DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
FEBURARY 17, 2026

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 17, 2026 at 6:43 pm 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. There was a short break before starting. Commissioners present included Commissioner Haas, Commissioner Williams, Commissioner Doerr, Commissioner Osinski, and President Grady. Staff Member Nicole Dale and Annette Curtis

PERSONNEL

The annual salary administration was presented by Nicole Dale, she went over in detail her documents regarding the Position Titles & Grades & Salary Structure which is scheduled for approval in open session. There were discussions on promotions and restructuring due to someone retiring. Commissioners asked questions about the list and changes, all were answered by Nicole Dale and one by Executive Director Miletic about the maintenance department.

Nicole Dale moved to Item Number 13-B approval of Salary Administration pool of 4%, she included a survey of other districts and compared that the 4% is the norm for agencies across Park Districts in our area. Some are as high as 5% for the year. The Salary Pool did not include numbers for the Executive Director. There was discussion from the Commissioners about making sure we stay competitive and questions about specific adjustments for recent promotions.

Nicole Dale presented the changes to the health insurance coverage and presented great news of a 5.3% increase. The new broker that the Park District has was able to negotiate down from 9.5% to this lower rate. With some of the news we were hearing about 20% increases, we are very happy the shape we are in. In addition, with staff that waive coverage the Park District will save about $475,000 this year on health care costs. This is amazing for our budgets Annette Curtis mentioned and over the past twenty years has saved us millions of dollars with having the waiving option. The Commissioners commented on how important it is to have an overall package for health care as part of our options and reviewed documents. There were questions answered by Nicole about the savings and comments about doing a great job. Nicole and Annette left Executive Session at 8:02pm

Executive Director Miletic presented a change to one staff member to the Park Board of Commissioners, this is for Nicole Dale. He was recommending a promotion to Director of Administration & HR with a salary of $131,000. This is the competitive rate for Director levels for Park Districts of our size. We are a large district, and other districts do seek others from our Park Districts, and we need to stay competitive. Discussion about her performance over the past 7-8 years by commissioners was complimentary and comments about how important HR in today's workplace are critical.

Executive Director Miletic presented agenda Items 13-D and 13-E to discuss a specific item in the Executive Directors Contract. He stated as school district and now some park districts are doing with providing all compensation as regular pay. In addition, Miletic said all department level employees that receive a car allowance will now be reflected in regular pay, so Joe, Brian, Aurelio, and April will also have an adjustment to their hourly rate if the park board approves the change to his contract. This way it is the same for all employees. Miletic also informed the Park Board of Commissioners that this would affect his pension in a positive way. Overall IMRF looks at the last 48 highest months of salary and uses an average to calculate pension based on years of service. Full pension is 40 years of service. Commissioners asked questions about how this affects future staff hired. They will be told that their regular salary includes personal use of their cars, there will be no separate car allowance anymore. Also, Executive Director Miletic did comment that the Journal and Topics did get my contract multiple times, as stated in the renewal option if I am not let known 12 months before the current contract ends, the next 3 year option is enforced. So my contract is valid until April 30, 2029.

LEGAL

Commissioners asked about the amount of time it is taking for FOIA requirements. Executive Director Miletic said it does take a lot of time and money. The legal fees are very high, as we send requests to our attorney for review prior to release. The FOIA was a topic at IPRA Conference, we have had more than others recently and expenses will be allocated to appropriate areas.

Executive Director mentioned that we need to exit executive session and will present documents from Nicole and myself for approval in open meeting.

ACTION TO RETURN TO OPEN SESSION

Commissioner Haas made a motion to close Executive Session and Return to Open Session at 8:14 pm Commissioner Williams moved to second the motion with Commissioners voting in favor by acclimation.

APPROVED 5-0

President

Secretary

DES PLAINES PARK DISTRICT
EXECUTIVE SESSION MINUTES
APRIL 21, 2026

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 April 21, 2026 at 7:55 pm 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. There was a short break before starting. Commissioners present included Commissioner Haas, Commissioner Williams, Commissioner Doerr, Commissioner Osinski, and President Grady. Staff Member Nicole Dale.

LEGAL
Commissioner Haas brought up an issue with Contractual Programs and the percentages that we charge off with the Yoga program. Executive Director Miletic said he was aware of the situation and Brian Panek was going to take care of it. He will follow up with Brian.

In addition, Commissioner Haas asked for the attorney to be at the next Park Board meeting. Miletic said that is a good idea, and he will make sure this happens.

There were discussion about the FOIA requests too.

ACTION TO RETURN TO OPEN SESSION
Commissioner Haas to close Executive Session and Return to Open Session at 8:33 pm Commissioner Williams moved to second the motion with Commissioners voting in favor by acclimation.

APPROVED 5-0

President

Secretary