



DIRECTOR'S REPORT

Aslic January -June 2024



Richard JANOT
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ASLIC organisation chart



Director's Report: January to June 2024

Hello everyone, as I have only been with you since 8 January 2024, I have not lived through the 2023 financial year and will therefore not comment on this period, leaving this to the ASLIC President.

This 2024 report will therefore certainly be different from the previous ones in the sense that I propose to share with you, in a simple manner, my vision of our missions and the knowledge that I have been able to acquire of the operation of ASLIC over these "almost" 6 months.

I will then briefly outline the various projects under study or in gestation, and their likely impact on the future of La Coudalère.

Finally, you will find a commented presentation of the 2024 budget, updated to today's date, and the provisional budget for 2025, approved unanimously by the members of the ASLIC Syndicate.

I hope you enjoy reading this, and would like to remind you that I am available to meet you every Thursday afternoon at the ASLIC office.

Let's get to know each other:

- Richard JANOT / 53 years old / Married with 2 children
- University training: DESS in Project Engineering / Masters in Sports Management / DUT in Production Organisation and Management / BAFD.
- Sports training: DEES in Alpine Skiing / BPJEPS in Kite Surfing / BEES in Sailing.
- Previous professional experience :
 - o Production planning and scheduling manager => Tivoly Entreprise.
 - o Territorial town planning attaché and sports facilities project manager => Syndicat d'Agglomération Nouvelle de St Quentin en Yvelines.
 - o Creation and management of a kitesurfing business in Narbonne.
 - o Director of UCPA sports sites and villages => in France and abroad, including 15 years in Le Barcarès.

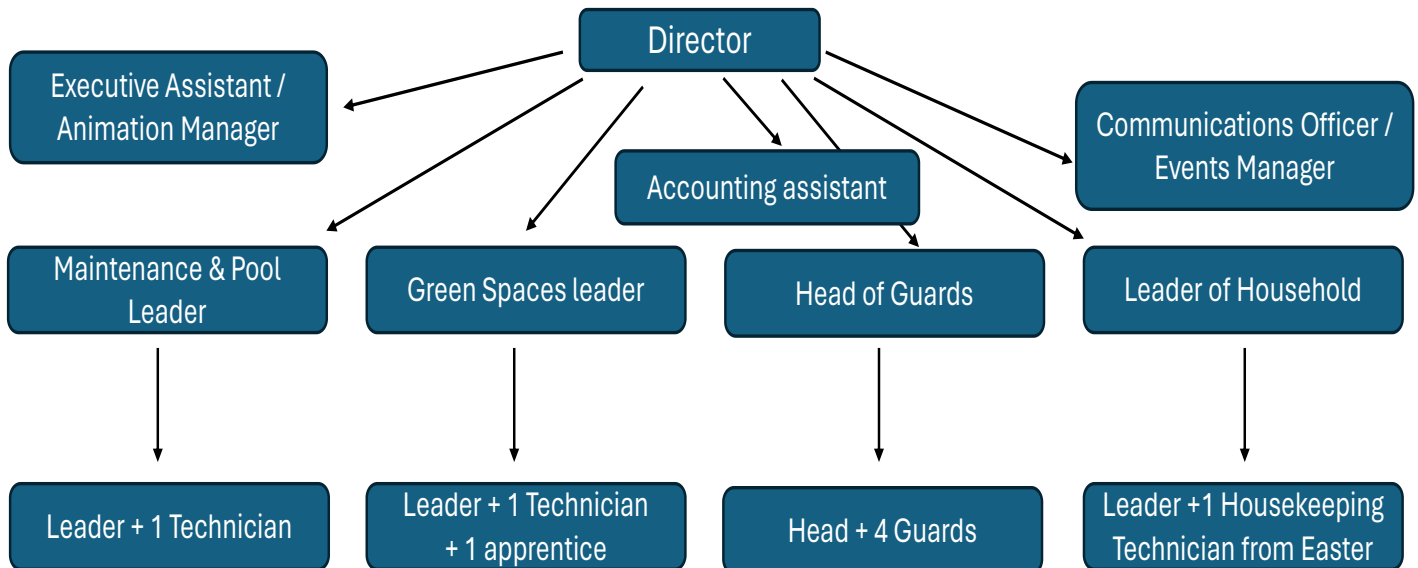
A simple definition of my mission:

- The economic and operational management of the ASLIC's teams and services in the general interest of La Coudalère site.

