

**DES PLAINES PARK DISTRICT  
EXECUTIVE SESSION MINUTES  
TUESDAY, FEBRUARY 17, 2004**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, February 17, 2004 at 9:45 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 ©, subsection 1, 5 and 11 of the Open Meetings Act. Commissioners present were: President Yates, Haas, Grady and Brookman and Rosedale. Also present was Executive Director Hecker, Attorney Mac Donald, Superintendent of Recreation Mountcastle, Superintendent of Parks Cathey and Superintendent of Finance Miletic.

**SEMINOLE BILLBOARD**

The Executive Director updated the Board on efforts to seek a C-2 zoning change from R-1 with assistance from Windsor Outdoor. The property needs to be re-zoned in order to get a permit for the Billboard from the Illinois Department of Transportation. Windsor is assisting with the zoning change application (including paying for the survey work) that is planned to be submitted to the City of Des Plaines Zoning Board by March 26, 2004 with a public hearing then scheduled for April 26. Hecker indicated that he plans to coordinate this effort with Sixth Ward Alderman Tom Becker. Commissioners and staff reviewed the current approved billboard locations on the city map. Hecker reviewed the current proposal submitted by Windsor Outdoor and asked if there was interest in placing two signs at Seminole Park. Security issues and lighting concerns were discussed. The Executive Director requested a consensus to proceed with attempts for a zoning change. It was agreed by the Board to proceed to have the property re-zoned from R-1 to C-2.

Commissioner Brookman requested further information relative to the Park District owning and managing the billboard structure and marketing in an effort to maximize the revenue possibilities, thus possibly reducing the need for additional tax dollars. The Executive Director indicated that he would attempt to outline the pros and cons of owning the Billboard vs. only signing a lease or license agreement. It was suggested that if indeed the District did ultimately decide to own and manage the billboard ourselves any costs incurred by Windsor prior to constructing the sign should be reimbursed to Windsor by the Park District.

## NEVE PROPERTY

Since approximately 1987, the Des Plaines Park District has expressed interest in purchasing the 2.7 acre tract of property directly east of Sesquicentennial Park, known as the Neve property. An 1883 farmhouse is located on the center of the property at 280 Hawthorne Lane in Des Plaines. The seller back in April 1992, Helen Neve offered to sell the property to the Park District for \$425,000. The offer included allowing Helen Neve to live in the property for the rest of her life and the Park District maintaining the grounds. Because of the financing and construction of Prairie Lakes Community Center, the Park District declined. The property continues to be a very desirable piece of property due to the proximity to Sesquicentennial Park. The possibility of an eminent domain approach was discussed, but it was felt that a more personal approach might be appropriate. The Corland and IDNR grant programs were discussed as possible funding sources. The Executive Director will attempt to determine whom the current owner is make a contact if able and follow up with a letter of interest.

## 2004/2005 SALARIES

The Executive Director indicated that he is suggesting a pool of 4% to be made available for 2004/2005 Salary Adjustments and a 1% increase for those employees that are within the first quartile of their salary range. The overall ranges would be adjusted at May 1, 2004 by the 2003 CPI which was 2.4%.

Hecker also indicated that Health Insurance premiums are proposed to be approved at the March Meeting with increase projected to be approximately 15%. Staff will present a recommendation that includes asking the employees to pay a larger percentage of the premium (they are currently paying 5% of the premium) as a method to control costs.

## EXECUTIVE DIRECTOR REVIEW

Due to the lateness of the hour, the results of the Mid-Year Performance Evaluation of the Executive Director were not discussed.

A motion was made by Commissioner Grady and seconded by  
Commissioner Brookman to return to Regular Session at 10:10 p.m.  
All Commissioners present voting AYE.

