



1685 West Higgins Road, Hoffman Estates, Illinois 60169

heparks.org t (847) 885-7500 f (847) 885-7523



**AGENDA
RECREATION & FACILITIES COMMITTEE MEETING
TUESDAY, JUNE 21, 2022
7:20 P.M.**

1. ROLL CALL
2. APPROVAL OF AGENDA
3. LONGEVITY RECOGNITION – COMMUNITY REPRESENTATIVES
4. PRESENTATION OF GOLD MEDAL FINALIST VIDEO
5. APPROVAL OF COMMITTEE MINUTES
 - May 17, 2022
6. COMMENTS FROM THE AUDIENCE
7. OLD BUSINESS
8. NEW BUSINESS
 - A. Inflation and Compensation / M22-061
 - B. SD15 STAR Agreement 2022-2023 / M22-052
 - C. Recreation Board Report / M22-053
 - D. Facilities Board Report / M22-060
9. COMMITTEE MEMBER COMMENTS
10. ADJOURNMENT

All meetings are held in the boardroom of the Scott R. Triphahn Community Center & Ice Arena at 1685 W. Higgins Road in Hoffman Estates, unless otherwise specified. If an accommodation or modification is required to attend this public meeting please call 847-885-8500 with at least 48 hours' notice.



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**MINUTES
RECREATION & FACILITIES COMMITTEE MEETING
May 17, 2022**

1. Roll Call:

A regular meeting of the Hoffman Estates Park District Recreation & Facilities Committee was held on May 17, 2022 at 7:32 p.m. at the Triphahn Center in Hoffman Estates, IL.

Present: Chairman Chhatwani, Commissioner Kaplan, Comm Reps Beranek, Henderson, Macdonald, and MacGregor

Absent: Comm Rep McIlrath

Also Present: Executive Director Talsma, Director of Parks, Planning and Maintenance Hugen, Director of Recreation Kapusinski, Director of Golf & Facilities Bechtold

Audience: President Kinnane, Commissioners Friedman, McGinn, Evans and Dressler, Comm Rep Evans

2. Approval of Agenda:

Commissioner Kaplan made a motion, seconded by Comm Rep Beranek to approve the agenda as presented. The motion carried by voice vote.

3. Approval of the Minutes:

Comm Rep MacGregor made a motion, seconded by Commissioner Kaplan to approve the minutes of the April 19, 2022 meeting as presented. The motion carried by voice vote.

4. Comments from the Audience:

None

5. Old Business:

None

6. New Business:

A. School District 54 STAR Agreement 2022-2023 / M22-046:

Director Kapusinski stated that this is a one-year agreement with SD 54. The Park District currently runs the STAR program at six SD54 sites; this agreement is to continue running the program at these sites.

Commissioner Dressler asked why the agreement is no longer than one year. Director Kapusinski replied that the school district is focusing on other projects right now and it was easier for them to send us a renewable contract for the time being.

Comm Rep Henderson made a motion, seconded by Comm Rep MacGregor to recommend to the full board the approval of the SD54 Star Agreement for the 2022-2023 school year. The motion carried by voice vote.

B. Recreation Board Report / M22-042:

Director Huguenot noted that the residents in the Birch Park area will hold their annual block party on August 20. We will plan to do the ribbon cutting for the newly renovated park at this time.

Director Kapusinski highlighted the following:

- Scott Meyer has joined the District as the new Willow Facility Manager. He comes to us from the Belvidere Park District. His wife is also in the industry.
- Lindsay Grace, our Graphics Design manager, has left the District for a new position.
- Kimberly Barton, our STAR and camp Program Manager, completed her masters degree in recreation this past weekend. Her final project focused on diversity, equity and inclusion (DEI).
- This year we are working on DEI projects: Director Kapusinski has joined the Village's Cultural Awareness Commission. Also, Commissioner Evans asked staff to reach out to the Urbana Park District, who recently presented at the IAPD Conference on serving disadvantaged families in the community. We learned that we are on the right track with our MORE (Mobile Outreach Recreation). Urbana has two full-time staff assigned to this project and visited 152 sites last year. We will start with 5 sites this summer, as we currently do not have staff who can work on this full-time.
- The monthly board report summarized spring enrollment. Other highlights included the Spring Craft Fair with more than 80 vendors; Kids to Parks Day at

Fabbrini was a success, including the Fishing Clinic with 180 pre-registered and more than 200 total participants around the lake; Jeff Ney secured sponsors for the Kids to Parks Day, with five vendors around the stage; Director Kapusinski used word of mouth and passing out flyers at Kids to Parks Day to spread the word on other upcoming special events.

- Baseball had a small-scale opening day due to weather delaying the start of the season. We have 212 players this year, compared to 177 in 2021.
- Soccer has 339 registered players, compared to 221 last year.
- Outdoor adult pickleball is underway, with a new division, “First Timers” where lessons are provided followed by open play (21 registered). The other two divisions have 24 players (Social League) and 6 teams in the Advanced League.
- This coming weekend we will be hosting a hockey tournament for 16 teams, organized by the Park District.
- Figure Skating has 336 registered participants compared to 179 last year. We are using two rinks during lesson time.
- Communications and Marketing had an email open rate of 39%. The market average is 12%. We submitted 55 social media posts, and our Facebook following is up 583 people since January. Our podcast is streaming on all networks.

Commissioner Dressler asked if the DEI Committee is made up of staff members. Executive Director Talsma replied yes. The Cultural Awareness Commission is made up of appointment members that anyone can apply for

Comm Rep Beranek made a motion, seconded by Comm Rep MacGregor to send the Recreation Board Report to the full board as presented. The motion carried by voice vote.

C. Facilities Board Report / M22-043:

Director Bechtold highlighted the following for Bridges:

- We are finally having some nice weather, which is good for traffic at the golf course.
- The first junior golf class is sold out with 24 students.
- The first annual Senior Scramble has 36 teams (144 total golfers).
- TopTracer is going strong, with 347 hours of rental this month. Jenny Jones is working on a social calendar for TopTracer, including music, bags, etc.

- This past weekend we hosted our first wedding of the year with 160 people. Thank you to the Parks Department for new flowers in the event area.
- The golf maintenance staff is trying to stay on top of the mowing, especially in the wet areas.

Commissioner Kaplan asked what 347 hours at TopTracer equates to. Director Bechtold stated that this is about \$10,000 in revenue.

Director Bechtold highlighted the following for The Club:

- We added 105 new members last month, and have a positive variance for the year.
- The facility usage is at 77%, which is very high. Typical usage is between 55 and 60%.
- We had a few events in April: Community Fitness Day was April 2 (free visits and vendors); Kids Day Off was April 16; and birthday parties with gym and swim rentals.
- We received a complaint about the volume level in some classes. The volume is designed for the energy level of the class. However, we have addressed the complaint and adjusted the volume level.

Commissioner Kaplan asked if we are missing any equipment at The Club. Director Bechtold said that a Peloton-type unit has been requested, and we are looking at this as part of our equipment replacement plan.

Comm Rep Evans asked if there was any feedback from the Windy City Bulls regarding their practice facility. Director Bechtold stated that the organization is pleased with their practice times and facilities, and several players used our fitness area as well.

Comm Rep MacGregor made a motion, seconded by Commissioner Kaplan to send the Facilities Board Report to the full Board as presented. The motion carried by voice vote.

7. Committee Member Comments:

Comm Rep Macdonald stated that he has missed the last two meetings, and it is good to be back. He will be in and out over the summer. His child had the first soccer game of the season, and the increase of 100 kids is evident. This is a good program.

Comm Rep MacGregor said that Black Bear Park looks good.

Commissioner Kaplan thanked Director Hugen and his staff for turning the water back on so his dog can have a drink of water.

Chairman Chhatwani thank the staff for their work.

8. Adjournment:

Comm Rep MacGregor made a motion, seconded by Comm Rep Macdonald to adjourn the meeting at 8:00 pm. The motion carried by voice vote.

Respectfully submitted,

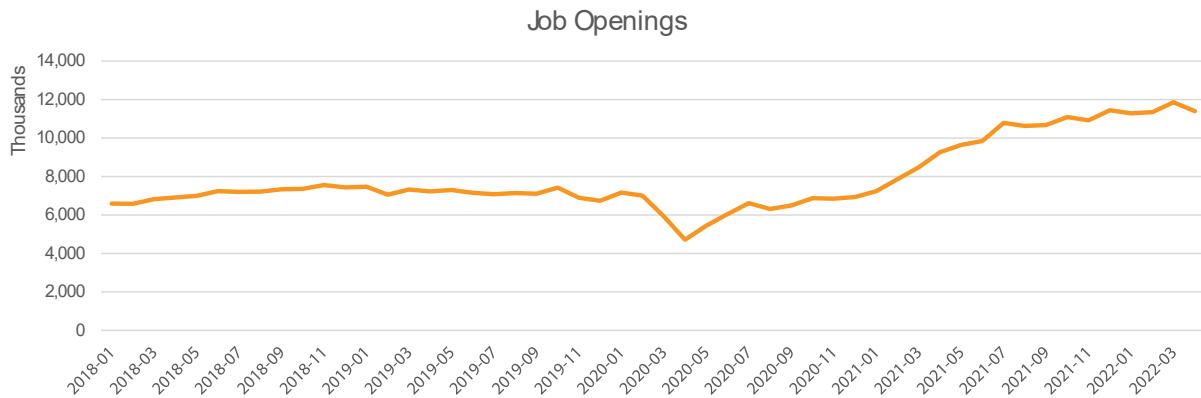
Craig Talsma
Secretary

Cindy Flynn
Executive Assistant

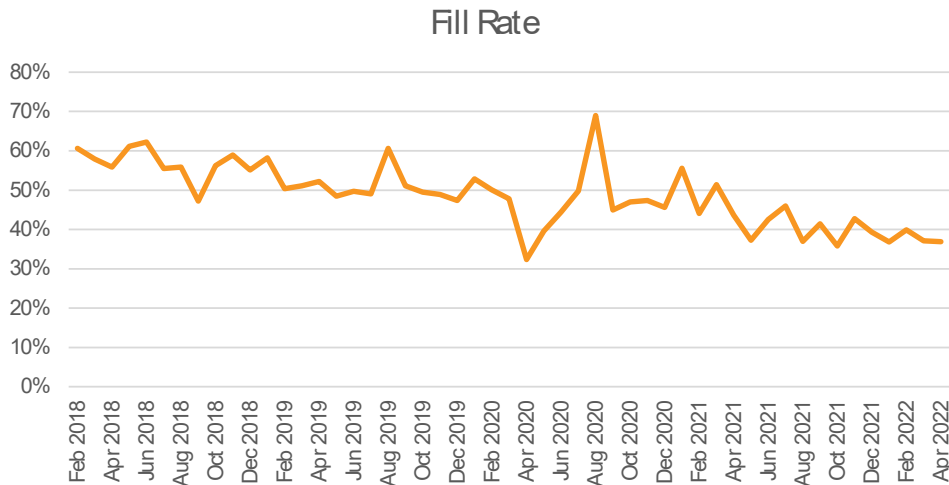
MEMORANDUM NO. M22-061

TO: All Committees
FROM: Craig Talsma, Executive Director
Nicole Hopkins, Director of Finance & IT
RE: Cost of Living Increase
DATE: June 21, 2022

