

OFFICIAL PROCEEDINGS OF A REGULAR MEETING OF THE BOARD OF TRUSTEES OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD AT 5:00 P.M., NOVEMBER 3, 2021 HELD AT THE BONNIE NOBLE ADMINISTRATION BUILDING.

TRUSTEES PRESENT: Trustees Timothy Bertschy, Kyle Bright(v), Laurie Covington, Jackie Petty (arrived at 5:16 pm), Alex Sierra, Vice President Joyce Harant, and President Robert Johnson
Note: (v) = attended virtually.

TRUSTEES ABSENT: None

STAFF PRESENT: Executive Director Emily Cahill, Deputy Director Brent Wheeler, Attorney Bill Streeter, Attorney Kevin Day, Nick Conrad, Becky Fredrickson, Matt Freeman, Chief Todd Green, Peter Kobak, Shalesse Pie, Karrie Ross, Tiffany Shipley, Brenda O'Russa, Brittany Moldenhauer, David Gray, Doug Silberer, Erich Zimmerman, Gigi Gibson, Greg Walker, JD Russell, Jennifer Swanson, Jess Main, Jonelle McCloud, Kadar Heffner, Kevin Davis, Meg Boyich, Mary Harden, Matt Majors, Michael Friberg; Mike Miller, Nick Conrad, Rebecca Shulman, Ryne Schafer, Scott Loftus, Sue Wheeler, Yvonne Strode, Alicia Woodworth

OTHERS PRESENT: Cheryl Budzinski and Melanie Anderson from the League of Woman Voters of Greater Peoria

1) CALL TO ORDER

President Robert Johnson presided and called the meeting to order at 5:01 p.m.

2) ROLL CALL

3) MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE:

All stood for a moment of silence and recited the Pledge of Allegiance.

4) MINUTES:

None.

5) STAFF REPORTS

None.

6) COMMITTEE REPORTS:

None.

7) NEW BUSINESS:

7.A. 2022 Budget Presentation

Executive Director Emily Cahill welcomed everyone to tonight's 2022 budget presentation and stated this is the first time in a very long time that this marks a first

budget presentation for the majority of the seated trustees. It is the District's goal to provide the Board with an entertaining, educational experience that builds their capacity as representatives of this amazing community. To District staff who are here tonight and those who are here online or in spirit, thank you. Our words tonight and the information we share is simply put.... You. Your vision, your hard work, your passion for this work. I and those who will speak tonight, are honored to be your voice. I hope we can do you proud. Finally, to those community members who are here in person and those who are joining us online, thank you for your persistent push to ensure that our District serves you to the best of its abilities. We see you and appreciate you.

Matt Freeman, Superintendent of Parks, provided a District overview stating the Peoria Park District is the oldest park district in Illinois and the largest in downstate Illinois. The District maintains a wide variety of amenities for public access and enjoyment. These are spread across our District, which covers nearly 60 square miles. These amenities are distributed across our service area and are the backdrop for walking, hiking, and biking, for recreation and exercise, for family gatherings and memory making, and for quiet contemplation and personal growth. Our history is marked with many milestones and achievements that we could spend hours or even days highlighting and celebrating, but our goals for tonight are focused on giving you the tools you need to assess our plan and to lead our organization, whether you're doing so as a Trustee, a staff member, a loyal user, or a community member.

Scott Loftus, Superintendent of Recreation Services, stated that in addition to spaces and places, the Peoria Park District offers more than 2000 programs annually. In 2021, cross-facility collaboration was a focus for staff. The District's Education and Programming Working Group challenged our teams to include strategies for collaboration in all programs and for reflective evaluation focused on continuous improvement of District offerings. One example of this collaboration was the new look for this year's Worldwide Day of Play. Since its inception in 2014, this event has celebrated opportunities for play in the District with staff promoting District offerings along with reduced admission rates for Peoria Zoo and the Peoria PlayHouse Children's Museum during the event. This year, staff worked to add a 3 on 3 basketball tournament for boys and girls through the 8th grade and welcomed the Clyde West Fishing Derby from its usual springtime date. By hosting a variety of engaging activities on the same day, our visitorship increased with the support of sponsors, volunteers, and participants who might have been asked to support three different days in the past.

