

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY JANUARY 16, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday January 16, 2007 at 8:58 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 5 of the Open Meetings Act. Commissioners present included: President Haas and Commissioners Brookman, Yates, Grady and Rosedale. Also present was Executive Director Hecker, Attorney Greg MacDonald, Superintendents Cathey, Miletic and Mountcastle.


CONSIDER REAL ESTATE PURCHASE

Executive Director Hecker reviewed the staff report submitted with the Closed Session materials. Hecker contacted the property owner at 1946 White Street to determine her interest in selling her property located adjacent to Arndt Park. She indicated that she might be interested and was willing to meet with District officials to discuss further.

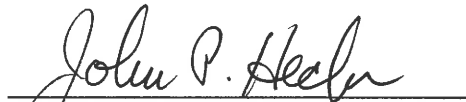
Discussion: The Board indicated that the property is clearly worth purchasing at market value and would enhance the open space available at Arndt Park. Hecker was directed to begin discussions with the property owner and report back to the Board.

The Executive Session ended at 9:28 p.m.

APPROVED _____



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY FEBRUARY 20, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday January 16, 2007 at 10:45 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 1 of the Open Meetings Act. Commissioners present included: President Haas and Commissioners Brookman, Grady and Rosedale. Yates was absent. Also present was Executive Director Hecker, Attorney Greg MacDonald and Superintendent of Finance Miletic.

REVIEW PROPOSED HEALTH INSURANCE PLAN FOR FY 2007/2008

Superintendent of Finance Miletic reviewed the staff report submitted with the Closed Session materials. The Health, Dental, Vision and Life Insurance program was presented to give the Board an overview of what is being proposed. The increase in premium is the result of several factors including a large claim and the demographics of our agency. In an effort to maintain quality coverage and reduce the cost to the District, employees will see an increase in the percentage they are required to pay for HMO (6.5% to 7.5%) and the PPO (9.7% to 10.5%) This will result in the overall employee share of the new premium to be 9.37% of the total premium paid by the District. The HRA plans are being kept as low as possible to encourage more staff to participate in because if employees do not use their deductible the Park District will not only benefit from the lower premium cost but also not having to self-fund some of the premium. Miletic reviewed the attachments which detailed out the individual potential costs to employees based on levels of salary.

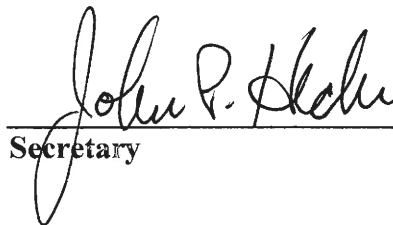
Discussion ensued regarding comparisons between what is going on in the private sector relative to what employees are being expected to contribute to contain costs.

The Executive Session ended at 11:34 p.m.

APPROVED 3-20-07 5-0



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY MARCH 20, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday January 16, 2007 at 10:45 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 1 of the Open Meetings Act to consider the appointment, employment, compensation, discipline or dismissal of personnel.. Commissioners present included: President Haas and Commissioners Brookman, Grady, Rosedale and Yates. Also present was Executive Director Hecker, Attorney Greg MacDonald and Superintendent of Finance Miletic.

REVIEW PROPOSED EMPLOYEE SALARY ADJUSTMENT POOL FOR FY 2007/2008

Superintendent of Finance Miletic reviewed the staff report submitted with the Closed Session materials.

REVIEW PROPOSED EMPLOYEE SALARY QUARTILE ADJUSTMENTS FOR 2007/2008


Superintendent of Finance Miletic reviewed the staff report submitted with the Closed Session materials.

REVIEW PROPOSED EMPLOYEE POSITION TITLES AND GRADE REVISIONS FOR 2007/2008

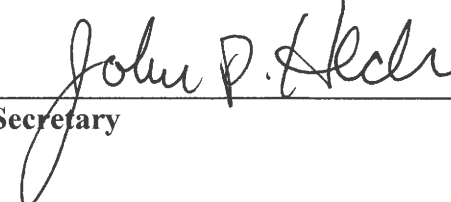
Superintendent of Finance Miletic reviewed the staff report submitted with the Closed Session materials.

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

APPROVED 4-24-07



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY APRIL 24, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday April 24, 2007 at 9:10 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 1 of the Open Meetings Act to consider the appointment, employment, compensation, discipline or dismissal of personnel.. Commissioners present included: President Haas and Commissioners Brookman, Grady, Rosedale and Yates. Also present was Executive Director Hecker and Attorney Greg MacDonald.

