**Action type:**

Information and request for direction.

**Recommendation:**

Review the proposed ordinance, request changes, and if no or minimal changes, use the next council meeting (October 18, 2022) to establish the public hearing to be held on November 1, 2022.

**Summary:**

The Council's LGBTQ advisory board requested consideration of similar ordinances from two other Wyoming municipalities. Those municipalities had each adopted an ordinance primarily to discourage and potentially punish commercial transactional discrimination, such as discrimination in employment, housing, and public accommodations due to a person's sexual orientation or gender identity.

The enforcement of these ordinances was unconventional. Those ordinances, by-passed initially, the municipalities' police departments and municipal courts; instead, the Town Manager or City Administrator was the point of reporting, investigation and mediated resolution (conciliation by the investigator) as a first step. If this process was not successful, then the matter would be presented to the City Attorney's Office for a determination of whether to proceed further, using the municipal court system.

Thereafter, multiple members of this City Council attended a meeting in Cheyenne and liked an ordinance adopted by Cheyenne; this ordinance expanded the classifications of individuals protected but focused on protections from physical harms, assaults, batteries, and property destruction. The ordinance before you, is based, to a large degree, on the Cheyenne ordinance with the addition of the original and ongoing concerns of the Council's advisory board, concerning employment, housing, and public accommodations.

There are federal laws addressing employment, housing and public accommodation discrimination, but the reach of those statutes is generally directed at employers with a sizable

workforce; the process has no urgency and can take years before a complaint is resolved. (See the *Bostock v. Clayton County, Georgia* bullet points attached two of the three plaintiffs in the three cases heard by the U.S. Supreme Court had already passed away before the Supreme Court decided the issue)

The physical harms included within the proposed ordinance are based upon the current definitions for assault and assault and battery. The difference is that an enhanced penalty is available to the Court upon a first offense. Currently, for a first offense of battery in the Municipal Court, the maximum punishment up to \$750.00. Under the proposed ordinance if the battery was committed because of hate or prejudice against another due to the other's color, ethnicity, sex, sexual orientation, etc., the municipal judge will have the ability to consider incarceration for a violation proved beyond a reasonable doubt in the Court's sentencing decision.

**Financial Considerations:**

The Casper Police Department will have additional crimes to charge if appropriate, which may take more time to complete. Similarly, charging someone for an offence with possible incarceration may require additional appointments of court appointed attorneys for indigent defendants.

**Oversight/Project Responsibility**

John Henley, City Attorney's Office  
Keith McPheeters, Casper Police Department

**Attachments**

Proposed ordinance.  
*Bostock v. Clayton County, Georgia* bullet points.

### ***Bostock v. Clayton County, Georgia Bullet Points***

- Gerald Bostock worked for Clayton County, Georgia, as a child welfare advocate. Under his leadership, the county won national awards for its work. After a decade with the county, Mr. Bostock began participating in a gay recreational softball league.

Not long after that, influential members of the community allegedly made disparaging comments about Mr. Bostock's sexual orientation and participation in the league. Soon, he was fired for conduct "unbecoming" a county employee.

- Donald Zarda worked as a skydiving instructor at Altitude Express in New York. After several seasons with the company, Mr. Zarda mentioned that he was gay and, days later, was fired.
- Aimee Stephens worked at a funeral home in Garden City, Michigan. When Stephens got the job, Stephens presented as a male.

But two years into service with the company, Stephens began treatment for despair and loneliness. Ultimately, clinicians diagnosed Stephens with gender dysphoria and recommended that Stephens begin living as a woman.

In Stephens sixth year with the company, Stephens wrote a letter to the employer explaining that Stevens planned to "live and work fulltime as a woman" after Stephens returned from an upcoming vacation. The funeral home fired Stevens before Stephens left, telling Stephens "this is not going to work out."

### **Federal Civil Rights Act 9.02[2][a]:**

The term "employer" for federal actions means a person engaged in an industry who has fifteen or more employees.

ORDINANCE NO.

AN ORDINANCE AMENDING CHAPTER 9.08 – OFFENSES AGAINST THE PERSON, OF THE CASPER MUNICIPAL CODE TO ADD SECTION 9.08.020 “MALICIOUS HARMS BASED ON RACE, COLOR, RELIGION, SEX, SEXUAL ORIENTATION, GENDER IDENTITY, GENDER EXPRESSION, NATIONAL ORIGIN, OR DISABILITY.”

