

MINUTES OF THE REGULAR MEETING OF THE BOARD OF PARK COMMISSIONERS OF  
THE CARY PARK DISTRICT, CARY, ILLINOIS, HELD AT COMMUNITY CENTER,  
255 BRIARGATE RD, CARY, IL, ON  
April 27, 2023

***I. CALL TO ORDER***

President Renner called the meeting to order at 7:00 PM.

***II. ROLL CALL***

Upon roll call the following Commissioners answered present: Mr. Stanko, Mr. Frangiamore, Mrs. Victor, Mr. Renner, Mrs. Carasso (7:22pm)

**Staff**

Staff present: Dan Jones, Executive Director; Sara Kelly, Deputy Director; Becky Horn, Administrative and Recreation Assistant; Vicki Krueger, Director of Finance and Administration; Superintendent of Recreation; Paul Rogus, Superintendent of Park and Facility Maintenance; David Raica, Director of Planning & Development; Eric Barge, Program Manager.

**Guests**

*(names were taken from the sign in sheet provided and from verbal introduction by the public during the comment period. Because some individuals did not sign in but were still given the opportunity to speak, some first names only are noted below as the full name was not captured when stated verbally)*  
Steve Wright, Jean Wright, Judy Burrows, Dan Burrows, Al Tuman, Laura Tuman, Jenay DiOrio, Theresa Hammonds, Fran Dufern, Venitia Oswald, Scott, Joe, Cindy Barrett, Peter, Jack Higgins, Kylie DiOrio

***III. PLEDGE OF ALLEGIANCE TO THE FLAG***

The Pledge of Allegiance was recited.

***IV. MATTERS FROM THE PUBLIC***

Renner asked the public present if they were there specific to an agenda item and those present stated they were. Renner stated that public comment would be allowed to those present during the specific agenda item. Renner reconfirmed there was no desire for public comment not related to an agenda item.

***V. ITEMS FROM COMMISSIONERS***

Stanko shared a question that came up in conversation with one of his neighbors regarding any Senior events taking place at Sunburst Bay Aquatic Center (SBAC) this summer. Jones responded that he will touch base with the appropriate staff on his question and provide him with more information.

***VI. CONSENT AGENDA***

Renner asked if any items were to be removed from the Consent Agenda. Commissioner Stanko replied he would like item number seven removed.

**Stanko moved to approve the Consent Agenda as follows: VI.A:**

- 1. Approval – Minutes Regular Board Meeting dated March 23, 2023.**
- 2. Approval – Minutes Special Board Meeting dated April 20, 2023.**
- 3. Approval – April 21, 2023 Disbursements in the Amount of \$255,229.12.**
- 4. Acceptance – Treasurer’s Report dated March 31, 2023.**
- 5. Approval– Policy 1-010.r3 Board Member Business Related Expenses, Policy 1-010.r3 and 4-022.r1 Attachment A, Expense Report and Policy 4-022.r1 Employee Business Related Expenses, as revised.**
- 6. Approval– Purchase of Playground Equipment for Bristol Park and Brittany Park Playgrounds through Sourcewell Cooperative Purchase Program from Landscape Structures, Inc. Delano, MN for a sum total not to exceed \$156,000.**
- 8. Approval- R-2022-23-03, a Resolution to Support National Bike Month.**

**Second by Frangiamore.**

Roll call vote: Yes – Victor, Frangiamore, Stanko, Renner. No – None. Motion carried.

## **VII. BUSINESS ITEMS**

### **VII.A. Any Items Removed From Consent Agenda**

- 7. Approval- Ordinance O-2022-23-09, an Ordinance Authorizing the Sale or Conveyance of Personal Property belonging to the Cary Park District.**

Renner asked Stanko for comment on the item he requested for removal. Stanko stated he only wanted the item removed for a separate vote. Renner asked for a motion.

**Stanko moved to approve Ordinance O-2022-23-09, an Ordinance Authorizing the Sale or Conveyance of Personal Property belonging to the Cary Park District. Second by Victor.**

Roll call vote: Yes – Victor, Frangiamore, Stanko, Renner. No – None. Motion carried.

