

---

## BOARD OF DIRECTORS SPECIAL MEETING

Thursday, June 4, 2026 – 4:00 P.M.

If you need an accommodation to participate in this meeting, please call (530) 895-4711

Documents produced and distributed less than 72 hours prior to or during an open session will be made available for public inspection at the meeting.

Agenda was posted prior to 4:00 PM Wednesday, June 3, 2026

### **BOARD MEMBERS**

Michael McGinnis, Chair  
Christopher Norden, Vice Chair  
Dave Donnan  
Tom Lando  
Jason Roye

### **CARD STAFF**

Annabel Grimm, General Manager  
Scott Schumann, Assistant General Manager  
Phil Aviles, Finance and Human Resources Director  
Holli Drobny, Administrative Director  
Erin Morrissey, Recreation Director

### **LEGAL COUNSEL**

Jackson Glick, Sac Valley Law

## **AGENDA**

### **Zoom Meeting Information:**

<https://card.zoom.us/j/81607636750?pwd=R1NNUkZPYi9ySGNsNVQ3OXh0U1hoZz09>

Meeting ID: 816 0763 6750

Passcode: 156857

### **1. CALL TO ORDER**

1.1. Roll Call

### **2. PUBLIC COMMENTS**

*Members of the public may address the Board of Directors on any matter not listed on the Agenda and within the District's authority. Comments are limited to three minutes or as determined by the Chairman of the Board based on the number of speakers. The Board cannot take action on requests made under this section of the agenda.*

### **3. REGULAR AGENDA**

3.1. 2026 Summer Adult Sports League Programming (Staff Report 26-28) Information/  
Possible action: *Discuss and provide direction to District staff related to 2026 outdoor summer adult sports programming.*

The Board will review and discuss programming plans for adult summer softball, soccer, and kickball leagues, and will provide direction to District staff.

3.2. Chico Aquatic Center Operating Budget (Staff Report 26-29) *Action requested: Review the operating budget for the Chico Aquatic Center.*

The Board will review and consider the Chico Aquatic Center's operating budget in anticipation of the facility's opening in fall 2026.

**4. DIRECTOR COMMENTS**

Opportunity for the Board to comment on items not listed on the agenda.

**5. STAFF COMMENTS**

Opportunity for District Staff to comment on items not listed on the agenda.

**6. ADJOURNMENT**

Adjourn to the next meeting of the Board of Directors of the Chico Area Recreation and Park District.

**7. CLOSED SESSION**

Pursuant to Government Code 54957.6: Conference with Labor Negotiators

Annabel Grimm, General Manager

Union of Operating Engineers, Stationary Engineers (IUOE), Local 39

General Unit Service Employees International Union (SEIU)

# Adult Sports Programs

## *A Strategic Pause and Path Forward*

Chico Area Recreation District • Board Briefing, June 4, 2026

---

## Executive Summary

### BOTTOM LINE

- **Participant behavior has reached a level that exceeds the program's capacity to manage it safely.** Armed security and police have been required at games. Staff are being placed in unacceptable situations.
- **The infrastructure to enforce standards simply does not exist.** No documented processes, no consistent accountability, no deterrent. The same incidents repeat because the lack of formalized processes that create consistent, predictable outcomes.
- **Five supervisors in five years have prevented any of this from being fixed.** New leadership is in place but needs time and space to rebuild what the program needs.
- **Fall 2026 is the target for a proper return.** This summer is the preferred window to do the work to ensure a successful and sustainable program.

Adult Sports at CARD is paused this summer because the program lacks the infrastructure to manage a conduct environment that has become a genuine risk to staff and participants. This is not a reaction to one incident. Repeated leadership turnover has made it difficult to build lasting systems, and a pattern of participant behavior that has escalated without effective consequence adds further burden. The Board has heard from community members who want their leagues back. So do we. Reinstating leagues before the infrastructure exists to run them safely and accountably risks persistent issues and incidents. For this reason, Fall 2026 was proposed as the target for a sustainable return.

## The Challenges This Decision Addresses

### 1. A Conduct Environment That Has Exceeded Safe Operating Limits

Adult Sports programming has long involved managing physical confrontations, verbal aggression toward staff and officials, discriminatory conduct, and deliberate attempts to circumvent suspensions. This is not occasional. It is the baseline operating environment staff navigate every season. Spring 2026 produced 32 incidents involving 47 individuals — with conduct that included physical aggression, verbal threats, discriminatory behavior, sexual harassment of a staff member, and identity falsification to circumvent active suspensions.