WHEREAS, the governing body of the City of Casper has the authority granted by Wyoming State Statute §15-1-103(a)(xviii), xvi(C) and (xli) to adopt ordinances and resolutions necessary to protect the health, safety and welfare of the City and of its citizenry; and,

WHEREAS, the governing body of the City of Casper may perform acts authorized by the powers granted by the state in relation to the concerns of the city; and,

WHEREAS, the City of Casper is composed of and welcomes diverse individuals, groups and communities; and,

WHEREAS, the City of Casper values diversity and seeks to encourage and allow all residents and visitors to contribute to the commercial life and activities of the City and to the cultural and social life of the City; and,

WHEREAS, affirming nondiscrimination protections and investing in social safety will help reduce vulnerable communities’ exposure to potential violence, economic injury and discrimination; and,

WHEREAS, the governing body of the City of Casper desires to amend Chapter 9.08 – of the Casper Municipal Code by creating Section 9.08.020.

NOW, THEREFORE, BE IT ORDAINED BY THE GOVERNING BODY OF THE CITY OF CASPER, WYOMING: that Section 9.08.020 is created and shall be codified as follows:

**Section 9.08.020** Malicious harms based on race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, or disability.

A. Unlawful physical actions committed on the basis of protected characteristics

It shall be unlawful and an offense for any person to commit any of the following acts maliciously and with the specific intent to intimidate or harm another person because of that person’s race, color, religion, ancestry, sex, sexual orientation, gender identity, gender expression, national origin, or disability (hereafter collectively “protected characteristics”):

1. a. **Assault of another.** Whoever, having the present ability to do so, attempts to commit a violent injury on another person because of one or more protected characteristics of that person, is guilty of an assault under this section.

b. **Assault and Battery of that person.** Whoever, in a rude, insolent or angry manner, unlawfully touches another person because of one or more protected characteristics of that person, is guilty of an assault and battery under this section.

2. **Injuring, defacing or destroying property of another.** No person shall (a) willfully injure, deface or destroy, or attempt to injure, deface or destroy, any other person's building or any fixture thereof, (b) injure, destroy or secrete any goods, chattels or valuable papers of any other person, (c) injure, deface, or destroy any fence, foundation, sidewalk, trees or any other private property of any other person without permission, or (d) damage, destroy, vandalize, deface, trespass upon, or steal any real or personal property of any other person because of one or more protected characteristics of that person, is guilty of injuring, defacing or destroying property of another under this section.

B. Inciting imminent lawless violence against another.

It shall be unlawful and a violation hereof for any person, by words, depictions or actions, to incite or produce imminent lawless violence directed against another person because of one or more protected characteristics of that person, including circumstances in which such words, depictions, or actions were intended and likely to incite or produce such imminent lawless violence, but failed in their objective.

C. Places of public accommodation; discrimination prohibited.

It shall be unlawful and an offense for any person, with malice or prejudice, to restrict another person from obtaining the full and equal enjoyment of the goods, services, facilities, privileges, advantages and accommodations of any place of public accommodation because of one or more protected characteristics of that person. For purposes of this paragraph, "place of public accommodation" means, businesses, and locations which are open to the public., or which invite the patronage of the public.

D. Housing; illegal discrimination prohibited.

It shall be unlawful for any person or entity to discriminate against another person in the sale, lease, or rental of any housing facility, or to otherwise discriminate against such person in the terms, conditions, maintenance, improvement, or repair of any housing facility, because of one or more protected characteristics of that person.

E. Employment discrimination prohibited.

1. It shall be unlawful and an offense for any employer to refuse to hire or promote a person, or to discriminate against a person in matters of compensation or the terms, conditions or privileges of employment, because of one or more protected characteristics of that person.
2. It shall be unlawful and an offense for any person, an employer, an employment agency, a labor organization, or its employees or members, to discriminate in matters of employment or membership, including customary benefits of the employment membership, against a qualified person, because of one or more protected characteristics of that person.
3. It shall be unlawful and an offense for an employer to reduce the wage or benefits of any employee because of one or more protected characteristics of that person.

