

COMMUNITY CENTER ADVISORY COMMITTEE

Special Meeting

August 30, 2017 in the lower meeting room at Town Hall South, 3 Main Street, Newtown, CT

PRESENT: Carla Kron, Maureen Crick Owen, Brian Hartgraves, Amy Mangold, Bill Buchler, Kinga Walsh

ABSENT: Andy Clure, Brian Leidlien, Nicole Hockley, David Wheeler

CALL TO ORDER: Mr. Hartgraves called the meeting to order with the Pledge of Allegiance at 5:05pm.

COMMUNITY CENTER ORGANIZATION DISCUSSION – The committee's goal is to get a draft of their report to the First Selectman by Friday so they can have time to review it before Tuesday's Board of Selectman meeting. Mr. Buchler reviewed the draft (Attachment A).

It was discussed that regardless of what model is chosen, sharing services and cross town collaboration is essential. Ms. Mangold articulated that it was her understanding that the Selectman is not looking for the committee's recommendation. They are looking for the different organization options.

Mr. Buchler asked everyone to look at the draft and give their suggestions to him by tomorrow so he can get the changes incorporated into the document.

Discussion Topics – First Bullet – Ms. Mangold said yes, there would be collaboration. This question is specific to Model 2 and there would be minimal sharing.

Second Bullet, this refers to shared models 3 and 4. There was concern that Park & Rec does not have the skill set or experience to run the building. Ms. Mangold articulated that you manage it by hiring the staff you need to have a successful launch. There are resources at P&R but they would have to hire additional resources.

Third Bullet – Ms. Mangold said that P&R offices should move into the community center even if it is a stand-alone model. It will allow more collaboration and a more successful model. Mr. Hartgraves wants to maximize the community center for the community. He would rather see maximized space in the community center. Ms. Walsh explained that at no time did anyone tell the community that P&R would be in the community center and now we are going to flip and go the other way. It is misleading and not fair to the residents. Mr. Buchler agreed with maximizing space and believes that it is foolish not to have collaboration but it can't be at the expense of the center.

The committee then looked at each model and the pros and cons.

Model 1 – there were concerns regarding this model regarding lack of town pride and having a private company working with the public.

Model 2

Pro would be having a director that ran the community center, it would be a different identity than P&R. It will give the community center its own brand.

Con is that it adds more government layers and confusion to the public as to where they go for their services.

Model 3

Ms. Crick Owen expressed concern that it would fall under the Park & Rec Commission, there needs to be a Community Center Commission.

Mr. Hartgraves articulated that he thinks it should be under Park&Rec Commission and there should be a sub-committee dedicated to the community center.

Pro - shared staff, the structure that is in place with the Park &Rec staff is in line with the community center and they have the experience in place with current staff.

Con - The current P&R staff does not have current experience running a standalone building.

Model 4 – These two are short and long term models. It was decided to take out the second model 4.

Con - is there enough bandwidth from the town to do a shared services model and is there the will.

They then went around the table asking which model they recommend.

Mr. Hartgraves recommends Model 4, it would give the community center a chance to get the identity it needs without a huge expense.

Ms. Kron recommends Model 4. Hiring a leader with more experience running a community center.

Ms. Owen Crick recommends Model 4.

Ms. Mangold recommends Model 3. She articulated that she believes that P&R has the structure and the ability to run the facility

Mr. Buchler recommends Model 4.

Ms. Walsh recommends Model 4.

Mr. Buchler asked everyone to provide feedback on the value statement and the chart as soon as possible.

Having no further business the meeting was adjourned at 6:44pm

Arlene Miles,
Clerk Pro-tem

Newtown Community Center Advisory Council

August 30, 2017
Meeting



Discussion Topics

Assumptions & Expectations to Vet

“Parking lot” issues from 8/23 meeting

- In the model where the Community Center (CC) has a stand-alone reporting structure from Park & Recreation (P&R), do teams work together/share resources?
- Does the existing P&R team have bandwidth to take on additional responsibilities related to the CC?
- In the model where the CC is part of the P&R organization, should all Rec team members of P&R move into the CC?
- Does the following work as a goal statement (basically “what does success look like”) which could help to guide selection of a reporting structure model?

