

APPROVED
Mt. Prospect Park District
Regular Board Meeting
April 15, 2026

A Regular Board Meeting of the Mt. Prospect Park District, Cook County, Illinois, was held on Wednesday, April 15, 2026 at the Central Community Center Facility of the Mt. Prospect Park District.

President Doherty called the meeting to order at 6:30 p.m.

Commissioner Starr called the Roll:

The following Commissioners were present upon the roll:

Present: Commissioners Masnica, Tuczak, Lowen, Nicholas, Starr, Murphy and Doherty

Remote: None

Absent: None

The following individuals were also in attendance (present or remote) at the meeting:

Administrative Staff: Jim Jarog-Executive Director, George Giese-Deputy Director, Ruth Yueill-Director of Community Relations & Marketing, Mike Azzaretto-Director of Recreation, Matt Dziubinski-Director of Parks & Planning, Jeff Langguth-Director of Golf Operations, Jeanette Foley-Executive Assistant, Jon Zgoda-IT Professional/ Remote Meeting Moderator, Adam Trzaska-Athletics Supervisor

Professionals: Tom Hoffman-District Attorney, Lee Howard-CPA GAI, James Howard-CPA GAI, Tod Stanton- Design Perspectives, Matt Whisler-RTM Engineering

Visitors and others in attendance:

Patriots Baseball Team: Head Coach Matt Black, Assistants Todd Hatfield, Rich Nudo and Sean Hargadon

Players: Zachary Phan, Clayton Hilty, Charlie Hargadon, Sean Black, Lucas Fouch, Kaven McNally, Corbin Hatfield, Jack Petrenko, Anthony Nudo, Nathan Kenoe

George Sullivan, Phil Parrish, Karin Petrenko, Emily Hargadon, Alison Doherty, Nola Doherty, Charles Doherty, Valerie Hatfield, Michael Hilty, Matt Black, Erin Black, Javed Fouch

On-line: Michael G.

PLEDGE OF ALLEGIANCE

CHANGES OR ADDITIONS TO REGULAR MEETING AGENDA

President Doherty asked if any Commissioners had any additions or changes to the Regular Meeting Agenda.

Addition to the Agenda: Recognition of the 2026 Patriots Boys Basketball Championship Winners of the CFL 5th Grade Silver Division.

MOTION:

A motion to approve the agenda as amended was made by Commissioner Starr and seconded by Commissioner Nicholas.

A voice vote was taken; all were in favor to approve the Regular Meeting Agenda as amended and none opposed. Motion passed

APPROVAL OF CONSENT AGENDA

President Doherty read the following statement:

All items identified may be considered routine by the Board of Commissioners and be enacted by one motion. There will be no separate discussion of these items unless a Commissioner so requests, in which event the item will be removed from the Consent Agenda and approved under its normal sequence on the Regular Meeting Agenda.

- Approval of Minutes: Regular Board Meeting, March 18, 2026
- Ratification of Accounts Payable March 2026 in the Amount of \$2,000,583.68
- Ratification of Payroll March 2026 in The Amount of \$530,144.61
- ~~Approval of the 2026 Toro TriFlex Mower Purchase In The Amount Of \$61,380.54 (Sourcewell Contract #112624-Ttc) From Spartan Turf Products.~~ **(Removed from the Consent Agenda)**

President Doherty asked for a motion to approve the Consent Agenda as revised.

MOTION:

Commissioner Starr made the motion to approve the Consent Agenda as amended, seconded by Commissioner Murphy.

Commissioner Starr called the roll:

Ayes: Masnica, Tuczak, Lowen, Nicholas, Starr, Murphy and Doherty

Nays: None

Absent: None

Motion Passed

PUBLIC COMMENT:

George Sullivan, representing the Mt. Prospect Youth Football Association addressed the Board regarding the crucial need for lighting at Melas Park, a topic slated for discussion at the meeting.

Mr. Sullivan highlighted the longevity of the Association, one of the oldest in Illinois, which serves nearly 200 players in both tackle and flag football. Due to the loss of Lions Park this season, the Association is facing significant challenges finding adequate space for practice and games.

To mitigate the immediate practice space shortage, Mr. Sullivan requested the Park District's assistance with temporary portable lighting for the practice fields. He noted his prior collaboration with Director Azzaretto, Adam Trzaska, Mike Wold, and Brad Wessel through several Zoom meetings concerning the long-term need for additional lighting at Melas Park.

