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**MINUTES
REGULAR BOARD MEETING NO. 1078
June 28, 2022**

1. Roll Call:

A regular meeting of the Hoffman Estates Park District Board of Commissioners was held on June 28, 2022 at 7:08 p.m. at the Triphahn Center in Hoffman Estates, IL.

Present: President Kinnane, Commissioners Chhatwani, Dressler, Evans, Friedman, Kaplan (7:12 p.m.), and McGinn

Absent:

Also Present: Executive Director Talsma, Director of Finance Hopkins, Director of Administrative Services Cahill, Director of Recreation Kapusinski, Director of Golf & Facilities Bechtold, Director of Parks, Planning and Maintenance Hugen, Executive Assistant Flynn

Audience: Comm Reps Aguilar, Evans, Kulkarni, Musial, Wilson and Winner

2. Pledge of Allegiance:

Everyone present stood for the Pledge of Allegiance.

3. Approval of Agenda:

Commissioner McGinn made a motion, seconded by Commissioner Chhatwani to approve the agenda as presented. The motion carried by voice vote.

4. Approval of the Minutes:

Commissioner Chhatwani made a motion, seconded by Commissioner McGinn to approve the minutes of the Special Board meeting held March 15, 2022 as presented. The motion carried by voice vote.

Commissioner Chhatwani made a motion, seconded by Commissioner McGinn to approve the minutes of the Annual Board meeting held May 17, 2022 as presented. The motion carried by voice vote.

Commissioner Chhatwani made a motion, seconded by Commissioner Evans to approve the minutes of the Regular Board meeting held May 24, 2022 as presented. The motion carried by voice vote.

5. Comments from the Audience:

None

6. Recess for A&F Meeting:

Commissioner Chhatwani made a motion, seconded by Commissioner Friedman to recess the Board meeting at 7:09 p.m. for the purpose of convening the A&F Committee meeting. The motion carried by voice vote.

7. Reconvene Following A&F Committee Meeting:

Commissioner McGinn made a motion, seconded by Commissioner Chhatwani to reconvene to the Regular Board Meeting at 8:40 p.m. The motion carried by voice vote.

Comm Reps Aguilar, Kulkarni, Musial, and Winner left the meeting.

8. Consent Agenda:

Commissioner McGinn made a motion, seconded by Commissioner Chhatwani to approve the consent agenda items A through J.

On a Roll Call: Carried 7-0-0

Ayes: 7 Chhatwani, Dressler, Evans, Friedman, Kaplan, Kinnane, McGinn

Nays: 0

Absent: 0

- A. ADA Transition Plan Update / M22-058 (see B&G June packet)
- B. IPRA Environmental Report Card / M22-056 (see B&G June packet)
- C. Poplar Park Playground Cost Adjustment / M22-054 (see B&G June packet)
- D. NWSRA Vogeley House Project Cost Adjustment / M22-055 (see B&G June packet)
- E. SD15 STAR Agreement 2022-2023 / M22-052 (see Rec June packet)
- F. Open and Paid Invoice Register: \$703,904.89 (see A&F June packet)
- G. Revenue and Expenditure Report and District Wide Operations Statement (see A&F June packet)
- H. Acceptance of B&G Minutes 5/17/2022 (see B&G June packet)
- I. Acceptance of Rec Minutes 5/17/2022 (see Rec June packet)
- J. Acceptance of A&F Minutes 5/24/2022 (see A&F June packet)

9. President's Report:

President Kinnane noted the following:

- He stopped by the Fishing Derby. Kyle Goddard ran a fishing clinic, and was also chair of the entire Derby committee. Kyle was very patient, and Tricia from the Chamber of Commerce aid he is wonderful. Katie Burgess, Kyle Wozny and Steve Dietz were there as well.
- He attended the Schaumburg Summer Solstice annual foundation event. It was well-run and community reps were in attendance.

10. Adoption of Executive Director's Report:

Commissioner Chhatwani made a motion, seconded by Commissioner Kaplan to adopt the Executive Director's Report as presented. The motion carried by voice vote.

11. Old Business:

None

12. New Business:

A. Review/Release of Executive Session Minutes R22-001 / M22-062

Executive Director Talsma stated that we are required to do this every six months. Due to confidentiality reasons, there are no minutes or portions thereof from Executive Session to be released at this time.

Commissioner Kaplan made a motion, seconded by Commissioner Chhatwani to approve Resolution R22-001 “Review of Closed Session Minutes” as presented.

On a Roll Call: Carried 7-0-0
Ayes: 7 Chhatwani, Dressler, Evans, Friedman, Kaplan, Kinnane, McGinn
Nays: 0
Absent: 0

B. Inflation and Compensation / M22-061

The following comments and questions were presented during discussion:

- Commissioner Evans asked what the result was from the other two committees last week. Executive Director Talsma stated that the recommendation was approved without change.