APPROVED 5-0

William J. Yates  
President

John P. Healy  
Secretary

**DES PLAINES PARK DISTRICT  
EXECUTIVE SESSION MINUTES  
TUESDAY, MARCH 16, 2004**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, March 16, 2004 at 9:45 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 ©, subsection 1, 5 of the Open Meetings Act. Commissioners present were: President Yates, Haas, Grady and Brookman and Rosedale. Also present was Executive Director Hecker, Attorney Mac Donald, Superintendent of Recreation Mountcastle, Superintendent of Parks Cathey and Superintendent of Finance Miletic.

**EMPLOYEE DENTAL INSURANCE FOR DISTRICT FULL TIME EMPLOYEES**

Superintendent Miletic reviewed the history of past premiums and the current proposal. Miletic also reviewed what we are proposing for the 2004/2005 employee contribution for dependent coverage. Dental premiums will increase by 9%. The Park District currently pays 100% of the premium cost for the full-time employee.

The increase to an employee for family coverage will be \$6.07 per month or \$72.84 per year. The overall cost to the Park District will increase from \$17,463.60 to \$19,036.08

**EMPLOYEE HEALTH INSURANCE FOR DISTRICT FULL TIME EMPLOYEES**

Superintendent Miletic outlined the proposed 2004/2005 Health Insurance proposal, indicating that the overall increase to the Park District for 2004/2005 will increase from \$295,734.10 to \$336,085.70 or 14.36%.

Staff is recommending that the employee premium cost be increased from 5% of the premium to 5.5%. If an employee chooses family or family plus one coverage they will be charged 3 times what an employee only plan pays and 2 times for the employee plus one plan. This reduces the overall cost to the District to 13.64%.

Considerable discussion ensued with Commissioners expressing concern with several issues related to the health insurance benefits including the difference in costs charged to employees without family coverage and those with family coverage. Concern was expressed regarding the widening gap and disparity of the employee with dependents having a "better"

compensation package than the "single" employee. Staff indicated that efforts are underway to investigate a tier approach or a cafeteria plan to allow greater pre-tax flexibility to all employees and potential savings to the District. Staffing limitations for payroll services have precluded the District from offering this program up to this point. Staff will research all options including incentives to encourage employees who might be covered under their spouse's policy to "drop" the District coverage. Attorney MacDonald will assist in this research.

**SALARY POOL/QUARTILE ADJUSTMENT**

The Executive Director requested a "pool" of \$72,258.61 (4% overall) for salary adjustments for FY 2004/2005 and a 2.4% Salary Range Adjustment. Executive Director Hecker reviewed all of the "confidential" material presented to support this recommendation, as well as the additional information submitted in the supplementary blue folder. Commissioner Brookman indicated a concern that wage adjustments need to be fair and not based only on merit.

**ADJOURN TO REGULAR SESSION**

The Executive Session adjourned at 10:25 p.m.

APPROVED 5-0 4-27-04

William J. Yates  
President

John P. Hecker  
Secretary

**DES PLAINES PARK DISTRICT  
EXECUTIVE SESSION MINUTES  
TUESDAY, APRIL 27, 2004**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, April 27, 2004 at 10:35 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 ©, subsection #5 and #21 of the Open Meetings Act. Commissioners present were: President Yates, Haas, Grady and Brookman and Rosedale. Also present was Executive Director Hecker, Attorney Mac Donald, Superintendent of Recreation Mountcastle, Superintendent of Parks Cathey and Superintendent of Finance Miletic.

**TOP GOLF PROPOSAL TO LEASE GOLF CENTER DES PLAINES**

Executive Director Hecker reviewed the most current proposal as submitted from Top Golf for a 30-year lease of the Golf Center Des Plaines. The Executive Director indicated that representatives from Top Golf would like to meet with the Board at the May 18, 2004 Regular meeting if there is interest in moving forward with the concept.

After a short discussion, the consensus of the Board and Staff is to not pursue the concept any further and express same to Top Golf representatives. Superintendent Miletic reviewed the history of past premiums and the current proposal. Miletic also reviewed what we are proposing for the 2004/2005 employee contribution for dependent coverage. Dental premiums will increase by 9%. The Park District currently pays 100% of the premium cost for the full-time employee.