Commissioner Murphy sought clarification on two points: which specific fields at Melas currently have lighting, and whether the Association's request for assistance this season was specifically for temporary, portable lighting. Mr. Sullivan confirmed that the Association was requesting temporary portable lights for the current season.

PARKS FOUNDATION UPDATE:

Director Ruth Yueill presented to the Board. The Parks Foundation thanks longtime Board members Janice and Gerry Stone for 15 years of dedicated service; both stepped down in March. Janice was Foundation President since 2018, and Gerry served multiple terms as Secretary. They were instrumental in developing the Foundation, adding events like the Cabarets and Creature Feature Movie Night, and strongly advocated for the Annual Scholarship Program, including additional scholarships for staff and children of staff. The Board wishes them well.

The Parks Foundation Scholarship Program will offer six \$1500 scholarships this year, presented at the July Park Board Meeting. The Foundation added a 4th scholarship in 2026. The Robert Cardella family and John Eierling of Lakeside Bank each began offering a 5-year scholarship in 2025 and 2026, respectively. Scholarships are awarded to staff or children of staff pursuing college or trade school.

Mark your calendars for the annual Pre-Plant Sale Fundraiser on Thursday, May 7, for a "first look and purchase" of plants from the FPC greenhouse. Details are above; less than 20 spots remain.

The Foundation is seeking new Board members to help plan specific events or serve on the Board at large. Please direct interested individuals to ryueill@mppd.org or call (847) 255-5380 ext. 103.

Commissioner Tuczak commented that he has been involved with the Foundation now since 2019 and wanted to emphasize what a great organization it is to be involved with. He welcomes anyone with new fundraising ideas and suggestions to share them.

Commissioner Starr wanted to thank John Eierling, former Board President of the Park District, former President of the bank in downtown Mt. Prospect. He has been very good to the park district and has always been very supportive of the park district.

Recognition of the 2026 Patriots Boys Basketball Championship Winners of the CFL 5th Grade Silver Division.

Athletics Supervisor Adam Trzaska addressed the Board to share the exciting news that the 2026 Patriots 5th Grade Boys Basketball Team had won the 5th Grade Silver Division Championship. This victory is a perfect conclusion to their time in the division, especially after finishing as the runner-up team in the previous two seasons. Mr. Trzaska highlighted the team's incredible hard work and continuous improvement throughout the season, noting that they represented Mount Prospect with pride at every turn. The Board and all attendees offered their congratulations to the entire team and their coaches.

Team Roster

Head Coach Matt Black, Assistants: Todd Hatfield, Rich Nudo and Sean Hargadon; Players: Zachary Phan, Clayton Hilty, Charlie Hargadon, Sean Black, Lucas Fouch, Kaven McNally, Corbin Hatfield, Jack Petrenko, Anthony Nudo, Nathan Kenoe

Recognition of President Tim Doherty for 25 Years of Service as a Park Commissioner

Executive Director Jim Jarog presented:

The Mt. Prospect Park District wishes to formally recognize President Doherty for his 25 years of outstanding service as Park Commissioner.

Since his appointment in 2001, President Doherty has always demonstrated outstanding leadership, serving the residents of the Mt. Prospect Park District in various roles, including both past Board President and Vice President.

The Mt. Prospect Park Board of Commissioners and our Staff wish to extend our sincere thanks to President Doherty for his 25 years of dedicated service to the Mt. Prospect Park District.

President Doherty was presented with a commemorative award along with a framed design draft of a plaque that will be placed on a bench of his choice at Dara James Park.

NEW BUSINESS

MELAS PARK MASTER PLAN REVIEW

Director of Parks and Planning, Matt Dziubinski addressed the Board members and introduced RTM Engineering Consultant Matt Whisler and Design Perspectives Consultant Tod Stanton.

RTM Engineering Consultants and Design Perspectives provided the Board with a detailed presentation summary. The goal of this summary is to facilitate Board discussion and decision-making on a community-benefiting plan by offering further detail on the following:

- The planning process
- The reasoning for the different development scenarios
- Key findings regarding field viability, use, and long-term financial consequences

The presentation is aimed to provide Commissioners with initial concepts and preliminary budgets to review. No formal decisions will be made tonight. The presentation is for informational purposes.