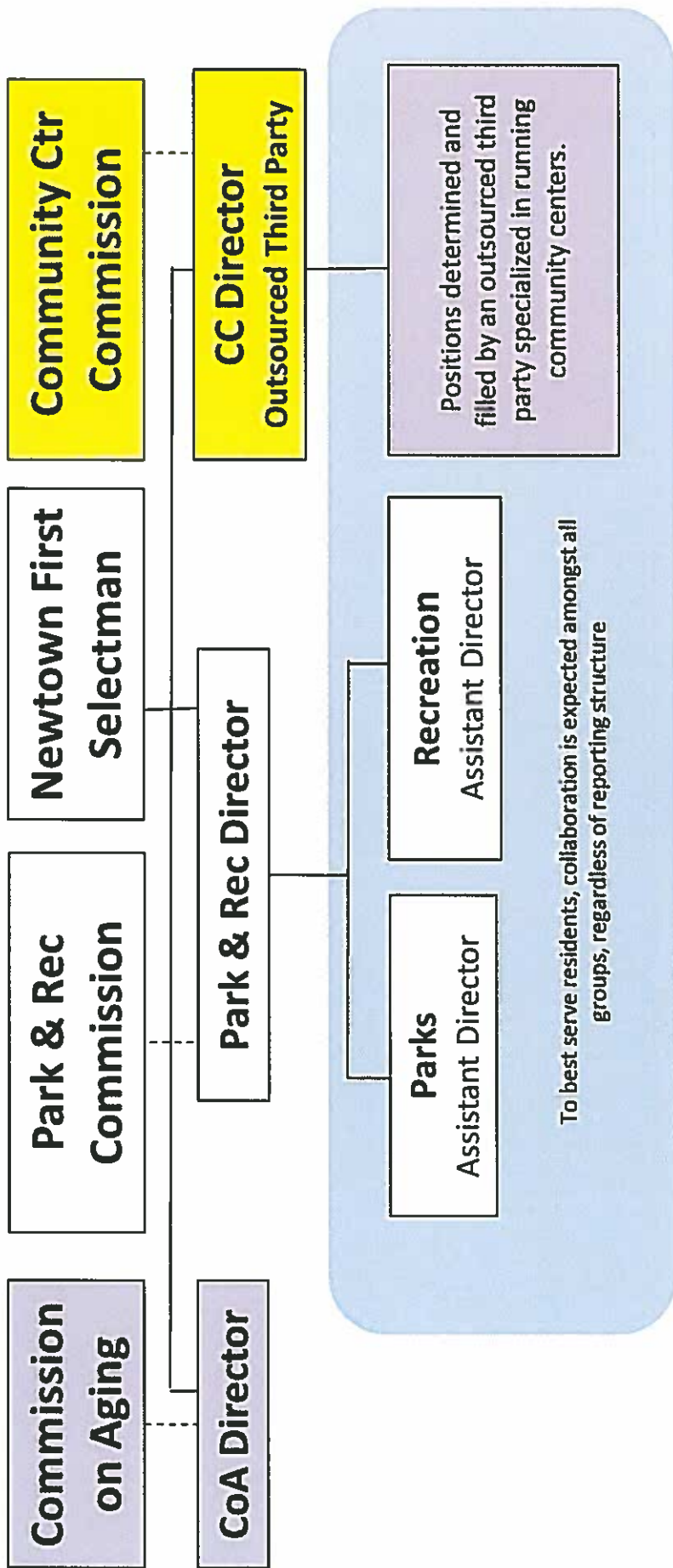
Establish an initial reporting structure for the Community Center which empowers the leader with the ability to focus on the successful launch, operation, and ongoing connection with resident’s needs. Implicit in this, is the responsibility for completing a business plan which successfully leverages the GE operating donation of \$5M well beyond five-years.

Reporting Structure Models

August 30, 2017

Reporting Structure Model 1 – Outsourced Third Party

Community Center Director is a member of/leads an overall outsourced group.
Reports to First Selectman and dotted line to Community Center Commission