Background

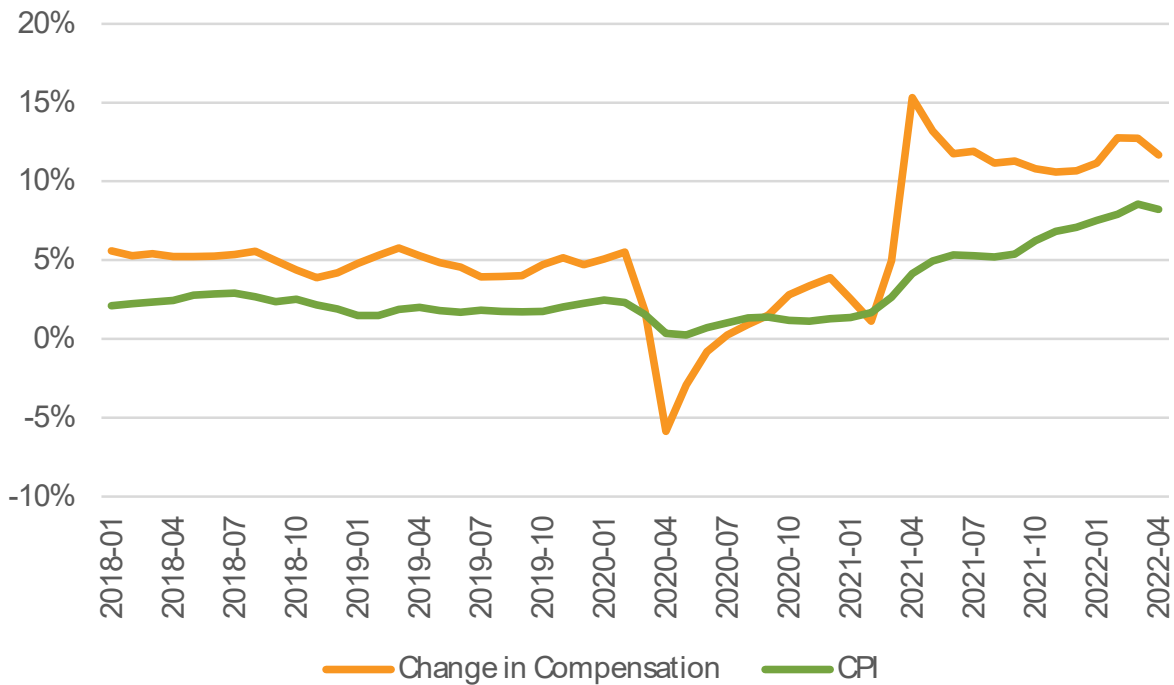
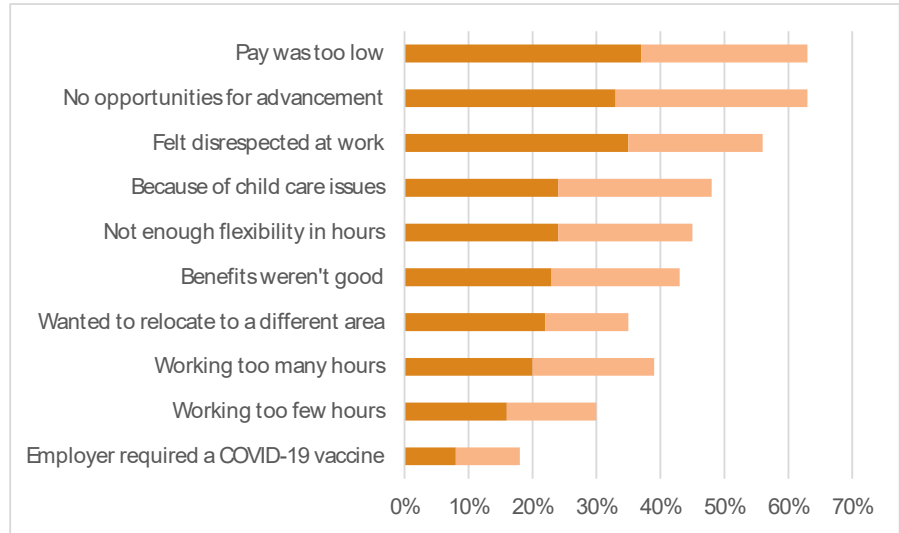


Prior to the impact of COVID-19, Job Openings averaged a little over seven million. As of the June 1st release by the Bureau of Labor Statistics (BLS) of the Job Openings and Labor Turnover Survey for April 2022, the job openings are 11.4 million, an increase of 73 percent. Employees that quit their jobs increased from an average of 3.06 million to 4.42 million.



According to the BLS government jobs data, prior to 2020 54% of government positions were filled by the following month. Currently, only 37% of those jobs are being filled.

In a study by the Pew Research Center, 63% of employees who left their job in 2021 cite that it was wholly or in part due to too low pay or no opportunities for advancement. Another 57% felt they were disrespected. Those who have quit are taking new positions with better pay, more opportunities for advancement, and greater work-life balance and flexibility.



The BLS reported that Inflation (CPI) was 8.5% for May 2022 and 4.9% for May 2021. The cost of goods and services has increased 13.9% since May 2020. According to the Bureau of Economic Analysis's Compensation of Employees, Received: Wage and Salary Disbursements report, compensation has historically increased by between 4% and 6% annually. Since April 2021, compensation has increased by between 10% and 15%

In an effort to slow down inflation, the Federal Reserve increased the benchmark interest rate by .75% on June 15th. This will impact the cost to borrow money on top of the increase in the cost of the goods themselves. Should an employee or prospective employee need to change homes, replace an unreliable vehicle, or fix a broken furnace, the impact will be compounded as the loans to purchase these items will carry higher interest rates on top of the increase in the purchase price.

Implications

Lost purchasing power is inflation less wage increase, which equals the reduction in goods and services wages can purchase.

	Range		May 2020 to May 2022			
	Minimum	Maximum	% Increase	Inflation for Same Time Frame	% of Lost Purchasing Power	Decreases to Effective Wages
Grade 1	\$ 36,250	\$ 53,550	5.6%	13.9%	8.3%	\$ (11,779.63)
Grade 2	\$ 41,250	\$ 59,850	6.6%	13.9%	7.3%	\$ (6,211.85)
Grade 3	\$ 44,000	\$ 65,100	7.9%	13.9%	6.0%	\$ (3,631.55)
Grade 4	\$ 52,000	\$ 72,975	6.1%	13.9%	7.8%	\$ (10,434.24)
Grade 5	\$ 62,500	\$ 79,500	4.8%	13.9%	9.1%	\$ (7,003.99)
Grade 6	\$ 72,750	\$ 99,250	4.8%	13.9%	9.1%	\$ (20,086.63)
Grade 7	\$ 93,750	\$ 145,000	6.1%	13.9%	7.8%	\$ (17,348.38)
			7.9% \$(76,496.28)			

District employees lost an average of 7.9% in purchasing power since 2020 due to the elimination of annual increases in 2021 along with the high inflation. Many park districts have started to do COLA adjustments this year. Highland Park, Naperville, Waukegan, and Deerfield have approved cost of living adjustments (COLA) of between 3% and 10% that were given across the Board to all employees. As other businesses and Park Districts are adjusting their compensation packages and working environments due to the rising inflation and changing job market, the District is at a competitive disadvantage unless this is addressed. Although we have not given a direct COLA adjustment in the past, the current rate of inflation is the largest seen since December of 1981.

The district has already lost five full-time staff members this year, and has had difficulty retaining staff for new or vacant full-time positions. In May, we had another full-time staff member offered a higher wage that we were able to retain by increasing their rate of pay. This impacted two employees as an employee with greater longevity in the same position also needed to be adjusted. Applicants offered opportunities have received better offers resulting in us starting the process of filling the position from scratch. Just this month, a full-time employee quit after only two weeks.

The consultant used by most Park Districts, HR Source, does an annual salary survey for IPRA. The results are available to participants. Using the most recent information from September 1, 2021, and rolled forward to this year, the District reviewed our compensation with other participants. We are

currently paying most employees within the 50th percentile of all Illinois Park Districts. The District's EAV and population are consistent with the 75th percentile of agencies in Illinois, adjustments up to \$324,933 would be required to pay our employees consistent with this level. To attract and retain leading professionals in our location, \$845,181 in adjustments would be required.

We cannot overcome such large differentials immediately in one swoop; however starting to make adjustments in such times of need as now will show our employees we care. As a gold medal agency that is highly accredited, we should be seeking candidates worthy of the 75th percentile. To be paying at the 50th percentile means we will be seeking average candidates at best, and our highly skilled staff will seek employment elsewhere. Of course not all staff is at this lower level, but on the average we appear to be paying our staff less than the market would currently dictate.

In order to address a small portion of this disparity and to demonstrate to our staff that we care, we should make some level of COLA adjustment to all staff. The District had a positive change in net position in 2021 of over \$1.3 million and is on track for a \$600 thousand increase in 2022. We should be able to utilize some of this surplus that staff was responsible for creating by reinvesting and rewarding that staff. The loss of raises for the entire year of 2021 contributed to creating that surplus and has dramatically impacted our staff, especially with the current economic crisis we are facing.

Staff is proposing a split adjustment for all employees. Providing a 6% cost of living adjustment to employees currently earning under \$75,000 and a 3% adjustment to those earning over \$75,000. Anyone hired in 2022 would receive a 1.5% adjustment. For our 2022 budget year this would have an impact of less than \$90,000 to the overall District wage expenses.

Park districts are limited in growth opportunities that staff will have. Many positions also have limited flexibility options. To retain employees, it is important that we address the issues that are within the district's control. An employee recognition program is being implemented to increase the number and frequency of employees that receive an acknowledgment. We have expanded our benefits to include childcare to the extent allowed by the IRS. The benefits advantage has always been the way to entice employees to the public sector from the private sector. However, with pay disparities increasing this is a critical area for the District to address. If it is not addressed with current staff, the District will eventually have to confront this issue when trying to replace staff that has left for better opportunities.

Recommendation

Staff recommends that the committee recommend that the full board approve an additional one-time cost of living adjustment of 6% for all staff earning under \$75,000, and 3% for all staff earning over \$75,000 with a cap of 1.5% for any staff hired in 2022.

Bureau of Labor Statistics Data

Clip source: [Bureau of Labor Statistics Data](#)

Bureau of Labor Statistics Data

Databases, Tables & Calculators by

Subject

Change Output Options: From: To: include graphs include annual averages

Data extracted on: June 17, 2022 (12:24:32 PM)

CPI for All Urban Consumers (CPI-U)

Series Id:	CUSR0000SA0
Seasonally Adjusted	
Series Title:	All items in U.S. city average, all urban consumers, seasonally adjusted
Area:	U.S. city average
Item:	All items
Base Period:	1982-84=100

Download:

Year	May
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2012	228.713
2013	231.893
2014	236.918
2015	237.001
2016	239.557
2017	244.004
2018	250.779
2019	255.325
2020	255.944
2021	268.599
2022	291.474

12-Month Percent Change	
Series Id:	CUSR0000SA0
Seasonally Adjusted	
Series Title:	All items in U.S. city average, all urban consumers, seasonally adjusted
Area:	U.S. city average

Item:	All items
Base Period:	1982-84=100

Download:

Year	May
2012	1.7
2013	1.4
2014	2.2
2015	0.0
2016	1.1
2017	1.9
2018	2.8
2019	1.8
2020	0.2
2021	4.9
2022	8.5

Bureau of Labor Statistics Data

Clip source: [Bureau of Labor Statistics Data](#)

Bureau of Labor Statistics Data

Databases, Tables & Calculators by Subject

Change Output Options: From: To: include graphs include annual averages

Data extracted on: June 17, 2022 (11:44:42 AM)

Job Openings and Labor Turnover Survey

Series Id:	JTU9000000000000000H IL
Not seasonally adjusted	
Industry:	Government
State/Region:	Total US
Area:	All areas
Data Element:	Hires
Size Class:	All size classes
Rate/Level:	Level - In Thousands

Download:

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	261	219	218	220	332	412	330	543	361	247	207	176
2013	258	217	200	231	313	338	304	540	376	262	222	167
2014	262	217	229	236	327	412	320	428	439	290	227	202
2015	287	240	252	281	358	420	391	603	395	340	270	222
2016	324	259	282	272	386	432	447	610	483	300	249	199
2017	319	259	252	265	382	436	386	503	451	340	279	214
2018	294	265	255	281	392	461	396	679	449	332	280	217
2019	351	267	258	295	377	429	384	678	488	356	305	215
2020	366	317	295	157	279	346	391	819	416	323	275	201
2021	356	246	269	280	349	456	467	637	431	344	318	232
2022	376	312	286	298 (P)								

P : preliminary

Series Id:	JTU9000000000000000J OL
Not seasonally adjusted	
Industry:	Government
State/Region:	Total US
Area:	All areas
Data Element:	Job openings
Size Class:	All size classes
Rate/Level:	Level - In Thousands

Download:

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	322	383	397	375	415	415	406	446	377	381	338	379
2013	420	403	396	434	426	433	406	416	392	392	373	321
2014	356	391	426	447	454	557	524	451	462	424	437	467

2015	484	505	507	540	539	513	606	505	466	507	492	495
2016	479	471	498	522	550	510	661	523	522	463	540	524
2017	464	488	509	556	572	604	616	510	559	535	500	542
2018	551	569	633	599	625	678	742	739	613	595	629	620
2019	675	672	715	723	717	743	728	750	747	771	726	714
2020	800	780	714	647	628	705	880	728	704	698	689	647
2021	721	701	839	964	966	950	1043	862	982	912	947	1040
2022	1031	1052	1058	1006(P)								
P : preliminary												

Series Id:	JTU9000000000000000Q UL
Not seasonally adjusted	
Industry:	Government

State/Region:	Total US
Area:	All areas
Data Element:	Quits
Size Class:	All size classes
Rate/Level:	Level - In Thousands

Download:

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	112	101	96	105	173	188	161	207	129	107	95	97
2013	113	95	92	116	162	203	167	201	132	109	85	102
2014	113	96	102	111	170	177	173	245	174	132	92	104
2015	123	106	120	115	176	252	190	255	155	144	104	124
2016	143	113	128	126	195	307	189	276	181	152	113	120
2017	155	123	146	124	194	253	196	272	177	138	129	128
2018	149	113	134	145	221	301	227	264	180	156	143	132

2019	173	125	138	146	235	302	233	269	186	153	137	146
2020	159	133	182	121	223	284	242	309	216	205	129	134
2021	129	131	142	148	174	287	245	303	222	220	189	182
2022	194	184	196	185 (P)								
P : preliminary												