The Melas Park Athletic Field Master Planning Study, stemming from the 2022 Comprehensive Master Plan, evaluates existing conditions and sets a long-term vision for the site. Primary concerns identified are drainage deficiencies, soil limitations, field durability, and growing demand for expanded field lighting. Critical factors impacting performance include: limited drainage systems, low-permeability native soils prone to compaction, accelerated wear from high usage, and insufficient lighting.

Back in August of 2025, the planning process began. As a first step, four scenarios for Melas Park Improvements are being highlighted and presented to the Board Members for review and consideration. The presenters noted that any of these scenarios can be reconfigured to design the best possible outcome.

The study compared natural and synthetic turf. Natural turf offers lower initial cost, cooler surfaces, and is preferred by some, but requires significant maintenance, has limited tolerance for heavy use, is susceptible to weather damage, and depends on improved drainage/soil reconstruction. Synthetic turf offers significantly increased usage, better drainage, a consistent surface, and lower routine maintenance, but has a higher initial cost, requires periodic replacement (8-12 years), and has warmer surface temperatures.

The Master Plan proposes improvements: modern subsurface drainage, soil reconstruction/turf improvements, considering synthetic or hybrid turf for high-use areas, and expanded field lighting. Also removal and replacement of pathways is recommended. This proactive effort addresses longstanding limitations and community needs by focusing on drainage, soil quality, and infrastructure to enhance field conditions and usability.

Primary Objectives:

1. **Rectify Site Limitations:** Permanently eliminate poor drainage, which currently renders fields unusable after minimal rainfall.
2. **Meet Programming Demand:** Provide reliable, high-quality playing surfaces to accommodate the growing demands of affiliated soccer, football, and other sports groups.
3. **Upgrade Infrastructure:** Include necessary renovations to surrounding pathways, and integrate new community amenities such as a rest/bike repair station complete with shelter and seating.

Planning and Analysis Timeline

The formal planning process commenced in August 2025, involving specialized consultants from Design Perspectives and RTM. This initial phase was crucial for gathering essential technical data to inform the design, including:

- **Soil Testing:** Detailed analysis of existing soil composition to determine necessary amendments or replacement.
- **Preliminary Stormwater Analysis:** Assessment of current runoff and infiltration rates to identify the required capacity for new drainage systems, especially in light of potential synthetic field installations.
- **Concept Development and Budgeting:** Creation of preliminary design concepts

Tod Stanton from Design Perspectives went through the 4 scenarios and what they each entail. Various questions were posed by the Commissioners mostly for clarification on lighting, striping, water drainage, costs, citizen concerns with lighting, etc.

Commissioner Starr sought confirmation that all proposed plans included comprehensive drainage solutions, ensuring that field drainage would no longer be a concern, regardless of the chosen option. Tod confirmed this.

Following Commissioner Starr's concerns regarding player safety, the board discussed the advantages and disadvantages of synthetic and natural turf. The discussion also covered recent innovations that have reduced the rate of injuries, particularly for younger players, on synthetic turf.

The Melas Park core area currently features five main playing surfaces:

- Two Primary, Full-Size Fields (used predominantly for competitive soccer and football).
- One West Practice Field.
- Two Micro-Fields (designed for flexible use, primarily serving younger age groups).

The improvement strategy is focused on a major capital renovation rather than a change in field configuration or footprint. The primary emphasis is on drainage and surface quality to improve playability and the overall user experience across all fields.

Matt Whisler from RTM Engineering discussed grading strategies for the fields using models to illustrate how the water flows away. Methods include soil, sand and stone for optimal drainage.

Commissioner Masnica asked for clarification as to the use of synthetic fields after a heavy rainfall. Matt Whistler answered that synthetic fields are able to be used after heavy rain due to their infiltration ability.

A critical finding is that there are situations that may trigger regulations for major stormwater mitigation:

- Adding one synthetic field (as in Option 3) does not trigger the requirement for additional offsite or major onsite stormwater storage.
- Adding two or more synthetic fields (Options 1 and 4) exceeds the regulatory threshold and mandates additional stormwater storage capacity. This necessary storage is planned to be accommodated efficiently underneath the turf base, increasing the overall project complexity

and cost.

Usability, Player Safety, and Maintenance Implications.

