

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY JANUARY 15, 2008**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday January 15, 2008 at 9:00 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 5 and 1 of the Open Meetings Act to discuss the possible acquisition of Real Estate and 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.


LAND ACQUISITION

Executive Director Hecker reviewed a draft of a proposed letter to send to the property owner located at 1946 White Street requesting consideration for the sale of her property. The letter includes an offer of \$365,000, which is \$15,000 over the appraised value of the property and the option to remain in the house for up to 24 months without incurring; rent, tax liability, insurance, maintenance costs or closing costs. The Board reached a consensus that a revised letter and contract offer be sent including the specific dollar value that the Park District is offering (in addition to the purchase price) in terms of the savings to the seller for 24 months of free rent, property tax savings, insurance savings, closing costs paid by the buyer as well as the interest that can be earned on the proceeds from the sale. The Executive Director will draft a revision, have it reviewed by Attorney MacDonald and forwarded to the Board prior to sending to the seller.

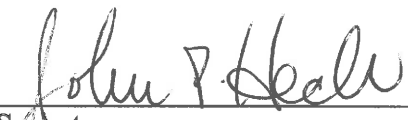
Golf Operations Manager Vacancy

Executive Director Hecker updated the Board on the possible re-structuring of the Golf Operations position and plans to promote two internal District employees.

The Executive Session ended at 9:55 p.m.

APPROVED 2-19-08 5-0


President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY FEBRUARY 19, 2008**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday February 19, 2008 at 10:00 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 5 and 1 of the Open Meetings Act to discuss the possible acquisition of Real Estate and 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 Finance Miletic and Attorney Greg MacDonald.

EMPLOYEE COMPENSATION/HEALTH INSURANCE

Superintendent of Finance Miletic reviewed the staff report included in the Executive Session materials. Mr. Miletic indicated that the objective of the program is to continue to offer affordable high quality coverage for our employees and provide incentives for employees to control costs by switching to the Health Reimbursement plan which is more cost-effective for the District. Mr. Miletic reviewed the specifics of the 2008/2009 Medical, Dental and Vision programs comparing the current coverage and premiums to what is proposed.

LAND ACQUISITION

Executive Director Hecker updated the Board on the status of purchase negotiations for the property located at 1946 White Street, adjacent to Arndt Park. The seller is requesting \$400,000 and wants to remain in the house (rent free) for up to nine months. The Board reached a consensus that a revised offer should be tendered for approximately \$385,000 and the seller would have up to 3 days to vacate the property after closing. The Board authorized the Executive Director to pay up to \$400,000 for the property if needed and negotiate with the seller for her to vacate the property within a reasonable time after closing.

The Executive Session ended at 10:57 p.m.

APPROVED



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY MARCH 18, 2008**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday March 18, 2008 at 9:13 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 5 and 1 of the Open Meetings Act to discuss the possible acquisition of Real Estate and 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. Commissioner Grady was absent. Also present was Executive Director Hecker, Superintendent of Finance Miletic and Attorney Greg MacDonald.

EMPLOYEE COMPENSATION: Salary Administration Program

Superintendent of Finance Miletic reviewed the staff reports included in the Executive Session materials. Mr. Miletic indicated that the objective of the program is to ensure that the Des Plaines Park District continues to pay competitive wages and benefits within the resources available. Staff is proposing that the Board authorize an overall 4.5% pool of additional funds to finance the 2008/2009 salary administration program. The amount would be \$92,422.73.

The Board expressed concern that with the way the economy is headed that increases of any amount beyond the CPI is hard to justify and that future budgets may not support such a large percentage increase. However, the Board agreed by consensus to approve the \$92,422.73 in Open Session.

Quartile Salary Adjustments

There was considerable discussion in regard to the concern of (quartile adjustment eligible employees) who are lower performing employees in some cases receiving a higher percentage pay increase overall than higher performing employees. In the future staff will make a more concerted effort to perhaps only provide the quartile adjustment and no pay increase for lower performing employees, in the interest of equity. The Board agreed by consensus to approve the quartile adjustments in Open Session.

Salary Range Adjustments for 2008/2009

It was the consensus of the Board to approve the Salary Ranges for 2008/2009 as presented in Open Session.