- Existing Positions
- New Positions
- For Illustrative Purposes Only

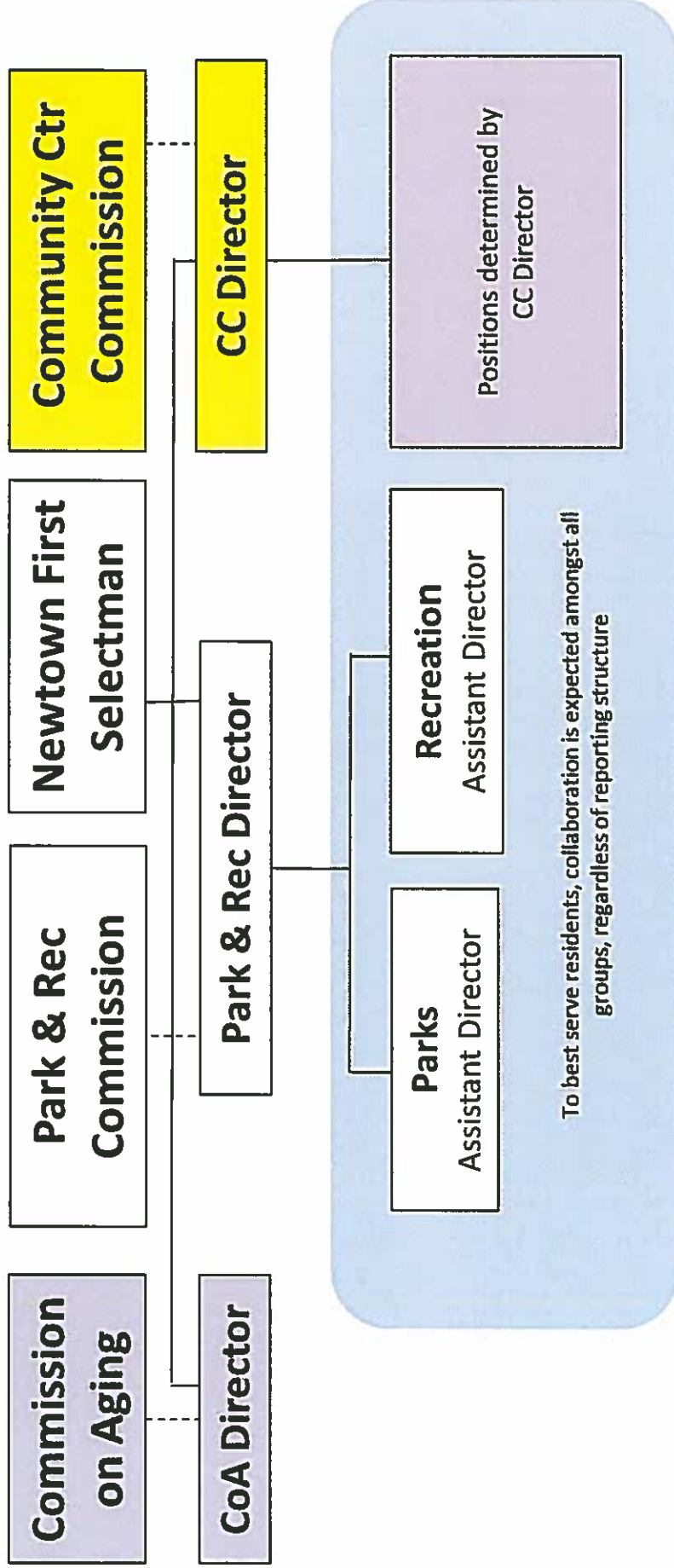
Does not include org structure suggestions for the Senior Center

Reporting Structure
Model 1 – Outsourced Third Party
*Community Center Director is a member of/leads an overall outsourced group.
Reports to First Selectman and dotted line to Community Center Commission*

Pros	Cons
Affords our town a group which has experience running centers	Potential duplication of services with Park & Rec – and increased expenses
Outsourced hiring/quicker to staff	Requires time to vet and select third party
Third-party lead works directly with the First Selectman – having frequent interaction, input, & guidance	Oversight of third-party requires additional time
Dedicated focus on Center’s success – particularly marketing	May cost more over time
	Possibly rotating vendor staff who are not vested, won’t have long-term perspective on center, and can’t build relationships with residents
	Possible transfer at some point of Center management to town could provide challenges
Existing P	
New Po	
For Illustrative I	

Does not include org structure suggestions for the Senior Center

Reporting Structure
Model 2 – Stand Alone Organization
*Community Center Director Reports to First Selectman and
dotted line to a new Community Center Commission*



- Existing Positions
- New Positions
- For Illustrative Purposes Only

Does not include org structure suggestions for the Senior Center

Reporting Structure
Model 2 – Stand Alone Organization
*Community Center Director Reports to First Selectman and
dotted line to a new Community Center Commission*