Series Id:	JTU9000000000000000T SL
Not seasonally adjusted	
Industry:	Government
State/Region:	Total US
Area:	All areas
Data Element:	Total separations
Size Class:	All size classes
Rate/Level:	Level - In Thousands

Download:

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
2012	254	189	200	213	392	463	389	468	315	249	201	255
2013	266	184	194	206	347	489	374	411	328	245	189	261
2014	263	183	204	199	363	412	351	458	341	249	200	272
2015	268	196	227	221	382	527	393	497	372	297	225	302
2016	299	208	226	237	409	595	353	547	392	300	242	261
2017	300	222	233	235	379	505	406	568	396	281	249	304
2018	295	211	235	245	381	553	464	537	384	303	254	288
2019	326	231	233	250	396	554	462	533	388	320	253	299
2020	302	224	428	414	498	636	478	551	476	507	329	295
2021	262	209	237	236	300	457	421	500	392	363	280	334
2022	329	274	290	272 (P)								

P : preliminary

A

Your Investments



StocksRecap

		HIGH	LOW	CLOSE	CHG.	%CHG.	WK	MO	QTR	YTD
	DOW	32,685.17	32,121.98	32,245.70	-653.67	-1.99%	▼	▼	▼	-11.26%
	DOW Trans.	14,863.99	14,405.20	14,470.36	-430.49	-2.89%	▼	▼	▼	-12.19%
	DOW Util.	1,008.22	990.48	998.05	-9.11	-0.90%	▲	▼	▲	+1.76%
	NYSE Comp.	15,566.55	15,005.95	15,057.87	-508.68	-3.27%	▼	▼	▼	-12.27%
	NASDAQ	11,989.35	11,574.94	11,623.25	-521.41	-4.29%	▼	▼	▼	-25.71%
	S&P 500	4,081.27	3,975.48	3,991.24	-132.10	-3.20%	▼	▼	▼	-16.26%
	S&P 400	2,480.95	2,386.84	2,396.94	-84.01	-3.39%	▼	▼	▼	-15.66%
	Wilshire 5000	41,057.46	39,435.55	39,586.54	-1470.92	-3.58%	▼	▼	▼	-18.31%
	Russell 2000	1,833.48	1,754.21	1,762.08	-77.48	-4.21%	▼	▼	▼	-21.52%
Vol. (in mil.)	5,517	5,500								
Pvs. Volume	4,737	4,798								
Advanced	306	534								
Declined	2189	3058								
New Highs	14	14								
New Lows	714	1314								

Face scann limits in co

BY KATHLEEN FOODY AND MATT O'BRIEN
Associated Press

CHICAGO — Facial recognition startup Clearview AI has agreed to restrict the use of its massive collection of face images to settle allegations that it collected people's photos without their consent.

The company in a legal filing Monday agreed to permanently stop selling access to its face database to private businesses or individuals around the United States, putting a limit on what it can do with its ever-growing trove of billions of images pulled from social media and elsewhere on the internet.

The settlement — which must be approved by a Cook County judge — will end a 2-year-old lawsuit brought by the American Civil Liberties Union and other groups over alleged violations of an Illinois digital privacy law. The company still faces a separate privacy case before a federal judge in Illinois.

Clearview is also agreeing to stop making its database available to Illinois state government and local police departments for five years. The New York-based company will continue offering its services to federal agencies, such as U.S. Immigration and Customs



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Message from employers

This is what a tight job market looks like.

America's employers posted a record-high 11.5 million openings in March. The number of people quitting jobs set a record, too — 4.5 million, a sign of confidence that they could find higher pay, better conditions or more fulfilling work elsewhere.

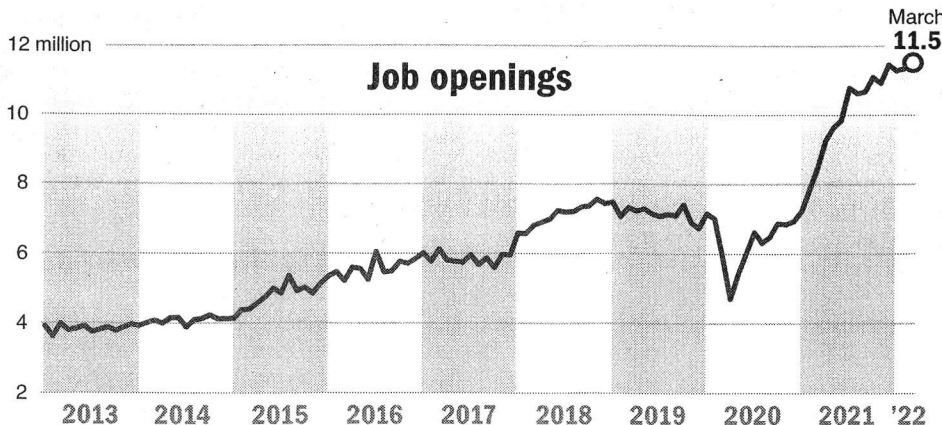
No wonder. Employers laid off or fired just 1.4 million people in March. Though that figure was up from a record-low 1.26 million in December, it was far below the 1.8 million a month that was typical before the pandemic erupted in early 2020, according to the Labor Department's data.

help wanted

There are now two jobs, on average, for every unemployed American. The worker shortage reflects the unexpectedly rapid recovery from 2020's brief pandemic recession. Caught

off-guard by resurgent consumer demand, employers rushed to recall employees they had laid off and to find new ones.

Will the job boom last? Probably not indefinitely. The Federal Reserve is aggressively raising interest rates to try to slow spending and curb high inflation. And the government is no longer supporting the economy with massive stimulus spending.



Source: Bureau of Labor Statistics

Paul Wiseman; Jenni Sohn • AP

River:

Continued from Page 5

the dam in Algonquin — are the boaters.

The businesses along the river "bring our surrounding Fox River communities together, whether it be for some great food, amazing entertainment or, most importantly, that human connection we all need and missed so very

Mai

Continued

up 77.4 1,762.08

Most has been away from it can markets The cer pulled it



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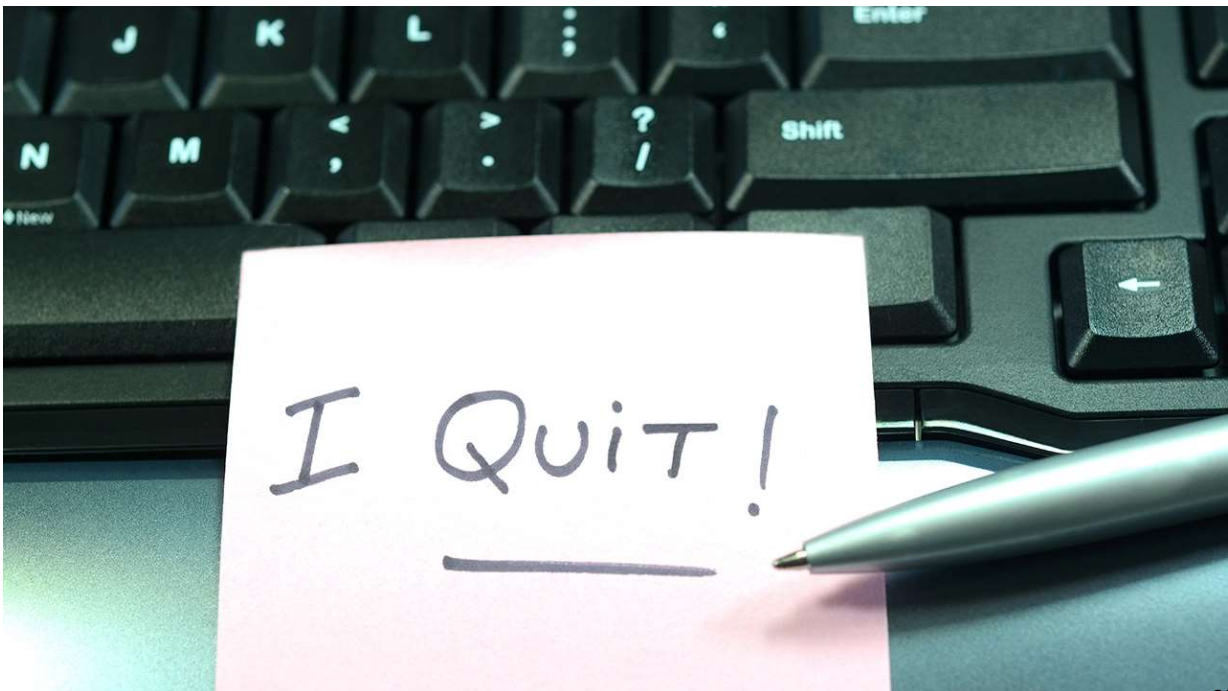
Home > Research Topics > Economy & Work > COVID-19 & the Economy

MARCH 9, 2022



Majority of workers who quit a job in 2021 cite low pay, no opportunities for advancement, feeling disrespected

BY [KIM PARKER](#) AND [JULIANA MENASCE HOROWITZ](#)

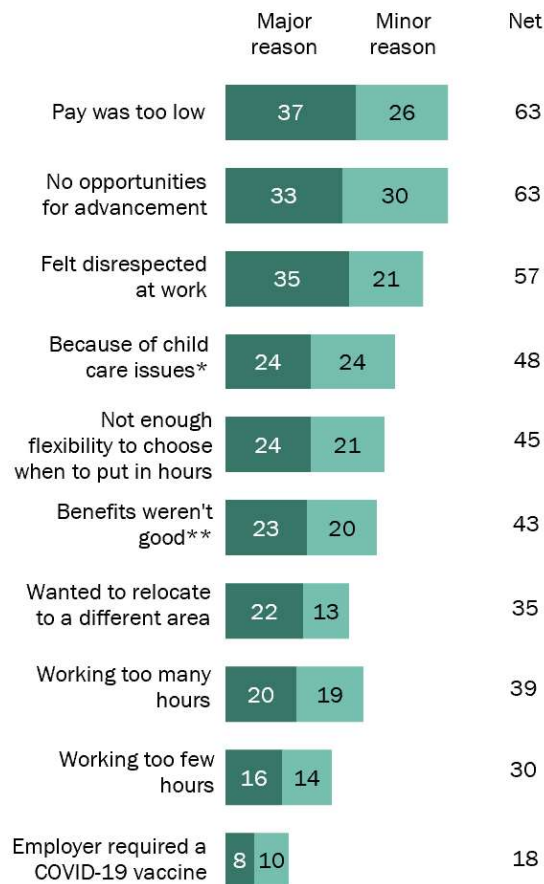


(Getty Images)

The [COVID-19 pandemic](#) set off nearly unprecedented churn in the U.S. labor market. Widespread [job losses](#) in the early months of the pandemic gave way to [tight labor markets](#) in 2021, driven in part by what's come to be known as the [Great Resignation](#). The nation's "quit rate" reached a 20-year high last November.

Top reasons why U.S. workers left a job in 2021: Low pay, no advancement opportunities

Among those who quit a job at any point in 2021, % saying each was a ___ why they did so



*Among those with children younger than 18 living in the household.

**Question provided health insurance and paid time off as examples.

Note: Figures may not add to subtotals due to rounding.

Source: Survey of U.S. adults conducted Feb. 7-13, 2022.

PEW RESEARCH CENTER

A new Pew Research Center survey finds that low pay, a lack of opportunities for advancement and feeling disrespected at work are the top reasons why Americans quit their jobs last year. The survey also finds that those who quit and are now employed elsewhere are more likely than not to say their current job has better pay, more opportunities for advancement and more work-life balance and flexibility.

Majorities of workers who quit a job in 2021 say low pay (63%), no opportunities for advancement (63%) and feeling disrespected at work (57%) were reasons why they quit, according to the Feb. 7-13 survey. At least a third say each of these were *major* reasons why they left.

Roughly half say child care issues were a reason they quit a job (48% among those with a child younger than 18 in the household). A similar share point to a lack of flexibility to choose when they put in their hours (45%) or not having good benefits such as health insurance and paid time off (43%). Roughly a quarter say each of these was a *major* reason.

How we did this ⊕

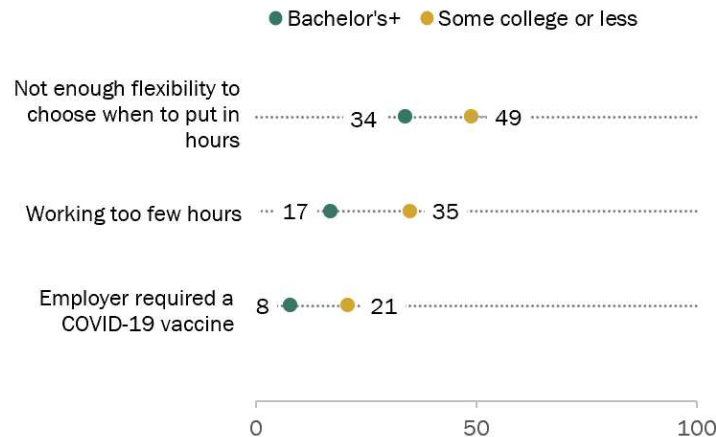
About four-in-ten adults who quit a job last year (39%) say a reason was that they were working too many hours, while three-in-ten cite working too *few* hours. About a third (35%) cite wanting to relocate to a different area, while relatively few (18%) cite their employer requiring a COVID-19 vaccine as a reason.

