

MINUTES OF A WORKSHOP MEETING OF THE BOARD OF PARK COMMISSIONERS OF THE PARK DISTRICT OF HIGHLAND PARK HELD THURSDAY, MARCH 11, 2009 AT 5:00 P.M., AT WEST RIDGE CENTER IN THE CONFERENCE ROOM, 636 RIDGE ROAD, HIGHLAND PARK, ILLINOIS 60035.

Present: Vice President Werhane, Commissioner Waxman, Commissioner Weiss, and Commissioner Bernstein

Absent: President Rosenbaum

Also Present: Executive Director Volpe, Director Swan, Director Stumpf, Office Coordinator Mitchell, Manager Carlo Superintendent Donahue, Superintendent Coutts, Manager Meyer, Superintendent Baker, Supervisor Naatz, Manager Schulewitz, Manager Huegel, Supervisor Naatz

The Workshop session was called to order at 5:00 p.m.

## **WORKSHOP SESSION**

Motion to go into closed session pursuant to Section 2(c)(5): The purchase or lease of real property for the use of the public body, including meetings held for the purpose of discussing whether a particular parcel should be acquired. Section 2(c) (6): The setting of a price for sale or lease of property owned by the public body at 5:03 p.m. by Commissioner Weiss, seconded by Commissioner Waxman.

Roll Call Vote: Ayes: Commissioner Werhane, Commissioner Waxman, Commissioner Bernstein and Commissioner Weiss

Nays: None

Motion Carried

Meeting Reconvened at 5:28 p.m.

Vice President announced that the Board met in closed session under Section 2(c)(5) and Section 2(c)(6) to consider information pertaining to the sale or lease of real property and that no final action with respect to these matters would be taken at the meeting.

## **EMPLOYEE BENEFITS**

Executive Director Volpe introduced Director Swan. Commissioner Waxman stated that we are going through hard economic times and this subject is very important and urgent. The District has a lot of part time staff that work for us and as a public agency we have an obligation to look into providing health care insurance.

Director Swan gave a brief history of the employee benefits plan. He stated that the goal of the District is to recruit and retain exceptional staff. He then introduced Manager Carlo who gave a presentation on the current benefit plan.

Manager Carlo stated in 2008 that the District had 839 employees divided into four classes: 74 Full time employees, IMRF qualified permanent part time, 136 year round part time and 575 seasonal employees. The current benefits include the IMRF pension plan, which eligible employees are required to contribute. The District also offers 2 pre tax plans as well: 457 Deferred Compensation (this is for anyone who participates in IMRF) and 401 (all employees

that participate in 457 plan) to which employees contribute, a Roth IRA, Section 125 Flexible Spending and Workman's compensation.

Manager Carlo discussed the options she looked into for health insurance for part time employees. She stated that they are only 4 districts currently known to provide health insurance for part time employees. She discussed how in the past the District provided insurance through an insurance broker and the issues that they had to deal with. She talked about the different options that are now available but feels the District needs to see exactly what the part time employees' desire are before the District can come up with a potential plan to fit their needs.

Director Swan stated they would look into how it would impact the District and if they would have to redefine the classifications of the employees.

The Board and staff discussed what the next steps would be, how many part time employees are interested in getting health insurance and what is best for the District as a whole. They also discussed some actions to consider such as an employee survey, compensation benefits study (long term) and meet with small groups of employees to determine their needs and get feedback.

Commissioner Waxman suggested we classify the groups we are talking about. Commissioner Werhane suggested we look at other Districts' part time benefits and if it is voluntary, how would that work. Commissioner Bernstein suggested contacting the four Districts that have part time health insurance and submit a short summary of what they offer.

The consensus of the next step was to meet in small groups to determine the need and prepare a short summary of the four Districts that provide part time insurance. Director Swan and Manager Carlo will follow up and get back to the Board with the information.

### **CONDUCT ORDINANCE**

Director Stumpf discussed the changes in the policy with regard to park closing hours and lakefront parking violation policy. He talked about changing the signs in the park and had talked with the police about the changes. He suggested Rosewood Beach be closed at 11:00 p.m. Commissioner Bernstein suggested park closing a one hour before curfew which would be 10:00 p.m. during weekdays and 11:00 p.m. on weekends. Park hours were left undecided at this time. Park Ave. will have extended hours during Smelt season from March 1 – April 30, 2009.

Superintendent Coutts discussed the parking and traffic control and all lakefront parks. The fines will be \$75.00 for each offense.

### **SOCIAL NETWORKING PRESENTATION**

Manager Huegel discussed different websites for sharing information about the Districts' programs and events to the community. She discussed Twitter, Facebook, Ning and Flickr and explained the difference of each and how they could be utilized by the District.

**COMMISSIONER/COMMITTEE/STAFF REPORTS**

Executive Director Volpe mentioned the NOAA grant that Manager Meyer is working on. The grant is due April 6, 2009. Manager Meyer explained focus of the grant.

**ADJOURNMENT**

There being no further business, Motion made and seconded. Motion carried to adjourn meeting at 6:30 p.m.

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Secretary