

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
FEBRUARY 21, 2023**

The Des Plaines Park District Board of Commissioners made a motion by Commissioner Doerr and second by Commissioner Haas to enter into Executive Session on February 21, 2023 7:30 p.m. in the David L. Markworth Board Room of the Administrative & Leisure Center in accordance with the Park District Code 70 ILCS 1205 Paragraph 120, pertaining to matters related to personnel, review of closed session minutes, semi-annual review of closed session minutes, litigation or the setting of a price for sale or lease of property owned by the Des Plaines Park District, or the purchase of property. After a short break the commissioners began executive session at 7:35 pm Commissioners present included Commissioners Williams, Commissioner Grady, Commissioner Haas, and President Doerr. Staff present were Superintendent of HR and Risk, Nicole Dale and Director of Business Annette Curtis.

PERSONNEL

Nicole Dale became the presentation to discuss promotions of certain individuals that have been performing duties at above their current levels. Additionally one staff will be promoted and a full time position added, Lake Park & MT. View Manager. We discussed needs and additional staffing for the Supt. of Administrative Services once retirements happen. Also the moving of Marketing Department.

There was discussion to changes of the Salary Structure too along with an increase of a 5% salary pool that will be used for Merit and promotions for full time staff and 3% for part time staff. Nicole did speak of a reserve that is available to the Executive Director to be used during these challenging hiring and retention times.

Nicole Dale and Annette Curtis discussed items relating to the large increase in health insurance premiums and how it has been very difficult to maintain low rates due to having some large claims. We looked at other brokers and IPBC Health Insurance Pool that the City of Des Plaines is in. The overall decision was to stay with our current broker and look into more options this coming year. There was discussion of changing dental and life insurance coverage to save dollars, along with increasing dollars for those that waive insurance to incentivize staff to opt out of our plan to go to their spouse's plan or simply still continue to waive insurance.

Discussion:

There were questions asked by Commissioners about overall increases for promotions and the importance of quality health care for staff for retention. In addition there was communication about how challenging it is to hire and some commissioners feel this is just part of doing business. Executive Director Miletic thanked staff for all their hard work as it has been a big challenge to keep health care insurance. The Park Board also thanked staff for working on the health insurance items.

ACTION TO RETURN TO OPEN SESSION

Commissioner Grady to close Executive Session and Return to Open Session at 8:29 p.m.
Commissioner Williams moved to second the motion with Commissioners voting in favor by acclamation.

APPROVED ~~4-0-1~~ 5-0-0 pm



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
May 16, 2023**

The Des Plaines Park District Board of Commissioners made a motion by Commissioner Doerr and second by Commissioner Haas to enter into Executive Session on May 16, 2023 7:59 p.m. in the David L. Markworth Board Room of the Administrative & Leisure Center in accordance with the Park District Code 70 ILCS 1205 Paragraph 120, pertaining to matters related to personnel, review of closed session minutes, semi-annual review of closed session minutes, litigation or the setting of a price for sale or lease of property owned by the Des Plaines Park District, or the purchase of property. After a short break the commissioners began executive session at 8:10 pm Commissioners present included Commissioners Williams, Commissioner Grady, Commissioner Rosedale, Commissioner Haas, and President Doerr. Staff present were Brian Panek Supt. of Revenue Facilities.

LICENSCE AGREEMENT

Brian Panek went over his review with the Club Casa Agreement. He first presented numbers that were initially discussed with Pat Ergosolo of \$11,900 per month with a 4% escalation for three years. After discussion with Pat, Brian presented revised numbers that lowered the amount by \$400 per month. This is a large increase for Club Casa from \$9,500.32 to \$11,500 and a three year option with 4% annual increases. However, he we did compare other agencies and he is getting a great deal, plus the in

There was an addition request for some new lighting for the River Room which Club Casa will buy and we will install when time permits. Overall a wonderful gathering of information by Brian Panek and job to get this done.

Discussion:

A few questions were asked about the process and Park Commissioners felt it was a large increase but needed with the benefits that come along with the lease. After discussions Brian Panek left Executive Session.

PERSONNEL

Executive Director gave a summary of his evaluation that was compiled from the Park Board of Commissioners by our Attorney. In addition some information regarding Park District Executive Directors salaries was presented. The Park Board met and discussed performance with the Executive Director.