When asked separately whether their reasons for quitting a job were related to the coronavirus outbreak, 31% say they were. Those without a four-year college degree (34%) are more likely than those with a bachelor's degree or more education (21%) to say the pandemic played a role in their decision.

For the most part, men and women offer similar reasons for having quit a job in the past year. But there are significant differences by educational attainment.

Reasons for quitting a job in 2021 vary by education

Among those who quit a job in 2021, % saying each is a major or minor reason why they quit



Note: "Some college or less" includes those with an associate degree and those who attended college but did not obtain a degree. Only items with a difference of 10 percentage points or more shown.

Source: Survey of U.S. adults conducted Feb. 7-13, 2022.

PEW RESEARCH CENTER

Among adults who quit a job in 2021, those without a four-year college degree are more likely than those with at least a bachelor's degree to point to several reasons. These include not having enough flexibility to decide when they put in their hours (49% of non-college graduates vs. 34% of college graduates), having to work too few hours (35% vs. 17%) and their employer requiring a COVID-19 vaccine (21% vs. 8%).

There are also notable differences by race and ethnicity. Non-White adults who quit a job last year are more likely than their White counterparts to say the reasons include not having enough flexibility (52% vs. 38%), wanting to relocate to a different area (41% vs. 30%), working too few hours (37% vs. 24%) or their employer requiring that they have a COVID-19 vaccine (27% vs. 10%). The non-White category includes those who identify as Black, Asian, Hispanic, some other race or multiple races. These groups could not be analyzed separately due to sample size limitations.

Many of those who switched jobs see improvements

A majority of those who quit a job in 2021 and are not retired say they are now employed, either full-time (55%) or part-time (23%). Of those, 61% say it was at least somewhat easy for them to find their current job, with 33% saying it was *very* easy. One-in-five say it was very or somewhat difficult, and 19% say it was neither easy nor difficult.

For the most part, workers who quit a job last year and are now employed somewhere else see their current work situation as an improvement over their most recent job. At least half of these workers say that compared with their last job, they are now earning more money

(56%), have more opportunities for advancement (53%), have an easier time balancing work and family responsibilities (53%) and have more flexibility to choose when they put in their work hours (50%).

Still, sizable shares say things are either worse or unchanged in these areas compared with their last job. Fewer than half of workers who quit a job last year (42%) say they now have better benefits, such as health insurance and paid time off, while a similar share (36%) says it's about the same. About one-in-five (22%) now say their current benefits are *worse* than at their last job.

College graduates are more likely than those with less education to say that compared with their last job, they are now earning more (66% vs. 51%) and have more opportunities for advancement (63% vs. 49%). In turn, those with less education are more likely than college graduates to say they are earning *less* in their current job (27% vs. 16%) and that they have *fewer* opportunities for advancement (18% vs. 9%).

Employed men and women who quit a job in 2021 offer similar assessments of how their current job compares with their last one. One notable exception is when it comes to balancing work and family responsibilities: Six-in-ten men say their current job makes it easier for them to balance work and family – higher than the share of women who say the same (48%).

Some 53% of employed adults who quit a job in 2021 say they have changed their field of work or occupation at some point in the past year. Workers younger than age 30 and those without a postgraduate degree are especially likely to say they have made this type of change.

Younger adults and those with lower incomes were more likely to quit a job in 2021

Overall, about one-in-five non-retired U.S. adults (19%) – including similar shares of men (18%) and women (20%) – say they quit a job at some point in 2021, meaning they left by choice and not because they were fired, laid off or because a temporary job had ended.

Adults younger than 30 are far more likely than older adults to have voluntarily left their job last year: 37% of young adults say they did this, compared with 17% of those ages 30 to 49, 9% of those ages 50 to 64 and 5% of those ages 65 and older.

Experiences also vary by income, education, race and ethnicity. About a quarter of adults with lower incomes (24%) say they quit a job in 2021, compared with 18% of middle-income adults and 11% of those with upper incomes.

Across educational attainment, those with a postgraduate degree are the least likely to say they quit a job at some point in 2021: 13% say this, compared with 17% of those with a bachelor's degree, 20% of those with some college and 22% of those with a high school diploma or less education.

About a quarter of non-retired Hispanic and Asian adults (24% each) report quitting a job last year; 18% of Black adults and 17% of White adults say the same.

Note: Here are [the questions used](#) for this analysis, along with responses, and [its methodology](#).

Topics [Business & Workplace](#), [Income & Wages](#), [Coronavirus Disease \(COVID-19\)](#), [COVID-19 & the Economy](#)

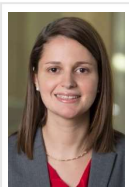
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Kim Parker is director of social trends research at Pew Research Center.

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Categories > National Accounts > National Income & Product Accounts > Personal Income & Outlays

★ Compensation of Employees, Received: Wage and Salary Disbursements (A576RC1)

DOWNLOAD

Observation:
Apr 2022: **11,243.5** (+ more)
Updated: May 27, 2022

Units:
Billions of Dollars,
Seasonally Adjusted Annual Rate

Frequency:
Monthly

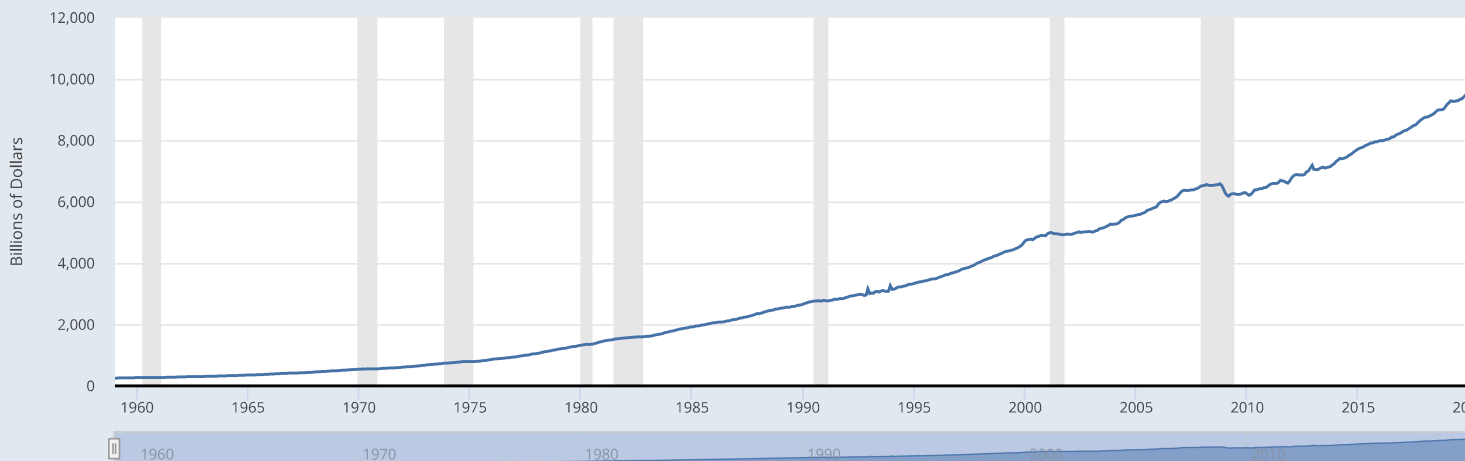
1Y | 5Y | 10Y | Max

EDIT GRAPH

1959-01-01

2022-04-01

FRED — Compensation of Employees, Received: Wage and Salary Disbursements



Shaded areas indicate U.S. recessions.

Source: U.S. Bureau of Economic Analysis

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Source: [U.S. Bureau of Economic Analysis](#) **Release:** [Personal Income and Outlays](#)

Units: Billions of Dollars, Seasonally Adjusted Annual Rate

Frequency: Monthly

BEA Account Code: A034RC

A Guide to the National Income and Product Accounts of the United States (NIPA) - (<http://www.bea.gov/national/pdf/nipaguid.pdf>)

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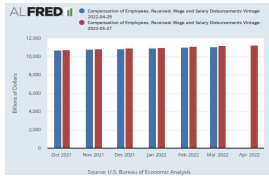
- [Table 2.6. Personal Income and Its Disposition, Monthly](#)
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Economic News Release



Job Openings and Labor Turnover Summary

For release 10:00 a.m. (ET) Tuesday, May 3, 2022 USDL-22-0785
Technical information: (202) 691-5870 • JoltsInfo@bls.gov • www.bls.gov/jlt
Media contact: (202) 691-5902 • PressOffice@bls.gov

JOB OPENINGS AND LABOR TURNOVER – MARCH 2022

The number of job openings was at a series high of 11.5 million on the last business day of March, although little changed over the month, the U.S. Bureau of Labor Statistics reported today. Hires, at 6.7 million, were also little changed while total separations edged up to 6.3 million. Within separations, quits edged up to a series high of 4.5 million, while layoffs and discharges were little changed at 1.4 million. This release includes estimates of the number and rate of job openings, hires, and separations for the total nonfarm sector, by industry, by four geographic regions, and by establishment size class.

Job Openings

On the last business day of March, the number of job openings was little changed at 11.5 million, the highest level in the history of the series which began in December 2000. Over the month, the job openings rate was little changed at 7.1 percent. Job openings increased in retail trade (+155,000) and in durable goods manufacturing (+50,000). Job openings decreased in transportation, warehousing, and utilities (-69,000); state and local government education (-43,000); and federal government (-20,000). Job openings increased in the South region. (See table 1.)

Hires

In March, the number of hires was little changed at 6.7 million. The hires rate was unchanged at 4.5 percent. Hires were little changed in all industries and in all four regions. (See table 2.)

Separations

Total separations includes quits, layoffs and discharges, and other separations. Quits are generally voluntary separations initiated by the employee. Therefore, the quits rate can serve as a measure of workers' willingness or ability to leave jobs. Layoffs and discharges are involuntary separations initiated by the employer. Other separations includes separations due to retirement, death, disability, and transfers to other locations of the same firm.

In March, the number of total separations edged up to 6.3 million (+239,000). The rate was little changed at 4.2 percent. Total separations were little changed in all industries. The number of total separations increased in the South region. (See table 3.)

In March, the number of quits edged up to a series high of 4.5 million (+152,000). The rate was little changed at 3.0 percent. Quits increased in professional and business services (+88,000) and construction (+69,000). The number of quits increased in the South region. (See table 4.)

In March, the number of layoffs and discharges was little changed at 1.4 million. The rate was unchanged at 0.9 percent. Layoffs and discharges were little changed in all industries and in all four regions. (See table 5.)

The number of other separations was little changed in March at 380,000. Other separations increased in construction (+12,000); transportation, warehousing, and utilities (+11,000); wholesale trade (+10,000); and educational services (+4,000). The other separations level decreased in information (-6,000). Other separations were little changed in all four regions. (See table 6.)

Net Change in Employment

Large numbers of hires and separations occur every month throughout the business cycle. Net employment change results from the relationship between hires and separations. When the number of hires exceeds the number of separations, employment rises, even if the hires level is steady or declining. Conversely, when the number of hires is less than the number of separations, employment declines, even if the hires level is steady or rising.

Over the 12 months ending in March, hires totaled 77.7 million and separations totaled 71.4 million, yielding a net employment gain of 6.3 million. These totals include workers who may have been hired and separated more than once during the year.

Establishment Size Class

In March, the job openings rate increased in establishments with 50 to 249 employees and establishments with 250 to 999 employees. The job openings rate decreased in establishments with 10 to 49 employees. The quits rate decreased in establishments with 1,000 to 4,999 employees. The total separations rate increased in establishments with 250 to 999 employees. For a more in-depth description of the JOLTS establishment size class estimates, please visit www.bls.gov/jlt/sizeclassmethodology.htm.

The Job Openings and Labor Turnover Survey estimates for April 2022 are scheduled to be released on Wednesday, June 1, 2022 at 10:00 a.m. (ET).

- [Table A. Job openings, hires, and total separations by industry, seasonally adjusted](#)
- [Job Openings and Labor Turnover Technical Note](#)

- [Table 1. Job openings levels and rates by industry and region, seasonally adjusted](#)
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- [Table 3. Total separations levels and rates by industry and region, seasonally adjusted](#)
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Last Modified Date: May 03, 2022

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Employers post record job openings

BY PAUL WISEMAN
AP Economics Writer

WASHINGTON — Employers posted a record 11.5 million job openings in March, meaning the United States now has an unprecedented two job openings for every person who is unemployed.