### 2. No Infrastructure to Enforce Standards or Protect Staff

Registration, eligibility verification, roster management, suspension enforcement, and officiating protocols all run on informal, institutional knowledge, or processes that reset with every personnel change. When a supervisor leaves, standards and procedures were maintaining leave with them. Technology tools that could provide consistency are available but underutilized. The result is a program that struggles to hold participants accountable, verify identities, enforce suspensions, or protect staff from recurring conduct violations. To be clear,

the traditional systems were sufficient for many years; however, trend increases in the challenges identified in this brief have made the existing approaches insufficient.

This is a structural problem, not a personnel one. Five supervisor transitions in five years have made sustained, cumulative work challenging. Every incoming supervisor inherits an environment with limited processes, expectations, and enforcement infrastructure — which makes the role harder and more reactive than it should be, contributing to burnout and further turnover. The cycle repeats.

### **3. Leadership Capacity and the Cost of Continued Instability**

CARD restructured the Adult Sports leadership model specifically to address the turnover problem — creating a Sports Manager and Sports Specialist role to provide supervisory depth and continuity the program has never had. That restructure was already underway when the most recent Supervisor resigned unexpectedly, accelerating the need. New leadership is now in place. The pause would have provided them the time and space to build the infrastructure outlined above before ongoing into full program operations.

The consequences extend beyond Adult Sports. A chronically unstable Adult Sports program diverts senior staff attention and administrative bandwidth away from everything else CARD is building. Completing the restructure this summer is an investment in the whole organization.

## **Why Resuming Without the Fix Should Not Be an Option**

Reinstating summer leagues without completing this work is not a return to normal. Staff return to managing a conduct environment that has required armed security and police intervention, without the systems to enforce suspensions, verify identities, or hold participants accountable. The restructure work, is the ideal path to a program that functions differently. Avoiding the need for new leadership to spend their first season firefighting the same problems is the main goal. Fall 2026 was planned as a meaningful relaunch with expanded programming and stronger leagues. Running summer leagues may delay the start of fall leagues, which historically serve a significantly larger participant base.

## **Interim Options If the Board Wishes to Offer Summer Programming**

If the Board determines an interim offering is necessary, two options are available.

### **Option A — Sand Lot Leagues (Least Disruptive)**

CARD prepares fields and manages registration. Participants self-govern from there. This preserves play for committed participants while keeping CARD's operational footprint minimal and protecting the capacity needed to complete the restructure. Participants have already demonstrated willingness to self-organize. Field access would be provided at minimum cost to the participants in the effort to support the league occurring while covering staff costs to maintain and prep fields for use.

### **Option B — Summer League Tournament Series**

Four-week structure: one week of warmup and practice, one week of round robin, two weeks of bracket play. More organizationally intensive than Option A, but contained in scope.

Estimated added costs if staffing is available:

- Professional referees: 2 officials per game × \$100–150/hr × 50–70 games
- Higher levels of internal staffing to support
- Added security presence at \$33 per hour

## **Staff Recommendation**

Every season that operates without the infrastructure in place makes the next one harder to fix. The goal is not to return to what Adult Sports was. It is to build a program with the systems, accountability, and leadership depth to serve this community reliably for the long term.





## BOARD OF DIRECTORS

# STAFF REPORT

**DATE:** June 4, 2026  
**TO:** Board of Directors  
**FROM:** Annabel Grimm, General Manager  
**SUBJECT:** Aquatic Center Construction and Operating

---

### BACKGROUND

In planning and preparing for the aquatics center, the design, construction, and associated operating budget have been discussed at the following Board of Directors and Committee meetings: Facility Committee, January 2025, Special Meeting – design update, March 2025 – Purchase of Myrtha Pool, Regular Meeting, March 2025 – general discussion about construction budget and RFP for financing, Special Meeting, April 2025 - construction bid award, including financials and loan analysis scenarios, Regular Meeting, April 2025 - budget public hearing Special Meeting, May 2025, budget workshop meeting, Regular Meeting, May 2025 - budget approved, Regular Meeting, June 2025 – facility naming discussion

At the January 2026 Regular Board Meeting, District staff provided an update on the construction progress of the Chico Aquatic Center. Information was provided about the status of current fundraising and ongoing funding strategies.

### DISCUSSION

The operating budget was developed by Ballard\*King & Associates, retained by Confluence, to assist with the analysis and development of the project's financial feasibility.