My personal position in relation to this mission:

- To place myself and the teams in an attitude of service and mutual respect.
- To offer an attentive ear, unambiguous answers and solutions that comply with the law.
- To keep costs to a minimum, while maintaining the smooth running of the site and enhancing its value.
- Putting the general interest and the long-term vision above individual interests.

Low-season organisation



High season organisation



A) Management and operational supervision of teams:

The ASLIC teams, their tasks and the organisation of services:

- Household team: maintenance of common areas, some coproperties (services), the swimming pool, the Club House and the ASLIC premises.
- Guards team: Supervision, security watch and deterrent presence on the site day and night (patrols), management of emergency barriers, calling people to order for incivilities.
- Green areas team : general maintenance of the site and green spaces (+ part of the city's spaces under a three-year agreement), with the possibility of providing services to private individuals.
- Maintenance team: Maintenance of common areas, maintenance of the aquatic centre, possibility of providing services to private individuals (services). Creation of structuring facilities for the ASLIC or co-ownerships (services).
- Administration team: handles all the site's administrative and/or programming tasks.
- Seasonal staff and reinforcements: the volume of staff increases from the Easter holidays and doubles for the summer season: lifeguards, cashiers, extra cleaning staff, children's entertainers, receptionists, etc.

Shared values :

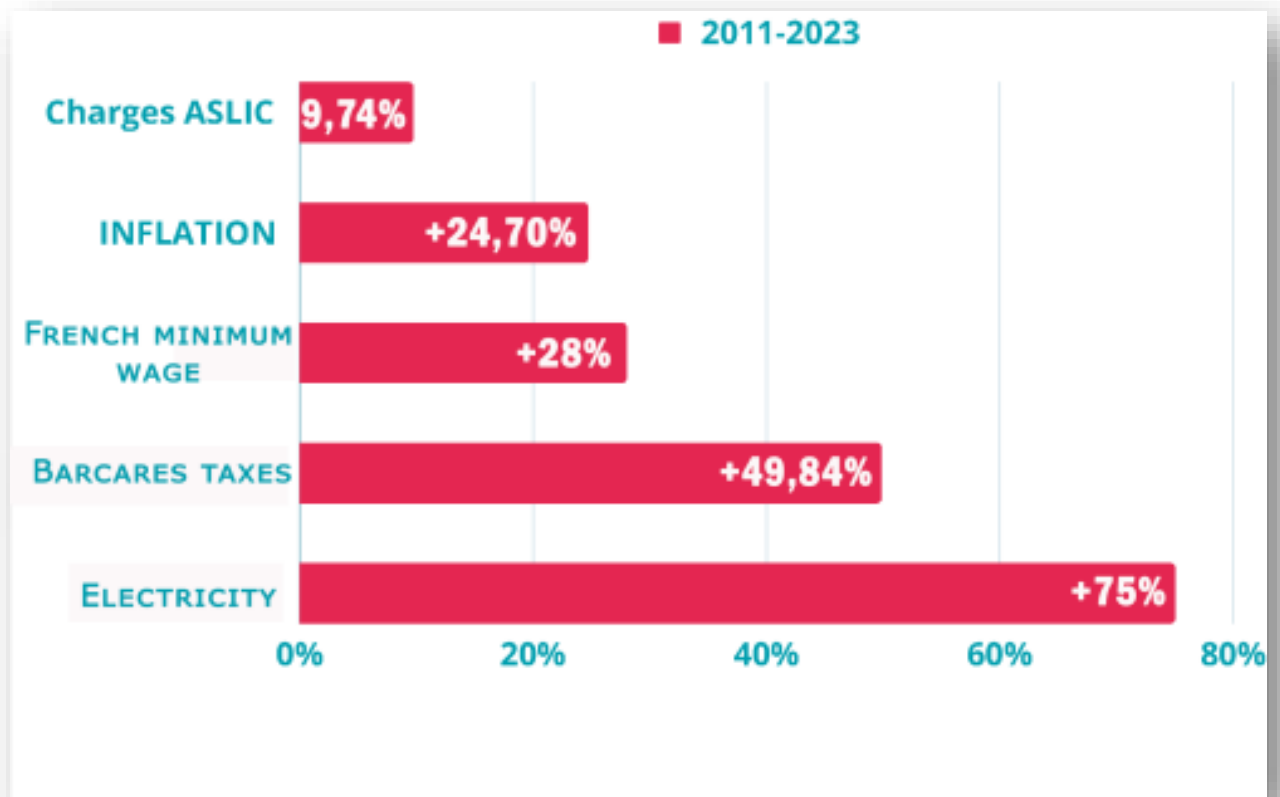
The structure of the teams is diversified, with profiles, ages and job-related experience and seniority ranging from 6 months to over 30 years.

