

Germantown Athletic Club Advisory Commission Minutes

**Wednesday – November 3, 2021 - 6:00 pm
Athletic Club Conference Room**

Members Present: Chairman Ric Wolbrecht, Mr. Richard Bernstein, Mr. Charles Hurst, Mr. Frank Lamanna, Ms. Gizelle Motley and Ms. Sylvia Poll

Members Absent: Mr. Frank Baker, Mr. Dana Driver, Ms. Kristina Garner and Alderman Ueleke

City Staff Present: Mr. Phil Rogers, Ms. Amy LaRusso and Ms. Debbie Powers

Guest: None

Call to Order

Chairman Ric Wolbrecht called the November 3, 2021 meeting to order. The meeting was conducted in the Athletic Club conference room.

Approval of the Minutes

Chairman Ric Wolbrecht asked for a motion to approve the August 4, 2021 minutes as presented. Mr. Frank Lamanna motioned to approve and Ms. Sylvia Poll seconded and the motion passed.

Club Updates:

Mr. Rogers discussed the membership and comparisons between pre-Covid and Jan – October 2021.

- Cancellations went up once free hold was discontinued in March
- Averaged monthly net memberships between Jan – October at 187
- Non Dues revenue 1st quarter comparisons of FY'22 at \$66,336 compared to FY'19 at 45,211 (Most of that was generated from swim lessons, private swim lessons and summer camps)
- FY'22 Earned membership is only at 74% of Pre-Covid FY'19 (The Club is still offering past members' amnesty if they join by waiving the application fee)
- Total revenue comparison is down 25%

Next Mr. Rogers stated like every other business in America right now the Club is suffering from staffing shortages; the Club has two full time positions open. He is happy to report that staff has hired a full time Custodial Supervisor who will start in the next couple of weeks. He added staff is very excited about that; it will definitely help with the evening cleaning that is not getting done right now. Mr. Rogers stated that staff has been shutting the bathrooms down during the day while members are still in the Club for cleaning that should be getting done after hours. He said the full time morning lead customer service position that is open has been pretty hard to fill; applicants aren't willing to work 4:30 a.m. to 1:30 in the afternoon. Because of the lack of qualified applicants interested in those hours, staff has looked at the situation to see what they can do to keep things functional at the desk in the early morning hours. He stated they are looking at changing hours of member's services. He added this Club is an anomaly in the industry in offering membership services in the early morning and evening hours; most clubs have set times for membership services. Mr. Rogers stated that staff has added a couple of new part time morning positions for Manager on Duty to help with the shortages. He added with the new positions they have had several qualified applicants; one of those positions will be filled with Courtney, who is currently working on the weight floor. He added Courtney is very dependable and he has had several compliments on Courtney's work.

Fitness Class updates:

Ms. LaRusso discussed upcoming changes in the fitness classes that will be available:

- A live Body Combat class versus the virtual Body Combat class on Wednesday nights
- Adding back Shallow Water on Friday evenings at 8:45 p.m.
- Adding back the 5:30 a.m. Cycle class on Friday and discontinuing the Thursday night Cycle class.

She added she is looking at making changes in January at the request of members to revert back to the 5:30 p.m. classes versus the 5:10 p.m. class.

Staff:

Ms. LaRusso discussed the employee referral program for new hires; she noted the Club has hired twenty employees and eight of them had been referred by other employees and one instructor.

Implementing an employee engagement program:

- Staff is working on an annual calendar of fun stuff for the staff.
- October - employee costume contest for Halloween with prizes for the best three costumes.
- November - GAC Day allowing employees to wear the Club apparel they have purchased on November 18th.

- The Club will provide lunch to staff working Black Friday and the same for staff working the Christmas holidays.
- Employee discounts in the pro-shop and possibly in the concession area once details are worked out.

Mr. Rogers added that on November 13-14 the Club will host its first swim meet since 2019.

IRP Projects FY'22:

Mr. Rogers discussed the FY'22 budget and the rising cost and availability of products. He said he will not be able to replace all the weights and items on the weight floor that he had budgeted due to the rising cost. But he is replacing 95% of it, the benches and racks and flooring on the weight floor. Mr. Rogers said his hope is to have everything completed by January 1; getting the equipment is not a problem, but the hiccup in his plans is getting the rubber floor in as planned. Mr. Rogers stated the rubber floor purchase and cost is locked in but getting the rubber is a really big problem right now, originally it was going to take 8-10 weeks, but now they are not sure. He added the turf that is going in down stairs is already in, just waiting on the rubber flooring. Mr. Rogers noted Covid has caused a lot of changes in availability of products and cost. In response to a question concerning the indoor pool and repairing a piece of tile, he said Covid put a monkey wrench in his pool renovation plans. He still plans to budget for it in the future; but he doesn't want to spend thousands of dollars on temporary improvements that will eventually be taken out for renovations.

Adjournment:

Chairman Ric Wolbrecht asked if there were any questions or comments and Mr. Rogers stated the Commission will not meet in December. There being no further business, comments, or questions by the Commission, with a motion on the floor Chairman Ric Wolbrecht adjourned the meeting at 6:46 p.m.

Mr. Ric Wolbrecht, Chairman- Germantown Athletic Club Commission