Ballard\*King & Associates is a recreation consulting firm specializing in recreation and sports feasibility studies, parks and/or recreation master plans, operational audits and assessments for recreation, sports and wellness facilities, and management solutions for parks and recreation departments or organizations.

### RECOMMENDATION

The Board review and discuss the operating budget for the aquatics facility.

## Version 1

- Includes modified revenue to account for 2 months of summer peak activity.
- Includes 12 months of FT wages & benefits

### Category

#### Income

Admission Fees	907,625
Program Income	434,540
Rentals	488,200
Concessions	125,580
Other	50,000
<b>Total Income</b>	<b>2,005,945</b>

#### Expense

Wages & Benefits	1,466,859
Supplies & Services	240,582
Contract Services	55,134
Repairs & Maintenance	14,000
Utilities	205,000
Other	3,500
<b>Total Expense</b>	<b>1,985,075</b>

% of Total Income	28%		72%		
	Off-Peak	per Month	Peak	per Month	
<b>Income</b>					
Admission Fees	272,288	38,898	635,338	317,669	
Program Income	130,362	18,623	304,178	152,089	
Rentals	146,460	20,923	341,740	170,870	* Peak activity
Concessions	-	-	125,580	41,860	
Other	15,000	2,143	35,000	17,500	
<b>Income Total</b>	<b>564,110</b>	<b>80,587</b>	<b>1,441,836</b>	<b>720,918</b>	

Off-Peak Total	564,110
Peak Total	1,441,836
<b>Income Total</b>	<b>2,005,945</b>

<b>Expense</b>	per Month	Off-Peak	Peak
Wages & Benefits	122,238	101,458	226,141
Supplies & Services	20,049		
Contract Services	4,594		
Repairs & Maintenance	1,167		
Utilities	17,083		
Other	292		
<b>Total Expense</b>	<b>165,423</b>		
Off-Peak Total	1,446,424		
Peak Total	538,651		
<b>Total Expense</b>	<b>1,985,075</b>		

Jul	Peak Aug	Sep	Oct	Nov	Dec	Off-Peak				May	Peak Jun	Grand Total	
						Jan	Feb	March	Apr				
-	-	-	38,898	38,898	38,898	38,898	38,898	38,898	38,898	38,898	317,669	317,669	<b>907,625</b>
-	-	-	18,623	18,623	18,623	18,623	18,623	18,623	18,623	18,623	152,089	152,089	<b>434,540</b>
-	-	-	20,923	20,923	20,923	20,923	20,923	20,923	20,923	20,923	170,870	170,870	<b>488,200</b>
-	-	-	-	-	-	-	-	-	-	41,860	41,860	41,860	<b>125,580</b>
-	-	-	2,143	2,143	2,143	2,143	2,143	2,143	2,143	2,143	17,500	17,500	<b>50,000</b>
-	-	-	80,587	80,587	80,587	80,587	80,587	80,587	122,447		699,988	699,988	<b>2,005,945</b>
101,458	101,458	101,458	101,458	101,458	101,458	101,458	101,458	101,458	101,458	101,458	226,141	226,141	<b>1,466,860</b>
20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	<b>240,582</b>
4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	<b>55,134</b>
1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	<b>14,000</b>
17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	<b>205,000</b>
292	292	292	292	292	292	292	292	292	292	292	292	292	<b>3,500</b>
144,642	144,642	144,642	144,642	144,642	144,642	144,642	144,642	144,642	144,642	144,642	269,326	269,326	<b>1,985,075</b>

## Version 2

- Includes modified revenue to account for 2 months of summer peak activity.
- Includes FT wages & benefits to account for staggered hiring

### Category

#### Income

Admission Fees	907,625
Program Income	434,540
Rentals	488,200
Concessions	125,580
Other	50,000
<b>Total Income</b>	<b>2,005,945</b>

#### Expense

Wages & Benefits	1,173,487
Supplies & Services	240,582
Contract Services	55,134
Repairs & Maintenance	14,000
Utilities	205,000
Other	3,500
<b>Total Expense</b>	<b>1,691,703</b>

% of Total Income	28%		72%		
	Off-Peak	per Month	Peak	per Month	
<b>Income</b>					
Admission Fees	272,288	38,898	635,338	317,669	
Program Income	130,362	18,623	304,178	152,089	
Rentals	146,460	20,923	341,740	170,870	* Peak activity
Concessions	-	-	125,580	41,860	
Other	15,000	2,143	35,000	17,500	
<b>Income Total</b>	<b>564,110</b>	<b>80,587</b>	<b>1,441,836</b>	<b>720,918</b>	

