

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

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday, February 15, 2005 at 9:05 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 ©, subsection #1 of the Open Meetings Act. Commissioners present were: President Grady, Haas, Yates, and Rosedale. Commissioner Brookman was absent. Also present was Executive Director Hecker, Superintendent of Finance Miletic, and Attorney Mac Donald.

2005/2006 Salary Administration Program

Executive Director Hecker reviewed the materials presented concerning salary increases for full-time employees for Fiscal Year 2005/2006. The Executive Director indicated that the March 15, 2005 Regular Meeting will include an action item for official adoption of the 2005/2006 Salary Administration Program including a recommendation for a 1.9% cost of living increase and up to a 2.1% merit increase for full-time employees. The COL increase would be a guarantee for each employee and the merit percentage could vary from each employee but not exceed a total of 4% from the previous year's base payroll or \$71,698. In addition, per the commitment from the Board in regard to quartile adjustments within approved salary ranges, a total of 9 full-time employees would receive quartile adjustments of either 1% or 2% depending on where they fall within the first quartile and how long they have been employed by the Park District. Staff estimated that the quartile adjustments for 2005/2006 would not exceed \$5,000

2005/2006 Health Insurance, Vision, Dental

Superintendent Miletic reviewed the materials presented concerning the proposed Health, Dental and Vision Insurance plans for full-time employees For 2005/2006. Employees participating in the HMO program will actually see a reduction in their percentage paid for premium from 5.5% to 5%, while the PPO participants will see an increase from 5.5% employee contribution to 9%.

In an effort to further control costs, staff is recommending switching from VSP Vision coverage to Guardian VSP, which will result in a 2% decrease in premium costs for dental because we are already with Guardian Dental.. Overall, the dental premium will increase by 5% and vision by 3%.

Mr. Miletic also reviewed the plan to offer a cafeteria program and a health reimbursement account. Additional information will be presented with the March 15, 2005 Regular Meeting packet to be further discussed in Executive Session, with Board Action recommended thereafter.

Employee Residential Lease

Executive Director Hecker reviewed the written report concerning the Lease on the park district owned residence at 630 Greenview Avenue, Des Plaines. The property is occupied by full-time Des Plaines Park District Mechanical Operations Supervisor Edward Kelley and his family. The current rent thru February 28, 2005 is \$885.00 and is scheduled to increase to \$990.00 at March 1, 2005

Discussion ensued regarding a staff recommendation to “freeze” the current rate of \$885.00 thru February 28, 2006 and add additional “First Responder” duties throughout the Park District for both emergency and non-emergency type phone calls for assistance.

After considerable discussion it was the consensus of the Board to remain within the Board Policy to charge 70% of rental market value for the property, which was deemed to be the \$990.00 per month scheduled at March 1, 2005. Any further interest in adding additional “First Responder” duties will be treated outside the covenants contained in the lease agreement.

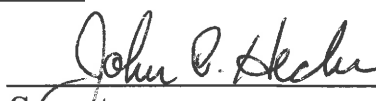
The Executive Session adjourned at 10:39 p.m.

APPROVED

4-0-1 ABSENT 3-15-05



President



Secretary

AGENDA ITEM II – B

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY MAY 17, 2005**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday May 17, 2005 at 9:05 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 1 and 2.06 (d) of the Open Meetings Act. Commissioners present included: President Brookman, Grady, Haas, Yates and Rosedale. Also present was Attorney MacDonald and Executive Director Hecker.

REVIEW 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. It was the consensus of the Board to accept the recommendation of the Executive Director and NOT release any of the closed session minutes.

EXECUTIVE DIRECTOR PERFORMANCE REVIEW

Attorney MacDonald distributed copies of the compiled results of the evaluation instrument. Executive Director Hecker was given a copy. The results of the evaluation indicated that the Board is generally satisfied with the performance of the Executive Director. The Board discussed a percentage salary increase as well as changes to the employment agreement relative to the renewal terms and severance pay if dismissed for "convenience". It was agreed that the June 21, 2005 Agenda should include action items that will permit taking action on items discussed in closed session.

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

APPROVED

4-0-1 Absent
James R. Brookman
President

John P. Hecker
Secretary

AGENDA ITEM II – B

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY JUNE 21, 2005**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday May 17, 2005 at 9:05 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 Brookman, Haas, Yates and Rosedale. Commissioner Grady was absent. Also present was Attorney MacDonald and Executive Director Hecker.

EXECUTIVE DIRECTOR EMPLOYMENT AGREEMENT

The Board of Park Commissioners reviewed the suggested changes to the Executive Director Employment Agreement.

The Executive Director requested that the terms of the agreement be changed to allow for twelve months of severance in lieu of the current six months as specified in paragraph 9.g The Executive Director also requested that the agreement be considered for renewal no later than twelve months in advance of the expiration date of the agreement in lieu of the existing six months.

Commissioners discussed a 4% salary increase, retroactive to May 1, 2005 for the period May 1, 2005 thru April 30, 2006

Commissioners also discussed exercising the option of an additional two year term to the existing agreement that expires on June 8, 2006.

The Executive Session ended at 8:33 p.m.