REVIEW PROPOSED DEPARTMENT HEAD SALARY ADJUSTMENTS FOR 2007/2008

Executive Director Hecker reviewed the written compensation material that was sent to each Commissioner in regard to the three Department Heads and their compensation package for 2007/2008.

Information was included and reviewed that listed:

- Current Salaries
- Comparison of Similar Positions and Pay rate of Similar Size Districts
- Years in Position
- Years in Field
- Education Level

In a continued effort to retain quality staff, the Executive Director recommended that the Board Approve the following salaries for 2007/2008:

Superintendent of Finance: \$102,065

Superintendent of Parks: \$98,503

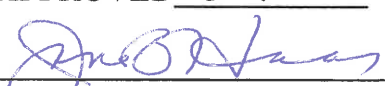
Superintendent of Recreation: \$89,843

Commissioner Brookman indicated that he is uncomfortable with the large percentage increase over the previous year.

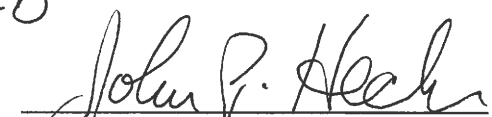
The Board reached a consensus in closed session to approve the recommendation in open session.

The Executive Session ended at 9:45 p.m.

APPROVED 5-15-07 5-0



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY MAY 15, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday May 15, 2007 at 8:28 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 21 of the Open Meetings Act to consider the review and release to the public of closed session minutes. Commissioners present included: President Rosedale and Commissioners: Haas, Brookman, Grady and Yates. Also present was Executive Director Hecker and Attorney Greg MacDonald.

**REVIEW STAFF RECOMMENDATION TO RELEASE THE FOLLOWING
CLOSED SESSION MINUTES:**

**June 15, 2000 July 31, 2000 October 17, 2000 December 4, 2000 January 16,
2001 February 20, 2001 July 17, 2001 August 21, 2001 August 20, 2002
November 19, 2002 April 2, 2003 March 16, 2004 November 16, 2004 December
21, 2004 February 15, 2005**

Executive Director Hecker explained that he met with Commissioner Rosedale and reviewed the staff recommended list of minutes for release and both the Executive Director and Commissioner Rosedale agreed on what could be released citing a lack of need for continued confidentiality.

The Executive Session ended at 8:45 p.m.

APPROVED 6.19.07 4-0-1 Absent



President



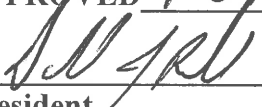
Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY JUNE 19, 2007**

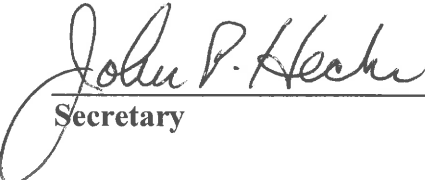
The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday June 19, 2007 at 9:30 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 14 of the Open Meetings Act to consider the review and release to the public of closed session minutes. Commissioners present included: President Rosedale and Commissioners: Haas, Brookman, and Yates. Commissioner Grady was absent. Also present was Executive Director Hecker and Department Heads Miletic and Mountcastle.

Executive Director Hecker updated the Board on a criminal investigation underway by the City of Des Plaines Police Department in response to missing program registrations and cash totaling \$1203 missing from the registration area at the ALC.

The Executive Session ended at 10:09 p.m.

7-17-07
APPROVED 4-0-1 ABSENT


President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY JULY 17, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday July 17, 2007 at 8:12 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 1 and 14 of the Open Meetings Act to discuss the performance of an employee and a pending criminal investigation. Commissioners present included: President Rosedale and Commissioners: Haas, Brookman, and Grady. Commissioner Yates was absent. Also present was Executive Director Hecker and Department Head Miletic and Mountcastle.

Executive Director Hecker updated the Board on a criminal investigation underway by the City of Des Plaines Police Department in response to missing program registrations and cash totaling \$1203 missing from the registration area at the ALC and the falsifying of payroll records by the same employee.

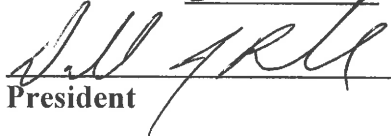
Miletic and Mountcastle left the Executive Session at 8:35 p.m.

