

February 9, 2021

Dear Members,

I hope everyone is doing well. I would like to thank everyone for bearing with us last year as we had to make many adjustments on the fly during the season. It was a very difficult year for the Board, so your good spirits and supportive messages went a long way.

We are hoping to open the season the way we closed it last year, allowing 175 members in with social distancing. I would love to see us open with zero restrictions, but that's not looking good at this point. I am optimistic that with the vaccines and warmer weather, the numbers should go down. We'll just have to wait and see.

We ended the year about \$15,000 in the red. That's pretty good considering what the year threw at us. Coming into the budget meeting this year we had no intentions of raising the dues, but we were thrown another curve ball by the Governor. As of May 1, 2021, the minimum wage is going up from \$7.25 to \$9.50 an hour. That's a substantial 31% increase and will impact SwimMetro's entire pay scale. I'm not sure what their pay scale is, but use this as an example. I know the new lifeguards made \$7.25 an hour; now, they will make \$9.50. The third-year guard made \$8.25 last year. They will move their hourly wage to \$10.50. This will go up the chain until you get to the salaried employees. SwimMetro uses a formula with number of guards, head guard, assistant manager, and lead manager (all of which are hourly) times the number of hours open to come up with our contract fee. Our contract fee to SwimMetro went from \$61,700 to \$73,000 this year. We were forced to make another difficult decision as a Board: increase the dues \$50 per family or trim some hours off the schedule and raise the dues \$25. We decided to trim the hours and raise the dues \$25. One good thing did come out of last year was with the scheduling software used, we could tell which hours had the least amount of members attending and decided to reduce from there.

Below is the comparison of operating hours:

	2021 Hours	2020 Hours
May - Labor Day		
Monday -Thursday	11:30am - 8pm	11:30am - 8:30pm
Friday	11:30am - 9pm	11:30am - 9pm
Saturday	10:30am - 9pm	10:30am -10pm
Sunday	10:30am - 8pm	10:30am - 9pm
	Holidays close at 9pm	Holidays close at 10pm
After Labor Day Hours		
Friday	closed	4:30 pm - 9 pm
Saturday	12am - 5pm	10:30am - 9pm
Sunday	12am - 5pm	10:30am - 6pm

Unfortunately, this will not be the last increase in minimum wage for Virginia. The list of increases by year is

May 1, 2021	\$ 9.50 / hour
January 1, 2022	\$11.00 / hour

January 1, 2023 \$12.00 / hour
January 1, 2025 \$13.50 / hour (if reenacted by the General Assembly prior to July 1, 2024)
January 1, 2026 \$15.00 / hour (if reenacted by the General Assembly prior to July 1, 2024)

Hopefully after they see the negative impact this will have on small businesses; they will slow the increases down.

Nina will be sending out our 2021 membership email by the end of the week. We have incorporated the \$25 across the board increase in the application. We are still offering the early pay discount and hope you will take advantage of that by completing your application and returning with your dues by March 31, 2021.

Thanks and I can't wait for the warmer weather,

Jeff Hines, President