

MINUTES OF A SPECIAL MEETING  
BOARD OF PARK COMMISSIONERS  
WAUKEGAN PARK DISTRICT  
Administration Center  
2000 Belvidere Road  
Waukegan, Illinois  
September 27, 2016

**I. CALL TO ORDER**

President George Bridges called the meeting to order at 4:00 p.m.

**II. ROLL CALL OF COMMISSIONERS**

COMMISSIONERS PRESENT

President George Bridges  
Vice President Janet Kilkelly  
Treasurer Patricia Foley  
William Sarocka  
Marc Jones

COMMISSIONERS ABSENT

STAFF PRESENT:

Executive Director Greg Petry  
Superintendent of Finance & Administration Jim Glogovsky, Superintendent of Cultural Arts Claudia Freeman, Superintendent of Parks Michael Trigg, Superintendent of Recreation Jay Lerner, Teddy Anderson, Sally Sandine, Errick Beverly, and Board Attorney George Bridges.

**III. PUBLIC PORTION**

A. Margaret Carrasco of 532 N. Lewis Ave., Waukegan, Illinois appeared before the Board and voiced concerns regarding the FOIA material she received in that it appears to show a pattern of discrimination.

**IV. DISCUSSION**

A. Centennial Celebration Update.

Ms. Anderson provided the Centennial Update. She informed the Board that the countdown is well underway and that it will kick off the 100<sup>th</sup> Birthday Celebration on December 26, 2016. She said it would be followed by the National River cleanup day on May 17, 2017 and then with the American Independence Parade and Community Centennial Festival on July 2, 2017. She then presented the Centennial Information Video.

## B. Indoor Pool Grand Opening Update.

Errick Beverly presented the Aquatic Center progress report and provided the update on the Pool's Grand Opening. He reviewed with the Board the marketing strategy, the flyers, and the Grand Opening/Ribbon Cutting Agenda. Ms. Anderson presented the "Big Splash" invitation that was designed for the Foundation Reception and Fundraiser. Commissioner Foley stated she supported the remarks she heard earlier that day from President Bridges at an Exchange Club Meeting, where he discussed having a liaison from each school as opposed to just one from the School District. She stated she believed this would be the best approach to get Waukegan parents and students involved in the Aquatic Center Programs.

## C. Fair Labor Standards Act (FLSA) Update.

Mr. Glogovsky advised the Board the Fair Labor Standards Act (FLSA) overtime rule changes will extend overtime pay protection to a number of Park District employees. He said after consulting with several attorneys, he has developed several options on how the District could address the FLSA overtime law. He then presented those recommendations. Commissioner Kilkelly asked why the District doesn't maintain the current nine exempt positions in salary grade 13, since we won't have to pay overtime. Mr. Glogovsky stated that we could, but we would then have to raise their minimum salary to \$47,476. Commissioner Sarocka asked how big of an issue is overtime. Mr. Glogovsky stated he had conducted a financial analysis, based upon the hours tracked, and that the District would be looking at approximately \$120,000, if we continue with the same required hours of overtime. President Bridges asked Mr. Glogovsky to provide the name of the one employee who would receive the \$4000 increase. President Bridges also asked if "carefully managing overtime" meant reducing the full time work week hours. Mr. Glogovsky responded no and stated it would be addressed by assigning some tasks that current specialists are performing to part-time or seasonal workers. Mr. Petry stated that our Staff is very dedicated and that they put in a tremendous amount of time and hours to do the great job that they have been doing. The change is needed because the District could not afford compensating them for all the hours they work to make our Park District the excellent facility it is.

## D. Independent Contractor Analysis Update.

Mr. Glogovsky presented the Board with a memorandum on the United States Department of Labor, revised guidelines to determine whether one is an independent contractor or an employee. He stated that an economic test has been added to the current control test guidelines and that is imperative that we incorporate this economic test in our independent contractors' determination. He stated he would provide each independent contractor with the memorandum and checklist annually, as the best option to eliminate false classifications.

## V. COMMISSIONERS QUESTIONS & COMMENTS

Commissioner Kilkelly stated she looks forward to working with the foundation on the pool grand opening and I think it is going to be a great success for our community and opportunity for

Waukegan youths. She went on to thank Ms. Anderson for the amount of work and effort that she put in this project.

Commissioner Foley commended the Centennial Video that was played earlier which provided the historical account on how the Waukegan Women's Club worked tirelessly in establishing the Waukegan Park District.

Commissioner Jones stated that he was excited to hear that some of the Districts' employees would be receiving raises as a result of the new overtime law. He said in going to a number of Park District's events, he has seen firsthand the enormous number of hours Staff works.

Commissioner Sarocka complimented Staff on the opening of the Pickleball Court. He also complimented Mr. Petry on the manner in which he had resolved the design issues at the Pickleball Court.

President Bridges thanked the District's Gold Medal Staff for a job well done at the Festival Parade. He also wanted to thank Staff for their handling of the first annual George Bridges 5K Race. He told them they were just outstanding.

## **VI. ADJOURNMENT**

There being no further business, Commissioner Foley moved, seconded by Commissioner Jones to adjourn the meeting at 5:10 p.m. The motion carried by unanimous voice vote.

Respectfully submitted,

George Bridges  
Secretary