### **VII.B Action Items**

- VII.B.1 - Consider - Change Date of Annual Meeting of the Board of Commissioners from May 25, 2023 to May 11, 2023.**

Jones stated by law, the Board of Commissioners is required to hold an Annual Meeting for the election of officers, designate the depositories of the finances of the agency, appoint individuals for specific positions, swear in newly elected Commissioners, and set its schedule of meetings for the upcoming fiscal year. He explained the Special Meeting is held on the fourth Thursday of May each year, but two Commissioners are unable to attend the meeting date of May 25, 2023, therefore the Board wishes to hold their Annual Meeting, as a Special Meeting on Thursday, May 11, 2023. Jones stated he did receive the final canvass of election results from the County Clerk, therefore Commissioner Keith Frangiamore, who ran unopposed, can also be re-sworn in that evening.

**Frangiamore moved to approve the Change Date of Annual Meeting of the Board of Commissioners from May 25, 2023 to May 11, 2023. Second by Victor.**

Voice Vote: Yes – 4, No – None. Motion carried.

***VII.B.2 - Consider - Ordinance O-2022-23-10, an Ordinance Authorizing the Sale of Surplus Real Property Located at the Southwest Corner of Wulff Street and Tiger Trail Road.***

Jones stated per direction from the Board of Commissioners, after discussion at the April 13, 2023 Committee of the Whole meeting, Attorney Puma prepared the ordinance necessary to file a petition with the circuit court to sell a portion of Community Center Park located at Tiger Trail and Wulff Road.

Renner asked for a motion prior to discussion.

***Victor moved to approve Ordinance O-2022-23-10, An Ordinance Authorizing the Sale of Surplus Real Property Located at the Southwest Corner of Wulff Street and Tiger Trail Road. Second by Frangiamore.***

Renner asked if there were any comments from the Board. Victor and Frangiamore both commented that the Board has had many discussions on whether or not to move forward with the sale of this piece of property. Stanko stated he had no comment at the time.

Renner asked for public comment related to this matter. Prior to public comment Renner stated that public comment is for comment only and not a question and answer session with the Board. Renner further stated that if someone agreed with what something stated by another previous, simply stating agreement with comments already made was appropriate.

*Renner called names from a sign in sheet provided for public to sign in for spelling of names and to express their desire to speak. After calling the names on the sign in sheet Renner opened public comment up to anyone else who wished to speak.*

Steve Wright asked the Board what the property is currently zoned as? Jones stated that this is an opportunity for public comment and not a question and answer session that said, he stated the current zoning is Parks and Open Space (POS).

Judy Burrows asked why the Board wants to sell the property and asked if it was for the money?

Renner reiterated public comment was strictly for addressing and commenting to the Board, it is not a time for question and answer.

Dan Burrows shared he has lived here for 30+ years and has seen the space used for walking, dog training and a variety of other recreational purposes. He stated that he would consider moving if the sale of this property moves forward.

Al Tuman stated he has lived here for 30+ years. He shared that many years ago, he helped orchestrate a cleanup of this space of barbwire and other debris, and the Park District did not help. He stated there is no other park in their area.

Laura Tuman stated the closest park to this neighborhood is Greenfields Park, which is on the other side of Cary-Algonquin Rd. She expressed how important it is to have green space like this. Laura also pointed out that “providing open space” is part of the Park District’s Mission Statement.

Jenay DiOrio reviewed numerous sections of the Park District's Comprehensive Master Plan (CMP), highlighting the Mission Statement, stated goals of the Park District and what the CMP states regarding area (A) of which Brigadoon is a part of in the CMP. She noted that the CMP states the area (A) in the CMP states the Brigadoon subdivision is an underserved portion of the Park District. She expressed the importance this particular open space has to the residents and community surrounding it. She expressed that a sale of this property would be completely opposite of the Park District's stated goals, long range vision and mission statement. She expressed that she does not understand how the Board would consider selling the property based on what is stated in the Park District's own CMP.

Theresa Hammonds stated she agrees with the previous comments made. She noted this park is the only park kids from this area can access safely.