The Salary Pool was 5% that was allocated to staff back in February to staff along with an additional 2% for Executive Director Discretion to maintain staff. The Park Board gave an increase to executive Director Salary from 195,000 to \$205,000. This was a 5.13% increase and places Executive Director Miletic within the top 10 Executive Directors in the area.


Discussion:

There were questions asked by Commissioners about how well the Executive Director has done in getting grant dollars and that we have a lot of projects going on right now. We chatted about challenges with project permitting and Park Board assisting in this process when needless delays come up. Commissioners said we have a lot going on and to take some vacation time. Executive Director Miletic said yes after some of these big projects and grant coordination staff will all be able to get some relief. Miletic added, it is a good and bad thing we received thirteen million in grants because it is keeping us busy.

ACTION TO RETURN TO OPEN SESSION

Commissioner Grady to close Executive Session and Return to Open Session at 9:³⁴~~35~~ p.m.
Commissioner Williams moved to second the motion with Commissioners voting in favor by acclamation.

APPROVED 4-0-1



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
JUNE 20, 2023**

The Des Plaines Park District Board of Commissioners made a motion by Commissioner Doerr and second by Commissioner Haas to enter into Executive Session on June 20, 2023 7:52 p.m.in the David L. Markworth Board Room of the Administrative & Leisure Center in accordance with the Park District Code 70 ILCS 1205 Paragraph 120, pertaining to matters related to personnel, review of closed session minutes, semi-annual review of closed session minutes, litigation or the setting of a price for sale or lease of property owned by the Des Plaines Park District, or the purchase of property. After a short break the commissioners began executive session at 8:00 pm Commissioners present included Commissioners Williams, Commissioner Grady, Commissioner Haas, and President Doerr. Commissioner Rosedale was absent

REVIEW OF CLOSED SESSION MINUTES

I reviewed the Closed Session (Executive Session) Minutes and at this time feel there are three executive session minutes to release. The other minutes can remain as confidential and executive session minutes.

December 13, 2022 Personnel/Review of Closed Session Minutes
February 21, 2023 Personnel
May 16, 2023 Personnel/License Agreement

The following closed session minutes are recommended to remain confidential:

October 19, 2010	Personnel
April 16, 2013	Personnel/Review of Closed Session Minutes (Partial Release)
December 16, 2014	Personnel/ License Agreements /Land Acquisition
January 20, 2015	Personnel/ License Agreements /Land Acquisition
October 20, 2015	Personnel/ License Agreements /Land Acquisition
September 22, 2015	Personnel/ License Agreements /Land Acquisition
December 15, 2015	Personnel
January 19, 2016	Personnel
May 17, 2016	Personnel/Land Acquisition
February 18, 2020	Personnel/Land

LEGAL

We had discussion about a parent that has a Do Not Contact Order filee by his ex wife and his daughter with the courts that continues to bother staff. Executive Director recommends breaking all communication with this person as staff feel he is a safety risk and the Executive Director agrees with staff as he also has been dealing with this person.

Discussion:

Commissioners talked about the legal situation and directed the Executive Director to find out more information in regards to the situation.

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
AUGUST 15, 2023**

The Des Plaines Park District Board of Commissioners made a motion by Commissioner Grady and second by Commissioner Rosedale to enter into Executive Session on August 15, 2023 7:51 p.m. in the David L. Markworth Board Room of the Administrative & Leisure Center in accordance with the Park District Code 70 ILCS 1205 Paragraph 120, pertaining to matters related to personnel, review of closed session minutes, semi-annual review of closed session minutes, litigation or the setting of a price for sale or lease of property owned by the Des Plaines Park District, or the purchase of property. After a short break the commissioners began executive session at 7:51 pm Commissioners present included Commissioners Williams, Commissioner Rosedale, Commissioner Grady, Commissioner Doer, and President Haas.

REAL ESTATE/CONSIGNMENT AGREEMENT

Executive Director Miletic presented an assignment agreement that needed to be approved that would change the legal name of Foxtail to Foxtail on the Lake, LLC. This agreement was reviewed and drafted by our legal counsel and reviewed by their attorney. Included in the information was detail information about the financing of this project and legal documentation with percentages. The changes to the license agreement were discussed in detail and Executive Miletic said we will need to come out of Executive Session to approve. Executive Director Miletic indicated all the funding and infrastructure that is being added is a benefit to the Park District and its residents.

