

## CHANNAHON PARK DISTRICT

### Minutes of the July 22, 2019 Regular Meeting of the Board of Commissioners

#### Closed Session Minutes

#### CALL TO ORDER

The meeting was called to order by Commissioner Caldwell at 5:00 p.m. at the Park District offices. Roll call for attendance was taken.

COMMISSIONERS PRESENT: Caldwell, Geldean, Clower, Lehman

COMMISSIONERS ABSENT: Babich

STAFF PRESENT: Mike Leonard, Traci Munkvold

GUESTS PRESENT: None

#### ADJOURN TO CLOSED SESSION

Motion by Commissioner Geldean second by Commissioner Clower to adjourn to Closed Session at 5:28 p.m. for 5 ILCS 120/1(c)(5) Purchase or lease of real estate for the public body and 5 ILCS 120/2(c)(1) The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body. 5 ILCS 120/1 (c) (12) Semi-Annual Review of Closed Session Meeting Minutes Upon a roll call vote, the following Commissioners voted aye: Caldwell, Clower, Geldean, Lehman, not present to vote, Babich. Motion carried 4-0 with one absence.

Executive Director Leonard presented to the Board Market Benchmarking and Compensation Structure Development Project which compared our staff compensation compared to the industry standards. The goal is to have all staff members reach the mid-point in the next three years.

Leonard shared with the Board an investigation conducted at the Golf Course. Leonard discovered incidents of theft when reviewing video tape. The investigation discovered 172 events of theft over a 5-week period. The Superintendent of Golf was given a Performance Improvement Plan as well as a week's suspension. Both the Golf Grounds Operations Managers will receive suspension and performance improvement plans. Golf ground maintenance part timer was given a warning with Officer Devine from Channahon Police Department. Some of the videos showed drinking on the job which will require termination, on the return of the Superintendent of Golf from vacation.

Leonard shared with the Board his concerns with the Superintendent of Golf and his leadership abilities. The Board requested a very strong action plan for [REDACTED].

Some staff members at the Golf Course gave donations to help pay for shortages.

Leonard is in the process of investigating complimentary rounds, and the need for having each staff member have their own sign on to see who is giving free rounds.

Commissioner Geldean questioned Dr. Greenwald property and if it is in flux due to the District or the Dr. himself. The Foundation has taken the lead in property evaluation.

Leonard relayed a real estate opportunity of Whalen property 18 acers 2.7 million. An opportunity from Jerry Davidson, looking to donate property that Minooka Baseball didn't want, if we have any interest. Developing the property could be difficult but has not officially approached us.

Commissioner Lehman relayed his concern with Superintendent of Recreation & Facilities stating and talking over Director Leonard.

Motion by Commissioner Geldean, second by Commissioner Clower to leave Closed Session at 6:32 p.m. Upon a roll call vote, the following Commissioners voted aye: Caldwell, Babich, Lehman, Geldean, not present to vote Clower. Motion carried 4-0 with one absence.



Michael J Leonard  
Secretary