APPROVED

5-0-0


President


Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY JULY 19, 2005**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday July 19, 2005 at 8:47 p.m. (after a 10 minute recess) in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 5 of the Open Meetings Act. Commissioners present included: President Brookman, Haas, Yates, Grady and Rosedale. Also present was Attorney MacDonald, Executive Director Hecker, Superintendent of Finance Miletic, Superintendent of Recreation Mountcastle and Superintendent of Parks Cathey.

LAND ACQUISITION: Good Shepherd Lutheran Church

The Board reviewed the property appraisal submitted by V. A. Solano & Associates, Inc. Discussion ensued in regard to the size of the parcel that the church is interested in selling. The consensus of the Board was that the Park District should attempt to acquire as much of the property as possible and submit a land acquisition grant request to IDNR in the Spring of 2006 and utilize the services of the Trust for Public Lands TPL (formerly CORLANDS) to hold the property until after which time the Park District has the financing in place to pay for the property. Executive Director Hecker will contact TPL and advise them to proceed with negotiations with the church. Hecker will notify the church president in a timely fashion as to how we plan to proceed with the land acquisition process.

LAND ACQUISITION: Property Donation from Remington Homes

The Board reviewed the site plan submitted by developer Remington Homes for the PUD adjacent to Willow Park on the west side of the park. The plan calls for a land dedication of a .11 ACRE (4584 SQUARE FEET) that will increase the green space adjacent to the high density development. The Board requested that staff make certain that the developer provides an EPA Phase I Environmental Report that indicates no contamination or underground storage containers on the site, that the site is presented to the Park District in a "park like" condition graded and seeded and that clear title is evident.

The Executive Session ended at 9:50 p.m.

APPROVED 3-0-2 ABSENT



President



Secretary

AGENDA ITEM II – B

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY SEPTEMBER 20, 2005**

The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday September 20, 2005 at 8:30 p.m. in accordance with the Park District Code 70 ILCS Section 2 C5 of the Open Meetings Act. Commissioners present included: Grady, Haas and President Brookman. Commissioners Absent: Rosedale and Yates. Also present was Attorney MacDonald and Executive Director Hecker.

LAND ACQUISITION: Good Shepherd Lutheran Church

Executive Director Hecker provided an update on the status of discussions with the landowner and representatives from the Trust for Public Land. An offer has been made on our behalf by the Trust for Public Land. The church is in the process of surveying the property and getting their own appraisal based on private residential development. The church has indicated that the offer made is not sufficient. The church (thru the Church Board President) has also indicated that they are not comfortable with the Trust for Public Land and would prefer dealing directly with the Park District. The church leaders continue to indicate that they prefer the land to remain in the hands of the Park District, but will require a payment of close to market value. The unknown is (what is) market value. Is it based on current zoning (R-1) single family residential or multi-family town homes or even condos? Hecker indicated that as more information becomes available, he will update the Board. The Executive Director will discuss with the Church what their immediate cash needs are and discuss a contractual agreement for purchase. (purchase money mortgage or installment contract) Hecker will call Lee Henson and indicate that the purchase is not required to be handled thru the Trust for Public Lands if the Church wants to deal directly with the Park District.

The Executive Session ended at 8:55 p.m.

APPROVED 5-0-0 ABSENT

James R. Brookman
President

John P. Hecker
Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
TUESDAY DECEMBER 20, 2005**

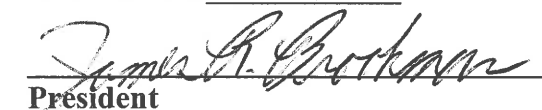
The Des Plaines Park District Board of Commissioners convened into Executive Session on Tuesday December 20 at 8:47 p.m. in accordance with the Park District Code 70 ILCS 1205 Paragraph 120 Section 2 © 5 of the Open Meetings Act. Commissioners present included: President Brookman, Haas, Yates and Grady. Commissioner Rosedale was absent. Also present was Executive Director Hecker, Attorney MacDonald, Superintendent of Recreation Mountcastle, Superintendent of Parks Cathey and Superintendent of Finance Miletic.

GOOD SHEPHERD LUTHERAN CHURCH LAND ACQUISITION

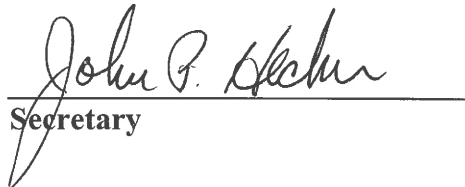
Executive Director Hecker summarized the November 21st, 2005 meeting held with officials from the Good Shepherd Lutheran Church. Hecker asked for clarification from the Board in regard to the amount that will be offered for the 2.92 acres adjacent to Lake Park after January 1, 2006. The Board clarified that our maximum out of pocket should not exceed \$750,000 plus a successful IDNR Grant for an additional \$750,000 for a total purchase of \$1,500,000. Hecker and Brookman along with Attorney MacDonald will schedule a meeting with the church prior to the January 17, 2006 Park Board Meeting to make the offer that will be contingent on getting \$750,000 from the Department of Natural Resources. The Board will meet again in closed session at the January 17, 2006 to discuss the response from church officials.

The Executive Session ended at 9:24 p.m.

APPROVED 1-17-06 5-0-0



President



Secretary