

MINUTES OF OCTOBER 19, 2021 REGULAR BOARD MEETING
GLENCOE PARK DISTRICT
ZOOM and 999 GREEN BAY ROAD, GLENCOE, ILLINOIS 60022

Commissioners and members of the public confirmed they could see and hear.

The meeting was called to order at 7:01pm and roll was called. All commissioners gave permission to be recorded.

Commissioners present:

Lisa Brooks, President
Stefanie Boron, Vice President
Michael Covey, Treasurer
Bart Schneider, Commissioner
Carol Spain, Commissioner

Staff present:

Lisa Sheppard, Executive Director/Secretary
Chris Leiner, Director of Parks/Maintenance
Bobby Collins, Director of Recreation/Facilities
John Cutrera, Director of Finance/HR
Erin Classen, Supt. of Marketing/Comm.
Jenny Runkel, Administrative Assistant
Stephani Briskman, PM: Arts/Enrich/Youth/Camps
Shannon Stevens, PS: Athletics/Teen Camps
Amanda Giacomino, PS: Early Childhood

Members of the public in attendance who signed in or spoke: Jill Siragusa, Jessica Stockl

Consent Agenda: A motion was made by Commissioner Boron to approve the consent agenda items as presented including Minutes of September 14, 2021 Committee of the Whole Meeting, Minutes of September 14, 2021 Special Board Meeting, Minutes of September 20, 2021 Regular Board Meeting, Minutes of October 5, 2021 Regular Committee Meeting, and Approval of the Bills. Commissioner Schneider seconded the motion. No further discussion ensued. Roll call vote taken:

AYES: Boron, Covey, Schneider, Spain, Brooks
NAYS: None
ABSENT: None

The motion passed.

Matters from the Public: There was no one wishing to address the Board.

Financial Report: The District is seven months into the fiscal year. Director Cutrera gave a synopsis of the financial report. Interest rates are still very low. As certificates of deposits are maturing, they are moved into liquid investments. Senate Bill 273 did expand our options. The Recreation Department is in line with pre-pandemic levels. The District will receive another \$65,000 from the Child Care Restoration Grant within this fiscal year. The Fitness Department is at breakeven. The Beach/Boating Department boat storage fees are still trickling in. The Watts Department should ramp up once the season begins. The G & A Department mainly represents insurance and salary. The increase in the Parks Department expenses is due to the water bill and landscaping. The Takiff Department revenue increase was from property taxes received making it in

line with last year. The fund transfer was not completed this year. Staff are currently working on budget projections, program budgets, and capital projects.

Staff answered commissioner questions. The 10-15% increase in expenses is related to 6% of salary increases for full-time staff and minimum wage, as well as capital items including buggies and equipment replacement. The timing of contractual payments and a move to more contractual providers also affected expenses.

Discussion on Employee Health Insurance Options: In July 2020, the District signed on with PDRMA Health Insurance for another three-year cycle. PDRMA had significant changes this year including shifting from AETNA with HealthSmart third-party administrator to Blue Cross Blue Shield. Staff reviewed the offered options of HMO, HRA, and High Deductible plans and noted staff removed the \$500 deductible PPO option. Both staff and the District will see a reduction in costs. The HMO employee premium was slightly increased to stay in line with the 5% increase this year. The District has not offered a vision plan in the past, but included that at a minimal cost to the District. In order to be competitive with other area districts, staff is recommending to the Board to offer an insurance buyout option to staff in the amounts of \$1750 single, \$3500 single plus one, and \$5100 family. The buyout election is an annual, non-compounding amount that would result in a significant savings for the District. Staff answered commissioner questions. Staff were aiming for 20%. Some of the lower buyout comparisons are old; those districts have not re-evaluated the amount for years. Discussion ensued on how much to offer, comparison to other district's plans versus ours, incentive, insurance buyouts are common, not taking insurance is not receiving a benefit that coworkers are getting and saves the District money, generosity in the tight work market, growth over time, and varied options. The District would realize cost savings with just one family electing the buyout. We currently have three staff that do not take insurance.

Presentation of the Summer Camp Annual Report: Director Collins, and Camp Managers Briskman, Stevens, and Giacomino gave a presentation on the 2021 Summer Camp Report which reviewed training, preschool camps, youth camps, Summer's End, Action Quest Camp, specialty camps, Counselors-In-Training (CIT's), parent survey results, attendance and financial trends, and conclusions. The report is available on our website.

Staff responded to commissioner questions. Staff will discuss friendship requests. We do actually receive more requests from parents for their child to not be with another child putting staff in a difficult situation. Friendship requests are already under discussion for aquatics camps. Issues include cliques, conflicting friend requests, and extensive request chains. Game On started last year with ten participants and increased to 145 this year, showing a need for specialized sports.

Update on Strategic Initiatives (long- and short-term goals): Executive Director Sheppard presented an update on the Strategic Initiatives and indicated that staff have been focused on pandemic-related changes this past year and a half. Sheppard directed staff to not only keep up with pandemic directives, but also to turn their

attention to the Strategic Plan and goals and objectives. All short-term goals tie back to our Strategic Plan.

Executive Director Report: Executive Director Sheppard asked who would like to represent the District at the IAPD annual meeting. IAPD/IPRA are leaning toward in-person for the annual conference. Sheppard and Director Cutrera are attending the IAPD Legal Symposium on November 4. New legislation in the works includes required ring buoy installation at the beach with a mandated door open alarm that contacts 911. We and organizations all along the north shore, do not have the infrastructure to support this proposed bill. Sheppard was elected to be the IPRA chair for 2023 and chair elect in 2022. The District held a full-time staff meeting for a Safe Zone conversation with the IPRA Diversity Committee. There was an attendance limit, so we hope to bring it to Early Childhood staff next. Our Friday, October 29 Boo Bash will be held at Kalk Park. NSSRA is dedicating their new building dedication this Friday night. Commissioners Brooks, Boron, and Spain are attending. NSSRA will still use other facilities including our park district.

Action Items:

Approval of Resolution No. 930 Truth in Taxation: A motion was made by Commissioner Boron to approve the Truth in Taxation Resolution No. 930 as presented. Commissioner Schneider seconded the motion. No further discussion ensued. Roll call vote taken:

AYES: Boron, Covey, Schneider, Spain, Brooks
NAYS: None
ABSENT: None

The motion passed.

Approval of Recommendation of Health Insurance for Employees: A motion was made by Commissioner Boron to approve the 2022 PDRMA employee health insurance renewal as presented. Commissioner Schneider seconded the motion. No further discussion ensued. Roll call vote taken:

AYES: Boron, Covey, Schneider, Spain, Brooks
NAYS: None
ABSENT: None

The motion passed.

Other Business: The resolution to sell the property discussed at the last committee meeting will be included in the November Board meeting if received back in time. The notification process was reviewed. 937 residents have purchased Watts season passes. We received lots of birthday party interest and staff added slots to the schedule.

Adjourn: Commissioner Boron moved to adjourn the meeting at 8:08pm. Commissioner Spain seconded the motion. No further discussion ensued. Roll call vote taken:

AYES: Boron, Covey, Schneider, Spain, Brooks
NAYS: None
ABSENT: None

The motion passed.

Respectfully submitted,

Lisa M. Sheppard
Secretary