- Commissioner Dressler asked what happens if two committees push forward the recommendation and one alters the recommendation. Commissioner Evans responded that the Board is not bound, and can make any motion and vote on that.
- Commissioner Evans said that he likes the official recommendation from staff, but is willing to listen to what the A&F Committee members said.
- Commissioner Friedman said that he trusts staff's recommendation, and trusts Executive Director Talsma's interpretation. He added that he is not inflexible but likes the two tiers.
- Commissioner Chhatwani said she received a good raise based on her years of service. She asked what the difference is if we add another 3% to those over \$75,000, as the COL has affected everyone, and we should support those who do the most work. Executive Director Talsma responded that changing to 6% across the board would result in an extra \$19,800 (\$110,000 total) for 2022. Commissioner Chhatwani is flexible and will support her fellow commissioners. She would like to recognize people who have worked hard.
- President Kinnane asked if we are okay budget-wise with the higher total amount. Executive Director Talsma said that we have a surplus and our programs are doing well. This is not a large impact.
- Commissioner Kaplan said this is operational and goes back to Executive Director Talsma. Inflation impacts everyone, and feels it should be uniform across the board. He is not opposed to the additional \$19,800.
- Commissioner McGinn said he was in agreement with 6% and 3% going into the meeting. Now that we see the number for making it 6% across the board, it fits into the budget.
- Commissioner Dressler likes the term "salary correction." The adjustment is imperative to keep staff. She asked if Executive Director Talsma's salary is included in this. Executive Director Talsma responded yes. Commissioner Dressler said that knowing it is only a \$20,000 difference, she would rather see fairness across all staff.
- Commissioner Friedman asked if we do 6% across the board, where does this put us in the goal of the 75th percentile. Executive Director Talsma said that it gets our upper management closer, but still lagging on the lower end. We are usually in the 60-70th percentile.
- Commissioner Kaplan asked what this will cost us with IMRF. Executive Director Talsma said that it will cost us about \$4,800.
- President Kinnane is in agreement with the 6% across the board. Our soccer programs, swimming programs, camps are all full. There is a large burden on directors and superintendents. We need to bring in talent to support them.
- Commissioner Evans asked if staff would be worried that they won't get anything next year. Executive Director Talsma responded that no, we will have a good year and will still plan on merit increases.
- Commissioner Evans asked if this includes Executive Director Talsma. There was a discussion about whether to include him. Commissioner Kaplan said we should do across the board and include him.

- Commissioners Dressler and Chhatwani asked to call this a salary correction.

Commissioner Dressler made a motion, seconded by Commissioner Chhatwani to give staff a 6% raise across the board. Employees hired since January 1, 2022 would receive a 1.5% raise, and the Executive Director contract shall have an addendum as getting a 6% salary increase. The motion carried by voice vote.

C. Student Representative as Part of Board or Committee System

Commissioner Dressler stated that it would be nice to have input from a student at the high school or Harper College (junior or senior in high school or community college). She reached out to Hoffman Estates High School and received a response. National Honor Society may be interested, and asked if this could be a service hours opportunity, how many students could participate, how many meetings per year, dates and times. Commissioner Dressler asked if the Board could add a “junior commissioner” for the months of September through May or even in the summer, and would they be a voting member. We would determine the service hours.

Executive Director Talsma stated that this could also be at the staff level as a liaison. But if the Board would like an addition to the Community Rep process, you could change the policy to reflect this.

Commissioner Chhatwani suggested having a focus group, rotating the attendees and bringing in ideas. Students may not want to sit through all of our topics. Focus group could be at staff level and staff could bring us the ideas.

Commissioner Dressler said she envisioned having this act as a feeder system for the community reps. Their ideas are great, but here they can learn more about the governmental process.

Commissioner Kaplan said he thinks this is a good idea at the advisory level (through the Rec division), but does not feel that minors should be involved in policy discussions, and does not think they should be on a committee.

Commissioner Friedman agrees with Commissioner Kaplan, and would like to see this as more of an advisory position. He is looking to do the same thing in the coaching environment.

Commissioner Evans likes this idea. He agrees that kids may not care about the governing process. But if we are looking for 3 students out of multiple high schools and two junior colleges; maybe we only get one the first year, but we could have one on each committee, non-voting. Why not try it?

Executive Director Talsma suggested we combine it. We could go look for some students and vet them to ensure they have an interest. Staff can work on the application process and work with the school. They would be non-voting, limited to someone in high school, under the age of 18.

Commissioner Dressler suggested the school could vet them. They could observe a meeting first and fill out an application.

The consensus was to have staff look into the vetting process with the high school representative.

13. Commissioner Comments:

Commissioner Friedman asked if we have considered seniors being lifeguards. Director Kapusinski said as long as they could pass the test, they could be considered.

Executive Director Talsma gave kudos to staff for opening the pool on time and hiring lifeguards, getting the system running. The entire operation runs with the help of every department.

Commissioner Chhatwani congratulated Executive Director Talsma for his 25 years. She told Commissioner Evans that he ran a great A&F meeting with good discussion; she told Commissioner McGinn that she always appreciates his comments; and is looking forward to July 4.

Commissioner Kaplan said congratulations to Executive Director Talsma; Garibaldi's is looking for people to work at Seascap; and it was nice to hear everyone's ideas tonight.

Commissioner McGinn was a the splash pad for a birthday party on the day of the fish derby; congratulations to Executive Director Talsma; great job to Commissioner Evans on running the A&F meeting; looking forward to the July 4th parade.

Commissioner Dressler congratulated Executive Director Talsma; she thanked the Park District for their support of the fishing derby, and that Kyle's fishing clinic was a great addition; she thanked the District for allowing the Chamber to hold meetings here; and is looking forward to the parade.

President Kinnane congratulated Executive Director Talsma and thanked staff for their hard work.

14. Adjournment:

Commissioner McGinn made a motion, seconded by Commissioner Chhatwani to adjourn the meeting at 9:33 p.m. The motion carried by voice vote.

Respectfully submitted,

Craig Talsma
Secretary

Cindy Flynn
Executive Assistant