All the staff share a deep attachment to the Cap Coudalère site and are aware of the challenges and difficulties posed by the post-Covid era, climate change and rising living costs.

They do their best every day to carry out their tasks at all hours and in all weathers. They'll be grateful and even more motivated if you take the time to thank and congratulate them, even if they can't take the time to chat because their work can't wait.

On the other hand, the teams have only one manager, the Director. If you have any complaints, please contact me directly.

Evolution of the ASLIC charges over the last 12 years



Comments:

Inflation: 2021 +1,6%, 2022 +5,2%, 2023 + 5%

The SMIC increases regularly from 1 to 2% per year, but it has increased more strongly these last 3 years to remain at the inflation level.

B) Economic performance.

For many years now, ASLIC's costs, even if they have increased, have remained contained and well below inflation.

In fact, since 2011, the operating costs of an average homeowner have risen by around 0.81% per year, compared with a stable cost of living of between 2% and 4% from 2011 to 2020 and even more than 8% in 2022 (source: INSEE). It goes without saying that the continuing rise in the cost of energy and fluids in recent years has had a major impact on the budget for the swimming pool, for example.

I am therefore following in the footsteps of my predecessor and want to limit unnecessary expenditure and waste as much as possible. From the end of the season, together with the executive assistant and the accounting assistant, I will be conducting a "costkilling" campaign by putting all in-house contracts out to tender.

However, you will need to make the right choices regarding the crucial issues to come: water resources and the use of the swimming pool, the general redesign of the green areas in the light of climate change, and the level of investment required to maintain the quality and reputation of the site and thereby continue to enhance the value of your property.

Lastly, when you look at the budgets and expense items, it's easy to want to make savings by cutting payroll (jobs). In fact, this is the biggest cost item for a service organisation like ASLIC.

In recent years, a large number of posts have not been replaced (green spaces, technicians, reception, etc.). In addition to the loss of know-how and history that this entails, the loss of a post inexorably leads to a reduction in the quality of service provided to homeowners.

The choices are therefore difficult: what quality of maintenance should be provided for the green areas throughout the year, how long should the newly refurbished swimming pool be open, what quality of welcome and entertainment should be provided in the summer, etc...

While the provisional budget that you can study below remains contained, there is no magic formula for doing more with less in a context of inflation.

Additional costs have also been incurred in recent years:

- Lawyers' fees incurred in defending the ASLIC structure.
- Costs of re-convening a second General Assembly in 2023.

Finally, the amount of receivables remains incredibly high, with more than 188,000 euros in unpaid service charges this year.



STOP INCIVILITIES !

ASLIC staff are committed to serving the general interests of Cap Coudalère and are committed to doing their utmost to help and assist you. They deserve to be treated with respect and courtesy.

***Incivilities include any disrespectful or aggressive behaviour towards staff, such as :
Insults and offensive language, verbal or physical threats, aggressive behaviour, intimidation or harassment.***

**The management reserves the right to lodge a complaint in the event of inappropriate behaviour.
If you have any questions, please contact us at contact@capcoudalere.fr or call (0)7 52 08 15 35.
(ASLIC's Manager)**

C) Enhancing the site by preserving its qualities and raising its profile.

The mission of the Syndicate, its committees and, by delegation of authority, the Director, is also to provide expertise and advice in the development of structuring projects.

We also work with our teams to help improve the site through activities, internal and external communication, signage and the organisation of events.

Finally, we have a duty to maintain the entire site throughout the year and to ensure that all our facilities (swimming pool, play areas, sports facilities, etc.) are maintained in terms of quality, compliance with safety standards and proper operation.

This capacity for rapid intervention to resolve malfunctions as quickly as possible obviously goes hand in hand with a degree of autonomy in decision-making in the event of an emergency. These "hard times" are anticipated when budgets are drawn up by setting aside reserve funds.

D) Helping owners of all ages and nationalities.

ASLIC's administrative staff, most of whom are bilingual, have been providing sympathetic assistance to co-owners for many years.

