

ACADEMY ADVISORY BOARD

FACILITY REPORT

April 2023

We've had a busy year in the Support Services Sections (Housekeeping, Food Service, & Maintenance). For the most part we have continued to experience stability among our staff, minus the Housekeeping section. We hired two new employees in housekeeping (4 total – 1 supervisor and 3 housekeepers) in the last six months. One of those, and our most senior housekeeper are seeking other employment. There has been a revolving door in this section, and concerns voiced by these staff revolve around pay (during exit interviews and conversations with those seeking to leave). The entry-level housekeepers make \$12.77 per hour. Other custodial positions in the Douglas area are making \$15-17 per hour. We have had discussions with the AG's Office about addressing these concerns, but we are in a holding pattern at this point. We continue to have staff out on medical leave, but we are continuing to provide the necessary services that make this place shine. I will tell you that, in my opinion, this team is the best we've had in my 20 years at the Academy. These men and women are highly skilled in their respective trades, bring diverse experience, work well with each other, and humbly understand and embrace their role of *servicing* behind the scenes. Thanks to the three supervisors in these sections, we have accomplished much!

We will soon be working on our Annual Facility Plan with State Construction which identifies concerns with our facilities due to aged/poor condition, and spacial limitations caused by growth. We continue to remind them of our most pressing issues: inadequate space (training rooms, offices, firearms ranges, EVO, dormitories, and support services workspace), aging asphalt, window coverings, failing equipment and facilities, carpet, wallpaper, sidewalks & gutters, aging HVAC equipment, electrical upgrades, dorm showers, kitchen equipment, perimeter fencing, dormitory and dayroom furniture, and classroom renovations. Our work has paid off! Over the last two biennium's the State has provided money for a number of projects and Level I/II Assessments to identify the need and feasibility of these requests. Currently we are in the process of addressing the following projects (at some level):

- Level I/II Feasibility Assessment for our Firearms Ranges – We have an engineering firm currently working on this project. They believe that a 300 yard long-gun range would fit along the [river] boundary of the Academy on the existing Emergency Vehicle Operations pad. They are trying to determine where the other two ranges (Indoor & Handgun) should be located. If we decide on locating the long-gun range here, we obviously would need to move the EVO training off-site (another concern that hasn't been addressed).
- Lobby and Housekeeping Remodel Project – Another engineering firm is finalizing plans on a remodel project we've been funded for. If all goes as planned we will be moving the POST Director's office to the front lobby, along with his Admin. Assistant. The wall that currently separates our Admin from the lobby will be removed creating a larger admin/waiting area. A smaller enclosed vestibule/lobby will be created near the front [locked] doors where visitors will only be allowed entrance into the facility by reception/admin staff. Additionally, we will be making major changes to the back of the facility... Housekeeping will be moved to the oversized Men's Locker Room, a MILO/Training room will be added in this area. The existing (old) laundry room will be converted into offices for Support Services Supervisors. The Men's Locker Room will be moved into the old weight room (next to the Women's Locker Room). We will be adding to this project some wallpaper replacement (with murals of old academy history/training photos) and carpet replacement in some of the most highly worn areas.
- Door Lock & Security System Upgrade – We did interviews with several security companies last month and will be looking for a design/build on replacing the door locks throughout the facility as well as upgrading our security camera system. The current technology capabilities are incredible and the company we'll be working with appears to be leading in the industry.

- Facility Equipment Upgrades/Replacements – We have replaced a number of HVAC circulation pumps in the last year, several were major expenses yet vital in our system. Just in April we've had several more go down and we've replaced those. We've been able to purchase about 1/3 of the zone actuator valves needed to replace those throughout the facility. These have been going out regularly so our hopes is to continue to seek funding to replace all of these in the next 1-2 years.
- Facility Window Blind Replacement Project – We currently are waiting for bids to replace all the window blinds throughout the facility. We will be taking the existing aluminum blinds (40 years old) down and the selected vendor will be installing all new fabric blinds throughout dorms, hallways, lobby, and office/admin. Dorm rooms will have blackout/FR blinds while the majority of the rest of the facility will have a 3% opacity.
- Asphalt Rehabilitation – The Academy's asphalt driveways and parking lots will be crack filled and sealed this summer, along with some curb and gutter replacement *and* additional curbs. The lots will be restriped once complete. A small portion at the top of the roadway leading down to the EVO pad and Outdoor FA Range may need total replacement, but apart from that, this work will be primarily minor maintenance.

Many of these projects and feasibility studies will be completed by year's end. Obviously, some of the bigger projects (which may require additional funding) could take more time, but at least we're moving forward. We have also developed a WLEA Conditions Report which details our greatest areas of need/concern, as well as recommendations and proposals for moving the Academy forward in the next 10 years. Up until the last biennium, virtually NO money had been spent on the Academy out of General monies since the WLEA was built nearly 40 years ago! We will continue to propose needs, upgrades, and expansions in hopes of getting this institution back to one of the best in the country – as it was 40 years ago! Again, some of our most pressing issues are: limitations in dormitory and training facilities, cafeteria and administrative office expansion, indoor track and large physical training/CC room (mat/practical room), future EVO roadway and pad rebuild (only 5-10 year left on existing pad before rebuild is necessary... possibly move off-site if long-gun range is approved, as mentioned above), addition of tactical training village, dormitory room/s shower/shower pan replacement, HVAC Controller/System replacement, cafeteria serving line replacement, perimeter fence replacement, dorm and day room furniture replacement, replacement of roadway/parking lot light poles/lights, mattress/box spring replacements throughout, dorm room lighting replacements, and upgraded vehicles for staff travel and student training.

Completed Projects:

- Chiller Replacement – We struggled with one of our chillers down for nearly a year. We were able to finally get the correct screw compressor installed and the system up and running last summer. We're now working on getting the system serviced as our glycol additive has been low in both the Chiller and Hot Water systems.
- Remodel Projects – The Cafeteria, Lecture Halls, and Classroom have been stripped of 40 year old wallpaper and textured/painted, with new LED lighting installed in each room.
- AV Upgrades in Training Rooms – Audio/Visual upgrades have been made to each of the training rooms, replacing projectors/screens with large monitors front *and* back (for instructor viewing). The staff removed the inverted/mirrored projection system in the Classroom, removing the large glass screens and chalkboard at the front of the room. They replaced it with a solid wall and built a storage room where the AV room was.
- MPR Sound System/Panel Upgrades – After the remodel of our Multi-Purpose Room we found it was difficult to hear clearly when the instructor is using the sound system, much reverberation. We added over 50 ceiling mounted sound baffles (and re-covered the existing sound panels in the MPR and Gymnasium); problem solved!