

From: [Lily Sellers](#)
To: [Michelle Fischer](#)
Subject: Compensatory Time
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Attachments: [image001.png](#)

Michelle-

As we are reaching the end of our current fiscal year, I am writing to connect about my accumulated compensatory time. Currently I have a balance of 210 hours. After 100 hours is carried over to this next year, I would like to request the payout of the remaining applicable hours. There have been many factors over this fiscal year that have led to an accumulation of comp hours. This year our DSRP Riding Series has increased tremendously, and we have had nearly tripled our entry numbers with a waitlist for every show. As these shows have increased in size, as has the demand for staff preparation and coordination during the show weeks/weekends. These weekends are hands on and involve setting Hunter Jumper courses, measuring & staging Dressage Arenas, setting trail patterns, coordinating with show staff, providing facility support, and connecting and building relationships with participants. We have had a strong increase in show size based on the positive conversations being had between trainers, with some full barns returning after 3+ years of not riding at DSRP. Many of our participants have become loyal riders at our DSRP shows and the relationship I have created has led to sponsorships, membership sales, day passes, 6-hour Main Arena rentals for schooling, and Main Arena event rentals. Tween Scene had another successful summer and provided entertainment every Thursday with nearly 115+ kids every week. We increased staff/volunteer support and although the program was smoother and more familiar, the need for management during that time is crucial. The ability for Emily and myself to “float” the different spaces with staff in designated stations helped make the event more fluid, especially during drop off, and well chaperoned. Our event calendar has been fully booked this year and we have gotten to experience a DSRP at a capacity not seen since before COVID. With our involvement with the Dripping Springs Rodeo this year, Emily and I attended meetings and had extra hours during that week to ensure a successful event. We had larger numbers that weekend than our previous two Rodeos. This year has also held a fair amount of transition at the Ranch Park and with that came shared responsibilities. We have been down a Ranch Hand a few times throughout the year, and I have helped cover additional hours instead of having staff get large amounts of overtime pay and to help distribute hours, so staff continue to have a strong work/life balance. One of the final reasons of accumulated comp hours has been the emergency evacuations. The fire evacuations were incredibly hands on and provided a great learning moment for all of us if we were ever to experience another emergency. We became familiar with the necessary procedures, created tools, budgeted for necessary items for future events, and provided an outlet to our community during a stressful and hard time. After the transfer of hours from last year and what I had accumulated this year, I was able to shave some of it down by taking some vacations during our slower summer months. I also believe the new positions hired at DSRP has helped aid in receiving too many hours over this year. We have been able to spread workload more evenly and assign tasks within the office based on job responsibilities. I am excited for the growth of our facility and the new positions we have just created, knowing that this will help DSRP employees focus on their responsibilities even more. We are a facility with a continuous to do list and fluctuating hours, so the increased support will be a large benefit throughout this next year. Thank you so much for taking the time to read this and please let me know if you have any questions or need anything additional from me.

**Best,
Lily Sellers**



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