The latest data released Tuesday by the Bureau of Labor Statistics further reveals an extraordinarily tight labor market that has emboldened millions of Americans to seek better paying jobs, while also contributing to the biggest inflation surge in four decades.

A record 4.5 million Americans quit their jobs in March — a sign that they are confident they can find better pay or improved working conditions elsewhere.

Layoffs, which has been running around 1.8 million a month before the pandemic hit the economy in early 2020, ticked up to 1.4 million in March from 1.35 million in February.

The U.S. job market is on a hot streak. Employers have added an average of more than 540,000 jobs a month for the past year. The Labor Department is expected to report Friday that the economy generated another 400,000 new jobs in April, according to a survey by the data firm FactSet. That would mark an unprecedented 12th straight month that hiring has come in at 400,000 or more.

The U.S. economy and job market roared back with unexpected strength from 2020's brief but devastating coronavirus recession, fueled by massive government spending and super-low interest rates engineered by the

Federal Reserve.

Caught off guard by the sudden rebound in consumer demand, companies scrambled to hire workers and stock their shelves. They were forced to raise wages, and factories, ports and freight yards were overwhelmed with traffic. The result has been shipping delays and higher prices.

In March, consumer prices rose 8.5% from a year earlier — the hottest inflation since 1981.

Where things go from here is uncertain. The Fed is raising short-term interest rates to combat inflation. The COVID-19 stimulus from the federal government is gone. And the war in Ukraine has clouded the economic outlook.

Despite strong hiring, the United States is still 1.6 million short of the jobs it had in February 2020, just before the coronavirus hit.

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A QUICK LOOK BEYOND THE SUBURB

Change at Biogen after Alzheimer's drug flo

Biogen will replace its CEO and abandon marketing of its controversial Alzheimer's drug Aduhelm less than a year after the medication's launch triggered a backlash from experts, patients, and insurers.

CEO Michel Vounatsos will lead the Biogen until a successor is found, the company announced Tuesday. Vounatsos joined the company in 2016 and was the chief architect of the company's strategy built around Alzheimer's drug Aduhelm.

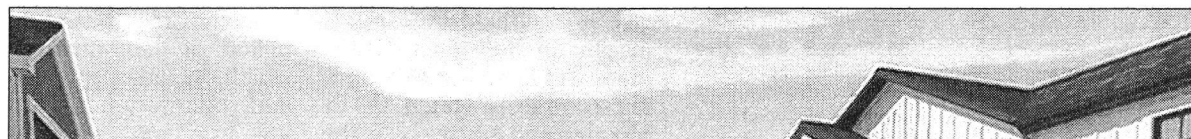
For now, Biogen said it is "strategically eliminating" spending on Aduhelm as part of a \$1 billion dollar cost-cutting program designed to refocus the company on its core biotech business. Biogen said it will continue to pursue

SUBURBAN NEWS

FROM THE LOCAL NEWS STAFF AND THE BUSINESS-TO-BUSINESS SCENE

St. Charles developments advance

Apartments, duplexes will



Park District Salary Bump | Snow Cone Social | Summer Reading Program

Park District Salary Bump

The [Naperville Park District](#) is bumping up employee salaries by 3% as a way to combat staffing issues. At the [park district board meeting](#) last week, Executive Director Brad Wilson told the group that retaining employees and filling vacant positions are two of the district's biggest challenges. Areas like grounds maintenance of parks have suffered as a result, with the district considering contracting some of that work out to help compensate. Park district officials say finding staff for concession jobs has proven challenging as well. The salary increases would kick in mid-year, with a 4% merit increase then planned for 2023.

The winners and losers of the Fed hiking interest rates : NPR

Clip source: [The winners and losers of the Fed hiking interest rates : NPR](#)

Who are the winners and losers of the Fed hiking interest rates?



With inflation still sky-high, the Federal Reserve announced Wednesday it would raise interest rates by 0.75%, the largest increase since the 1990s.

Spencer Platt/Getty Images

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The Federal Reserve has hiked its benchmark interest rate by 0.75%.

But what does that actually mean for hundreds of millions of Americans – Americans who have jobs, who buy things, who have bank accounts?

In short, interest rates are the Federal Reserve's main tool to combat inflation. Inflation is driven by strong consumer demand. By raising interest rates, which makes things more expensive, the Fed is hoping to dampen Americans' willingness to spend money.

"It is essential that we bring inflation down if we are to have a sustained period of strong labor market conditions that benefit all," said Federal Reserve chairman Jerome Powell at a press conference after Wednesday's meeting.

And the Fed will continue to raise rates as needed throughout the year if inflation doesn't abate, Powell said. Its next meeting will be in late July.

"The Federal Reserve got inflation wrong. And now they're trying to correct their mistake by pretty quickly hiking interest rates. And that will slow the economy," [said Aaron Klein, a senior fellow at the Brookings Institution](#), in an interview with NPR.

Generally speaking, as the Federal Reserve raises its benchmark interest rate, everything else in the economy that involves interest rates of some kind is affected – and that's most things: credit cards, student loans, home and car loans, banking, savings accounts, the everyday operations of businesses, you name it.

Sponsor Message

That means the stakes are high when the Fed raises rates, as it did on Wednesday.

"With inflation being as high as it is and seeing some softness in the U.S. economy, the Fed really has a very delicate balancing act this month and for the next couple of months," [said Dave Sekera, the chief U.S. market strategist at Morningstar](#).

Losers: People trying to buy a home right now

The Fed's interest rate isn't directly tied to mortgage rates. But mortgage lenders move their rates up and down based in part on what they expect the Fed to do.

With inflation so bad right now, mortgage rates have been rising all spring.

Today, the average 30-year rate is well above 6%, according to Mortgage News Daily. Earlier this year, a 30-year fixed-rate mortgage could be had [for around 3.25%](#).

Given a loan of \$400,000, the rise in interest rates has turned a monthly mortgage payment of about \$1,700 into one approaching \$2,500 in the span of just a few months.

"Housing is getting less affordable for everyone at every level," [said Daryl Fairweather, chief economist at Redfin](#).

That rapid increase in cost has already priced some potential homebuyers out of the market. Mortgage applications for home purchases in June were down more than 15% compared to last year, [according to the Mortgage Bankers Association](#).

(Mortgage rates have historically been higher, especially in the 1980s, when rates topped 15% amid the Fed's efforts to fight the inflation of the 1970s. But home prices now are higher than ever, having risen dramatically in many areas over the past two years.)

Economists have mixed outlooks on what all this means for the housing market. Some say that home prices will hold steady; [others are forecasting a drop in prices](#).

At today's Fed meeting, Powell suggested that prospective homebuyers wait to see if prices stabilize.

"I would say, if you're a homebuyer, a young person looking to buy a home: You need a bit of a reset. We need to get back to a place where supply and demand are back

together and where inflation is down low again and mortgage rates are low again," he said.

Winners: People who have money in savings accounts

This one is modest, but noteworthy. With interest rates so low for the past few years, banks had little reason or wiggle room to offer any meaningful interest rates on personal savings accounts, where you might keep money for your emergency fund or a down payment savings.

Ever since the pandemic began and the Fed dropped interest rates, the average interest rate for a typical savings account hovered around 0.06%, [according to the FDIC](#).

Now, with the Fed's benchmark rate rising, interest rates are ticking up, too. Some banks, especially internet banks, are starting to offer interest rates on savings accounts of 1% or more.

It's important to know that the Fed rate isn't the only factor that banks take into account when setting interest rates. Banks also take into account how much cash customers have deposited and how much competitors are offering. So don't expect to see rates rise by .75%.

And, of course, those interest rates remain lower than current inflation rates, meaning that the real value of those savings will still decrease over time.

But for people who need savings to be accessible without the risk of a stock market drop – like emergency funds or a down payment for a new home or car – 1% is better than nothing.

Other savings vehicles that offer a mix of accessibility and growth rate, like CDs and [Bonds](#), are also offering higher returns than in past years.



Federal Reserve Chairman Jerome Powell during his Wednesday press conference. **Olivier Douliery/AFP via Getty Images** **hide caption**

toggle caption

Olivier Douliery/AFP via Getty Images

Losers, most likely: All of us, in the short-term

At the heart of Wednesday's interest rate hike is a tightrope walk: The Fed is trying to slow inflation without triggering a recession and the layoffs that would come with it.

But even with the Fed's thumb on the scale, some of what's driving inflation is outside of officials' control. The war in Ukraine, for instance, has helped drive up oil and commodity prices, along with the ongoing supply chain disruptions caused by the pandemic.

As a result, inflation has stayed hot. And that's making the Fed's tightrope walk more difficult.

"I think that what's becoming more clear is that many factors that we don't control are going to play a very significant role in deciding whether that's possible or not," Powell said Wednesday. "It's not going to be easy."

Economists have grown increasingly pessimistic about the Fed's ability to pull off the so-called "soft landing."

In a note to clients today, Wells Fargo economists wrote: "Indications that inflation is becoming more entrenched in the U.S. economy has caused the Federal Reserve to become even more hawkish. We now judge that recession next year is more likely than not."

And a survey of economists published this week by the Financial Times and University of Chicago [found that most expect a recession to begin next year](#).

That means the U.S. could see widespread layoffs – even as inflation is still high, and Americans are paying higher prices for things like food and gas.

Winners, hopefully: All of us, in the long-term

The Fed's goal with the interest rate hikes, today and down the road, is bringing the inflation rate down to 2%, while keeping unemployment around 4%. (That would be higher than the current rate of 3.6%. "We're not looking to have a higher unemployment rate, but I would certainly look at that as a successful outcome," Powell said.)

If they're able to achieve that, that means they were successful at their goal of a soft landing — or a "soft-ish landing," as Powell put it in May.

"I do think it's possible," Powell said Wednesday, emphasizing how strong the economy and labor market currently are.

While economists are starting to feel pessimistic about the odds of avoiding a recession, it's still possible. Americans just have to be patient while things play out, they say.

"Monetary policy takes time to act. There's a long lag between when the Fed moves this week, when it moved before and when that trickles through the economy," said Klein of the Brookings Institution. "It can take up to a year before the full effect of a Federal Reserve interest rate hike is felt on the real economy."

But if the Fed sticks the landing, inflation could get back to normal – alongside a healthy labor market with wages and consumer demand in balance.

Additional reporting by NPR's Chris Arnold and NPR's David Gura.

MEMORANDUM M21-052

TO: Recreation & Facilities Committee
FROM: Craig Talsma, Executive Director
Alisa Kapusinski, Director of Recreation
RE: School District 15 STAR Agreement
DATE: June 21, 2022

Background:

In the 1990's through 2005, HEParks operated the before and after school program, CARE, at two District 15 schools: Thomas Jefferson (TJ) and Frank C. Whiteley (FCW). The Willow Rec Center was used as an overflow site once TJ and FCW was at maximum enrollment.

In 2005, the agreement ended between District 15 and HEParks. District 15 continued operation of before and after school care at TJ and FCW, while HEParks operated independently at Willow Rec Center. At some point, the operation of the programs at TJ and FCW was transferred to Palatine Park District.

Last year, staff met with District 15 administration to discuss transitioning TJ and FCW schools back to HEParks operations. An agreement was approved by both boards to operate before and after school for the 21/22 school year at each school. In addition, Kindergarten care is offered at Willow Rec Center for both schools.

Implications:

Another one-year agreement for the 22/23 school year has been discussed between both parties. The fee the school charges (\$53/day per school) will remain the same for this school year. Registration is currently open for the 22/23 STAR program with high enrollment. This agreement is only for one year as District 15 is going to referendum in November 2022. If the referendum is approved, Thomas Jefferson School will turn into a middle school and HEParks will only offer before and after school care at Frank C. Whiteley School for the following years.

Staff Recommendation:

Staff recommends to the Recreation & Facilities Committee to recommend to the full board the approval of the Intergovernmental Agreement with School District 15 for the operation of a before and after school STAR program dated July 1, 2022 – June 30, 2023.

**INTERGOVERNMENTAL LICENSE AGREEMENT FOR
THE OPERATION OF A BEFORE AND AFTER SCHOOL STAR PROGRAM**

This Intergovernmental License Agreement for the Operation of a Before and After School STAR Program (“Agreement”) is entered into as of the date of the last party to sign below, by and between the Board of Education of Community Consolidated School District No. 15, Cook County, Illinois (“School District”), and the Hoffman Estates Park District (“Park District”). The School District and Park District are hereinafter sometimes referred to individually as a “Party,” and collectively as the “Parties.”

WHEREAS, the School District and the Park District desire to cooperate in expanding public recreational opportunities to the community by providing quality before and after school child care for the students who are enrolled in those schools listed in Exhibit A (the “Schools”) and can benefit from structured recreational activities before and after the regular school day; and

WHEREAS, the Park District agrees to operate a before and after school care program at the Schools on the terms and conditions hereinafter set forth; and

WHEREAS, the School District desires to grant the Park District a license to operate the before and after school care program; and

WHEREAS, the School District and the Park District have the authority to enter into this Agreement pursuant to the *Intergovernmental Cooperation Act*, 5 ILCS 220/1 *et seq.*, and Article 7, Section 10 of the Constitution of the State of Illinois.