The increase to an employee for family coverage will be \$6.07 per month or \$72.84 per year. The overall cost to the Park District will increase from \$17,463.60 to \$19,036.08

**CONSIDER RELEASE OF CLOSED SESSION MINUTES**

Executive Director Hecker presented for review the list of minutes of previously closed executive sessions for the semi-annual consideration of release of said minutes. The Executive Director recommended that all of the minutes on the list NOT be released with the exception of the Closed Session Minutes of October 21, 1997 and July 21, 1998. The Executive Director indicated that any action had to be conducted in Open Session and

is listed as an Agenda item for the April 27, 2004 Regular Meeting immediately following this Closed Executive Session.

Commissioner Grady asked about the status of the properties located on Acres Lane as well as to the status of the Moti Agarwal development plans. The Executive Director informed the Board that letters will be delivered to the owners of the properties on Acres Lane indicating our interest in their properties, in the event they are considering selling.

**RETURN TO REGULAR SESSION**

**Commissioner Grady moved to return to Regular Session with Commissioner Brookman seconding the motion at 10:50 p.m. All Commissioners voting Aye.**

**APPROVED** 5-0

William J. Yates  
President

John P. Heech  
Secretary

**DES PLAINES PARK DISTRICT  
EXECUTIVE SESSION MEETING MINUTES  
TUESDAY, JUNE 15, 2004**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, June 15, 2004 at 8:58 p.m. after an 8- minute recess from the Regular Meeting under Section C(1) of the Open Meetings Act to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the Des Plaines Park District. Commissioners present were: President Grady, Brookman, Haas, Rosedale and Yates. Staff present included: Executive Director Hecker, Superintendent of Recreation Gayle Mountcastle and Superintendent of Finance Don Miletic.

**MYSTIC WATERS AQUATIC CENTER OPERATIONS MANAGERS**

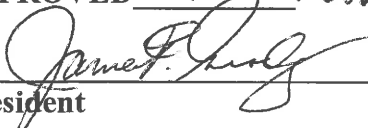
Executive Director Hecker reviewed the staff report prepared and delivered to each Commissioner dated June 14, 2004 Re: Sal Randazzo  
Hecker reviewed the circumstances related to the comments expressed by Mr. Randazzo. To summarize, the comments expressed by Randazzo; the complainant indicated his displeasure with not being hired back at Mystic Waters as an Operations Manager for the 2004 season. Executive Director Hecker reviewed the letter sent to Mr. Randazzo and indicated that a copy had been forwarded to Attorney MacDonald.

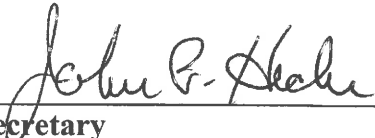
Both Superintendents Mountcastle and Miletic left the Executive Session at 9:00 p.m.

**EXECUTIVE DIRECTOR PERFORMANCE EVALUATION**

President Grady distributed (to John Hecker) the summarized results of the Executive Director Performance Evaluation for the period June 9, 2003 thru May 31, 2004. Several Commissioners made comments relative to the results. The Executive Director was asked to provide a brief review of his perceptions and observations of his first year in the position. Hecker was asked to provide the Board with Executive Director Salary Information for the July Meeting in order to consider the 2004/2005 Compensation Package for the Executive Director.

The Board of Commissioners returned to Regular Session at 9:25 p.m.

APPROVED 4-0-1 Absent  
  
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President

  
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Secretary



**DES PLAINES PARK DISTRICT  
EXECUTIVE SESSION MEETING MINUTES  
TUESDAY, JULY 20, 2004**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, July 20, 2004 at 7:53 p.m. after a 10 minute recess from the Regular Meeting under Section C(1) of the Open Meetings Act to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the Des Plaines Park District. Commissioners present were: President Grady, Haas, Rosedale and Yates. Absent: Commissioner Brookman Staff present included: Executive Director John Hecker and Attorney Greg MacDonald.