Off-Peak Total	564,110
Peak Total	1,441,836
<b>Income Total</b>	<b>2,005,945</b>

<b>Expense</b>	per Month	Off-Peak	Peak
Wages & Benefits	97,791	81,166	180,913
Supplies & Services	20,049		
Contract Services	4,594		
Repairs & Maintenance	1,167		
Utilities	17,083		
Other	292		
<b>Total Expense</b>	<b>140,975</b>		
Off-Peak Total	1,243,509		
Peak Total	448,196		
<b>Total Expense</b>	<b>1,691,704</b>		

Jul	Peak Aug	Sep	Oct	Nov	Dec	Off-Peak				May	Peak Jun	Grand Total	
						Jan	Feb	March	Apr				
-	-	-	38,898	38,898	38,898	38,898	38,898	38,898	38,898	38,898	317,669	317,669	<b>907,625</b>
-	-	-	18,623	18,623	18,623	18,623	18,623	18,623	18,623	18,623	152,089	152,089	<b>434,540</b>
-	-	-	20,923	20,923	20,923	20,923	20,923	20,923	20,923	20,923	170,870	170,870	<b>488,200</b>
-	-	-	-	-	-	-	-	-	-	41,860	41,860	41,860	<b>125,580</b>
-	-	-	2,143	2,143	2,143	2,143	2,143	2,143	2,143	2,143	17,500	17,500	<b>50,000</b>
-	-	-	80,587	80,587	80,587	80,587	80,587	80,587	122,447		699,988	699,988	<b>2,005,945</b>
81,166	81,166	81,166	81,166	81,166	81,166	81,166	81,166	81,166	81,166	81,166	180,913	180,913	<b>1,173,489</b>
20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	20,049	<b>240,582</b>
4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	4,594	<b>55,134</b>
1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	1,167	<b>14,000</b>
17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	17,083	<b>205,000</b>
292	292	292	292	292	292	292	292	292	292	292	292	292	<b>3,500</b>
124,351	124,351	124,351	124,351	124,351	124,351	124,351	124,351	124,351	124,351	124,351	224,098	224,098	<b>1,691,704</b>

**CARD Ops****Full Operation**

	Year 1	Year 2	Year 3	Year 4	Year 5
Expenses	1,985,075	2,044,627	2,065,074	2,127,026	2,190,837
Revenue	2,005,945	2,106,242	2,211,554	2,255,785	2,300,901
Net Income	20,870	61,615	146,481	128,760	110,065
Percentage w/ Capital	101.1%	103.0%	107.1%	106.1%	105.0%
Capital (cumulative)	20,869.93	41,739.85	62,609.78	83,479.71	104,349.64

	<b>FY 2026</b>	<b>FY 2027</b>	<b>Increase /</b>	<b>Notes</b>
	<b>Adopt Final</b>	<b>2nd Budget</b>	<b>(Decrease)</b>	
<b>Department: 245 - Aquatics Recreation</b>				
53 - Operating Income	332,920	1,962,666	1,629,746	Reflects fall opening of aquatics center
60 - Salaries & Wages	282,408	595,787	313,379	
61 - Employee Benefits	33,538	163,041	129,503	
62 - Supplies & Services	13,990	1,215,101	1,201,111	
<b>Total Department: 245 - Aquatics Recreation:</b>	<b>2,984</b>	<b>(11,263)</b>	<b>(14,247)</b>	
<b>Total Programs:</b>	<b>796,843</b>	<b>136,744</b>	<b>(660,099)</b>	