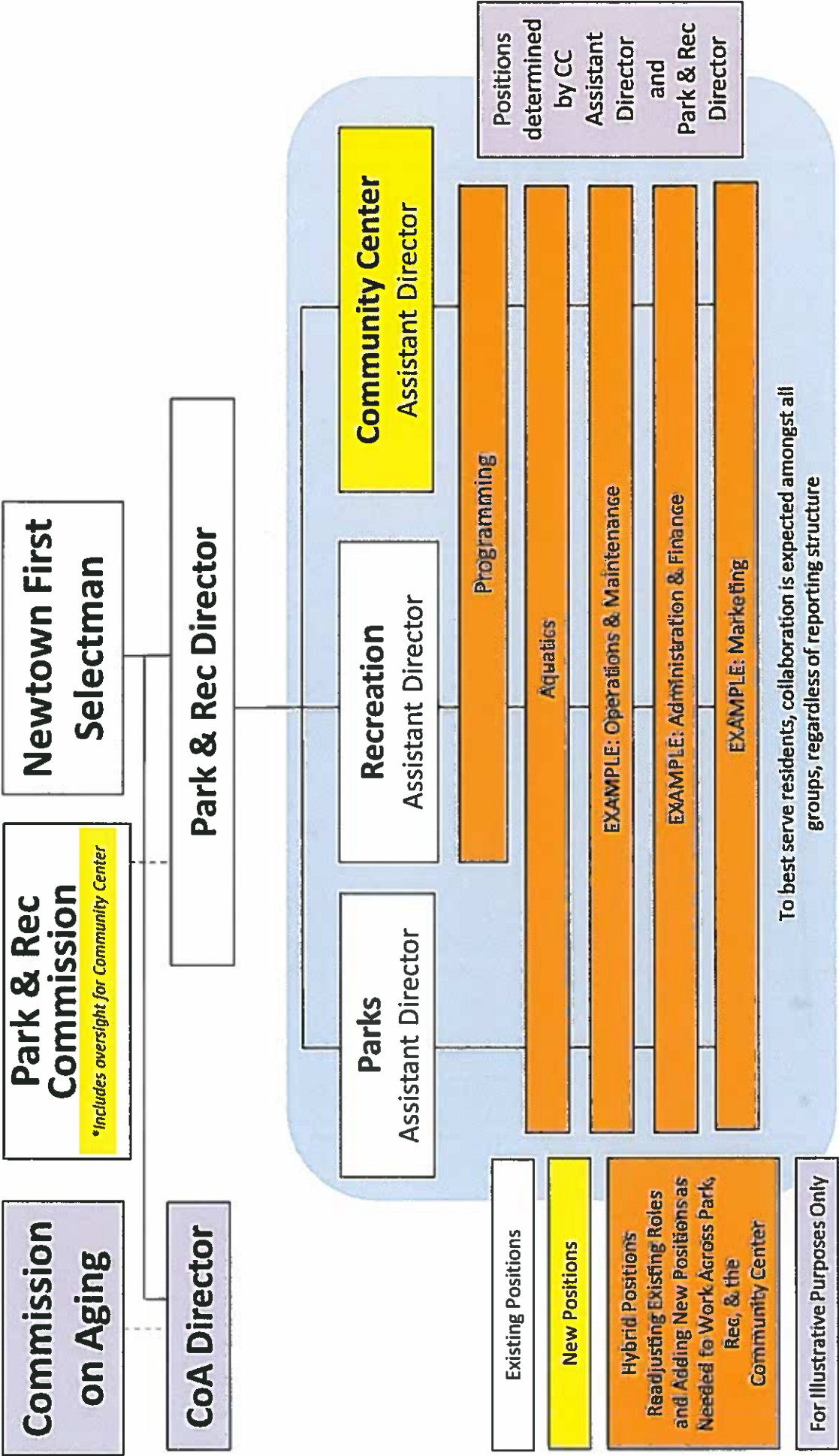
Pros	Cons
Commission on Aging A director-level leader hired for their experience running centers	Potential duplication of services with Park & Rec – and increased expenses
CoA Director Community Center Director works directly with the First Selectman – having frequent interaction, input, & guidance	Requires time to hire Community Center Director, bring up to speed, and have them hire appropriate staff
Existing Positions	
New Positions	
For Illustrative Purposes Only	

Does not include org structure suggestions for the Senior Center

Reporting Structure

Model 3 – Under Park & Rec, Shared Staff

Sits in Park & Rec, CC Assistant Director Reports to Park & Rec Director. Existing and new staff positions serve as shared resources to Parks, Rec & the Center.



