

MINUTES OF DECEMBER 5, 2022 COMMITTEE OF THE WHOLE MEETING
GLENCOE PARK DISTRICT
999 GREEN BAY ROAD, GLENCOE, ILLINOIS 60022

The meeting was called to order at 7:07pm and roll was called.

<u>Committee Members present:</u>	<u>Staff present:</u>
Lisa Brooks, President	Lisa Sheppard, Executive Director/Secretary
Stefanie Boron, Vice President	Bobby Collins, Director of Recreation and Facilities
Michael Covey, Treasurer	John Cutrera, Director of Finance and HR
Bart Schneider, Commissioner	Kyle Kuhs, Director of Parks and Planning
Carol Spain, Commissioner	Erin Classen, Supt. of Marketing and Communications
	Jenny Runkel, Administrative Assistant

Approval to Attend Via Phone Conference: A motion was made by Commissioner Spain to approve Commissioner Boron to attend the meeting via phone conference. Commissioner Schneider seconded the motion. No further discussion ensued. Roll call vote taken:

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

The motion passed at 7:08pm.

Members of the Public in attendance who signed in or spoke: There was no one from the public in attendance.

Matters from the Public: There was no one from the public wishing to speak.

Watts Recreational Center Bids: Executive Director Sheppard and Director of Parks and Planning Kuhs gave a history of the bid process, approval to go to bid a second time from the Board in the hopes of a better bid climate in October, and answered committee questions. Topics included possible reasons why a company doesn't bid, bidders not reaching out to all approved alternate vendors to reduce costs, the metal roof over the staircase, the vault safe, parking, water main, and trees removed or replaced. The first portion of bids was approved at the November Board meeting. The dasher board portion of the project is complete and the money is spent. The final fund balance including project funds spent and fund balance transfer was reviewed. Staff are being conservative assuming the IDNR will refund the project grant funds in 2025.

Following committee discussion, Chair Brooks directed staff to move the second portion of bids forward for approval at the next Board meeting as presented.

Update on the Final Tax Extension: Director Cutrera summarized the 2021 final extension, EAV decrease of about 7.5% with an inverse reaction causing an increase in

tax rate for the year. Old growth is capped and all new growth was captured at .40%. The cause of the EAV change and the effect of the EAV change on the levy process were reviewed. Discussion ensued.

Personnel – Discussion on the % Merit Increases: Director Cutrera stated that last year's merit increase was 5% with the same inflation rate as this year, around 7.7%. A survey of area organizations and park district's show a range of 3-7.9%. That, along with the CPI of 7.7%, leads staff propose a merit pool of 5%. It is affordable and within our means for FY2023/24 for both full-time and part-time staff. IMRF has the option for an accelerated payment if earnings increase by more than 6% to get everyone where they need to be; a common issue among all park districts. Executive Director Sheppard added that the District needed to complete salary adjustments last year and continuing into this year to get staff up to competitive levels. This conversation today is based on merit and contributions to the District. Funds not assigned are added to a merit pool as bonuses throughout the year for those doing more than their normal job. We still see staff putting in overtime across the board. Executive Director Sheppard recommends increasing the \$38,000 merit pool up to \$50,000. Open Children's Circle and custodial positions saved the District \$190,000. Discussion ensued on people not going into the child care industry, the upcoming recession, sustainability of rates that will never go back down, subsidizing child care, the majority of our staff hit by gas prices as commuters rather than rent increases, and unsustainable pay increases versus the hiring climate, competition, and inflation.

Following committee discussion, Chair Brooks directed staff to move forward the 5% merit increase and the one-time merit pool increase to \$50,000 for approval at the next Board meeting as presented.

The District's staff appreciation culture was reviewed.

Other Business – Commissioner Update on Village Planning Commission Meeting: Commissioner Spain, the Park District's Planning Commission Representative, gave a synopsis on the All In Glencoe comprehensive plan including quarterly tasks, results from the first poll which were very heavy park district, and SWOT statistics. President Brooks reviewed Glencoe Sustainable Committee's review of recycling. Discussion ensued.

Adjourn: Commissioner Schneider moved to adjourn the meeting at 8:41pm. Commissioner Spain seconded the motion, which passed by unanimous voice vote.

Respectfully submitted,

Lisa M. Sheppard
Secretary