Commissioner Starr inquired about the composition of the layers beneath the natural grass. Presenters explained that minimal removal would occur for cost-effectiveness. New material would be brought in, consisting of 8–10 inches of topsoil and typically 2–3 inches of sand, which promotes turf growth and drainage. For synthetic turf, stone would form the base, followed by layers of cushioning, carpeting, and the final turf layer.

Commissioner Starr asked if the soil from the Cup Site could be used for the fields. Director Jarog stated it was unsuitable due to its high clay content. Presenters noted that sourcing the required dirt is a significant challenge.

The surface choice profoundly affects the field's usability window, long-term costs, and safety profile.

Effective timing and strategy are crucial for minimizing disruption to field users during such a project. Synthetic turf fields can be ready for play relatively quickly, while natural grass fields require a resting period for growth.

Commissioner Starr requested a nearby location to inspect a synthetic field. Several people suggested visiting sites, including one in Buffalo Grove.

Commissioner Murphy questioned the feasibility of underground drainage for natural grass fields. Presenters responded that they prefer surface drainage over underground systems, citing issues with the latter breaking and clogging, asserting that "gravity works best." Murphy then asked about the advanced "SubAir" system and the "Side Kick" system used in Major League parks, noting the trend of switching back to natural grass (like Wrigley Field).

A significant concern raised by Commissioner Murphy was the projected \$6,000,000 cost to install synthetic turf in all fields, noting this was not included in the Referendum and would be fiscally challenging, though a \$3,500,000 project might be manageable. He stressed that other technologies for natural grass should be explored as a potentially more cost-effective option than synthetic turf.

While the presenters noted that having all turf fields on one site would be unusual, Commissioner Murphy suggested this would be beneficial for hosting tournaments at a single location, though he recognized the expensive nature of such a plan. He reiterated that a \$6,000,000 expenditure is "very tough."

Commissioner Nicholas commented on the benefit of synthetic turf fields to the community, emphasizing that the discussion is in the very initial stages and involves many logistics. She inquired about the likelihood of obtaining grant money, specifically mentioning OSLAD grants, to help offset the

cost.

Deputy Director George Giese responded that an OSLAD grant would likely not be possible because the space is fenced and not highly accessible to the public. However, Commissioner Nicholas expressed optimism that other funding methods could be found for a project of this magnitude. The presenters strongly recommended exploring grant applications and the possibility of phasing the project or working with State Legislators to secure funding as well as sponsorships, naming rights etc, are all possibilities that could be explored.

Deputy Director Giese also highlighted the District's need for lit rectangular fields, suggesting that lighting the microfields would greatly benefit the community. This led to a brief discussion about the difficulties of lighting fields without disturbing adjacent residents.

President Doherty inquired about the current lighting setup and field configuration, specifically how they relate to one another. Director Matt Dziubinski responded, which led to a brief discussion on potential options for adjusting both the field layouts and the lighting configurations. A significant source of frustration is the inability to find the additional 20 yards required for a third full-sized field. The presenters, however, offered to develop a diagram illustrating how the plans could incorporate three full-sized fields.

Greg Sullivan, representing Mt. Prospect Youth Football, shared his concerns when asked for his opinion. His primary worry was that increased field rental costs would lead to higher participant fees. He noted that Mount Prospect's significantly lower fees compared to surrounding communities are a major draw for participants in their program.

President Doherty then questioned the football coaches on their seasonal field requirements, focusing on the number of fields needed to accommodate both practices and games for effective scheduling. A short discussion followed regarding synthetic versus natural grass fields. A key takeaway from this discussion was that, regardless of the preferred surface material, the immediate need for lighting on the micro fields is the most critical priority.

Commissioner Masnica suggested that a synthetic field could allow the district to rent the space to Lacrosse teams, which are increasing in popularity, thereby generating additional revenue.

Commissioner Tuczak offered additional points for consideration, noting that the anticipated increase in activity following the planned improvements might necessitate a reconfiguration of the parking area. Furthermore, the entry point itself may need to be redesigned to better handle the increased traffic volume and to improve accessibility for individuals with mobility issues. These are merely further matters to keep in mind.