NOW, THEREFORE, in consideration of the mutual covenants contained herein, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties agree as follows:

1. Park District Responsibilities. The Park District agrees to perform the following duties and responsibilities:
 - a. Establish and operate a before and after school child care program, which shall be referred to as STAR, at the Schools (the “Program”), which shall be open to all students who are enrolled in grades kindergarten through sixth grade at the Schools.
 - b. Provide quality staff to perform child care services for the Program and who have all the necessary training, licenses and certificates required to provide the services for the Program.
 - c. Should the Park District choose not to operate the Program during any school year due to low enrollment, the Park District must provide written notice to the School District of its intent to not operate the Program either for that school year overall or for any particular school to the extent of the Parties agreement. Such written notice from the Park District of its intent not to operate the program must be received by

the School District no later than July 15th prior of the Initial Term or any subsequent Renewal Terms. Should the Park District fail to provide such notice by this date, it will be obligated to operate the Program overall or for any particular school, in accordance with this Agreement, for the full school year regardless of enrollment. If the Park District chooses not to operate the Program, either overall or at any particular School, the School District may contract with another entity to operate a similar program. The Park District agrees that such use of the Schools by a third party shall not constitute a breach of this agreement or any other agreement between the School District and Park District.

- d. Provide all necessary materials for a successful and age-appropriate program.
- e. Establish and collect program registration fees sufficient to at least offset direct program expenses. The Park District shall retain all program revenue.
- f. To reimburse the School District for the costs it will incur as a result of this Agreement (including custodial costs and other miscellaneous costs), the Park District shall pay the School District a per diem fee, per School, in the amount of \$53.00, in the Initial Term, for each day that the Program is in session. The School District will invoice the Park District on a quarterly basis.
- g. Ensure that each Program staff member undergoes a criminal background check, in accordance with *School Code* Section 10-21.9(f), 105 ILCS 5/10-21.9(f), and the *Park District Code* Section 8-23, 70 ILCS 1205/8-23, prior to beginning work in the Program. The Parties agree to cooperate fully, and to execute and deliver any and all necessary documents and take all additional actions which may be necessary or appropriate, in order to facilitate the Park District's compliance with this subparagraph 1.g. To the extent the School District performs any fingerprint criminal background checks for Program staff members, the School District shall invoice the Park District quarterly for the actual cost of any such background checks of its employees. For the Initial Term, the costs of such background checks is anticipated to be of \$50.00 per background check.
- h. Comply with all applicable federal, state, county, and local laws, ordinances, rules, and regulations, including but not limited to: (i) student confidentiality laws such as the *Illinois School Student Records Act*, the *Illinois Mental Health and Developmental Disabilities Confidentiality Act*, and the federal *Family Educational Rights and Privacy Act*, and all rules and regulations governing the release of student records and medical records; and (ii) obtaining all necessary licenses and approvals to operate the Program.
- i. The Park District shall be responsible for the cost of any repairs necessitated by acts or omissions of their own employees, agents or invitees. In the event of such damages or repairs, the Park District shall promptly report the issue to the School District and reimburse the School District for the full cost of repair, at the School District's option, ordinary wear and tear excepted. The Park District will not be

permitted to make any alterations or improvements to the Schools without the explicit written permission of the School District.

- j. Comply with any and all COVID-19 related requirements as directed by the School District, or required by applicable law or guidance. This includes, but is not limited to, requiring symptom certifications from students and staff as approved by the School District, requiring all staff exhibiting symptoms to stay home or leave the School, requiring students and staff to wear protective equipment (i.e., facemasks, face shields, etc.), enforcing social distancing standards, following required cleaning protocols, and any and all other requirements as may be imposed by the School District from time to time. Compliance with this section shall be at the cost of the Park District.
 - k. At least once per year, the Park District shall provide inspections of all playgrounds at the Schools by an individual who has been qualified as a Certified Playground Safety Inspector by the National Recreation and Park Association. Such inspections shall be conducted in accordance with the guidelines, best practices, and standards of the National Program for Playground Safety. The Park District will supply the School District with a report of findings including recommendations to remedy hazards. The Park District will also conduct periodic inspections throughout the year.
 - l. The Park District shall provide priority registration benefits to all interested School District staff who reside within the School District's boundaries.
2. School District Responsibilities. The School District agrees to perform the following duties and responsibilities:
- a. Provide space for the Park District as detailed in Exhibit B. Notwithstanding the foregoing, the School District has the right to provide reasonable alternate space for the Program in order to effectively accommodate other School District or program needs.
 - b. Provide the Park District staff with access to the Schools thirty (30) minutes prior to the morning and afternoon sessions and fifteen (15) minutes after the morning and afternoon sessions end or until all children have been picked up.
 - c. Provide utilities and operational maintenance of the assigned program space and custodial services to maintain a safe and clean program environment.
 - d. Comply with all applicable federal, state, county, and local laws, ordinances, rules, and regulations, including but not limited to all laws, ordinances, rules and regulations pertaining to the operation of a public school, as such relates to this Agreement.

3. Term and Termination. The term of this Agreement shall commence on July 1, 2022, and shall terminate on June 30, 2023 (“Initial Term”). The Parties may renew this Agreement for additional one-year terms (a “Renewal Term”) by mutual written agreement, to be provided by March 1st of the Initial Term or any Renewal Term. At the time of renewal, the Parties shall negotiate the per diem fee for each Renewal Term.
4. Annual Meeting. The Parties shall meet annually to discuss the Program during the Initial Term and each Renewal Term.
5. Program Hours. The Program’s morning and afternoon sessions shall operate during the hours provided on Exhibit B on all days when the Schools are in session. For any days when the Schools are operating on an adjusted student schedule (including remote learning), the Program will operate as mutual agreed upon by the Parties.
6. Employment and Supervision. All Program staff members are and will remain employees of the Park District rather than the School District. The Park District shall be responsible for the payment of salaries and benefits, and the evaluation, supervision and direction of Program staff members. Notwithstanding the foregoing, the School District may request that the Park District remove a staff member from the Program if, in the School District’s reasonable opinion, the staff member is not performing in compliance with the School District’s policies and/or standards of conduct, and the School District determines, in its sole discretion, that the individual poses a risk to students or a disruption to School District operations. In such event, the School District shall notify the Park District of this determination in writing, and such employee must be immediately removed as a staff member in the Program. It remains the responsibility of the Park District alone, as the employer of such staff member, to make a determination about the employment status of such individual. The Park District shall be responsible thereafter for replacing him or her as soon as is reasonably practicable.

The Deputy Superintendent shall serve as the School District’s liaison for the Program. The Park District shall appoint a coordinator for the Program and site directors for each of the Schools. The Park District’s Program coordinator shall provide the Deputy Superintendent with the names and contact information for all site directors and provide updates to the list as needed. The site directors shall be responsible for the respective programs and activities at the Schools and other aspects related to the operation of the Program at their sites.

7. School District Property. Any property provided by the School District to the Park District for the operation of the Program, including any keys and school identification badges, must be signed out by the responsible Park District representatives and returned to the School District at the end of each school year or immediately upon request.
8. Third Party Beneficiaries. This Agreement is entered into solely for the benefit of the contracting Parties, and nothing in this Agreement is intended, either expressly or impliedly, to provide any right or benefit of any kind whatsoever to any person or entity

who is not a party to this Agreement, or to acknowledge, establish or impose any legal duty to any third party.

9. Indemnification. The Park District agrees to indemnify, defend, and hold harmless the School District, its individual Board members, administrators, employees, volunteers and agents (“School District Indemnitees”) from and against any and all claims, demands, actions, liabilities, damages, costs and expenses (including reasonable attorney’s fees and court costs) arising from or in connection with the Park District’s activities under this Agreement and any breach of this Agreement, except to the extent that said claims, demands, actions, liabilities, damages, costs and/or expenses have been caused by the negligent or intentional misconduct of the School District Indemnitees.

The School District shall defend, indemnify and hold harmless the Park District, its park commissioners, officers, employees and agents (“Park District Indemnitees”) from and against any and all liabilities, claims, losses, costs, damages and expenses of every nature whatsoever, including without limitation reasonable attorneys' fees and court costs (collectively, “Claims”), suffered, incurred or sustained by any Park District Indemnitees, including, without limitation, liabilities for the death of or injury to any person or the loss, destruction or theft of or damage to any property, arising from or in connection with the School District Indemnitees, or any other person acting on their behalf or with their authority or permission or as a result of School District’s breach of any provision of this Agreement, except to the extent that said claims, demands, actions, liabilities, damages, costs and/or expenses have been caused by the negligent or intentional misconduct of the School District Indemnitees.

In the event of any injury to any person occurring at a School while any Park District employees are present, whether or not during the hours of operation of the Program, the Park District shall provide immediate notice to the Deputy Superintendent (or his/her designee).

10. Insurance. Each Party shall obtain and maintain in full force and effect during the term of this Agreement, or any extension thereof, (a) Commercial General Liability Insurance with limits of not less than \$2,000,000 per occurrence, a general aggregate limit of not less than \$2,000,000, and umbrella coverage with limits not less than \$2,000,000; (b) Worker’s Compensation Insurance in the statutory amounts and Employer’s Liability Insurance with limits of at least \$500,000 each accident for bodily injury by accident and each employee for bodily injury by disease; and (c) Commercial Automobile Liability Insurance with limits of not less than \$1,000,000 combined single limits for bodily injury and property damage, on all vehicles owned or operated for purposes of the Program. Each Party’s General Liability insurance policy and the Park District’s Automobile Liability insurance policy shall name the other Party’s indemnitees identified in Paragraph 8 as additional insureds on the above-required policies. The Park District also agrees to obtain and maintain in full force and effect statutory Workers’ Compensation Insurance. All policies, with the exception of Workers’ Compensation, must be on an occurrence basis, not a claims made basis.

The minimum insurance coverage specified in this Paragraph 10 may be provided by self-insurance, participation in a risk management pool, commercial policies of insurance, or a combination thereof. Prior to the commencement of this Agreement or any extensions thereof, and upon request of either Party, each Party shall furnish the other Party with the above-described Certificates of Insurance and applicable policies and endorsements thereto, executed by a duly authorized representative of each insurer, showing compliance with the insurance requirements set forth above.

11. Governing Law and Severability. This Agreement shall be construed in accordance with the laws of the State of Illinois. If any provision of this Agreement is invalid or unenforceable, the remainder of the Agreement shall not be affected thereby and each remaining term, covenant or condition of the Agreement shall be valid and enforceable to the fullest extent permitted by law.
12. No Waiver of Tort Immunity. Nothing contained in this Agreement shall be construed or deemed to diminish or constitute a waiver or relinquishment by any Party of the rights, privileges, defenses and immunities available or afforded to it under the *Illinois Local Governmental and Governmental Employees Tort Immunity Act* or under other State statutes affording similar protections.
13. Notice. Notices shall be deemed properly given hereunder if in writing and either hand delivered, sent by United States certified mail, return receipt requested, postage prepaid, or sent by overnight delivery, to the Parties at their respective addresses provided below, or as any Party may otherwise direct in writing to the other Party from time to time:

If to School District:

Community Consolidated
School District No. 15
580 North First Bank Drive
Palatine, Illinois 60067
Attn: Superintendent

If to Park District:

Hoffman Estates Park District
1685 W. Higgins Rd.
Hoffman Estates, Illinois 60169
Attn: STAR Coordinator

Notices sent by certified mail or overnight delivery shall be deemed delivered on deposit in the mail, and notices hand delivered shall be deemed given on the date of delivery.

14. Entire Agreement. This Agreement contains the entire agreement between the Parties with respect to the use of the Schools in connection with the Program and cannot be modified except in a writing, dated subsequent to the date hereof and signed by all Parties.
15. No Joint Venture. Nothing in this Agreement shall be deemed to create any joint venture or partnership between the Parties. Neither the Park District nor School District shall have the power to bind or obligate each other except as to the extent expressly set forth in this Agreement. Neither the Park District nor its individual employees, contractors, officers, or volunteers shall be deemed employees or agents of the School District, nor shall the Park

District represent or hold out any of its programs or activities as being conducted, sponsored or otherwise approved by the School District.


16. Sublicense and Assignment. The Park District shall not sublicense, assign or delegate this Agreement or any part thereof without the prior written consent of the School District, which may be withheld in its sole discretion.
17. Authority. The individual officers of Park District and School District who have executed this Agreement represent and warrant that they have the full power and lawful authority to execute this Agreement and perform and fulfill the obligations and responsibilities contemplated hereunder on behalf of and in the name of their respective governing boards.
18. Multiple Counterparts. This Amendment may be executed in counterparts, each of which shall be an original but all of which taken together shall constitute but one and the same instrument. In the event any signature is delivered by facsimile or by e-mail delivery of a scanned PDF file, such signature shall create a valid and binding obligation of the Party with the same force and effect as if the facsimile or scanned PDF signature page were an original thereof.
19. Existing Agreement. The Parties agree that this Agreement takes precedence over any other existing agreements between or among the Parties concerning the use of facilities.