Executive Director Review

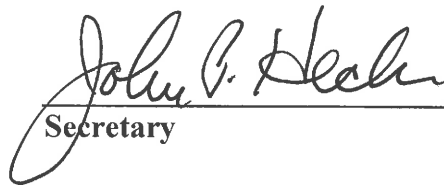
The review of the performance of the Executive Director was tabled until the August 21, 2007 Regular Meeting when all commissioners would be present.

The Executive Session ended at 8:43 p.m.

APPROVED 5-0 8-21-07



President



Secretary

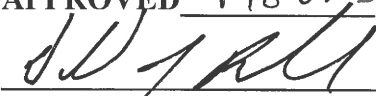
**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY AUGUST 21, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday August 21, 2007 at 8:40 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 1 and 14 of the Open Meetings Act to discuss the performance of an employee. Commissioners present included: President Rosedale and Commissioners: Haas, Brookman, Yates and Grady. Also present was Executive Director Hecker and Attorney Greg MacDonald.

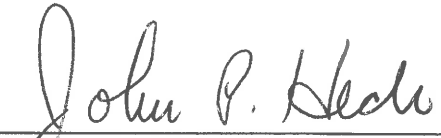
Attorney MacDonald distributed the Executive Director Performance Evaluation Tabulations to each Commissioner for their review.

The Board reached a consensus that the employment agreement with the Executive Director should be extended for an additional two-year term thru April 30, 2010, that the salary thru April 30, 2008 should be increased to \$122,000 retroactive to May 1, 2007 and that the SECOND AMENDMENT TO THE EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT be made a part of the Executive Director Employment Agreement.

The Executive Session ended at 9:30 p.m.

APPROVED 9-18-07 5-0


President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY NOVEMBER 20, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday November 20, 2007 at 9:25 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 5 and 21 of the Open Meetings Act to discuss the consideration of purchasing real estate and the semi-annual review of closed session minutes. Commissioners present included: President Rosedale and Commissioners: Haas, Yates and Grady. Commissioner Brookman was absent. Also present was Executive Director Hecker, Superintendent of Finance Don Miletic and Attorney Greg MacDonald.

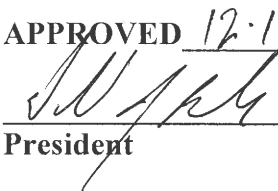
Land Acquisition

Executive Director Hecker updated the Board on the possible purchase of property located at 1946 White Street. Property that is adjacent to Arndt Park and has been previously identified as an important acquisition for the Park District. The Board reached a consensus in closed session that the property should be acquired by the Park District as long as the seller was willing to sell it at or slightly above market value.

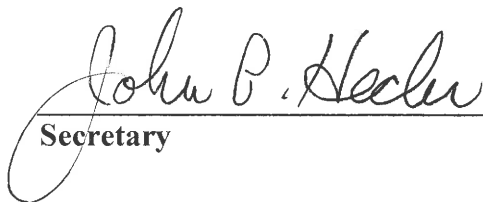
Release of Closed Session Minutes

The Executive Director recommended that no additional Executive Session Minutes be released to the public at the time of review, based on the fact that each of them still contains content of a confidential nature related to either; personnel, litigation or land acquisition.

The Executive Session ended at 10:10 p.m.

APPROVED 12-18-07 5.0


President



Secretary

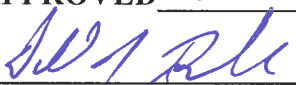
**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY DECEMBER 18, 2007**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday December 18, 2007 at 8:45 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 1 of the Open Meetings Act to discuss the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the Des Plaines Park District. Commissioners present included: President Rosedale and Commissioners: Haas, Yates, Brookman and Grady. Also present was Executive Director Hecker, Superintendent of Recreation Gayle Mountcastle and Attorney Greg MacDonald.

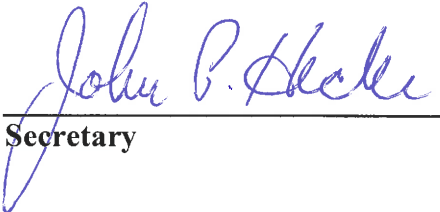
Golf Operations Manager Vacancy

Executive Director Hecker updated the Board on the possible re-structuring of the Golf Operations position and combining it to a Special Facilities Manager Position that would include the Golf Center, Lake Park Golf Course, Mt View Adventure Center and Aquatics Facilities.

The Executive Session ended at 9:21 p.m.

APPROVED 11-5-08 5-0


President



Secretary