Does not include org structure suggestions for the Senior Center

Reporting Structure

Model 3 – Under Park & Rec, Shared Staff

Sits in Park & Rec, CC Assistant Director Reports to Park & Rec Director. Existing and new staff positions serve as shared resources to Parks, Rec & the Center.

Pros	Cons
Shared staff could reduce operational costs	Public perception the Center is for Park & Rec programs, not a Center for Community activities
Park & Rec Director can interface with officials on Town matters – freeing up more time for Assistant Director to focus on Center	Assistant Director does not work directly with the First Selectman – having infrequent interaction, input, & guidance from them
Less staff to hire	Requires time to hire Assistant Director and bring up to speed
Existing P	
New Po	
Hybrid P Readjusting E and Adding Ne Needed to Wor	
Rec, & the Community Center	EXAMPLE: Marketing
For Illustrative Purposes Only	To best serve residents, collaboration is expected amongst all groups, regardless of reporting structure
Positions determined by CC Assistant Director and Park & Rec Director	

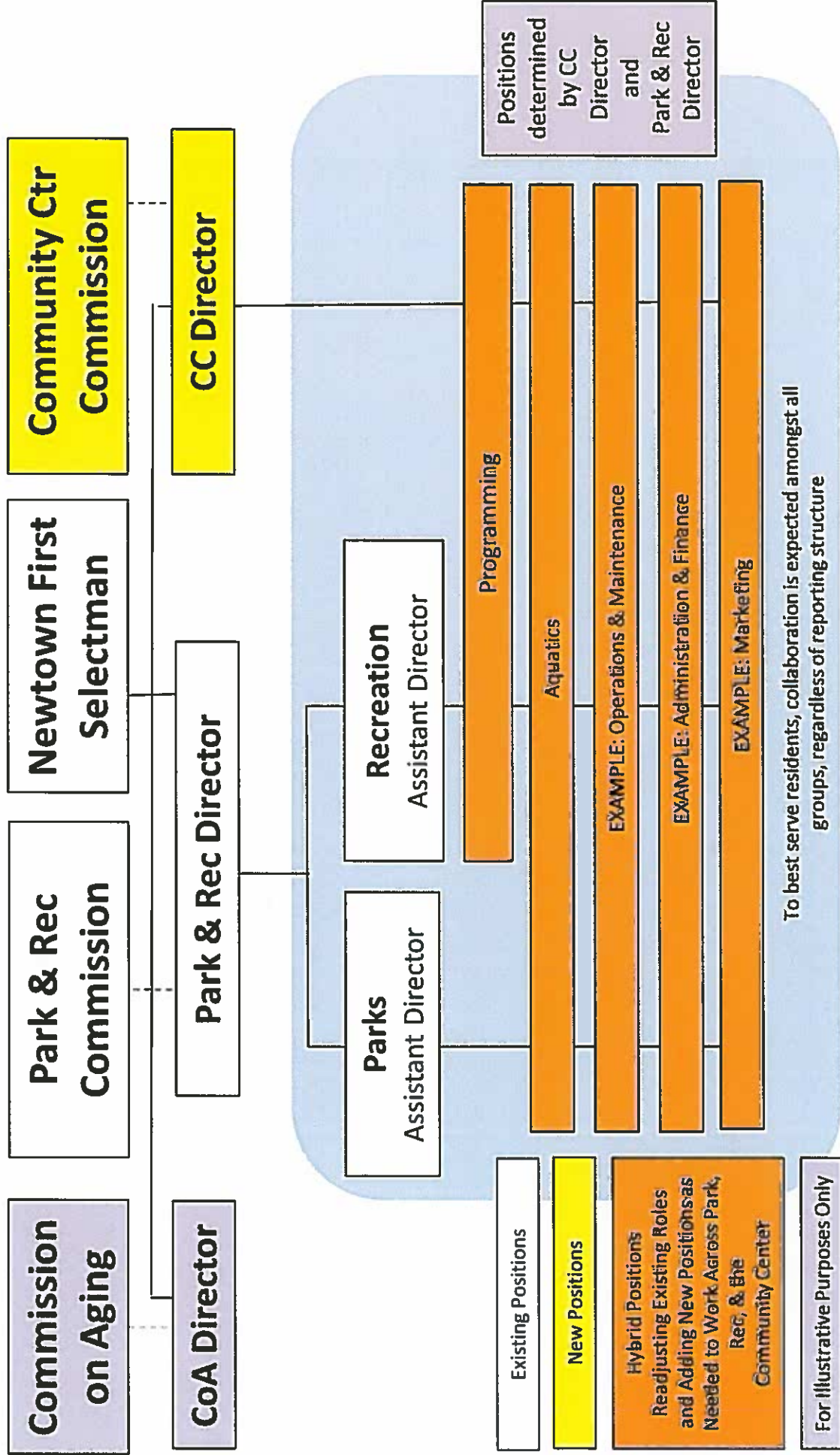
Does not include org structure suggestions for the Senior Center