Whether it's to help senior citizens who are less acculturated to online procedures or foreign co-owners who are often lost by the French administrative system, our teams are always there to help.

ASLIC also often acts as the first point of contact or spokesperson with the Town Hall or co-ownership management agencies.

Finally, the cleaning, gardening/maintenance and security teams are always on hand to deal with urgent situations.

I have asked the teams to adopt an "Attitude of service", of respect and benevolence summarised around these 4 points:

- **Being visible = being available =>** to provide information, help out, say hello, but of course it's not possible to spend 5 minutes a day talking to everyone if you want to be effective.
- **Always answer YES if it only costs us time:** then it's up to us to organise ourselves to help you.
- **Answer YES if possible with the associated cost to be borne by the owner:** if the problem gives rise to costs.
- **Answer NO when there is no possibility:** But always explain why.

Attitude of service and benevolence do not mean subservience.

ASLIC staff are forbidden to discuss internal site policy issues with owners, subjects that do not concern their duties and, in general, to pay any attention to gossip or tattles of any kind.



RÈGLEMENT ACCÈS PISCINE

INTERNAL RULES FOR SWIMMING POOL ACCESS

OBLIGATOIRE - OBLIGATORY




DOUCHE & PÉDILOQUE OBLIGATOIRES
COMPULSORY SHOWER AND FOOT BATH





La présence d'un parent ou d'un adulte responsable est indispensable lorsque le bassin est ouvert.
Parents or responsible adults must be present when the swimming pool is opened.

Les enfants de moins de 12 ans doivent être accompagnés d'un adulte.
Les enfants sont sous la surveillance des parents ou adultes accompagnateurs.
Children under 12 years must be accompanied by an adult.
Children are under supervision of the parents or accompanying adults.

INTERDIT - PROHIBITED





INTERDICTION DE FUMER
NO SMOKING
CHAUSSURES INTERDITES
SHOES PROHIBITED
CHIENS INTERDITS
DOGS PROHIBITED





INTERDICTION DE COURIR
FORBIDDEN TO RUN
INTERDICTION DE PLONGER
FORBIDDEN TO DIVE
INTERDICTION DE SAUTER
FORBIDDEN TO JUMP





INTERDICTION D'APPRÉHENSION
FORBIDDEN TO GRASP
INTERDICTION D'ALCOOL
FORBIDDEN TO ALCOHOL
INTERDICTION DE DROGUES
FORBIDDEN TO DRUGS





INTERDICTION D'ÉQUIPEMENT
FORBIDDEN TO EQUIPMENT
INTERDICTION DE VESTIMENTAIRE
FORBIDDEN TO DRESS CODE
INTERDICTION DE BALLON
FORBIDDEN TO BALL

INFORMATIONS

BAIGNADE SURVEILLÉE
SUPERVISED SWIMMING



TENUE VESTIMENTAIRE - DRESS CODE






Les enfants de moins de 12 ans doivent être accompagnés d'un adulte.
Les enfants sont sous la surveillance des parents ou adultes accompagnateurs.
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NUMÉROS D'URGENCE - EMERGENCY NUMBERS

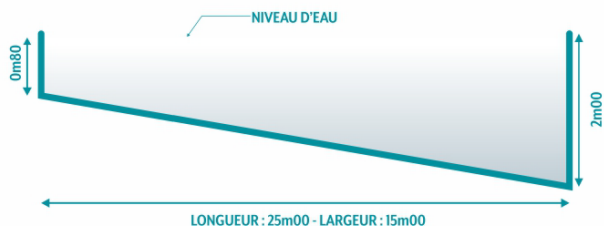
SECOURS POPULAIRE	112	SECOURS POPULAIRE	112
SAFÉ	15	SAFÉ	15
SAFÉ	15	SAFÉ	15



PROFONDEURS DES BASSINS

SWIMMING POOL DEPTHS

BASSIN SPORTIF - SPORT POOL



NIVEAU D'EAU

LONGUEUR : 25m00 - LARGEUR : 15m00

INFORMATIONS

BAIGNADE SURVEILLÉE
UNATTENDED SWIMMING POOL

OUVERT DE 10H00 À 20H00
OPEN FROM 10.00 AM TO 8.00 PM



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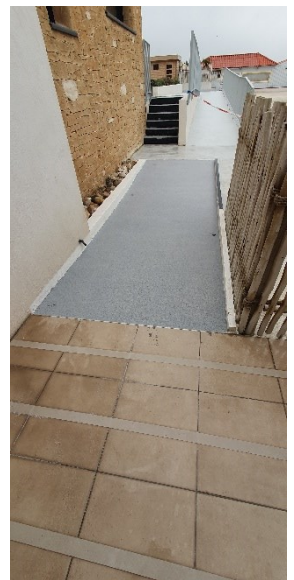
NUMÉROS D'URGENCE - EMERGENCY NUMBERS