F. 1. Exceptions. Notwithstanding anything contained in this Section, the following practices shall not be a violation of this Section:

- a. Any action or right authorized or protected by the Religious Freedom Restoration Act (42 U.S.C. § 2000bb – 2000bb-4), Wyoming Statutes, the United States Code, the United States Constitution, or the Wyoming Constitution.
  - b. For a religious organization or institution to restrict any of its facilities of housing or accommodations which are operated as a direct part of religious activities to individuals of the religious organization or institution involved or to restrict employment opportunities for officers, religious instructors and clergy to individuals of that religious organization or institution.
  - c. For the owner of an owner-occupied one-family or two-family dwelling, or a housing facility or public accommodation facility, respectively, devoted entirely to the housing and accommodation of individuals of one sex, to restrict occupancy and use on the basis of sex.
  - d. To discriminate in any arrangement for the sharing of a dwelling unit by an individual who is sharing the unit.
2. Exceptions. Notwithstanding anything contained in this Section, the following entities or their agencies shall not be prosecuted pursuant to Subsections C., D., and E., of this Section:
- a. The United States or any department or agency thereof, a corporation wholly owned by the government of the United States or Indian Tribe;
  - b. The State of Wyoming or any department or agency thereof, including any political subdivision of the State;
  - c. A bona fide private membership club (other than a labor organization) which is exempt from taxation under the Internal Revenue Code of 1986; or,

- d. A fraternal or religious association or corporation if the association or corporation is neither organized for private profit nor has as its primary purpose the provision of accommodations or services that are available on a non-membership basis.
- e. An institution, club, or place of accommodation that proves that it is, by its nature, distinctly private. An institution, club, or place of accommodation is not by its nature distinctly private if:
  - i. It has more than twenty-five) members, and
  - ii. Provides regular meal service, and
  - iii. Regularly receives payment for dues, fees, use of space, facilities, services, meals, or beverages, directly or indirectly, from or on behalf of members. For the purposes of this definition, any lodge of a recognized national fraternal organization is considered by its nature distinctly private.

G. Burden of proof. Investigations of alleged violations of this code are undertaken based upon a strong showing of reasonable suspicion that the violation occurred because the alleged perpetrator's actions were based on one or more protected characteristics of the victim(s). Reasonable suspicion is best demonstrated by expressions of bias, hate or prejudice, made or encouraged by the perpetrator at or near the time of the alleged violation, or, through a sustained pattern of conduct which demonstrates the perpetrator's motivation. Violations of this code section, must be proved beyond a reasonable doubt .

H. Penalty.

- 1. Any person found guilty of violating subsections A. and/or B., of this section, may be punished by a fine up to \$750.00 or up to six (6) months in jail, or both.
- 2. Any person found guilty of violating the subsections C., D., or E., of this section, may be punished by a fine up to \$750.00, under the general provisions of Section 1.28.010 of the Casper City Code.

***\*The remainder of this page is intentionally left blank \****



PASSED on 1<sup>st</sup> reading the \_\_\_\_ day of \_\_\_\_\_, 2022.

PASSED on 2<sup>nd</sup> reading the \_\_\_\_ day of \_\_\_\_\_, 2022.

PASSED, APPROVED, AND ADOPTED on third and final reading the \_\_\_\_\_ day of \_\_\_\_\_, 2022.

APPROVED AS TO FORM:

\_\_\_\_\_

ATTEST:

CITY OF CASPER, WYOMING  
A Municipal Corporation

\_\_\_\_\_  
Fleur Tremel  
City Clerk

\_\_\_\_\_  
Ray Pacheco  
Mayor

October 3, 2022

MEMO TO: J. Carter Napier, City Manager *JCN*  
FROM: Liz Becher, Community Development Director *LB*  
Craig Collins, City Planner & Building/Code Enforcement Manager *CC*  
Dan Elston, Chief Building Official *DE*  
SUBJECT: Potential Changes to General Contractor License Categories

Meeting Type & Date:

Council Work Session, October 11, 2022

Action Type:

Direction Requested

Recommendation:

The City of Casper Contractor's Licensing Board is recommending the creation of two (2) new categories of licenses for General Contractors, a Class IIB and a Class IV.