Fran Dufern stated she agrees with previous comments made and is not in favor of the Park District selling this piece of property.

Venitia Oswald stated one of the reasons families move to this area is because of the parks. She expressed how much this open space provides to the residents surrounding it. Venitia questioned how the Park District could move forward without performing a community survey or asking residents for their opinion?

Scott stated he and his family moved to this area two year ago because it was close to the Community Pool, park and school. He noted since then, the pool closed, the Village offices moved away and now this park is being taken away from the residents in this area. He stated he is very much opposed to a sale of property.

Joe stated he has been a resident of this area for 20 years. He shared this park has provided him the opportunity to walk his dogs and participate in various recreational activities.

Cindy Barrett shared she has lived in this subdivision for 45 years. She stated that if money is the motivation behind this, the Board should strongly reconsider. Cindy stated if the concern is maintaining the park, then she is certain the community would be happy to provide assistance.

Peter stated that once the property is gone, it's gone.

Jack Higgins suggested the Board consider buying the Trout Valley property (3 lots that border the road adjacent Community Center Park) and make that into a larger park for the community. He stated that in the past he wrote a letter to the recorded owner of the property and received no response. In his opinion based on response to his letter, the owner likely does not care about the property.

Kylie DiOrio shared she is going to school for environmental services and explained the importance of the property not only to the residents of the community, but to the wildlife that reside in this park. She shared how much this park has meant to her as she was growing up.

*Anyone in attendance who wished to speak on this matter were given the opportunity to do so, whether or not they signed in prior to the meeting. There were approximately 10 attendees who did not wish to speak as part of public comment on this matter but based on their verbal agreement with others who did speak, it is being included in the minutes that they were not in favor with a sale of Community Center Park.*

Renner asked if there were any other public comments, hearing none, he asked the Board for any comments.

Stanko expressed thanks to all the residents who attended and spoke. He stated he understands this park is used by the residents and there is no other option for them. Stanko agrees the sale of this property is not consistent with the CMP and recognizes this area is underserved. He stated the Park District is not serving the community if they cannot provide a park within walking distance from their homes. Carasso stated she appreciated all the comments and apologized for missing the first few residents speak. She stated she understands there is a need in this area and recognizes this area lacks the most. Frangiamore expressed his appreciation for the community's input and provided historical context related to the property as a resident since 1957. Victor stated she did not fully understand how underserved this area is and thanked everyone for showing how important this space is to the residents. Renner stated the Board has vested interest in what this property could become as it too would be neighbors for anything that is developed on the property by others. He explained how the Park District and Board must continuously consider all assets of the Park District including disposal of property. Renner expressed appreciation for everyone who attended the meeting and for the opinions shared.

Renner asked for a Roll Call vote on the motion made previously.

Roll call vote: Yes – Carasso, Renner, Frangiamore. No – Stanko, Victor. Motion carried.

### ***VII.C Discussion Items***

#### ***VII.C.1 - Agency Compensation and Wage Considerations, FY 2023-24.***

Jones stated during the development of the FY2023-24 budget process, staff informed the Board of two items related to full-time employee wages, which was the intent to use a 5% merit based pool as well as a 1% discretionary award pool to further reward high performers during FY2022-23, and to budget dollars to hire an outside consultant to assist with the development of a Compensation Strategy for the agency. He reiterated the need for a Compensation Strategy to address the ongoing challenges related to retention of current employees and hiring of new employees mostly due to compensation. He noted that during the budget review and tentative approval process, staff had informed the Board that the budget had been modeled to address wage adjustments anticipated to be necessary as a result of the Compensation Strategy item. Jones explained that since the budget development discussions, staff has learned that completing the Compensation Strategy will take 6-8 months and recognized that timetable was too long to address the issue. He stated that he reported this finding to the Board in April and at that time stated staff would like to undertake a similar approach to what an outside consultant would do, using real time market experiences and the HR Source, a third party annual salary survey, provided to participating Park Districts. He stated that the Board in April were comfortable with this approach, but also stated the Compensation Strategy should remain in the FY2023-24 budget and requested staff reach out to other Park District's related to how they are addressing this matter. Jones stated 23 full-time positions were reviewed as part of this process, and 20 of those 23 position are currently filled. He walked the Board through the process staff took when reviewing each position to determine what modifications and adjustments were needed based on a variety of different factors. After completing the initial process, Jones stated staff confirmed the Park District would be within its means to afford these changes to wages now and in the future. Jones stated that he reached out to 16 Park District's for feedback on if they are experiencing the same challenges and if so, how are they addressing them. He noted that 15 agencies provided feedback. Many completed a similar exercise to what staff had done