SECOURS POPULAIRE	112	SECOURS POPULAIRE	112
SAFÉ	15	SAFÉ	15
SAFÉ	15	SAFÉ	15

E) Projects and work in progress :

Aquatic area :

- **Change filter sand** and strainers.
- **Relocation of certain pergolas** to provide shade in the morning.
- **Improve mandatory and informative signage:** panels, screens, etc.
- **Improving cleanliness** and public flow in the entrance hall: shoe storage, regular cleaning, etc.
- **Overall saving of water resources :**
 - The prefectorial decree of 04 June 2024 once again tightens the rules on the use of swimming pools. After several discussions and a meeting with the Agence Régionale de Santé (Health regional agency), the Robert ESQUIROL swimming pool, with its maximum instantaneous attendance (500 people) and its openness to the public outside the site, can still be considered a public swimming pool.
 - In future, it will no longer be possible to empty the pools in Spring. The water must therefore no longer turn green and must continue to be treated and filtered in Winter. We also need an opaque cover to prevent dirt, bird droppings and evaporation. This is an investment that will be amortised over 6 to 8 years.
 - In order to absorb the extra energy costs in Winter and reduce them during the season, I'm going to try and get photovoltaic panels installed on the swimming pool roof. These panels were planned from the outset of the renovation, the electrical equipment is already in place and the provision has already been financed. In the end, the Mayor remains the sole decision-maker, and so far he is not in favour of the project.
 - On windy days and on the recommendation of the ARS, we will be forced to close the Splash Zone and the swan necks of the panoramic pool to limit water loss.
- **Restoration of the foot bath**, its surroundings and the access area.



Principales mesures de restriction en eau à respecter dans les Pyrénées-Orientales

STOP !

Niveau : CRISE

Mesures d'interdiction des usages



Interdiction
d'arroser les pelouses, rond-
points, jardinières et massifs
fleuris

Le maire peut autoriser
l'arrosage des arbres et arbustes
plantés en pleine terre de 20h à
2h, sous réserve de la mise en
place d'un paillage végétal



Interdiction
d'arroser les potagers

Le maire peut autoriser
l'arrosage des potagers
2 nuits par semaine de
20h à 2h



Interdiction
d'arroser les terrains
de sport

Autorisé 2 nuits par
semaine



Interdiction
d'arroser les golfs

Sauf de 20h à 2h avec de
l'eau issue d'un processus
de réutilisation



Interdiction
de nettoyer à grande eau les terrasses,
façades et voiries

Sauf en cas de travaux
Balayuses-laveuses automatiques autorisées



Interdiction
de laver les véhicules

Sauf en station de lavage avec
système de recyclage de l'eau



Interdiction
de laver les embarcations

Sauf impératif sanitaire et
charte de gestion du port



Arrêt des prélèvements
agricoles

Sauf pour la sauvegarde de
l'outil de production dans des
conditions prévues par l'arrêté
préfectoral



Interdiction
de créer ou
d'approfondir un forage

Sauf destiné à l'eau
potable



Interdiction
de remplir et de faire
l'appoint des piscines à
usage privé

Sauf impératif de sécurité



Limiter sa consommation
à l'échelle individuelle et
adopter les écocodes

Pour tous les usages : l'utilisation d'eau de pluie, d'eau de mer et des eaux issues du recyclage manuel des eaux domestiques n'est pas concernée par les mesures de restriction.