Factor	Natural Grass	Synthetic Turf
Usability Window	Limited season (typically May to early October). High risk of cancellation and irreparable damage during heavy use or wet conditions.	Dramatically improved usability. Allows for continuous programming from early March through late October/November. Consistent playability.
Player Safety	Generally considered more forgiving for falls and impact, especially for younger athletes. Safety is compromised when fields are overused, rutted, or hard-packed.	Safety is directly tied to the quality and consistency of the infill material and turf system. The surface is less forgiving than a well-maintained natural grass field, a primary concern for younger age groups.
Maintenance Costs	High. Requires continuous investment in mowing, aerating, fertilizing, irrigation, topdressing, and labor.	Low. Requires routine grooming and cleaning. The main financial commitment is the long-term replacement fund.

Maintenance Cost Recovery (Over a 12-Year Period)

The increased rental capacity of synthetic fields dramatically alters the financial viability of maintenance:

- Option 1 (3 Synthetic Fields): The projected rental income is sufficient to cover 92% of the associated maintenance costs.
- Option 2 (All Natural Grass): Rental income covers only 34% of the maintenance costs; the district must fund the remaining 66% of annual maintenance out of the operating budget.

Long-Term Income Forecast

A conservative hourly rate was used to forecast rental income over a 12-year horizon:

- Option 1 (3 Synthetic Fields): Projected to generate nearly \$2 million in rental income.
- Option 2 (All Natural Grass): Projected to generate less than \$500,000 in rental income.

Synthetic turf fields generate nearly three times the income of natural grass fields by enabling a significantly extended, reliable playing season and maximizing facility utilization.

A critical operational expense must be budgeted for the end of the turf's expected 12-year lifespan. A dedicated annual budget of \$50,000 per year per synthetic field (equating to \$600,000 per field over 12

years) is necessary to ensure the capital is available for replacement, thereby guaranteeing continuous field quality.

The current fields have a functional length of approximately 80 yards. While users have expressed a desire to expand to a standard 100 yards for full-size competitive play, this is a major constraint. To achieve a 100-yard length would require a substantial additional investment estimated to exceed \$1 million to relocate existing critical infrastructure, including lighting poles, walkways, and utilities. This is currently viewed as cost-prohibitive.

The initial capital cost for all options is substantial. The execution of the project will likely require a sophisticated and blended funding strategy, potentially incorporating:

- Direct capital investment from the district.
- Application for external grant funding (e.g., LED lighting grants, though maximum reimbursement is often low).
- Potential for a phased approach to spread the capital outlay over multiple fiscal years.

The initial presentation and discussion regarding Melas Park concluded, having addressed many questions and introduced several considerations for future thought and action.

UNFINISHED BUSINESS

Capital Planning Discussion

Deputy Director George Giese presented to the Board. The March Board Meeting reintroduced capital planning, reviewing completed projects, existing opportunities, and new needs. The presentation included the Park District's Preliminary Financing Model, updated by Speer Financial.

Speer provided an alternative model, removing two "placeholder" ARS capital bond issuances for future significant projects. This demonstrates an outlook without these ARS issuances in the near term, thus increasing funding for annual capital improvements. A chart compares ten years of funding projections across both models.

April's meeting will focus on the Melas Park athletic field presentation. Speer's models offer comparative financial outlooks as the new plan is formulated throughout the year.

Capital planning continues in May and June, focusing on long-term capital needs. The tentative 2026 timeline shared in March is provided for reference:

- March: Reintroduction
- April: Melas Park athletic field master plan
- May/June: Discussion - Long-term capital needs
- July: Recap, begin CIP outline
- August: CIP Draft 1 (with preliminary financing model)

- September: CIP Draft 2 (refinements)
- October: Approve CIP, present Draft Capital List
- November: Approve Capital List

NEW BUSINESS

APPROVAL ITEMS

2026 Toro Triflex Mower Purchase

Commissioner Starr asked about the warranty/guarantee given with the mower. Director Dziubinski said for the machine itself, there is a 1 year warranty on the components. He is not sure about the engine. Commissioner Starr added that he felt Toro makes great products.

Staff requests approval to purchase one new 2026 Toro Greensmaster TriFlex 3300 approach mower for the golf course, replacing a 2007 Toro Greensmaster 3100 Triplex. The new mower, used frequently during the growing season for greens, decks, tee's, and approaches, is expected to be delivered in 8-10 weeks. The old unit will be surplus-auctioned later.

The purchase is recommended through Sourcewell Contract #112624-TTC, which meets Illinois bidding requirements and offers savings, as the Mt. Prospect Park District is a member. The \$61,380.54 cost is covered in the previously approved FY-2026 Capital Improvement Plan, with a total budgeted amount of \$65,000.00.