Position & Titles for 2008/2009

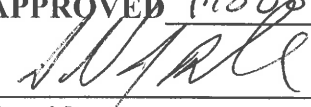
It was the consensus of the Board to approve the Positions and Titles for 2008/2009 in Open Session

LAND ACQUISITION

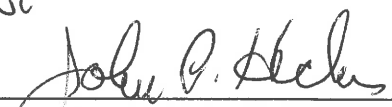
Executive Director Hecker updated the Board on the status of purchase negotiations for the property located at 1946 White Street, adjacent to Arndt Park. The seller has agreed on a sale price of \$392,000 and will be allowed to live in the house up to 120 days from a planned closing date of May 6, 2008.

The Executive Session ended at 10:05 p.m.

APPROVED 4.15.08 4-0-1 ABSENT



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY MAY 20, 2008**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday May 20, 2008 at 10:00 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 21 of the Open Meetings Act to discuss the disposition of minutes of meetings lawfully closed under this Act. Commissioners present included: President Yates and Commissioners: Haas, Brookman, Rosedale and Grady. Also present was Executive Director Hecker and Attorney Greg MacDonald.

Executive Director recommended that no minutes be released and that all of the minutes still withheld from Public Release pertain to matters requiring confidentiality.

The Board reached a consensus that no current closed session minutes be released because of the concern that confidentiality still is imperative for any and all minutes withheld from release.

The Executive Session ended at 10:03 p.m.

APPROVED 5-0 6.20.08

William J. Yates
President

John P. Hecker
Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY JULY 15, 2008**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday July 15, 2008 at 8:30 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 1 and 6 of the Open Meetings Act to discuss the setting of leases of three District Owned Properties and the annual performance evaluation/compensation of the Executive Director. Commissioners present included: President Yates and Commissioners: Haas, Brookman, Rosedale and Grady. Also present was Executive Director Hecker and Attorney Greg MacDonald.

RESIDENTIAL LEASES

Executive Director Hecker reviewed the staff report outlining the current rental rates and terms of the two District owned residential properties located at 630 Greenview and 1340 Oakwood. Hecker also reviewed the rental market analysis submitted by Starck Realty that also included an analysis of the third residential property owned by the District at 1946 White Street.


The Board reached a consensus that all three rental terms should be structured to expire at the same time (June 30) and that the current rental period for the properties at 630 Greenview and 1340 Oakwood should be extended to expire June 30, 2009 with the rent frozen from their current expiration period (February 28, 2009 for 630 Greenview and April 30, 2009 for 1340 Oakwood) thru June 30, 2009. The rental rates for these two properties would be reviewed shortly after January 2009. The Board also reached a consensus that the initial rental rate for the property located at 1946 White Street should be set at \$1400 per month. If the property is leased to a Park District employee and they agree to assume the Arndt Park duties as First Responder for minor park related security/maintenance issues, the rent would be set at \$1200 per month.

EXECUTIVE DIRECTOR PERFORMANCE EVALUATION/COMPENSATION FOR 2008/2009

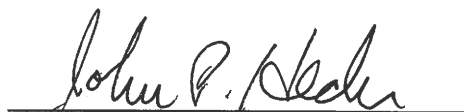
Attorney MacDonald presented the compilation summary of performance reviews submitted by each of the five commissioners. The Board and Executive Director reviewed the summary and briefly discussed some of the comments contained in the summary. The Executive Director left the room at 9:45 p.m. The Board reviewed the compensation package of the Executive Director and the Executive Director Compensation Study provided by IPRA.

The Executive Director returned to the meeting at 10:07 p.m.

The Executive Session ended at 10:20 p.m.

APPROVED


President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY DECEMBER 16, 2008**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday December 16, 2008 at 9:50 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 21 of the Open Meetings Act to discuss the disposition of minutes of meetings lawfully closed under this Act. Commissioners present included: President Yates and Commissioners: Haas, Brookman, Rosedale and Grady. Also present was Executive Director Hecker and Attorney Greg MacDonald.

Executive Director recommended that no minutes be released and that all of the minutes still withheld from Public Release pertain to matters requiring confidentiality.

The Board reached a consensus that no current closed session minutes be released because of the concern that confidentiality still is imperative for any and all minutes withheld from release.

The Executive Session ended at 10:00 p.m.

APPROVED 1-20-09 5-0
William J. Yates
President

John P. Hecker
Secretary