

**GRAYSLAKE COMMUNITY PARK DISTRICT
PARK BOARD MEETING**

July 17, 2024

The meeting was called to order at 7:10pm by Vice President Rodas. Upon roll call the following were:

PRESENT: Commissioners Anderson, Toth, Kennedy, Larson, Rodas.
President Ryan arrived at 7:14 p.m. (Absent: Deal) Staff: Splitt, Regnier, VanZant.

MOTION: by Kennedy that the Park Board of Commissioners approve the July 17, 2024 Park Board Meeting Agenda as presented. Second by Larson. Upon roll call all Park Board Members voted “aye” No nays. Motion passed.

Comments from the public: none

There were 2 communications in the packet: A letter written from Molly requesting a GaGa Pit to be installed in Prairie Town/Canterbury Park. The second communication was an invite from John Buckner, SRACLC Director inviting the board to attend their 33rd Annual Fishing Derby on Wednesday, July 24 from 11:30 am – 1:30 pm.

MOTION: by Larson that the Park Board of Commissioners approve the Consent Agenda to include:

- The Payment of Bills and Payroll from 06-20-24 thru 07-17-24 in the amount of \$506,658.68. This amount was reflected in the updated monthly summary report that was handed out at the meeting.
- Approval of the June 19, 2024 Park Board Meeting Minutes

Second by Toth. Upon roll call all Park Board Members voted “aye” No nays.
Motion passed.

Director Splitt introduced and reviewed with the board a new proposed Opt-Out of Medical Insurance Incentive Policy. This policy would offer a financial incentive to those eligible employees who choose to waive medical insurance coverage through the District. This program is completely voluntary.

The policy clearly outlines the procedures required for employees who wish to take advantage of this policy. Eligible employees must fill out and sign the Opt-Out Agreement Form each year during open enrollment. Employees must provide proof of alternative medical insurance coverage before they are approved for the incentive. The incentive will be paid out equally over the 26 pay periods each year and is subject to applicable taxes. This incentive will not be reported as IMRF earnings. If the employee participating in this program has a qualifying event that causes the employee to re-enroll

in the Park District medical insurance plan, the employee will no longer be eligible for the incentive.

For each individual employee who participates in this program, the District will realize an approximate cost savings of over \$8,000 annually and for each employee plus family, the district will realize an approximate cost savings of \$23,000 annually. The policy will take effect January 1, 2025 and will be added to the District's Personnel Policy Manual.

MOTION: by Kennedy that the Park Board of Commissioners approve the Opt-Out of Health Insurance Incentive Program Policy as presented. Second by Toth. Upon roll call all Park Board Members voted "aye" No nays. Motion passed.

Director Splitt introduced and reviewed with the board another new proposed policy: The Retirement Notice Incentive Program. This program is designed to honor the dedication and service of our valued long-term employees as they prepare for retirement.

Eligible Full-time employees who provide the required early retirement notice will receive a one-time, non-pensionable, lump sum monetary award at their time of retirement. By incentivizing early retirement notifications, the district can better plan for succession and ensure a smooth transition of knowledge and responsibilities. This reduces the risk of sudden vacancies and allows the district to groom successors effectively. In addition, this program will allow for adequate budgeting and addresses immediate operational needs, adjustments and/or changes to staffing levels and areas of responsibilities.

Listed in the policy is a clause about revocation of the incentive if the employee fails to retire on the specified date. This revocation may be waived by board approval on a case-by-case basis if the employee needs to retire earlier due to a "hardship" situation or extenuating circumstances. It was recommended by Commissioner Larson that any non-forfeiture of the incentive due to extenuating circumstances be handled and approved by the Executive Director. The rest of the board agreed with this recommendation and instructed Director Splitt to update the policy to reflect those changes.

MOTION: by Larson that the Park Board of Commissioners approve the Retirement Notice Incentive Program Policy as presented and with the discussed changes to the Revocation section. Second by Toth. Upon roll call all Park Board Members voted "aye" No nays. Motion passed.

The board reviewed the report of the Executive Director.

Splitt gave an update on a couple of projects that are occurring this summer. Both the Jones Island Playground Picnic Area and the Cambridge Park Tennis Basketball Court Renovation are anticipated to begin construction sometime in August.

The District staff has made the decision not to attend this year's National Park and Recreation Association Conference in October. The dates of the conference interfere with preparations for the upcoming Pumpkinfest and other fall programs.

Splitt and Regnier gave a recap of this year's Family Picnic and Fireworks Event. The district experienced record attendance at the event this year. The event ran smoothly. The staff has already prepared a list of items to change for next year to ensure a safe and well-run community event.

The annual Grayslake summer days parade will be held on Saturday, August 17th beginning at 4:30 p.m. Commissioners should let Splitt know if they plan to attend.

The board reviewed the report of the Superintendent of Recreation.

Regnier stated the recreation staff is working on the Fall Program Guide which is scheduled to launch August 6th. This guide will cover programs that begin in September thru the end of the calendar year.

The staff recognized the 25th work anniversary for Kendra Ring on July 3rd.

The golf course has been very busy with 2,169 rounds of golf played. Golf camp 1 & 2 had a fun filled 4-weeks of golf with 15 participants each. We have received numerous compliments on our new Golf Camp staff.

Upcoming Events:

Birdie Buddies will be Thursday, August 29 from 5:00-8:00pm at Grayslake Golf Course

The board reviewed the report of the Assistant Superintendent of Parks.

The parks department re-installed a fountain at Creekside Park. This pond already had an aerator installed about 25+ years ago and was never replaced when it stopped working. This will greatly help mitigate the stagnant water and algae buildup on this small pond.

Fertilizer has been applied to all of the sports fields at Alleghany park to help promote healthy root growth during the most used time of the year. The fields are looking really nice even after all of the spring and summer usage.

Thrifty Nickel Handyman has been out for the past few weeks sanding and staining the Golf Course, Central Park Performance Pavilion, Central Park

Concessions, and Alleghany Concessions building. They have done a nice job and these buildings are looking much better.

The board reviewed the report of the Business Manager.

VanZant stated that Revenue and Expenditures are on track with the first month of the fiscal year.

Ryan announced the August 21, 2024 Park Board Meeting will be at 7:00 pm.

MOTION: by Larson to adjourn at 7:46pm. Second by Anderson. Upon roll call all Park Board Members voted "aye" No nays. Motion passed.

Adjourned 7:46pm.

Ray Larson, Secretary
Board of Commissioners