NEW MODEL FOR CONSIDERATION

Reporting Structure

Model 4 – Hybrid (Stand Alone & Shared Staff)

Hybrid of Models 2 and 3. Once Community Center is running efficiently, merge into one Park, Recreation & Community Organization

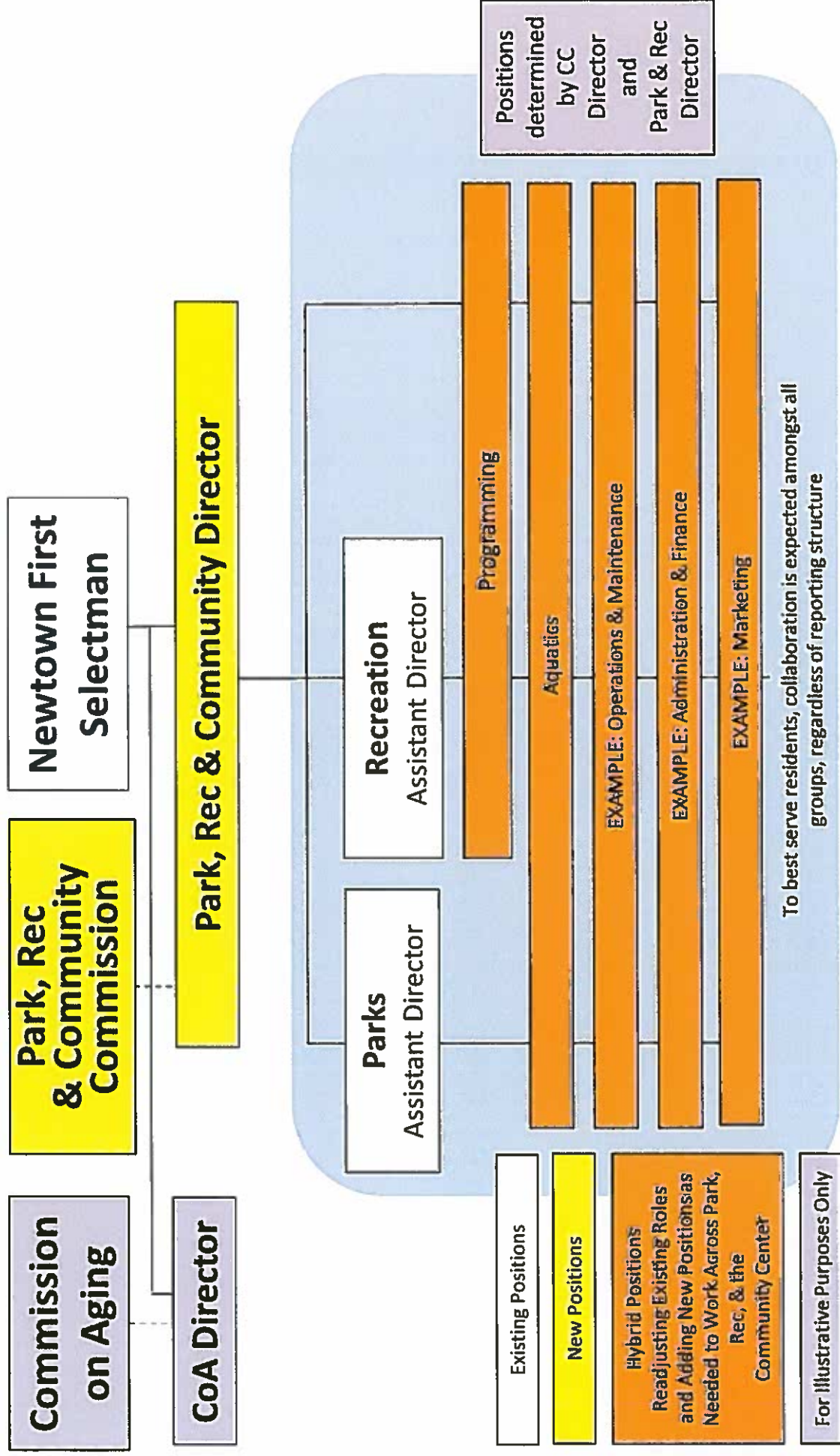


Does not include org structure suggestions for the Senior Center

Reporting Structure

Model 4 – Hybrid (Stand Alone & Shared Staff)

Hybrid of Models 2 and 3. Once Community Center is running efficiently, merge into one Park, Recreation & Community Organization



Does not include org structure suggestions for the Senior Center

Reporting Structure
Model 4 – Hybrid (Stand Alone & Shared Staff)
Hybrid of Models 2 and 3. Once Community Center is running efficiently, merge into one Park, Recreation & Community Organization

Pros	Cons
A director-level leader hired for their experience running centers	Requires time to hire Community Center Director, bring up to speed, and have them hire appropriate staff
Community Center Director works directly with the First Selectman – having frequent interaction, input, & guidance	
Dedicated focus on Center’s success – particularly marketing	
Less staff to hire	
Shared staff could reduce operational costs	
Existing P on Agi CoA Dire	
Existing P	
New Po	
Hybrid P Readjusting E and Adding Ne Needed to Work ALTHOUGH Park, Rec, & the Community Center	
For Illustrative Purposes Only	
EXAMPLE: Marketing To best serve residents, collaboration is expected amongst all groups, regardless of reporting structure	
Positions determined by CC Director and Park & Rec Director	

Does not include org structure suggestions for the Senior Center

APPENDIX

Reporting Structure Models

Snapshot Overview

DRAFT

	Model 1 Outsourced	Model 2 Stand Alone	Model 3 Under P&R, Shared Staff	Model 4 Stand Alone, Shared Staff
Cost	Higher	Higher	Lower	Average
Hiring Ease	Easier	Harder	Average	Average
Singular Focus on Center	Average	More So	Average	More So
Related Experience	More So	More So	Average	More So

About SalaryExpert

A project of ERI Economic Research Institute.

