

MINUTES
DeKalb Park District
Public Meeting of the Board of Commissioners
October 4, 2018
Ellwood House Visitor's Center
509 N. 1st Street, DeKalb, IL

Public Meeting
6:00 p.m.

I. Meeting Call to Order and Roll Call: President Phil Young called the Study Session to order at 6:01 p.m.

Board members present: President Phil Young, Commissioner Dean Holliday, Commissioner Keith Nyquist, Commissioner Patti Perkins and Commissioner Dag Grada.

Staff Members Present: Executive Director Amy Doll, Superintendent of Parks & Development Mat Emken, Superintendent of Finance & Administration Heather Collins, Superintendent of Marketing & Golf Operations Scott deOliveira, Superintendent of Recreation Bill Ryder, Park Maintenance & Special Projects Team Leader Dave Kessen, Facilities Team Leader Mike Mascall, Jeff Zweifel, Recreation Office Coordinator Wendy Hayes and Accounting & Administrative Assistant Emily Bidstrup.

II. Action on the Agenda

Commissioner Nyquist made a motion to approve the agenda, seconded by Commissioner Perkins. Motion carried by voice vote.

III. Public Comments

Susan Courtney Marshall, DeKalb resident and avid nature trail user, stated her concern with the herbicide spraying on the trail. She advised that she was walking her dog the day the spraying took place and wondered what the effects of the chemicals would have on the humans and animals that might have come into contact with it. She asked for the name of the herbicide that was used.

IV. Old Business

a. Discussion of Vehicle Replacement Philosophies

Amy Doll, Executive Director, advised that the board has asked for additional conversation on the topic, so staff had been tasked with researching buying vs. leasing options. She thanked staff for their hard work. Mat Emken, Superintendent of Parks, advised that the maintenance department has 12 full time positions and when fully staffed, 28 employees need transportation on a daily basis. There are currently 18 daily use vehicles that can be used for transport. He

suggested moving forward with the conservative replacement plan which would include the purchase of Ford F250's with lift gates. Heather Collins, Superintendent of Finance, talked about the advantages and disadvantages of buying vs. leasing. She believed the biggest advantages of leasing are spread out payments and the ability to receive new vehicles more frequently. The disadvantages include not actually owning the vehicles and the possibility of the leasing program being discontinued. She believed the biggest advantages of buying are immediate ownership and the vehicles can be kept as long as the district wants them. The main disadvantage is having to come up with the capital to purchase them. Ms. Collins stated that the districts needs surpass their financial resources so suggested the use of a vehicle replacement fund sometime down the road. It would mean money would be found in the operating budget so capital funds aren't being used.

President Young asked if the new fund would be taking away from each departments operating budget. Ms. Collins answered yes but for right now staff recommend continuing with the conservative replacement plan. President Young asked if vehicles used for golf operations are included in the plan. Mr. Emken said no, not currently. President Young asked why Ford F150's aren't being considered to purchase and inquired about the price difference between the 2 models. He also asked if there are any grants to help government agencies purchase vehicles. Mr. Emken responded that F250's are more heavy duty and have a better pulling capacity. Commissioner Nyquist asked if F150's are able to haul tractors or mowers around town. Mr. Emken said they are but have a lot less towing capacity.

Commissioner Holliday asked how many trucks would ultimately be traded in. Mr. Emken said 3 for the current budget cycle. President Young asked how much a lift gate costs, if it would make the vehicle more versatile and if they usually last the life of the vehicle. Commissioner Holliday asked how much the trade in value would be and suggested just running the vehicles until they die. Mr. Emken responded that they are 25-year-old vehicles, so they are about dead. Commissioner Grada asked if 4-wheel drive is necessary on vehicles that would primarily be used in the summer. Mr. Emken advised that not every truck would have 4-wheel drive.

Commissioner Nyquist asked for replacement costs if the board were to approve the conservative plan. Ms. Collins responded about \$135,000 would be spent next year on new vehicles. President Young asked why Golf and Recreation vehicles aren't being talked about. Commissioner Grada asked how much has been spent on vehicle maintenance over the last 5 years. Commissioner Perkins needed clarification on the replacement schedule and then asked if vehicles would be replaced according to age vs. the need for a new one. She continued by asking if staff saw a vehicle that is 15 years old, working fine and doesn't need to be replaced but according to the replacement schedule it does, would they replace it. Commissioner Perkins pointed out that if the money is taken from capital or

operating, it is still the park districts. Ms. Doll responded correct. Commissioner Perkins also pointed out that if the money is being taken from operating, someone's budget is being reduced because of it. Ms. Doll responded correct but if money were to be taken from capital, it takes away from bigger projects like fixing roofs or buildings.

b. Discussion of District Health Insurance Benefit Philosophy

Ms. Collins advised that Mark Copple, Human Resources & Payroll Manager, evaluated all of the district's health insurance options and compared them to other districts in the area. The results were mixed. Ms. Collins wanted discussion from the board on how generous, or not so generous, the district's benefits package should be. President Young does not want to take benefits away from staff but asked if the district could legally or ethically adopt another benefits package strictly for newly hired employees. He acknowledged his belief that employees with dependents are paying too high of a premium and is concerned. He also believed that the opt-out portion the district is paying employees is very high and would like it to be more in line with industry standards. Commissioner Holliday asked if the union employees are included on the district's insurance. Ms. Doll advised that according to the contract, they accept whatever plans the district chooses.

Commissioner Nyquist acknowledged that staff are looking for direction from the board. He was very sympathetic that there is a group of employees identified as having "less generous benefits". He would like to help employees that have dependents but does not want to take away from those who do not and stated he cannot support something that would do that. He also believed that those employees who currently opt-out would go on the district's plan if that benefit were to be taken away. Commissioner Grada asked if its possible to grandfather in current employees. Whether employees paid a portion of the premium or not, President Young believed the savings to the district would not be significant but part of it is to have the philosophy of having a buy-in. He asked if any full-time employees have to pay for insurance. Ms. Collins responded no, employees do not have to pay for their coverage.