[Signature Page Follows]

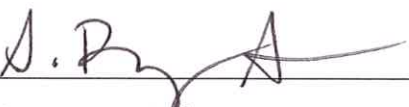
IN WITNESS WHEREOF, the undersigned duly authorized representatives of the Park District and the School District have caused this Agreement to be executed on the date(s) set forth below.

BOARD OF EDUCATION OF
COMMUNITY CONSOLIDATED
SCHOOL DISTRICT NO. 15

HOFFMAN ESTATES PARK DISTRICT

By: 
Its: Board President
Date: 5/11/22

By: _____
Its: _____
Date: _____

Attest: 
Its: Board Secretary
Date: 5/11/22

Attest: _____
Its: _____
Date: _____

EXHIBIT A

**Community Consolidated School District No. 15
Schools included in Hoffman Estates Park District STAR Program**

1. Frank C. Whiteley Elementary School ("FCW")
4335 Haman Avenue
Hoffman Estate, IL 60192
2. Thomas Jefferson Elementary School ("TJ")
3805 Winston Drive
Hoffman Estates, IL 60192

Exhibit B
STAR Program Times and General Room Use

SCHOOL	AM START TIME	AM END TIME	MON - THU PM START TIME	FRIDAY PM START TIME	PM END TIME	ROOM USED	ROOM USED	ROOM USED
FCW	6:45 AM	8:25 AM	3:05 PM	2:15 PM	6:00 PM	Art Room	Gym	Kindergarten Room for 30-45 min for homework
TJ	6:45 AM	8:25 AM	3:05 PM	2:15 PM	6:00 PM	Room 109	Gym	

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MEMORANDUM NO. M22-053

TO: Recreation & Facilities Committee
FROM: Craig Talsma, Executive Director
 Alisa Kapusinski, Director of Recreation
RE: Recreation & Communications/Marketing Board Report
DATE: June 21, 2022

Recreation Division



Staff Updates:

Alexis Kolberg began on June 13 as the new C&M Manager. She replaced Lindsay Grace and will be responsible for design, social media and marketing campaigns.

DEI Updates:

- Programs for All: Sixteen children received free programs for summer through the Programs for All initiative. Eleven enrolled in swim lessons, two in fishing classes and three in the summer basketball league.



Triphahn Center



Willow Recreation Center

Triphahn Center Fitness

<u>Membership</u>	<u>5/30/2021</u>	<u>01/01/2022</u>	<u>5/30/2022</u>	<u>2022 YTD Var. +/-</u>
Total	510	523	470	-53

Pass	% Visited in April 2022	% Visited in May 2022
TCIA Fitness Adult	56%	56%
TCIA Fitness Junior/Student	51%	56%
TCIA Fitness Senior	65%	60%
Average Paid Members	57%	57%
TCIA Gym Pass*	33%	25%
TCIA Renew Active*	34%	22%
TCIA Tivity Prime*	24%	19%
TCIA Silver Sneakers*	31%	30%
Average Insurance Members	30%	24%

Passes with * are the free health insurance memberships.

Willow Rec Center Fitness & Racquetball

<u>Membership</u>	<u>5/31/2021</u>	<u>01/01/2022</u>	<u>5/31/2022</u>	<u>2022 YTD Var. +/-</u>
Fitness	98	103	124	+21
Racquetball	32	36	34	-2
Total	131	139	158	+19

Pass	% visited in April	% Visited in May
WRC Fitness Adult 75	49%	41%
WRC Fitness Junior/Student 12	42%	46%
WRC Fitness Senior 25	32%	25%
Average Paid Members	41%	37%
WRC Gym Pass *	--	--
WRC Silver Sneakers * 11	18%	18%
WRC Tivity Prime * 17	12%	0%
WRC Renew Active * 11	36%	27%
Average Insurance Members	16.5%	15%

Spring Group Fitness enrollment:

Class	Spring 2022
50+ Basic Exercise	19
Fitness Boot Camp	23
Women of Steel	22
Senior Tai Chi	5



Dog Off-Leash Areas

<u>Membership</u>	<u>5/31/2021</u>	<u>01/01/2022</u>	<u>5/31/2022</u>	<u>2022 YTD Var. +/-</u>
Total	711	700	639	-72



General Programs

General Programs:

Program	Spring 2021	Spring 2022
Baton & Poms	27	41
A&A Music (piano & guitar)	6	6
Shotokan Karate	75	146
Tae Kwon Do	24	40
Gymnastics	167	132
Racquetball lessons	4	8
Racquetball leagues	9	36
New! Art Painting & Comic Drawing	n/a	11

Dance:

- There are 176 dancers enrolled in the winter/spring session compared to 110 last winter.
- Recital was on Saturday, May 21 at Hoffman Estates High School with three shows
- Tuesday, May 24 was the Stars Dance Company Banquet

Outdoor Recreation:

- 10 people are enrolled in Archery, which started in early May outside at the Seascapes sled hill.

Fishing:

- Try Fishing for Free was held on May 14 along with Kids to Parks Day at Fabbrini. It was sold out with 224 people enrolled plus drop-ins!
- There are 23 people enrolled in spring fishing classes.

Special Events:

- Kids to Parks Day was held May 14 at Fabbrini Park. The weather was perfect! The event included fishing clinic, disc golf instruction, inflatables, children's performers, vendors and food trucks.
- Spring Craft Fair was held May 14 at Willow. There were 88 vendors.



50+ Club

Senior Center May & early June events:

- 5/4: Elderwerks/Home Care lunch & learn: 27 attended
- 5/6: Kentucky Derby luncheon: 23 attended
- 5/10: Flower Arranging: 8 attended

- 5/18: Lake Geneva boat tour: 13 attended
- 5/20: Seniors out Socializing: 17 attended
- 5/26: Pub Trivia: 33 attended
- 5/27: Birthday Lunch: 15 attended
- 6/1: Summer Nutrition lunch seminar: 21 attended
- 6/3: Schweikher House Tour: 12 attended
- 6/8: Movie Night: 6 attended
- 6/9: Bunco & Baked Goods: 6 attended

Upcoming senior events:

- Clear Captions Dessert & Learn on 6/15
- Seniors out Socializing on 6/20
- Pub Trivia on 6/26
- Birthday Lunch on 6/27
- Lunch & Learn on 6/29



Early Childhood

Preschool Park Adventures started on June 7 and will be every Tuesday from 3:30 to 4:30 at different parks throughout the summer. There will be a read aloud and activity each day. The purpose of this event is to raise awareness of our preschool program and offer free activities to our community around town with preschool aged children.

Little Stars Child Care

Little Stars Child Care has 41 children enrolled; last May there were 28 children.

LSC Open House was held on May 21 with five families attending. Three families will start in summer and two will start in fall!

Part-Day Preschool 21/22

School ended mid-May. Enrollment is open for 22/23 school year.

20-21 TC		21-22 TC		+/-	20-21 WRC		21-22 WRC		+/-
Threeschool	0	Threeschool	13	+13	Threeschool	0	Threeschool	5	+5
2's Playschool	6	2's Playschool	23	+17	2's Playschool	0	2's Playschool	11	+11
3's & 4's	52	3's & 4's	77	+25	3's & 4's	34	3's & 4's	32	-2
Total	58	Total	113	+55	Total	34	Total	48	+14

Part-Day Preschool 22/23 (next year)

2022-23 WRC		2022-23 TC	
Threeschool	3	Threeschool	3
2's playschool	1	2's playschool	3
3's & 4's	33	3's & 4's	69
Total	37	Total	75

Spring Early Childhood enrollment:

- 77 children in preschool enrichment classes.
- 24 children in parent-tot classes.
- NEW! Kids Therapy classes have six enrolled.
- 12 enrolled in Kid & Tot Rock music classes.



School Age - STAR and Day Camps

Enrollment for the 22/23 school year is now open for both School Districts 54 and 15.

STAR Enrollment 21/22

	3 days before	3 days after	5 days before	5 days after	Total enrolled 21/22	<i>Total enrolled last year 20/21</i>
Armstrong	4	11	15	17	47	<i>16</i>
Fairview	1	12	15	30	58	<i>26</i>
Lakeview	1	2	16	36	55	<i>40</i>
Lincoln Prairie	3	2	22	16	43	<i>26</i>
MacArthur	0	12	22	24	58	<i>20</i>
Muir	3	2	13	23	41	<i>8</i>
Total for D54	12	42	100	146	302	136
Whiteley	6	8	30	41	85	-
Thomas Jefferson	2	11	11	30	54	-
Total for D15	8	19	41	71	139	-

Kinder STAR 21/22 enrollment:

NEW! Morning Kinder STAR (in afternoon Kindergarten at school)

	3 days	5 days
Whiteley	1	1
Thomas Jefferson	3	4

Afternoon Kinder STAR (in morning Kindergarten at school)

	3 days	5 days
Whiteley	5	7
Thomas Jefferson	5	7

Summer Camp

- Camp began June 6. Twelve different full day camps are offered at four sites: Thomas Jefferson, MacArthur, Lincoln Prairie, and Churchill school.
- Enrollment will be summarized in next month’s board report.



Youth Athletics

Hoffman Basketball Academy

Fundamental camps began on Thursday nights. Every camp reached its max!

	K-2nd	3-5th	6-8th	Total
2021	15	15	15	45
2022	16	16	16	48

Summer League:

- Summer league registration was opened at the end of May and will run in July through August for 3rd-8th graders.

We hired three new staff in the month of May. We’re very excited to bring on two former D1 basketball players and the head of the HEHS girls feeder basketball program Coach Katie.

Baseball

	Shetland	Pinto	Mustang	Bronco	Pony	N60	Total
2021	48	48	37	12	0	32	177
2022	71	60	46	22	13	0	212

Colt baseball accepted registrations in May. We will have two colt teams competing this season with total numbers of 23 players. Colt teams will begin games on June 13th.

All-Star Games will be hosted at Cannon Crossing on June 18.

Tournaments for all levels will begin the week of June 13.

Rage Baseball:

They continue renting at Cannon Crossing. Rage hosted a large fundraiser tournament at Cannon Crossing the weekend of June 3-5. They will be hosting tryouts in late July at Cannon Crossing.

Adult Softball

There are seven teams enrolled for summer league.

Soccer

Spring soccer has 339 players compared to 221 in 2021 and 258 in 2019.

- A new league structure is offered this year with games/practices scheduled in North, South and West Hoffman.

HUSC Soccer essentials classes has 177 enrolled for spring.

Cricket

HUSC is running Cricket Fundamental classes currently. There are 11 enrolled.

E-Sports

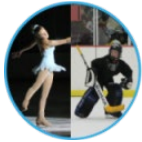
E-Sports Zone hosted one Fortnite tournament on May 13 with a total of 10 participants.

Kids Nights Out was held on May 14 with 8 participants.

Membership	Dec 2021	Jan 2022	Feb 2022	March 2022	April 2022	May 2022
Total	15	14	13	11	11	12
Pass Visits	21	4	11	11	2	0
# of Members visited	9	2	11	9	1	0

New! Adult Pickleball League

- Outdoor spring league began mid-May. There are three divisions this season: advanced, social/newer and a NEW! First-timers league that includes two weeks of lessons.
 - 20 – First Timers (individual enrollment)
 - 6 teams – Advanced
 - 13 teams – Social/Newer



Ice Operations

Hockey:

	Spring 2021	Spring 2022
Tot Level	n/a	30
Hockey Level 1	9	32
Hockey Level 2	21	26
TOTAL	30	88

Summer lessons began June 7. Enrollment will be summarized in next month’s report.

Spring Hockey League: The league concluded the first week of June. The Mite2 team ended the final tournament in second place. Squirt1 won the tournament and Squirt3 came in second place. Our girls Wolverines team came in 1st place and PeeWee2 came in second place. Our Bantam1 and Bantam2 teams played each other in the last game and came in 1st and 2nd place, respectively.

	Spring 2021	Spring 2022
Mites	24	30
Squirts	40	39
PeeWees	26	28
Bantams	32	29
Midgets	34	14
Wolverines	17	13
Prime & Tournament teams		38
TOTAL	173	191

Adult League spring season started mid-March. There are eight teams enrolled. This compares to five teams in fall. Their season ended early June.

HEParks Hockey hosted a tournament at Triphahn Center the weekend of May 20-21. There were 16 teams enrolled.

Hockey Camp began June 6. Enrollment will be summarized in the next month's board report.
 MooseJaw 3v3 league began June 13.

Figure Skating:

- Spring figure skating classes began in April with 362 participants (compared to 179 last year).
- There are 22 skaters with an unlimited Freestyle pass for this month.
- Figure Skating Camp began June 6. Enrollment will be summarized in next month's board report.