Background:

The City of Casper currently has three (3) classes of General Contractor licenses:

- Class I – Permitted to construct, alter or repair ANY type or size of structure.
- Class II – Permitted to construct, alter or repair any residential or commercial structure UP TO 12,000 square feet in size.
- Class III – Permitted to repair, remodel or alter a single-family structure NOT TO EXCEED 25% of the value of the structure.

In order to progress from a lesser class of Contractor's License to a higher class, contractors must show a minimum amount of experience. The Contractor's Licensing Board has found that often, the experience that is exhibited by applicants does not adequately prepare licensees because the "gap" between the types of work allowed to be performed under the three (3) existing types of licenses is too great. As a result, the Contractor's Licensing Board is recommending the creation of the following two (2) additional types of Contractor's Licenses:

- Class IIB – Permitted to construct, alter or repair all residential structures up to apartment buildings of up to four (4) dwelling units.

- Class IV - A “handy-person” license, that would allow a person with limited experience to request permits and be licensed to perform a basic level of repair/alteration work, such as drywall, roof repair, window/door replacements, deck repair, interior finish work, retaining walls, fences, sheds under 200 square feet in size. Limited (simple) plumbing, electrical and mechanical projects would also be permitted.

At this time, most “handy-person” type work is unpermitted, unnoticed, and not being inspected due to the lack of licensing. The creation of the Class IV license will allow for contractors to get the experience/documentation for their work, in order to allow for their progression to a higher grade of license. Additionally, it will also provide an added layer of safety for their customers by ensuring that inspections are performed by the City.

Attachments:

Contractor License Category Outline

# General Contractor License

## Categories

City Ordinance 15.12.070;

Building Contractor, Class I: Existing as written

- To contract for construction, alteration or repair of any type or size of structure permitted by the City of Casper building codes.

Building Contractor, Class II: Existing as written

- To contract for the construction, alteration or repair of all residential and commercial structures up to twelve thousand square feet.

Building Contractor, Class IIB: New

- To contract for the construction, alteration or repair of residential structures including apartment buildings up to four units.

Building Contractor, Class III: Existing as written

- To contract for repairing, remodeling or altering of a single-family residence or structure in an amount not to exceed twenty five percent of the assessed valued of the structure when such repair, remodel or alteration requires a permit as provided by City ordinance.

Building Contractor, Class IV: New (Handyperson License)

- Drywall patch and repair.
- Roofing shingle repair not to exceed 10% of roof area.
- Window/door removal and replacement not requiring structural alteration.
- Deck repair, excluding structural components.
- Interior finish work excluded from permit requirements identified in the international Residential code.
- Retaining walls under six feet in height.
- Fences
- Sheds 200 square feet and under.

### Plumbing:

- Repair of p-traps and drain piping within the cabinet area only.
- Toilet removal and replacement that does not require toilet flange replacement.
- Exterior sprinkler systems from the vacuum breaker to throughout the sprinkler system.
- Dishwasher installation.

### Electrical:



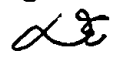
- Changing of lighting elements in existing fixtures.
- Installation of decorative lighting.

### Mechanical:

- Removal and replacement of grills, registers and diffusers that does not require alteration to the ductwork.

DRAFT

August 15, 2022

MEMO TO: J. Carter Napier, City Manager   
FROM: Liz Becher, Community Development Director   
Craig Collins, City Planner & Building/Code Enforcement Manager  
Dan Elston, Chief Building Official   
SUBJECT: Demolition Fencing/ Safety Barriers

Meeting Type & Date:

Council Work Session, October 11, 2022

Action Type:

Direction Requested

Background:

Section 15.16.020 of the Municipal Code currently requires safety fencing and barriers for ditches, holes, pits and pools only. Staff is concerned that there is no requirement that demolition sites be required to provide safety fencing/barriers. This is especially concerning when demolition projects take more than one day to complete, and remain open and accessible during non-working hours. Building Division staff received citizen complaints/concerns recently when the Commissary Mall was demolished. In this case, the demolition process took more than three (3) weeks to complete. During that time, pedestrians were constantly walking through the project while the contractor was not on site. At one point, a passerby was sitting on a bench next to an unsupported exterior building wall while the heavy equipment was demolishing the building immediately on the other side of the wall. Unfortunately, common measures such as caution tape and safety cones are not adequate, and do not deter public access. Trespassing signs/notices may alleviate contractor/property owner responsibility, but do not mitigate the hazard adequately.