President Young would like to see this topic brought to a vote within the next couple of weeks and asked the other commissioners for input. Commissioner Grada would be happy to see a system that would grandfather in current employees. Commissioner Holliday stated that he had never heard of an opt-out option until he joined the board. Commissioner Nyquist advised he currently had no idea what a vote would look like and needed more direction. President Young asked if anyone supported adjusting the opt-out option and believed it is too generous. Commissioner Nyquist stated he would not support anything that cuts it. Commissioner Holliday said he does not like taking anything away. Commissioner Perkins believed that if an employee with dependents is asked to pay a portion of the premium, someone without dependents should have too as

well. Commissioner Holliday asked how many employees opt-out. Ms. Collins said six. Commissioner Perkins asked if there are consequences to eliminating the opt-out option. Ms. Doll stated employees have been counting on the extra income and may also choose to join the districts plan. President Young concluded by saying he would like to see more research done, check to see if the grandfathered system is possible and have Mark Copple attend the next meeting to answer questions.

c. Discussion of Kiwanis Park Master Plan – Bard Blvd. Property

Mr. Emken advised that Upland Design has been asked to add to the Kiwanis Park Master Plan after the district acquired property on Barb Blvd. Three concepts were presented, and all include a walking trail and a parking lot. Staff concluded that concept A was redundant, so they suggested merging concept B & C. Commissioner Grada shared that he recently visited Fairgrounds Park in Oregon, IL and loved the layout. There were exercise stations right next to play structures, so children and adults could be together. He stated he would like to see something like that in the Kiwanis Park plan. Commissioner Grada is not convinced DeKalb needs another dog park but suggested an area of the park be saved for one in the future. To save money, President Young suggested the removal of the parking lot since Barb Blvd has plenty of parking. Commissioner Nyquist did not agree with that idea and believed if they want people in the park, a parking lot is needed. President Young pointed out the option for expanding Katz and asked if a second dog park is really needed. He also asked if the school district had any concerns with a dog park being so close to Huntley Middle School. Ms. Doll advised that the school district had no concerns with any of the concepts. President Young stated it is important to at least have trail connecting Kiwanis Park and the new Barb Blvd property. Commissioner Grada asked if there are figures on dog park usage. Ms. Doll advised that the district does not currently have that data. Commissioner Perkins agreed that concept A is redundant and would like to see concept B & C come together. She also suggested a meeting with residents on Barb Blvd so they can give their input.

V. New Business

a. Discussion on Personnel Policy 3-2: Policy on Breastfeeding Friendly Workplace

Ms. Collins advised that Bruce Rauner had made changes to the policy and the district realized they did not have a policy regarding the topic. President Young asked if refrigeration units would have to be supplied for mothers. Commissioner Grada asked if there is a reason for the 1-year limit on breastfeeding in the workplace. Ms. Collins stated the 1-year limit is the minimum required by law but if an employee needed to go longer the district would be happy to work that out with them.

b. Discussion of Administrative Policy 200.3: Purchasing

Ms. Collins advised that finance staff have been creating a purchasing manual that is currently over 50 pages long. Part of the manual included the addition of a procurement card. MB Financial and First National Bank both have a program that staff have been looking at. President Young believed making purchases through a procurement card is ideal so staff have direct and instant accounting numbers. He asked for examples of what could, and could not, be purchased with a card. Ms. Collins advised that each person with a card would have different threshold amounts and purchases can be limited by vendor.

c. Discussion of IMRF Resolution for Health Insurance Cash Benefit Payments

Ms. Collins advised that IMRF passed a resolution that has required opt-out insurance benefits to be included in IMRF wages. President Young stated that this is something the district is currently doing, so the resolution just makes it official. Ms. Collins agreed.

d. 2018 Pool Report

Bill Ryder, Superintendent of Recreation, presented the 2018 pool report. He said it had been a very successful year due to weather and great staff. This year, a survey was distributed to pool pass holders and 171 surveys were returned with favorable results. For the 2019 season, pool hours will be kept the same as well as pool pass and daily admission prices. Mr. Ryder stated that special event attendance increased and proposed two more special events for next season. The minimum age a child can be dropped off by themselves at the pool will increase to 12 years old vs. 8 to bring it more in line with industry standards. Mr. Ryder thanked maintenance staff for their hard work keeping the pool running.

President Young mentioned he has heard a lot of bad things about the lockers not working and asked if temporary units could be placed outside on the pool deck. He also would like to see concessions addressed again after hearing people complain about the vending machines. President Young asked if anything of major concern was found when the pool was being shut down for the season. Mr. Ryder said the maintenance repair list was very minimal this year. Commissioner Perkins wondered why there was such an increase in season pass sales from 2011-2012 but then it decreased significantly after that.

VI. Executive Session

Commissioner Nyquist made a motion to go into closed session for the purpose of Personnel 2(c)1 and Pending or Imminent Litigation 2(c)11, seconded by Commissioner Perkins. Motion carried by roll call vote. Aye: Perkins, Grada, Holliday, Nyquist, Young. Nay: None. Absent: None. (5-0-0)

Meeting closed to the public at 7:39 p.m.

VII. Reconvene Open Meeting

Open meeting reconvened at 8:52 p.m.

VIII. Adjourn Public Meeting

Commissioner Nyquist made a motion to adjourn the public meeting, seconded by Commissioner Perkins. Motion carried by voice vote.

Meeting adjourned at 8:52 p.m.