



Friday Notes

October 9, 2026

Human Resources

Attached memo re: Employee Benefit Rates for Recreation Centers, Aquatic Memberships, and Eagle Bend Golf Course

Planning & Development Services

Attached memo re: Rockledge Project – Bert Nash Affordable Housing Trust Fund Repayment and Section 10 Clawback

TO: City Commission
CC: Majed Al-Ghafry, City Manager
FROM: Shakeva Christian, Human Resources Director
Lindsay Hart, Parks, Recreation and Culture Director
DATE: October 9, 2026
RE: Employee Benefit Rates for Recreation Centers, Aquatic Memberships, and Eagle Bend Golf Course

HUMAN RESOURCES

City Hall, 2nd Floor
6 East 6th Street
Lawrence, KS 66044

785-832-3203 (ph)
785-832-3228 (fax)
humanresources@lawrenceks.gov

HR DIRECTOR
Shakeva Christian,
MHRM, SHRM-SCP

ASST. HR DIRECTOR
Jon Thummel

Purpose

This memo provides an overview of newly established employee benefit rates for recreation center memberships, aquatics memberships, and golf at Eagle Bend Golf Course. These rates will be implemented as part of a one-year pilot program beginning January 2, 2027. The City Manager supports these changes as a proactive step to help offset the impact of increased employee health insurance costs and promote employee wellness.

Background

Parks, Recreation & Culture offers a wide range of facilities and programs that support physical activity, recreation, and overall employee well-being. In partnership with Human Resources and the City Manager's Office, we have developed reduced-rate membership options for benefits-eligible employees and retirees. These rates are intended to make city recreational facilities more accessible and encourage regular participation in fitness, sports, and wellness activities.

Employee Benefit Rates (Pilot Program – Year 1)

Recreation Center Memberships

Includes access to Sports Pavilion Lawrence, Holcom Park Recreation Center, and East Lawrence Recreation Center.

- Annual Adult Membership: **\$40**
- Annual Household Membership (up to three adults; youth 18 and under included at no cost): **\$65**
- Community Building Membership: **Free** for City employees and City residents

Aquatic Center Membership

Lawrence Indoor/Outdoor Aquatic Center

- Annual Individual Pass: **\$125**

Eagle Bend Golf Course

Monday–Friday:

- Walking: **\$12**
- 9 Holes with Cart: **\$25**
- 18 Holes with Cart: **\$32**

Saturday–Sunday:

- Walking: **\$18**
- 9 Holes with Cart: **\$33**
- 18 Holes with Cart: **\$46**

Additional Employee Wellness Benefit

- BeHEALTHY Program: Employee rates will be offered on qualifying fitness classes.

Pilot Program and Evaluation

This program will operate as a one-year pilot. Throughout the year, staff will monitor participation, collect employee feedback, assess financial impacts, and evaluate how effectively the reduced rates support employee wellness and help mitigate rising health insurance costs. A full performance report and recommendations will be presented to the City Manager and City Commission at the conclusion of the pilot period.

Conclusion

These reduced benefit rates represent a meaningful investment in employee wellness and reflect the City Manager's commitment to supporting staff during a period of rising healthcare costs.



Memorandum

City of Lawrence

Planning and Development Services

TO: Majed Al-Ghafry, City Manager

CC: Brandon McGuire, Assistant City Manager
Jeff Crick, Planning and Development Services Director
Danelle Walters, Planning and Development Services Assistant Director

FROM: Lea Roselyn, Affordable Housing Administrator

DATE: October 5, 2026

RE: Rockledge Project – Bert Nash Affordable Housing Trust Fund Repayment and Section 10 Clawback

UPCOMING COMMISSION ACTION

The City Commission is scheduled to consider this item at its October 20, 2026 meeting. Staff is recommending that the Commission approve the Affordable Housing Advisory Board's recommendation to invoke the Section 10 clawback provisions and recover the \$558,000 in Affordable Housing Trust Funds previously provided to Bert Nash, and direct staff to establish a repayment process with Bert Nash.

Broader Affordable Housing Trust Fund considerations discussed later in this memo are provided for information and consideration but are not part of the October 20 agenda item or proposed action.

BACKGROUND

In 2023, the City entered into an agreement with Bert Nash to provide \$108,000 in Affordable Housing Trust Funds to support the development of the Rockledge project. The proposed project was intended to provide approximately 22–24 units of Permanent Supportive Housing (PSH) for individuals experiencing homelessness and Serious Mental Illness (SPMI).