Building Division staff proposes changes to Section 15.16.020 to broaden the fencing/barrier requirements to include demolition projects. If Council supports the proposal, staff will work with the City Attorney's office to craft the necessary ordinance amendment.

Attachments:

None

August 15, 2022

MEMO TO: J. Carter Napier, City Manager *JCN*

FROM: Liz Becher, Community Development Director *LB*  
Craig Collins, City Planner & Building/Code Enforcement Manager  
Dan Elston, Chief Building Official *DE*

SUBJECT: Usage of Shipping Containers (C-Cans)

Meeting Type & Date:

Council Work Session, October 11, 2022

Action Type:

Direction Requested

Background:

The City's regulations on shipping containers, commonly referred to as "C-Cans," are ambiguous, at best. C-cans have always been permitted to be used as the basic structure of both residential and commercial buildings, provided that upgrades to the container are made to ensure that minimum building code requirements are met. However, shipping containers as a stand-alone storage solution have been the subject of debate about how they should be regulated.

Residential use of C-cans:

In residential applications, C-cans have been regulated under Section 17.12.121 of the Municipal Code, which provides minimum standards for garages and accessory buildings. Staff relies heavily on interpretation of the intent of the regulations when applying them to C-cans, because using C-cans as accessory buildings is not specifically addressed. For example, Section 17.12.121 prohibits vertical seam metal-sided buildings in residential areas, of the type typically seen in pole barn construction, because the appearance is viewed as too industrial, and not appropriate or compatible. Likewise, accessory buildings must also have a peaked roof, rather than a flat roof. These limitations have been interpreted by staff to prohibit most unmodified, C-can containers.

Another issue that often comes up in residential areas are how the minimum setbacks and driveway requirements are applied. Garages are required to maintain a minimum 25-foot setback from the property line, and to provide a paved driveway to the structure. Sheds have smaller minimum setback requirements, and are not required to provide a paved driveway. The differentiating feature between a garage and a shed, is interpreted to be the presence of a garage-type door, wide enough for a vehicle to enter. Since C-cans typically have a large enough door/opening for vehicle storage, they would be required to meet the City's garage standards,

including the provision of provide a paved driveway, at least 25-feet in length, as necessary to accommodate a parked vehicle without partially blocking the public sidewalk. The application of these standards has, in practice, prohibited the permanent installation of C-cans in residential area.

#### Commercial use of C-cans:

In Commercial areas staff has provided two (2) different tracks/processes to allow businesses to place C-cans on their property, based solely on the interpretation of existing commercial/industrial development regulations, rather than explicit C-can regulations. Currently, C-cans are treated as either temporary structures, or permanent structures.

Temporary C-can placement has been allowed for a maximum of 6-months, with the issuance of a temporary structure permit. Typically the intent of property owners who wish to place a temporary C-can on a commercial site is to accommodate storage necessitated by construction activities. However, if a commercial/industrial property owner wishes to place a C-can as a permanent storage structure, staff requires them to obtain site plan approval, just like any commercial structure addition is required to do. Further, the C-can itself is required to meet all building code requirements, including, among other things, the provision of a permanent foundation on which to set the C-can.

One detail that has never been addressed, or enforced, is any sort of limitation on the maximum number of C-cans that may be placed on a site. The municipal code also doesn't specify what, if any, buffering/screening requirements are required to mitigate the visual impacts of the shipping containers. It should be noted that the Code does address screening/buffering of loading areas and outside storage areas at commercial/industrial sites. Although not specifically addressed in the code, these requirements could be interpreted to apply to C-can/shipping containers as well, however, staff would rather that the Code be amended to explicitly include or exclude permanent C-cans from meeting those regulations.

Staff is requesting that Council provide direction on regulating shipping containers/C-cans, to provide clarity about the City's regulatory intent. Once direction is received from Council, Building Division staff would work with the City Attorney to craft the necessary Municipal Code text amendments.