# Project Activity vs Budget Report

Date Range: 07/01/2025 - 04/30/2026

## Summary

### Project Summary

Project Number	Project Name	Total Budget	Date Range Budget	Beginning Balance	Total Activity	Ending Balance	Budget Remaining
<a href="#">2324-102</a>	AQC - Design	2,075,000.00	0.00	1,757,296.19	192,474.78	1,949,770.97	125,229.03
<a href="#">2324-103</a>	AQC - Construction	34,200,628.00	1,200,628.00	851,859.54	12,945,837.88	13,797,697.42	20,402,930.58
<a href="#">2324-104</a>	ADA Compliance Upgrades	205,000.00	0.00	197,555.64	1,442.43	198,998.07	6,001.93
<a href="#">2324-105</a>	DFM Upgrades	205,000.00	0.00	46,507.72	1,933.03	48,440.75	156,559.25
<a href="#">2324-107</a>	DST - Irrigation Smart Controller Upgr	519,040.00	300,000.00	221,015.96	247,929.08	468,945.04	50,094.96
<a href="#">2324-109</a>	COM - Maintenance Building	1,622,350.00	100,000.00	558,956.82	1,045,190.07	1,604,146.89	18,203.11
<a href="#">2425-101</a>	HEN - Park Development	3,500,000.00	0.00	45,069.28	308,148.10	353,217.38	3,146,782.62
<a href="#">2526-101</a>	DEG - Yard Expansion	35,000.00	35,000.00	0.00	29,986.45	29,986.45	5,013.55
<a href="#">2526-102</a>	CCC - Office Expansion	25,000.00	25,000.00	0.00	22,888.57	22,888.57	2,111.43
<a href="#">2526-201</a>	DFJ - Oven Replacement	25,000.00	25,000.00	0.00	23,036.11	23,036.11	1,963.89
<a href="#">2526-202</a>	DST - Gator w/Spray Tank	55,000.00	55,000.00	0.00	49,597.87	49,597.87	5,402.13
<a href="#">2526-203</a>	DST - Vehicle Replacement (2 trucks)	138,000.00	138,000.00	0.00	109,526.06	109,526.06	28,473.94
<a href="#">2526-204</a>	COM - Mower (6ft)	45,000.00	45,000.00	0.00	43,013.57	43,013.57	1,986.43
<a href="#">2526-205</a>	DST - Vehicles	45,000.00	45,000.00	0.00	38,789.05	38,789.05	6,210.95
<a href="#">2526-901</a>	HAR - Shade Structure	40,000.00	40,000.00	0.00	39,994.28	39,994.28	5.72
<a href="#">2526-902</a>	PVC - Perimeter Fence	50,000.00	50,000.00	0.00	0.00	0.00	50,000.00
<a href="#">2526-903</a>	DEG - Freeway Barrier	60,000.00	60,000.00	0.00	36,800.00	36,800.00	23,200.00
<a href="#">2526-904</a>	COM - Adjustable Hoops	95,000.00	95,000.00	0.00	94,262.00	94,262.00	738.00
<b>Report Total:</b>		<b>42,940,018.00</b>	<b>2,213,628.00</b>	<b>3,678,261.15</b>	<b>15,230,849.33</b>	<b>18,909,110.48</b>	<b>24,030,907.52</b>

### Group Summary

Group	Total Budget	Date Range Budget	Beginning Balance	Total Activity	Ending Balance	Budget Remaining	
Capital Projects	41,977,018.00	1,660,628.00	3,434,197.79	14,792,454.93	18,226,652.72	23,750,365.28	
Fixed Assets	308,000.00	308,000.00	0.00	263,962.66	263,962.66	44,037.34	
Non-Capital Projects	410,000.00	0.00	244,063.36	3,375.46	247,438.82	162,561.18	
Other	245,000.00	245,000.00	0.00	171,056.28	171,056.28	73,943.72	
<b>Report Total:</b>		<b>42,940,018.00</b>	<b>2,213,628.00</b>	<b>3,678,261.15</b>	<b>15,230,849.33</b>	<b>18,909,110.48</b>	<b>24,030,907.52</b>

### Type Summary

Group	Total Budget	Date Range Budget	Beginning Balance	Total Activity	Ending Balance	Budget Remaining	
Construction	39,810,628.00	1,235,628.00	2,654,225.01	13,476,447.21	16,130,672.22	23,679,955.78	
Equipment	125,000.00	125,000.00	0.00	115,647.55	115,647.55	9,352.45	
Improvements	320,000.00	115,000.00	197,555.64	64,325.28	261,880.92	58,119.08	
Renovation	205,000.00	0.00	46,507.72	1,933.03	48,440.75	156,559.25	
Replacements	2,296,390.00	555,000.00	779,972.78	1,424,181.15	2,204,153.93	92,236.07	
Vehicle	183,000.00	183,000.00	0.00	148,315.11	148,315.11	34,684.89	
<b>Report Total:</b>		<b>42,940,018.00</b>	<b>2,213,628.00</b>	<b>3,678,261.15</b>	<b>15,230,849.33</b>	<b>18,909,110.48</b>	<b>24,030,907.52</b>