MOTION:

A motion was made by Commissioner Masnica to approve the purchase of a 2026 Toro Greenmaster TriFlex 2200 Approach mower for the golf course and seconded by Commissioner Starr.

Commissioner Starr called the roll:

Ayes: Masnica, Tuczak, Lowen, Nicholas, Starr, Murphy and Doherty

Nays: None

Absent: None

Motion Passed

Acceptance of the 2026 Districtwide Sealcoating Bid

Director Matt Dziubinski presented. Sealcoating is a cost-effective, preventative maintenance practice for existing asphalt, prolonging surface life and slowing deterioration.

The 2026 Capital Improvement Plan includes sealcoating, crack filling, and striping at Sunset Park, Majewski Metro Athletic Complex pathway, Robert Forst Park, High Lines (Dara James to Mount Prospect Road and I-90 to Algonquin Road), Rosemary S. Argus Friendship Park, and Friendship Park Conservatory.

Two contractors submitted bids on April 2, 2026. Patriot Pavement Maintenance is the apparent low bidder. Staff contacted references with positive responses. Patriot Pavement Maintenance has prior experience with local park districts, including Mt. Prospect last year, and is accommodating with scheduling.

The proposed projects are in the District's previously approved FY-2026 Capital Improvement Plan.

BUDGET IMPACT & FUNDING:

The recommended bid amount is \$39,561.41 (\$29,093.51 Base Bid + \$10,467.90 Alternate #1). This is within the \$41,750.00 budgeted capital funds, leaving \$2,188.59 remaining.

Director Matt Dziubinski mentioned the potential for utilizing purchasing cooperatives for future work of this nature, noting that only two bidders submitted proposals for this project and he does not anticipate a larger pool of bidders in the future.

MOTION:

A motion was made by Commissioner Starr To Accept The 2026 Crack Fill, Sealcoating, And Striping Bid, Including Alternate #1, In The Amount Of \$39,561.41, as submitted by Patriot Pavement Maintenance. Motion seconded by Commissioner Murphy.

Commissioner Starr called the roll:

Ayes: Masnica, Tuczak, Lowen, Nicholas, Starr, Murphy and Doherty

Nays: None

Absent: None

Motion Passed

Approval of Updated Personnel Policy and Benefits Manual

Deputy Director George Giese presented. The January Board Meeting reviewed the policy and payroll impact of the One, Big, Beautiful Bill (OB3), specifically the requirement to report FLSA-defined qualified overtime on 2026 tax forms. To comply, the Park District adjusted its timekeeping system to distinguish between qualified and non-qualified overtime, as some existing practices (like counting PTO toward 40 hours) exceed FLSA standards.

Legal experts at Littler Mendelson P.C. recommended updates to the Personnel Policy and Benefits Manuals, which are included in the Board Packet for review, with proposed changes highlighted:

Personnel Policy Manual:

- **Section 11 - Work Week and Work Day:** Removed scheduled unpaid breaks (Parks & Planning Division) to align with payroll best practices. Automatic break deductions will stop. Employees will take a paid 30-minute lunch (preferably within the first five hours) and must notify supervisors if unable to take it due to work. No other official breaks will be provided.
- **Section 12 - Overtime:** Clarified payroll practices for overtime, including the use of approved PTO and hours worked on holidays for hourly IMRF staff toward the 40-hour threshold, plus the paid break period. Added "administrative time off" language for exempt employees whose work demands fluctuate. The system is configured to

distinguish "FLSA-Qualified Overtime" from "Non-Qualified Overtime" for OB3.

Full-Time & Part-Time Benefits Manuals:

- **Holidays:** Clarified that eligible hourly IMRF staff receive double-time premium pay for hours worked on actual or observed holidays, but the hours worked count toward the 40-hour overtime threshold at the regular rate. The limitation of double-time to only actual or observed holidays has been removed.
- **PT-IMRF Employees:** Proposed to reward long-serving part-time, permanent employees with additional floating holiday PTO (similar to FT vacation accrual): one additional at five years of service (total two), and two additional at ten years of service (total four).

The transition from TimePro to Paylocity, complicated by the OB3 tax changes, was supported by Littler Mendelson P.C., HR Source, and Paylocity. If approved by the Board, the revised manuals will be effective next pay period.