Specific direction is requested on the following questions:

1. Should C-cans be permitted as garages/accessory structures in residential areas, and if so, should architectural/design enhancements be required just like all other accessory buildings (peaked roof, residential-type siding, etc.)?



2. Should shipping container/C-can regulations be developed for commercial/industrial sites, and if so, is it appropriate to treat them, as staff has interpreted, as either 1) a temporary structure during construction activities (6 months maximum), or 2) a permanent structure which must meet all zoning and building requirements, just like any other commercial/industrial building/structure?

Attachments:

Examples of Shipping Containers (C-cans)

# Examples of Shipping Containers (C-cans)


Council Work Session – September 13, 2022

## Residential Examples



Commercial/Industrial Site Examples



**MEMO TO:** J. Carter Napier, City Manager 

**FROM:** Zulima Lopez, Parks, Recreation, & Public Facilities Director

**SUBJECT:** Aquatics Subsidy

**Meeting Type & Date**

Council Work Session  
 October 11, 2022

**Action type**

Direction Requested

**Recommendation**

That Council reviews and provides feedback regarding staff efforts to decrease costs, increase revenues, and reduce the general fund subsidy for Aquatics operations.

**Summary**

Casper’s first outdoor pool was constructed at Washington Park in 1933. Records indicate that the Veterans of Foreign War (VFW) funded the operation of the pool initially; however, the City began funding the operation of the pool in 1935. Three additional outdoor pools were constructed in the 1960’s: Mike Sedar Pool in 1964, East Casper Pool (in conjunction with Kelly Walsh High School) in 1967, and Marion Kreiner Pool in 1969. The last of the outdoor pools, Paradise Valley Pool, was constructed with One Cent #6 funds in 1988.

The Casper Family Aquatic Center opened in 2005. The Executive Summary of the Business Plan for the Center recommended that the “City should strongly consider transferring operations of 2-3 outdoor pools to other community providers or to close down operation of the pools”. In 2013, the City of Casper relinquished the City’s interest in the Kelly Walsh outdoor swimming pool (East Casper Pool) to accommodate the school district’s plans for the Kelly Walsh site, reducing the City’s outdoor pool inventory to four. In October 2012, Council supported the construction of a new water-park style facility to replace Mike Sedar Pool, which was the costliest to operate at that time. The new Mike Sedar Aqua Park was funded primarily by One Cent #15 and opened in the summer of 2016. In 2018, a splash park was added adjacent to Marion Kreiner Pool. Also, in 2018, the City Council established a cost recover goal for Aquatics at 58%. A five-year history of the subsidy is charted below.

FY	Revenue	Expense	Subsidy	Cost Recovery
2018	\$632,344	\$999,175	(\$366,831)	63%
2019	\$607,808	\$1,027,417	(\$419,609)	59%
2020	\$388,767	\$951,681	(\$562,914)	41%
2021	\$487,946	\$922,675	(\$434,729)	53%
2022	\$581,538	\$989,595	(\$408,058)	59%

Staff has identified a number of strategies to reduce the Aquatics' dependence on the City's General Fund. These strategies include:

- Reducing operating costs by reducing credit card fees, effectively managing non-fulltime staff, updating inefficient mechanical equipment, and seeking out grants and/or partnerships to fund programming.
- Have redundant equipment available for critical components to reduce downtime and closures due to mechanical failures.
- Balancing hours for lessons and open swim to meet need for water safety programming, provide recreational swimming opportunities, and improve operating subsidy.
- Identifying, creating, and hosting events that increase public awareness of Aquatics facilities as well as attendance.
- Improving programming and marketing for water safety lessons, aqua classes, facility rentals, and special events.
- Conducting cost/benefit analysis for removing, and/or adding new or different aquatic amenities at facilities that have low participation.
- Evaluating and modifying facility admission rates.

City Staff requests feedback from City Council on which of the subsidy-reducing strategies above they approve of, as well as any others not identified here.

**Oversight/Project Responsibility**

Zulima Lopez, Parks, Recreation, & Public Facilities Director

Phil Moya, Recreation Manager

Edwin Luers, Recreation Supervisor - Aquatics

**Attachments**

None