For over 25 years, **ERI** has provided compensation analytics to the majority of the Fortune 500 as well as thousands of other public and private organizations. SalaryExpert was launched in 2000 and draws on ERI's expertise in salary and cost of living data to provide the public with excellent tools for evaluating career, relocation and education decisions.

About ERI

ERI Economic Research Institute was founded over 25 years ago to provide compensation applications for private and public organizations. Subscribers include corporate compensation, relocation, human resources, and other professionals, as well as independent consultants and counselors, and US and Canadian public sector administrators (including military, law enforcement, city/county, state/provincial, and federal government pay administrators). ERI Economic Research Institute compiles the most robust salary, cost-of-living, and executive compensation survey data available, with current market data for more than 1,000 industry sectors. The majority of the Fortune 500 and thousands of other small and medium sized organizations rely on ERI data and analytics for compensation and salary planning, relocations, disability determinations, board presentations, and setting branch office salary structures in the United States, Canada, and worldwide.

Community Center Director Salary

Community Center Director Salary in Connecticut, United States! Get insights on the salary, benefits, education and job description.

How much does a Community Center Director make in the Connecticut, United States? Get informed of your market rate.

\$118,651
Average Base Salary

\$57/hr
Average Hourly Rate

\$14,369
Average Bonus

\$160,395
Senior Level Salary

\$81,090
Entry Level Salary

Change Location

Discover How Much You Should Be Paid

Get informed of your market rate.

Job Title

City, State, or Country

Get Salary Estimate

Do you work in HR or Compensation?

Try our professional compensation software to generate desired salary and cost of living reports.

Try Free Demo

HOME FOR JOBS SEEKERS • FOR EMPLOYERS • ABOUT US

Community Center Director Salary in Massachusetts, United States

How much does a Community Center Director make in the Massachusetts, United States? Get insights on the salary, benefits, education and job description.