recently, either using an outside consultant or internally. He stated that nearly all agencies completed a wage adjustment process in either 2021 or 2022. Jones stated that this timing by other agencies was interesting to hear, and commented that during these same time periods that other agencies were looking at this matter, the Park District was totally focused on two things, the restart of activities/programming post COVID and the design, development, construction, opening and operation of Sunburst Bay Aquatic Center. Jones stated that the Board's role in taking action on this item, per its governance policies, is the approval of the annual budget. Jones stated that the Board has completed its role in this process through its tentative approval of the FY2023-24 budget.

Jones concluded his remarks by stating that as a result of the internal exercise completed and understanding a Compensation Strategy will be conducted prior to the FY2024-25 budget, he informed the Board of his intention to make wage/salary adjustments for full time employees in the total amount of \$138,207,09, effective May 1, 2023.

Renner reiterated the Board did not need to make a motion or approve this as they had already provided the ability for this to occur via tentative approval of the FY2023-24 budget, it was for discussion/information only, and asked for any comments from the Board. Victor stated she is in full support of making the necessary adjustments to salaries at this time. She reiterated how lucky the Park District is to have great staff and wants to retain them. Frangiamore agreed with Victor in supporting the adjustments. He stated he would like to eventually see more staff added to help maintain the Park District's assets to the highest level and take some pressure off our current staff. Carasso also agreed with Victor and Frangiamore. She stated the current staff makes the Board's job easier and they owe that to all the hard work the staff does on a daily basis. Carasso expressed how important it is to keep our employees and focus on staying competitive and growing. Stanko asked if there are currently open full time position and if those salaries are included in the amount that Jones provided. Jones responded there are three position open currently, and no, those open position salaries are not included in that total number. Stanko asked how the Park District plans to address part time and seasonal staff. Jones responded those wages have been set at the necessary levels during the performance review process for part time staff and at the beginning of the season for seasonal staff. Stanko noted that staff of the Park District were in attendance and thanked the staff in the audience for attending. Stanko thanked Krueger for all her work on this process. Renner stated he appreciated Jones's efforts in bringing this forward now and for recognizing the importance of retaining staff and staying competitive. He also thanked the staff and expressed his full support in making these adjustments. Renner stated it is important to invest in the staff we have.

### ***VIII. Executive Director Report***

Jones shared with the Board that a Dance Recital, featuring the new dance program, will be held on Saturday, June 10, and more information will be shared closer to the event. Deputy Director Kelly shared the Community Pool Demolition project is progressing well and staying on track with the planned timeline.

***At 8:25 PM, a motion was made by Frangiamore to enter Closed Session for the purpose of A. Review of Closed Session Minutes (5 ILCS120/2 © (21)) and E. Appointment, Employment, Compensation, Discipline, Performance of Specific Employees (5 ILCS 120/2 © (1)). Second by Stanko.***

Roll call vote: Yes – Carasso, Victor, Frangiamore, Stanko, Renner. No – none. Motion carried.

Renner reconvened open session at 9:30PM.

Renner summarized Closed Session as follows:

The minutes of Closed Session dated February 23, 2023 and April 13, 2023 were reviewed and approved. The Board conducted the annual performance evaluation of the Executive Director.

No action was taken as a result of Closed Session.

Renner asked for a motion to adjourn.

***Motion to adjourn the meeting by Frangiamore. Second by Victor.***

Voice vote: Yes – 5. No – None. Motion carried.

Meeting adjourned at 9:37PM.



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Daniel C. Jones, Secretary  
Park District Board of Commissioners