**Executive Director Salary 2004/2005**

Executive Director Hecker was asked to leave the room while the Board reviewed the written support documentation relative to comparative salary information from the 2003 IPRA Salary Survey.

After considerable discussion a consensus was reached to increase the salary of the Executive Director by 7% for the 2004/2005 Fiscal Year, retroactive to May 1, 2004.

The Executive Session ended at 8:23 p.m.

**APPROVED**

*4-0-1 ABSENT*

  
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**President**

  
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**Secretary**

## **AGENDA ITEM II-B**

### **DES PLAINES PARK DISTRICT EXECUTIVE SESSION MINUTES TUESDAY, MARCH 15, 2005**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, March 15, 2005 at 8:05 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120/2 Sections C 1,2,5,6 and 11 of the Open Meetings Act. Commissioners present were: President Grady, Commissioners: Brookman, Yates, and Rosedale. Commissioner Haas was absent. Also present was Executive Director Hecker, Superintendent of Finance Miletic, Superintendent of Recreation Mountcastle, Superintendent of Parks Cathey and Attorney Mac Donald.

#### **Paddleboat Incident**

Executive Director Hecker informed the Board that the July 7, 2004 litigation against the Park District in regard to an alleged paddleboat incident at Lake Park has been dismissed.

#### **Viacom Billboard Proposal**

Executive Director Hecker reviewed the proposal (including three options) presented by Viacom to construct a billboard at Seminole Park. The consensus of the Board is to respond that we are not interested in accepting their proposal, but should continue to pursue the possibility of building, maintaining and managing our own sign...even if it includes revenue sharing with the City in an effort to secure the permit for installation.

#### **Land Acquisition/Good Shepherd Church Property**

Executive Director Hecker indicated that members of the Good Shepherd Board of Directors have been authorized to discuss the possible sale of the vacant land at the corner of Howard and Lee Streets, owned by the church but maintained by the Park District. The Church Board has indicated that they have experienced decreasing membership and difficulty in meeting expenses. They are in agreement that if the property must be liquidated, they want to see it conveyed to the Park District and not the City and not developed privately. The Executive Director (after indicating that the Park District is very interested in the property) is waiting to hear back from the Board of Directors for a joint meeting date.

**Salary Administration 2005/2006**

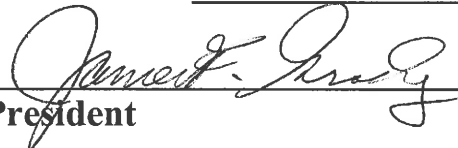
Executive Director Hecker reviewed the staff report included in the Executive Session materials. Staff is recommending a 1.9% cost of living increase for full time employees and an additional merit increase opportunity based on performance with the overall “pool” of new money to not exceed a total of 4% over the total full time salaries paid out in 2004/2005. In addition 9 full time salaried personnel will receive quartile adjustments of either 1% or 2% depending on their length of service and if they are in the first quartile of their salary range. The total would be equal to \$75,623.79 in additional salary for 42 full time employees.

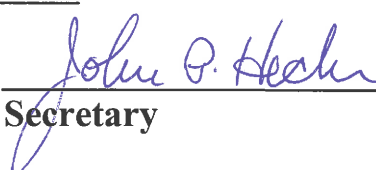
**Health Insurance, Dental, Vision, Health Reimbursement Account and Cafeteria Plan**

Superintendent Miletic reviewed the reports contained in the Executive Session materials. Several meetings have been conducted with staff, and recommendations from the Board have been included in staff recommendations for 2005/2006. Employees will be asked to contribute more in monthly premium, more employee options offered, HRA Account added and a cafeteria plan.

The Executive Session adjourned at 9:00 p.m.

APPROVED 5-0 4-19-05

  
President

  
Secretary

**DES PLAINES PARK DISTRICT  
EXECUTIVE SESSION MINUTES  
TUESDAY, NOVEMBER 16, 2004**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, November 16, 2004 at 8:10 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 ©, subsection #21 of the Open Meetings Act. Commissioners present were: President Grady, Haas, Yates and Rosedale. Commissioner Brookman was absent. Also present was Executive Director Hecker and Attorney Mac Donald.