\$116,215
Average Base Salary

\$56/hr
Average Hourly Rate

\$14,074
Average Bonus

\$157,101
Senior Level Salary

\$79,425
Entry Level Salary

Change Location

Discover How Much You Should Be Paid

Get informed of your market rate.

Job Title

City, State, or Country

Get Salary Estimate

Do you work in HR or Compensation?

Try our professional compensation software to generate desired salary and cost of living reports.

Try Free Demo

An entry level community center director In CT (1-3 years of experience) earns an average salary of \$81,090. On the other end, a senior level community center director (8+ years of experience) earns an average salary of \$160,395.

HOME FOR JOBS SEEKERS • FOR EMPLOYERS • ABOUT US

Community Center Director Salary in New York, United States

How much does a Community Center Director make in the New York, United States? Get insights on the salary, benefits, education and job description.

\$119,718
Average Base Salary

\$58/hr
Average Hourly Rate

\$14,498
Average Bonus

\$161,837
Senior Level Salary

\$81,820
Entry Level Salary

Change Location

Discover How Much You Should Be Paid

Get informed of your market rate.

Job Title

City, State, or Country

Get Salary Estimate

Do you work in HR or Compensation?

Try our professional compensation software to generate desired salary and cost of living reports.

Try Free Demo

Community Center Manager Salary in Connecticut, United States

How much does a Community Center Manager make in the Connecticut, United States? Get insights on the salary, benefits, education and job description

Discover How Much You Should Be Paid
Get informed of your market rate

Job Title
City, State or Country
Get Salary Estimate

Do you work in HR or Compensation?



\$53,240
Average Base Salary

\$1,784
Average Bonus

\$26/hr
Average Hourly Rate

The average community center manager salary in Connecticut, United States is \$53,240 or an equivalent hourly rate of \$26. This is 10% higher (+\$5,919) than the average community center manager salary in the United States. In addition, they earn an average bonus of \$1,784. Salary estimates based on salary survey data collected directly from employers and anonymous employees in Connecticut, United States.

\$36,386
Entry Level Salary

Salary by Experience



An entry level community center manager (1-3 years of experience) earns an average salary of \$36,386. On the other end, a senior level community center manager (6+ years of experience) earns an average salary of \$73,889.

SALARY EXPERT

Community Center Manager Salary in Massachusetts, United States

How much does a Community Center Manager make in the Massachusetts, United States? Get insights on the salary, benefits, education and job description

\$52,557
Average Base Salary

\$25/hr
Average Hourly Rate

\$1,761
Average Bonus

The average community center manager salary in Massachusetts, United States is \$52,557 or an equivalent hourly rate of \$25. This is 10% higher (+\$4,230) than the average community center manager salary in the United States. In addition, they earn an average bonus of \$1,761. Salary estimates based on salary survey data collected directly from employers and anonymous employees in Massachusetts, United States.

\$35,919
Entry Level Salary

Salary by Experience



An entry level community center manager (1-3 years of experience) earns an average salary of \$35,919. On the other end, a senior level community center manager (6+ years of experience) earns an average salary of \$72,940.

Community Center Manager Salaries by City

An entry level community center manager in CT (1-3 years of experience) earns an average salary of \$36,386. On the other end, a senior level community center director (8+ years of experience) earns an average salary of \$73,889.

SALARY EXPERT

Community Center Manager Salary in New York, United States

How much does a Community Center Manager make in the New York, United States? Get insights on the salary, benefits, education and job description

\$53,947
Average Base Salary

\$26/hr
Average Hourly Rate

\$1,807
Average Bonus

The average community center manager salary in New York, United States is \$53,947 or an equivalent hourly rate of \$26. This is 10% higher (+\$4,620) than the average community center manager salary in the United States. In addition, they earn an average bonus of \$1,807. Salary estimates based on salary survey data collected directly from employers and anonymous employees in New York, United States.

\$36,869
Entry Level Salary

Salary by Experience



An entry level community center manager (1-3 years of experience) earns an average salary of \$36,869. On the other end, a senior level community center manager (6+ years of experience) earns an average salary of \$74,869.

Discover How Much You Should Be Paid
Get informed of your market rate

Job Title
City, State or Country
Get Salary Estimate

Do you work in HR or Compensation?



Try our professional compensation software to generate an individualized report for your organization.

Try Free Demo