Toutes ces mesures font l'objet de contrôles réguliers



VigieEau

Pour s'informer sur la
sécheresse et les mesures
de restrictions



Plateforme Visi'Eau 66

Pour suivre en temps réel
l'état des ressources dans le
département

Conception et réalisation : DDTM66/SER - Version juin 2024



Green areas :

As the commune of Le Barcarès is classified as a "municipality under water CRISIS", the teams are doing their utmost to preserve what already exists, adapting their working methods to the demands of climate change and to the increasingly restrictive bans imposed by the Prefectorial Decree that has been in force for 2 years:

- Mowing limits: mow to a height of at least 10cm to protect the soil and roots from the heat.
- General mulching of the feet of trees and shrubs, an absolute requirement for retaining the right to hand-water the 14-hectare site with our reclaimed water from the swimming pool.
- Adapted, less frequent and less radical pruning of trees that are already suffering.
- Cleaning and weeding without plant protection products.
- Test areas in different locations and with different exposures to wind and sun of plantations of different species considered more resistant.
- Removal of dead palm trees and stumps, with the help of the local authority.

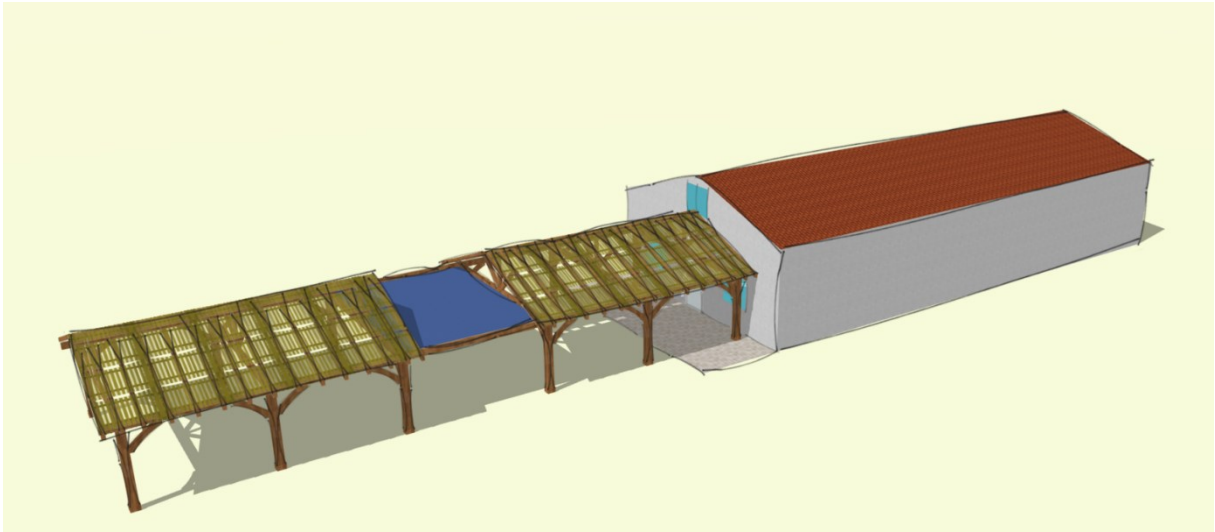
In the very near future, we need to rethink the overall layout and use of the site's green spaces. The lawn, with all its advantages (trampling, games, image of cleanliness with low mowing, etc.) is destined to disappear completely.

The easy solution of planting cacti is not viable because it drains moisture and the surrounding mineral surface increases reverberation and therefore heat on the site.

We will need to consider wilder areas (groves, sown meadows, etc.) interspersed with paths and enclaves dedicated to rest or recreational activities.

The ASLIC Syndicate will soon be setting up a Green Areas Commission, which will work for creating suitable green spaces and rethinking the "urban" furniture on the site as a whole.

PERGOLA



Example of a « Beach » pitch



Entertainment and sports facilities :

This year, ASLIC, in collaboration with Coudalère Animation, has decided to offer a rich and diversified programme of sporting events.

- **Zumba, yoga, sports tournaments, aquagym, aquabike, water polo, etc.** Most of these activities are free for holders of Swimming Pool & Activities wristbands for the year (see Photo). There is a charge for all "visitors".
- **The lifeguards**, under a partnership agreement with ASLIC, will offer swimming lessons to those who wish it (Outside their working hours).
- **The "Coudalère Kids" children's club** is also back in action this year and has been expanded. In addition to Patricia, our state-qualified sports leader, the children will be supervised by 2 specialist leaders with BAFD and BAFA qualifications. Parents who entrust their children to us will be offered a more suitable and totally secure environment.
- **The Syndicate approved planning permission for a pergola** next to the Club House. (see diagram) This pergola will provide all users of the entertainment centre with a shady place to relax, right next to the sports facilities. Its structure, with no central pillars, will also provide shade for fitness and other classes, as well as creative activities for young people and meals for the owners.
- This year should see the creation of a **"Beach Sports" pitch** next to the existing basketball court. This facility, financed by the municipality as part of the "green spaces" agreement, will be modular. It will be able to accommodate 2 beach volleyball courts, 1 sandball court, 1 beach soccer court, 3 badminton courts, 6 spike-ball courts, etc.
- News to be confirmed: we should have the agreement for the free use of the **nautical base located on the Coudalère beach** under a partnership agreement with the commune. It will be possible to store boarding equipment there for practising owners and perhaps later to develop a range of sailing lessons and hire.





