

**HOMEWOOD-FLOSSMOOR PARK DISTRICT  
SPECIAL MEETING OF THE BOARD OF PARK COMMISSIONERS  
MINUTES OF APRIL 13, 2010**

The special meeting of the Board of Park Commissioners was called to order at 7:33 p.m. by President Haderlein. Roll call was taken with Commissioners Bertram, Nevins, Johnson, Camin and Haderlein present. Also present were Executive Director Debbie Kopas, Superintendent of Parks and Planning Doug Boehm, Superintendent of Recreation Tracey Anderson, Superintendent of Finance & Administration Renae Ross, Racquet & Fitness Club Manager Dave Thommes and Secretary Cathi Hurtubise.

**CHANGE IN AGENDA** – None

**COMMENTS FROM VISITORS** – None

**DISCUSSION TOPICS:**

a. Advertising

Director Kopas said staff has been discussing ways to create additional revenue including the selling of advertisement space in the Choices brochure, school flyers, website and email blasts. Additional advertising ideas such as treadmill sponsorship, selling naming rights to a building and vendor sponsoring of lifeguards by imprinting vendor brand on lifeguard shirts were discussed. Commissioners suggested that staff complete an inventory of advertising and sponsorship opportunities throughout the district and to investigate how much revenue it would bring in. Commissioner Johnson suggested that staff look at opportunities where there is a true partnership with the park district as oppose to selling logos. Commissioners agreed that advertising guidelines should be set. Kopas will bring the topic back to the board at a later date.

b. Group Fitness

Manager Thommes said while investigating new revenue possibilities an idea to sell group fitness punch-cards to nonmembers was explored. The goal of the punch-card is to bring in additional revenue and to convert punch-card holders to memberships. All group fitness classes would be available to punch-card holders with the exception of spin classes, due to the limited number of bikes. Resident and non-resident punch-cards would be available for purchase in groups of ten or twenty punches. Commissioners were concerned with the possibility of a member not getting into a class that is full with non-members. Thommes replied that it is a possibility however there would need to be at least ten punch-card holders in the class to have that effect. Director Kopas said additional classes could be added to the schedule with revenue from the punch-cards. Concerns that some members may change to the punch-card system were expressed. Commissioners were in agreement that group fitness punch-cards may bring in additional revenue and could be sold on a trial basis.

c. Early Retirement Incentive

Director Kopas said during previous budget discussions many ideas were presented on ways to decrease expenses including a non-IMRF early retirement incentive. Kopas said the concept behind early retirement incentives is to encourage employees who have worked for a long time to consider retirement. That employee is then replaced with someone at a lower pay scale or the position remains vacant for a period of time. Kopas

researched other governmental agencies early retirement incentives looking at many different options covering pay, cobra, eligibility and other various considerations. Commissioner Camin asked if an early retirement incentive is offered how many potential employees would it affect. Kopas replied there would be fourteen employees if the park district offered an incentive for ten years of service or more. Commissioner Johnson asked how much money the park district would save. Kopas replied if the top three employees took advantage of the incentive the projected savings would be \$80-85,000 by the end of year two. Commissioners agreed offering an early retirement incentive would be beneficial to the park district and employees. Kopas said staff will continue working on an incentive plan and present to the board at a later date.

d. Board Ballots

Director Kopas said during the Distinguished Agency Review it was brought to her attention that secret ballots should not be used for the board president and vice president vote. This topic is presented for informational purposes only. Commissioner Haderlein asked that Kopas verify with Attorney Lulich.

e. Board Budget

Director Kopas asked the board for guidance in planning the board budget for next year. Kopas said that last year the board budget was reduced due to global budget concerns. The current budget includes funds to cover State and National Conference in addition to \$400 per commissioner for public relation outings. Commissioner Haderlein suggested a budget be created for Legislative Conferences. Commissioner Camin will forward a budget for his expenses to Kopas. Commissioners agreed there is value in sending staff and board representatives to conferences. Commissioners agreed that Kopas should budget for State (5) and National (2) Conferences, Legislative Events and \$400 per commissioner for public relation outings.

**NEW BUSINESS:**

a. Lions Club Pool Lift

Superintendent Boehm said the Homewood-Flossmoor Lions Club has generously decided to make a donation to the park district for Lions Pool. Part of that donation is a pool lift for seniors and the disabled. The lift will be in place at Lions Pool during the swim season and then relocated to the Racquet & Fitness Club for the remainder of the year. The park district will purchase the pool lift and the Lions Club will reimburse the payment. Commissioner Nevins moved to approve the purchase of one RMT Fitness PAL 1000 Portable Aquatic Pool Lift and to be reimbursed for the full amount by the H-F Lions Club. Commissioner Camin seconded the motion. Roll call vote with Ayes: Bertram, Nevins, Johnson, Camin and Haderlein. Nays: none. Motion approved.

**DIRECTORS REPORT & COMMISSIONERS' COMMENTS:**

Director Kopas:

- Last year at this time, Coyote Run saw 844 rounds with total course revenue of \$37,000. To date this year, there have been 1,794 rounds with total course revenue of \$64,000.
- This Saturday is Earth Day at Irons Oaks from 11:00-3:00 p.m.

Commissioner Bertram:

- Concerned with the life expectancy of the pool at the Racquet & Fitness Club.

Commissioner Nevins:

- Enjoyed his park district acting debut in Alice in Wonderland. Really enjoyed working with Dawn.

Commissioner Johnson:

- Impressed by the number of people at the Lucky Egg Hunt.

Commissioner Camin:

- Was able to spend a lot of time with State Representatives while in Washington.

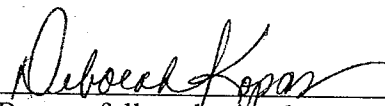
Commissioner Haderlein:

- Thank you to Commissioner Nevins for filling in as president at the March 16th board meeting.

**EXECUTIVE SESSION** – At 8:56 p.m., Commissioner Nevins moved to enter Executive Session for the purpose of 2(c)(1) discussion of the appointment, employment, discipline, performance, or dismissal of specific employees of the District, including hearing testimony on a complaint lodged against an employee to determine its validity. Commissioner Camin seconded the motion. Roll call vote with Ayes: Bertram, Nevins, Johnson, Camin and Haderlein. Nays: none. Motion approved

Meeting reconvened at 9:16 p.m.

**ADJOURNMENT** – Commissioner Bertram moved to adjourn the meeting at 9:16 p.m. Commissioner Nevins seconded the motion. On a voice vote, the motion was approved.

  
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Respectfully submitted,  
Deborah Kopas, Secretary