Public Skate for May

- May 1: 15 pre-registered and 52 walk-ins
- May 15: 34 pre-registered and 28 walk-ins



Seascope

<u>Membership</u>	<u>5/31/2021</u>	<u>5/31/2022</u>	<u>Var. +/-</u>
Total	551	1,032	+481

806 passes were sold prior to May 27. A small price increase was implemented on May 28 once the pool opened. For opening weekend, May 28-31, an additional 234 passes were sold for a total of 1,032 passes sold as of May 31.

For comparison, at the end of May 2019 there were 904 passes sold and 986 in 2018.

Swim Lessons	Spring 2022
Parent Tot	19
Tot Swim	11
Group Lessons	76
Private Lessons	14
TOTAL	120

Lessons were not offered in spring 2021 due to COVID guidelines.

Seascope opened May 28 with a very hot and busy weekend.

Summer swim lessons began June 6. Summer enrollment will be highlighted in the next month's board report.



C&M department was one full-time employee short this month, but with the hard work from Katie Burgess and part-time Judy Kudron, a lot of work was still completed!

Community Involvement:

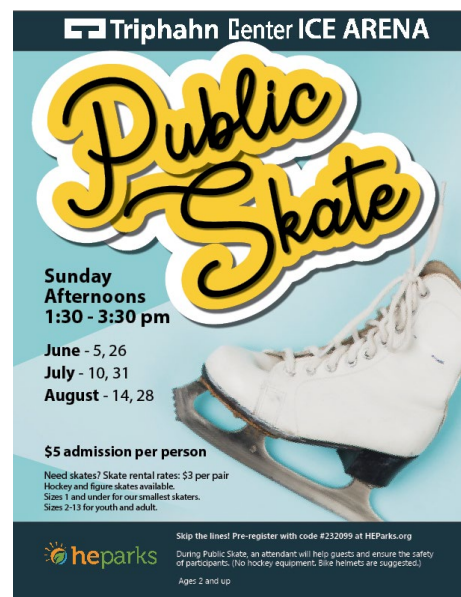
- Arts Commission – Village Commission
- Hoffman Estates Chamber of Commerce Board Meeting
- Hoffman Estates Chamber of Commerce Golf Committee
- Hoffman Estates Chamber of Commerce Fishing Derby Committee
- SLSF Golf Outing Meeting
- Table event – Village of Hoffman Estates Women’s Health & Wellness Day
- 4th Fest Commission Meeting
- Muir School Touch a Truck
- Palatine Job Fair
- Whiteley School Dash Table Event

Special Projects:

- SRT Golf outing flyers, signage and promo
- Gold Medal Award video filming and photo sorting
- Gold Medal Award editing and communication with producer
- SLSF check donation

Recreation

- Disc Golf Tournament
- Kids to Parks Day
- Pickleball League & tournament
- Summer Scavenger Hunt
- MORE program
- Senior Summer Brochure
- Senior Kentucky Derby décor
- Seascape promotions & price updates
- Dance recital program
- Preschool graduation certificates
- Craft Fair brochures
- Hockey tournament artwork and signage
- Public Skate



Club

- May promotion
- Facility hours changes
- Summer programs promo
- Outdoor fitness class promo
- Mother's Day promo

Bridges

- Senior Golf Scramble
- Menu updates
- Golf promo
- Top Tracer promo



Human Resources:

- BPC Kitchen help wanted promo

Parks:

- Poplar Park meeting



Email campaigns: 9 e-blasts were sent out this month.

- All-District – May 3 – May Events and Programs, 44% open, 2% clicks
- May Senior Program Registrations- May 3, 42% open, 3% clicks
- All District – Mother's Day – May 5, 35% open, 1% click
- All-District – May 10 – Kids to Parks Day, Gold Medal Finalist, 44% opens, 2% clicks
- All-District – May 12 – Kids to Parks Day Event Information, 43% Opens, 1% clicks
- All-District – May 17 – Seascape reminder to purchase passes, 44% Opens, 1% Click (this email led to the highest spike in website traffic during May)
- All-District – May 19 – Upcoming Events, 45% Opens 2% Clicks
- All-District - May 23 – Upcoming Events, 38% opens, 2% Clicks
- All-District – May 24 – Memorial Day Events, Seascape Opening, SRT, 39% Opens, 2% Clicks

of Followers:

HEParks' Facebook broke 6,000 followers!

Account	Social Media Platform	MAY	APRIL 2022	March 2022	February 2022	January 2022
Bridges of Poplar Creek	Facebook	1,160	1,149	1,142	1,131	1,118
	Instagram	151	150	148	145	142
	Twitter	160	159	158	159	160
The Club	Facebook	1,698	1,627	1,688	1,683	1,687
	Instagram	418	407	381	365	361
	Twitter	46	46	46	46	40
HEParks	Facebook	6,007	5,883	5,817	5,425	5,300
	Instagram	1,041	1,032	1,020	1,011	1,002
	Twitter	1,107	1,103	1,097	1,091	1,092
Ice Academy	Facebook	115	113	113	113	111
Wolf Pack	Facebook	449	437	432	427	408
	Instagram	416	414	412	402	388
Senior Center	Facebook	138	137	133	134	134

93 Social Posts to HEParks Facebook and Instagram

Most popular posts:

- The Gold Medal Finalist announcement had the highest number of reactions on a post with 188.
- The Dance Program dress rehearsal photos received the highest number of likes on Instagram with 23.
- The SRT Foundation Golf Outing – highest-paid reach with 26,912 and 364 clicks to learn more.
- Now hiring lifeguards – second highest-paid reach with 24,736 views and 241 clicks to the Jobs landing page.
- Kids to Parks Day – Event – the highest unpaid reach of an event – 3,912 reach

Website:

May was a record-breaking month in terms of website use for the park district. May had the highest page view count and unique page count of any month in the past four years. It also had the highest ever traffic for a non-program guide launch month.

Of customers with their ages defined by their web browsers

- 28.85% - 35-44 years old.
- 23.04% - 25-34 years old
- 17.68% - 45-54 years old
- 13.02% - 18-24 years old
- 9.88% - 55-65 years old
- 7.53% - 65+

Most visited pages: Home, Program Guide, Seascape, Camp and Swimming (Compared to last year: Home, Program Guide, Seascape, and Camp).

In anticipation for the Memorial Day weekend, traffic to Seascape and summer-based programs accounted for the massive uptick in traffic. The spike on May 18 coordinated with an email reminder about purchasing season passes before the prices increase.

Press Releases:

- SLSF Donation
- SRT Blurb
- Gold Medal Finalist

Recommendation:

Staff recommends that the Rec & Facilities Committee forward the Recreation and Communications/Marketing June Board Report to be included in the June Executive Director's Report for Board approval.

MEMORANDUM NO. M22-060

TO: Recreation Committee
FROM: Craig Talsma, Executive Director
Brian Bechtold, Director of Golf & Facilities
RE: Golf & Facilities Report
DATE: June 21, 2022
Bridges of Poplar Creek & The Club Board Report

Bridges General Programs

- Our 1st Annual Senior Scramble was set for May 18. This event was rained out as so many other days. It was rescheduled for June 15 with the anticipation of having 25 teams in this inaugural event.
- With the popular success of the Taylor Made Demo Day we were able to have them come back with one fitter on May 31. We were able to continue our success with several additional orders. We have also expanded our companies coming out for a special fitting/demo day. Tour Edge Golf will be on site on June 18 from 10am to 2pm.
- TopTracer has continued to build momentum with increased rental hours this last month. We are looking forward to the completion of the restroom facility and construction traffic, which is on pace for a mid to late July date.

Golf Rounds

MONTHLY ROUND TOTALS					
2018	2019	2020	2021	2022	5 Year Average
3,913	3,439	804	3,954	3,576	3,317
YTD ROUND TOTALS					
2018	2019	2020	2021	2022	5 Year Average
6,718	5,429	1,117	7,756	5,623	5,329

Range Basket Sale Totals

MONTHLY RANGE BASKET SALES TOTALS					
2018	2019	2020	2021	2022	5 Year Average
2,674	2,612	323	2,902	2,083	2,119
YTD RANGE BASKET SALES TOTALS					
2018	2019	2020	2021	2022	5 Year Average
4,542	4,633	538	6,521	3,926	4,032

TopTracer Hour Totals

MONTHLY TOPTRACER RESERVATION HOUR TOTALS
2022
418 (171-hr increase from April)
YTD TOPTRACER RESERVATION HOUR TOTALS
2022
1,174

Food & Beverage

May Events

Dinner servicing 59 guests
In-house dance team banquet servicing 46 guests
Memorial servicing 42 guests
Outings servicing 203 guests
Breakfast meetings servicing 31 guests
Weddings servicing 357 guests
Shower servicing 45 guests

June Events

Birthday servicing 80 guests
Weddings servicing 341 guests
Outings servicing 455 guests (Hamann and SRT not in this count)

2022 weddings

13 ceremony/receptions (4 cancelled in January to move to different county)
1 reception only

2023 weddings

2 ceremony/reception
1 ceremony only

2021 = 13 ceremony and reception, 3 reception (We did have one reception cancel in June as they moved to a facility that was not enforcing any Covid-19 guidelines.

2020 = All weddings have been cancelled or rescheduled to 2021.

We had 10 ceremony and reception, 4 reception only booked for 2020.

2019 = 16 ceremony and reception, 3 reception only, 1 ceremony only

2018 = 16 ceremony and reception and 3 reception only, 2 ceremony only (2 weddings cancelled in 2018)

2017 = 14 ceremony and reception, 5 reception only, 5 ceremony only

Golf Maintenance Summary

Well it seems like Mother Nature likes to play practical jokes, even though we are past April fools, temperatures fluctuated from highs of 50 degrees to highs in the 90s. This roller coaster ride also brought us 4.5” of rain which was about an inch a week.

Ever since aerification we have been rocking and rolling mowing all playing surfaces and detail work at the clubhouse and top tracer building. Mowing rough has been a challenge all season with the rain, but we were able control it to the best of our ability, you can thank Mother Nature for the thick rough and your green lawns.

We also had a few small challenges with our tees; a sprayer mishap led to some brown out areas along with the temperatures jumping up to 90 degrees for 5 days. After the quick burst of heat, Mother Nature decided to cut us a break and help out with favorable temps and a granular fertilizer application helped bounce most of the tees back. A few that were hit the hardest got some extra love with a round of poking holes with our pencil tines on our 648 aerifier plus hand seeding plus topdressing for protection. Those tees have already showed signs of growth in those areas and are filling in nicely.

Staff has been working extremely hard in all types of weather conditions and the course has been receiving excellent feedback from our guests. If you haven’t had a chance to play lately come out and enjoy the great conditions.



May 2022

Membership Totals	<u>5/31/2021</u>	<u>1/01/2022</u>	<u>5/31/2022</u>	<u>Var. +/-</u>
Totals	1994	2160	2171	+11

Member Services/Sales

- The Club standard membership enrollment has started to slow down, as is typical when the weather begins to warm up. The Club gained 79 new members in May, still giving us a positive gain for the year.
- We offered the Student Summer Pass again this summer, which is a short term membership available for purchase at the beginning of May that expires near the end of August. There is no enrollment fee for this pass, and no need to cancel as it automatically expires with the price prorated from date of purchase. The overall enhancement to our facility is really starting to show in our student pass sales. Sales of these Student Summer Passes were double or triple what they had been in years past for May. This year we sold a total of 130 Student Summer Passes in May. We will continue to sell these passes through the next couple of months with the fees being prorated based on time of purchase.
- This influx of students as well as our PT district summer staff taking advantage of their membership, we have been very busy in the facility, seeing increased usage during the day and really busy in the evening. This great benefit has definitely helped us recruit and retain staff throughout the district.

- In May we gained 5 new HIIT Club members.
- We had 1,843 unique visits in May, including the student passes. This means that approximately 80% of members and student pass members are visiting/using the facility at least once a month. This is an increase from April, and staff can definitely see facility usage is up.

Operations and Fitness Departments:

- The Club staff used May to finalize the summer schedule for outdoor fitness events. We have a plan to take part in several outdoor events this summer through the Pop-Up Fitness in the Parks events and the Hideaway Brew Garden Events where we will hold some fitness classes for the community before some of the theme nights. Club staff will also take part in helping with the District's table at some of the Thursday evening Concerts on the Green.
- Club staff ran a Parents Night Out event on May 21 at capacity with 21 participants. Staff also hosted four birthday parties, two small volleyball tournaments, one smaller basketball tournament and several small basketball and volleyball rentals.
- Club staff chose two additional Member Spotlight Members in May; Maria E and Bill Nolan. You can read more about them here: <https://www.theclubps.com/member-spotlight>
- What makes this member spotlight a little more special is that we recently hired Bill Nolan as a beginner yoga instructor here at The Club.



Recommendation:

Staff recommends that the Recreation & Facilities Committee forward the June Golf & Facilities Report to be included in the June Executive Director's Report for Board approval.