In attendance: Dianne Ackerman (chairperson), Stephanie Fourie (vice-chair), Ned Panfile, and Bruce DiBisceglie (Recreation Director). Charlotte Fourie & Kristen Ackerman (student representatives)

1. **Communications**
   1. The July 2023 Mendham Borough Recreation Committee (MBRC) meeting minutes were approved.
      1. Approved Minutes have been posted by Bruce to the Mendham Borough website.
   2. Communications:
      1. Day Camp Survey
      2. Band confirmations for Labor Day and MendhamFest
      3. Labor Day marchers and promotions
   3. Meetings:
      1. Bruce attended the Mendham Borough Meeting of the Mayor and Council on July 24, 2023.
         1. Councilman Reilly reported on camper final registration figures and proposed a satisfaction survey for families of campers.
         2. Bruce added that shortages are in staff willing to work. There were enough campers to meet goals, but not enough counselors to take care of the campers. As such, campers were added to the waiting lists.
         3. The proposal to retain staff was to re-visit pay levels to bring them to salaries comparable to other jobs available.
2. **Labor Day**
   1. Staffing for the day of the parade will be:
      1. Bruce: head of the parade on Heritage Manor and at the intersection of Main and Tempe Wick controlling the order of the parade.
      2. The Knights of Columbus: assist in getting marchers lined up in correct positions.
      3. Diane and Stepanie: work with the Knights along Tempe Wick to assist marchers and floats.
      4. Ned: High School parking lot organizing the HS football team and cheerleaders.
      5. Bob Diflin: Master of Ceremonies at the gazebo during the parade.
      6. Kevin: assist Bob at the gazebo.
      7. Kevin: confirm the Pastime Club band tent (next to the 50/0 tent).
3. **Concerts/Movies**
   1. Approx 30-35 people attended the July 20 movie.
   2. The August 17 movie was cancelled due to weather.
   3. Feedback for the band FabFoward (90% audience retention) was positive, and they should be invited back in 2024.
   4. Feedback for the band Monkey Sholder (84% audience retention) was below par, the MBRC asked Bruce to find another band in ’24.
   5. A recommendation from the MBRC was to have one movie in 2024 and to invest more in the more popular concert series.
4. **Prior Business**
   1. MendhamFest was confirmed for Oct 7 and street banners were ordered and registered with the county.
5. **New Business**
   1. Day Camp Salaries
      1. Bruce shared the Director’s Annual Hours (CD-400hrs; MD-250hrs; ACD-250hrs, AD-231hrs)
         1. The MBRC recommended a competitive minimum wage of $15.hr for new hires in 2024.
         2. Returnees should receive a 2.5% increase if they worked a minimum of 67% of the 2023 Day Camp hours available.
         3. Senior Head Counselors should receive a proportional hourly rate higher than counselors.
         4. Directors should receive an annual salary that is proportionally higher than the hourly rate for Head Counselors.
         5. Directors should receive an annual salary that reflects a $17-$20/hr. range based on the hours worked above.
         6. Bruce will review these recommendation with Joyce.
            1. To offset the competitive salaries, the MBRC unanimously recommended the 2024 camper fees to be set at $120/wk. for early registration, $145/wk. for regular registration, and $170 for late registration. (note: the $120/wk. equates to $6.86/hr. per camper based on the 17½ camp week which the MBRC felt is more than acceptable).
   2. Day Camp Survey
      1. Bruce shared Joyce’s five-question five-point scale survey with the MBRC
         1. The MBRC agreed with the questions and format of the survey and added that a survey sent via email would get the best responses.
         2. The five questions are:
            1. How would you rate your child’s camp experience?
            2. How satisfied were you as a parent with the camp experience?
            3. How would your rate camp communications with parents?
            4. How would you rate the camp counselor’s performance?
            5. What would you suggest needs improving?
         3. Bruce distributed the survey to all 238 families that attended the 2023 Day Camp.