été 2024

GUIDE PRATIQUE



WWW.CAPCOUDALERE.FR



Events:

In collaboration with Coudalère Animation, our teams have put together a rich and varied programme for all ages.

The programme has been presented to the co-owners during the 2 weeks of the Easter holidays and can be found on the app (QR CODE below) or in the 2024 welcome booklet to be published this month.



LES ANIMATIONS

ÉVÈNEMENTS Place Martinique
Events

LES LUNDIS DU JAZZ DU 8/07 AU 19/08 À 21H
12/08 : Concert de Rhoda Scott.

FÊTE NATIONALE À CAP COUDALÈRE LE 14/07
Exposition de voitures anciennes avec concours d'élégance en costumes d'époque. Bal populaire avec le groupe Double Jeu.
From 10am Fête nationale at Cap Coudalère : Exhibition of vintage cars with a concours d'élégance in period costumes. Ball with the group Double Jeu.

18/07 à 21h : Concert live Deep Reason
24/07 à 21h : Soirée DJ mousse
25/07 à 21h : Soirée DJ Erikson
26/07 à partir de 9h : **Cap Tradicions Catalanes** (voir programme des festivités page suivante - See programme of festivities on next page)
01/08 à 21h : Concert live d'une ombre à l'autre : tribute to Cabrel
08/08 à 21h : Concert live 2 Gars 1 Fille
14/08 à 21h : Hypno2gether : spectacle d'hypnose
15/08 à 21h : Flying Dunkers
21/08 à 21h : Concert live Ladies sensations
22/08 à 21h : Soirée DJ
27/08 à 21h : Concert live Let's groove
29/08 : Soirée DJ Mousse

SPORT

RENCONTRE PÉTANQUE TOUS LES JOURS À 17H

AQUATHLON LES 18 JUILLET ET 9 AOÛT
À la piscine Robert Esquirol

TOURNOI DE FOOT 23 JUILLET À 16H30
Football tournament - City stade

ATELIER FLYING BASKET 16 AOÛT À 16H
Terrain de basket - Basketball court

ZUMBA SUR SCÈNE LES VENDREDIS À 19H
Zumba on stage - Place Martinique





ANIMATIONS FAMILIALES
Tous les mardis soirs du 16 juillet au 20 août
Family entertainment
Tuesday evenings from 16 July to 20 August

LA CIGALE ET LA FOURMI 16 ET 30 JUILLET, 13 AOÛT
Children's show

LA PRINCESSE ET LE DIAMANT D'ÉMERAUDE 23 JUILLET, 6 ET 20 AOÛT
Children's show

JEUX EN BOIS, BILLARDS XXL ET MINI-GOLF GÉANTS
Place Martinique
Giant wooden games, billiards XXL and mini-golf

ET ENCORE... AND MORE ! RDV AU PÔLE ANIMATION

17/07 à 18h : Geoquest - Espace game sur le site
24/07 à 10h : Atelier cirque
31/07 à 20h : Laser game
07/08 à 20h : Atelier cirque
23/08 à 17h : Baby-foot humain

SOIRÉE ASTRONOMIE À 21H30 À LA PLAGE
Consulter l'application pour connaître les dates. Celles-ci sont déterminées en fonction de la météo. Inscription sur l'application ou au pôle animation.

Cleaning :

Many coproperties have chosen to contract their cleaning services out to external service providers. We wish them good luck and every success.

As a result, and in anticipation of this reduction in the volume of work, the summer cleaning reinforcements have not been filled.

Security :

From November 2023, 2 security guards who were previously on fixed-term contracts have joined the team on a year-round basis. In theory, therefore, there are no longer periods when the security service is not present, except in of illness or sick leave cases.

**Tout le personnel de l'ASLIC vous
souhaite une belle saison estivale.**