The Rockledge project was intended to address a significant need for permanent supportive housing in the Lawrence community by combining affordable housing with supportive services. Bert Nash was responsible for developing the project and coordinating the necessary project partners and financing.

In 2024, the City entered into a second agreement with Bert Nash and provided an additional \$450,000 in Affordable Housing Trust Fund for the same project. The City's total investment in the Rockledge project was therefore \$558,000.



Both City agreements include requirements related to the project, reporting, and commencement of construction. The agreements also contain clawback provisions in Section 10 that allow the City to recover funds if specified project requirements are not met, including circumstances in which the project does not proceed.

Bert Nash has reported that the City's Affordable Housing Trust Fund was used for project-specific costs associated with the development of Rockledge, including architectural, planning, design, and other pre-development activities undertaken in anticipation of construction. These expenditures were associated with the original Rockledge project and its development scope.

In January 2026, Bert Nash reported that the project was "indefinitely paused." The Affordable Housing Advisory Board (AHAB) subsequently considered the status of the project at its March 12, 2026 meeting and voted 4-1 to recommend that the City invoke the Section 10 clawback provisions and recover the \$558,000 in Affordable Housing Trust Funds previously provided to Bert Nash.

The City Commission considered AHAB's recommendation at its April 14, 2026 meeting. At that time, Bert Nash proposed retaining the City's prior investment and transferring responsibility for the project to a partner agency, with the position that the City's previous investment would continue to support development of affordable housing on the property. The Commission deferred consideration of AHAB's recommendation for six months to allow Bert Nash an opportunity to provide an update to the Commission and develop a proposal regarding the future of the project.

PROJECT STATUS

Following the April 14, 2026 City Commission meeting, Bert Nash continued to explore options for moving the project forward, including a potential partnership with the Lawrence-Douglas County Housing Authority (LDCHA).

The proposed partnership with LDCHA did not move forward. Bert Nash has now confirmed that it will not proceed with development of the Rockledge project. As a result, the original Rockledge project will not be constructed, and there is not currently a successor development proposed for the property that would utilize the City's previous Affordable Housing Trust Fund investment.

Based on the City's most recent conversation with Bert Nash, the organization is exploring the sale of the property as a means of generating funds that could be used to repay the City's \$558,000 Affordable Housing Trust Fund investment. The City would not be involved in or direct any potential sale of the property. Any decision regarding the property is a matter for Bert Nash.

The potential sale is still being explored, and repayment has not yet occurred. Staff's recommendation is therefore to establish a repayment process with Bert Nash rather than rely on the potential sale as a guaranteed source or timing of repayment.

FUNDING CONSIDERATIONS

The City provided the \$558,000 in Affordable Housing Trust Funds with the expectation that the funds would support the development of approximately 22–24 units of Permanent



Supportive Housing. Because the Rockledge project will not proceed, the City's investment will not result in those units.

Bert Nash has reported that portions of the City's funding were expended on project-specific costs associated with the Rockledge project, including architectural, planning, design, and other pre-development costs. Because the original project will not proceed, those expenditures do not result in a completed affordable housing development or a transferable project scope that can be applied to another project.

As a result, the \$558,000 previously provided by the City should not be considered \$558,000 of available funding for a successor project. At the same time, retaining the City's remaining investment with Bert Nash would leave those funds unavailable for reinvestment in another viable affordable housing project.

Recovery of the City's funds would return the recovered amount to the Affordable Housing Trust Fund, allowing the City to reinvest those resources in another affordable housing project consistent with the City's Affordable Housing Investment Policy and other applicable requirements.

ADDITIONAL CITY FUNDING

In addition to the \$558,000 in Affordable Housing Trust Funds, the City provided \$900,000 in American Rescue Plan (ARP) funds to support the Rockledge project. This funding was separate from the Affordable Housing Trust Fund investment described above.

The ARP funding is not part of the October 20, 2026 agenda item or the proposed Commission action. It is included here to provide the Commission with the full context of City funding previously provided in support of the Rockledge project.

FURTHER CONSIDERATIONS

The following is provided for the Commission's consideration as a broader Affordable Housing Trust Fund policy and governance issue and is not included in the accompanying agenda item or proposed Commission action.

The Rockledge project provides an opportunity to consider whether the City's current Affordable Housing Trust Fund processes appropriately support funding decisions, project oversight, and communication with the City Commission when significant project or funding concerns arise.

The Commission may therefore wish to consider, separately from the Rockledge action, whether there are opportunities to further strengthen the Affordable Housing Trust Fund's roles and responsibilities as the program continues to develop.