Documents Shared: Personnel Policy Manual, Full-Time Benefits Manual, Part-Time IMRF Benefits Manual.

MOTION:

Commissioner Murphy made a motion to approve the revised Personnel Policy, Full-Time Benefits Manual, and Part-Time IMRF Benefits Manual, to be made effective for the pay period beginning April 20th, 2026. Motion was seconded by Commissioner Tuczak .

Commissioner Starr called the roll:

Ayes: Masnica, Tuczak, Lowen, Nicholas, Starr, Murphy and Doherty

Nays: None

Absent: None

Motion Passed

ADOPTION ITEMS

None

FINANCIAL ADVISOR'S REPORT

March Year-to-Date Financial Report Summary

Golf

Total revenue reached \$290,373, an increase of \$24,412 (9%) compared to last March.

Total expenditures were \$400,009, a decrease of \$8,559 (2%).

- The \$28,000 annual GPS lease payment, included in last year's expenditures, has not yet been reflected in 2026. This is offset by increased Tournament and program expenses related to the course's 100th anniversary.

Recreation Programs

YTD Rec program revenues are \$1,243,362, up \$9,242 (1%) from last year.

Early Childhood & Youth Programs

YTD revenues for these programs through March are \$712,135, down 2% overall from last year.

This decrease is due to lower Day Camp registration (down 13%), which offsets gains in Kids Klub (up 36%) and Preschool (up 17%).

Recplex Facility

YTD revenue for the Recplex facility through March is \$205,869, a significant increase of \$60,445 (42%) over last year.

Pass sales are up 28%, and building rentals have increased by 90%.

Pools

RecPlex pool revenues (Passes & Lessons) YTD through March total \$127,758, up \$20,810 (19%) from last year.

The Meadows pool remains closed.

Central Programs & Facility

Central program revenues YTD through March are \$112,909, an increase of \$1,849 (1.7%) from last year.

Central facility revenues YTD through March are \$173,414, with overall facility revenues up \$576 from last year.

Commissioner Murphy inquired about the rise in RecPlex revenue. Director Mike Azzaretto responded, attributing the increase to consistent gym rentals, which have not declined during the initial months.

EXECUTIVE DIRECTOR REPORT

Lions Phase 2 Project Update

Despite recent heavy rain, the construction timeline is on track. Key work for the coming month is weather-dependent.

Foundation/Structure

Foundation backfilling is on schedule. Masonry for the new elevator shaft has started and will take approximately two weeks. Steel support brackets are being set for the flooring system.

Pre-Cast Wall Panels

Production of all exterior pre-cast wall panels is complete. Panels arrive on Thursday, April 23rd (weather permitting), with installation expected to take four to five working days.

Site Utilities/External Features

Underground utility work (drainage, electrical) and excavation/grading for stormwater detention basins continue. Skate park excavation will begin after utility work is finished.

FY 2025 Annual Financial Audit

Illinois NFP Audit and Tax, LLP, the approved auditor, began fieldwork this week for the FY 2025 audit. Staff proactively prepared files for an efficient process. The FY 2025 Annual Financial Report is anticipated for Board review at the June 17th Regular Board meeting.

Upcoming Board Meetings

- Special Board Meeting: Monday, April 20, 2026 @ 6:00 PM @ CCC
- Regular Board Meeting: Wednesday, May 20, 2026 @ 6:30 PM @ CCC

PUBLIC COMMENT:

None

COMMENTS/MATTERS FROM COMMISSIONERS:

Commissioner Starr mentioned that planning is continuing on the Memorial Day festivities. Details are being ironed out.

Commissioner Murphy inquired of Director Jeff Langguth about the start date for marketing the Hickory Weekend event. Director Langguth stated he planned to begin marketing around May 4th.

Commissioner Murphy suggested starting sooner, noting that since the event is two months away and generating excitement, an earlier marketing push would be beneficial. Director Langguth responded that he usually has no difficulty filling events quickly but agreed to investigate earlier advertising on social media, especially since he has just received the final pricing for catering and other services.

MOTION:

Motion to adjourn the Regular Meeting made by Commissioner Murphy, and seconded by Commissioner Starr.

A voice vote was taken and all were in favor.

The meeting was adjourned at 8:43 p.m.

Respectfully submitted,

William J. Starr, Secretary