



Elk Grove Park District Committee of the Whole Meeting Minutes

November 9, 2023

5:00 p.m.

President Walz called the meeting to order at 5:00 p.m.

In attendance: President Walz, Commissioner Carlson, Commissioner O'Malley,
Commissioner Cooke

Absent: Commissioner Biedke

Staff: Ben Curcio, Kelly Carbon, Tiffany Greene, Brad Sholes

Visitors: Allan Crites, Resident

President Walz read the following statement:

I hereby call a public hearing to be held at 7:00 o'clock P.M. on the 14th day of December 2023, in the Administration Building, for the purpose of receiving public comments regarding the Board's intent to sell not to exceed \$2,500,000 of park bonds for the building, maintaining, improving and protecting of the existing land and facilities of the District and for the payment of the expenses incident thereto.

DISCUSSION ON COMMUNITY WIDE SURVEY

Tod Stanton from Public Research Group gave a brief overview of the preliminary survey findings. The district received over 400 replies from the random sampling. Overall the residents are satisfied with the Park District with 87% giving a positive review. The seasonal brochure was used by 79% of the respondents with 68% stating that they wanted to continue getting a hard copy delivered to their homes. Recreation programs and Special Events were highly rated. Residents suggested adding walking paths to the parks and a dog park. Maintaining existing services and facilities are the highest priorities but the residents also want the district to keep exploring new ideas. The sampling was split with 39% of residents from the west side of the Village responding and 61% from the east side. Public Research Group last conducted a survey for the park district in 2016. The survey will close in late November. Final survey results will be posted on the website.

DISCUSSION ON EMPLOYEE HEALTH INSURANCE

Director Sholes stated that the 2024 medical renewal rates from BlueCrossBlueShield resulted in an increase of 7.84%. Dental and vision saw no increases. Life saw a slight increase. By comparison, in 2022 the district had an 18.69% increase, and the district increased deductibles on the health plans and changed from a 3 tier to a 4 tier prescription drug plan to reduce costs. It is the district's second year with BlueCrossBlueShield and the rates are not able to be locked in for a multi-year deal. The increased rates will result in an increase of out-of-pocket expenses for the

employee. Employees do receive a compensation report stating how much the district is paying for their insurance.

DISCUSSION ON COMPENSATION STUDY

Peter Ronza from Pontifex Consulting Group joined the meeting via Zoom to go over the metrics and results from the compensation study. Job descriptions and wages were matched accordingly to the same in the public sector, and if applicable, to the private sector. The lower end of the wage scale has been accelerating over the past few years leading to compression. While the job market will determine the minimum and maximum for a skill set, Pontifex is recommending increasing the district's midpoint by 7% and reducing the spread from 50% to 40%.

Commissioner O'Malley noted that the Elk Grove Park District was compared to other park districts that differed in size. Mr. Ronza replied that the district was compared to a group of employers that were a logical choice if an employee were to seek employment elsewhere.

Director Sholes described the history of the district's midpoint adjustments. Thirteen employees would be affected if the spread was reduced from 50% to 40% compared to three employees if the spread remained at 50%. The applicant pool has decreased due to current salary ranges.

Staff recommendation and board consensus is to raise the midpoint 7% while keeping the spread at 50%.

DISCUSSION ON ATHLETIC COMMITTEE

Executive Director Curcio began the discussion on Certificates of Insurance and oversight for food and appreciation expenses. Certain expenses will be addressed on an individual basis.

Whether or not to continue the Athletic Committee will be discussed at a future meeting. One of the concerns regarding disbanding the committee would be the loss of the relationship between the leagues and the park district board.

ADJOURNMENT

The Committee of the Whole meeting was adjourned at 6:39 p.m.