Discussion:

Commissioners talked about the legal situation, Commissioners are excited to get this project done and open. There is a lot of buzz about the restaurant and the six million in improvements and reuse of the former church is a plus.

PERSONNEL

Executive Director Miletic brought a proposal to modify the Executive Contract with an addendum to allow for additional funding in an HSA account of \$2200 from current funding levels if the Executive Director decides to be removed off the Park District Insurance Plan. This would increase an HSA contribution of \$5000 for Executive Director Miletic and still save the Park District over \$16,000 annually if Miletic leaves the Park District plan. Executive Director Miletic explained this is a great savings for the Park District and would make him whole if he decides to leave. An increase in benefit to him as of January 2024 of \$2200 from the Park District and increase savings to the District of \$16,000.

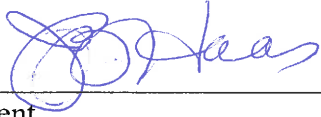
Discussion:

There was discussion by members about the overall cost to the Park District. After some additional discussions by Park Board and to get an official addendum drawn up they felt this would provide a great deal of savings that could help pay for future increases in health care costs.

ACTION TO RETURN TO OPEN SESSION

Commissioner Doerr to close Executive Session and Return to Open Session at 8:13 p.m.
Commissioner Grady moved to second the motion with Commissioners voting in favor by acclamation.

APPROVED 5-0-0



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
SEPTEMBER 26, 2023**

The Des Plaines Park District Board of Commissioners made a motion by Commissioner Grady and second by Commissioner Doerr to enter into Executive Session on September 26, 2023 7:47p.m.in the David L. Markworth Board Room of the Administrative & Leisure Center in accordance with the Park District Code 70 ILCS 1205 Paragraph 120, pertaining to matters related to personnel, review of closed session minutes, semi-annual review of closed session minutes, litigation or the setting of a price for sale or lease of property owned by the Des Plaines Park District, or the purchase of property. After a short break the commissioners began executive session at 7:52 pm Commissioners present included Commissioners Williams, Commissioner Rosedale, Commissioner Grady, Commissioner Doer, and President Haas.

PERSONNEL

Executive Director Miletic expressed there are two staff that he knows of that are retiring, Prellberg and Poloniak in the next year. President Haas wanted to entire executive session to let the park board know of staff changes.

Discussion:

None

LEGAL

Executive Director brought Park Board up to speed on the upcoming legal requirements of the Decennial Efficiency Act that needs to be completed by December 31, 2024.

Discussion:

None


ACTION TO RETURN TO OPEN SESSION

Commissioner Rosedale to close Executive Session and Return to Open Session at 8:05p.m. Commissioner Grady moved to second the motion with Commissioners voting in favor by acclamation.

APPROVED 5-0-0



President



Secretary

**DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
OCTOBER 17, 2023**

The Des Plaines Park District Board of Commissioners made a motion by Commissioner Grady and second by Commissioner Doerr to enter into Executive Session on October 17, 2023 7:40 p.m. in the David L. Markworth Board Room of the Administrative & Leisure Center in accordance with the Park District Code 70 ILCS 1205 Paragraph 120, pertaining to matters related to personnel, review of closed session minutes, semi-annual review of closed session minutes, litigation or the setting of a price for sale or lease of property owned by the Des Plaines Park District, or the purchase of property. After a short break the commissioners began executive session at 7:44 pm Commissioners present included Commissioners Williams, Commissioner Rosedale, Commissioner Grady, Commissioner Doerr, and President Haas.

LEGAL

Executive Director brought Park Board up to speed on the upcoming legal requirements to conduct a meeting regarding for the Algonquin Bridge Project. We plan to have the meeting at 7pm just after the Decennial Efficiency Act meeting that will start at 6pm. The goal is to hear what is in store for our project from City Staff and their Consultants. It was determined that

Discussion:

There was a great deal of discussion about the process and what legal or options the Park District has to stop the City from building a Bridge by one of our premier parks. The discussion lead to we are opposed to have it at this site and there needs to be another location considered.


ACTION TO RETURN TO OPEN SESSION

Commissioner Grady to close Executive Session and Return to Open Session at 8:06p.m. Commissioner Doerr moved to second the motion with Commissioners voting in favor by acclamation.

APPROVED 4-0-1



President



Secretary