**CONSIDER RELEASE OF CLOSED SESSION MINUTES**

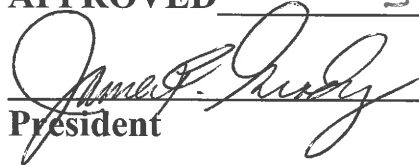
Executive Director Hecker presented for review the list of minutes of previously closed executive sessions for the semi-annual consideration of release of said minutes. The Executive Director recommended that all of the minutes on the list NOT be released. The Executive Director indicated that any action had to be conducted in Open Session and is listed as an Agenda item for the November 16, 2004 Regular Meeting immediately following this Closed Executive Session.

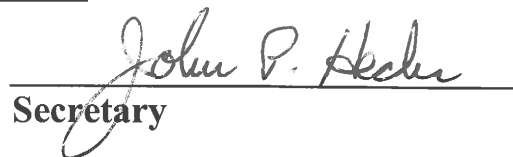
Commissioner Rosedale questioned whether it might be appropriate to releasing the oldest set of minutes dated September 17, 1996. Executive Director Hecker advised against it due to the fact that the affected former employee referenced in the minutes is not only still residing in Des Plaines, but also active in the community. No further discussion ensued.

The Executive Session adjourned at 8:30 p.m.

APPROVED \_\_\_\_\_

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President

  
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Secretary

**DES PLAINES PARK DISTRICT  
EXECUTIVE SESSION MINUTES  
TUESDAY, DECEMBER 21, 2004**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, December 21, 2004 at 9:05 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 ©, subsection #5 and #11 of the Open Meetings Act.

Commissioners present were: President Grady, Haas, Yates, Brookman and Rosedale. Also present was Executive Director Hecker, Superintendent of Finance Miletic, Superintendent of Recreation Mountcastle, Superintendent of Parks Cathey and Attorney Mac Donald.

**CLUB CASA**

Executive Director Hecker indicated that Golf Center Des Plaines Club Casa restaurant owner Pat Ergastolo has been presented with an offer to purchase his business at the Golf Center from the operator of the Pro Shop at the Golf Center, Scott Jhin. Club Casa has two years remaining on their license agreement, and the license agreement requires that the Park District agree to release the operator from the terms of the license. Executive Director Hecker indicated that the District has a known, successful restaurant operator as the current license holder and that the new Pro Shop operator does not have any known restaurant experience. Hecker indicated that there appears to be no incentive or reason at this point to consider changing the current arrangement. Hecker will keep the Board informed if anything further develops and will indicate to Club Casa owner Ergastolo that the Board has no interest at this time in switching operators.

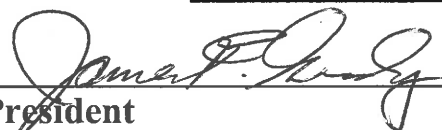
**GOLF CENTER CHIMNEY CONTRACTOR**

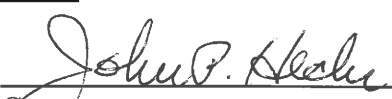
Hecker informed the Board that the Golf Center Maintenance Building chimney repair contractor is threatening to walk off of the job site. The contractor is claiming that his bid to take the chimney down to roof level was unfair because of what he deems as “unforeseen” conditions including some interior chimney chambers that could not be discovered upon pre-bid examination. Staff disagrees with this position and indicated that there was an adequate method to inspect the interior and thus adjust their bid

accordingly. This could result in litigation and the Executive Director wanted the Board to be aware of the situation. The Executive Director will again respond to the Contractor and insist that he return to the job site and complete the work if he wants to be paid. Hecker will advise the Board on the outcome.

The Executive Session adjourned at 9:12 p.m.

APPROVED 5-0-0

  
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President

  
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Secretary