Brent Wheeler, Deputy Director, stated the past eighteen months have been spent finding and executing ways to make the District more flexible in its spaces, places and programming. These efforts were based in both a recognition that flexibility will be critical to the sustainability of the District from both a service and financial standpoint and a need to change with our changing community. During the pandemic, many staff were asked to work outside of their assigned programs to support the spaces and places that were able to operate within COVID restrictions. This has fostered mutual respect

and generated innovative opportunities for collaboration and efficiencies that would have been hard to identify and execute before this experience. Further, with the forced changes required to operate during this challenging time, our District staff have become more technologically savvy, which allows for increased efficiency even after restrictions have been lifted. Because we are still operating in some uncertainty, District leadership recommends the delay of a new strategic planning process until 2023 so that we may stabilize and create a plan that will build upon a baseline of data to be collected in 2022, which will hopefully represent a full year of uninterrupted service. Until that plan is completed, the District will continue to rely upon the priorities that have guided efforts since 2018, and that are still very relevant to our daily operations and our strategic decision making:

Peoria Park District Priorities:

- We will be responsible stewards of all District resources.
- We will focus on services that make the greatest impact.
- We will create a culture that values and supports each other, those we serve, and our community.

Shalessa Pie, Superintendent of Human Resources stated that due to difficult decisions that the Board and management made in 2020 and 2021, along with substantial program grants and COVID relief funds awarded to the District, our organization is currently relatively stable and has not seen a decrease in our unassigned reserves during this difficult and challenging time. However, it must be recognized that the structural challenges that have been highlighted by staff over the course of the last several years, to include the impacts of minimum wage and a declining tax base in our community, have not been resolved and still loom large for the District. The addition of workforce shortages and continued trends showing reductions in fees and charges revenue and an unstable tax base exacerbate these concerns. Without the significant grant support received due to the generous advocacy and trust placed in us by Representative Jehan Gordon-Booth, which will be highlighted later in the presentation, this budget cycle would look very different and demand reduction in service levels and facility operation. Only with the revenue anticipated outside of traditional District sources of taxes and fees and charges, is staff able to present to the Board and the community a balanced budget for fiscal year 2022 that includes no material shifts in program or facility offerings in this cycle. One more time. Only because of the anticipated revenue outside of traditional District sources are we able to present a balanced budget for fiscal year 2022 without material shifts in program or facility offerings.

Emily Cahill stated that given the uncertain times that we continue to live in, past practice of looking at trends in participation or usage or even costs can't carry the day in this year's budget process. These challenging times have certainly challenged our team, but she assured everyone that they are up to the task. The budget process which begins annually in early August, is built upon the following:

First, Institutional knowledge/expertise: The District is fortunate to have a leadership team made up of many long-tenured staff who are leaders in the region and beyond in

their respective fields. These experts are well-versed in the daily operations of their programs or places, while also being willing to consider new ways to do business when necessary.

Second, community supports: Our tradition of affordability and access is a large part of the 2022 budget. Ensuring that programming is available and accessible in the face of barriers is a cornerstone of our work and shows through in both the operational and bond budgets presented for your review. Many programs are offered for free and the District's scholarship program is leaps and bounds beyond those found in other districts. This results in increased subsidies in some locations and programs; staff believes that this is essential if we are to continue to impact the vibrancy and vitality of the community we serve.

Third, realistic revenue projections: As we continue to recover from COVID impacts, staff anticipates only limited growth potential for fees and charges in any of our programs or facilities. Further, with the continued uncertainties tied to COVID, projecting significant growth is not a responsible budgeting tool and is therefore not relied upon here to balance the 2022 budget.

Fourth, responsible expense controls: As shared in recent years, the District is operating at significantly lower staff levels than in the past. This budget reflects some growth from 2020 levels, but we don't anticipate being able to return to even 2019 levels of staff, especially if grant funding does not continue beyond June 2022, as is budgeted here. Staff does an excellent job of monitoring both sides of the ledger not just during budget time and they work very hard to make changes midstream when needed.

Finally, organizational efficiencies: We learned a lot in the last few years about ways to use staff and program resources to their fullest. This continues to be a focus. Sharing these resources across facilities to improve program quality is a key to our work to increase participation levels where we can in 2022.

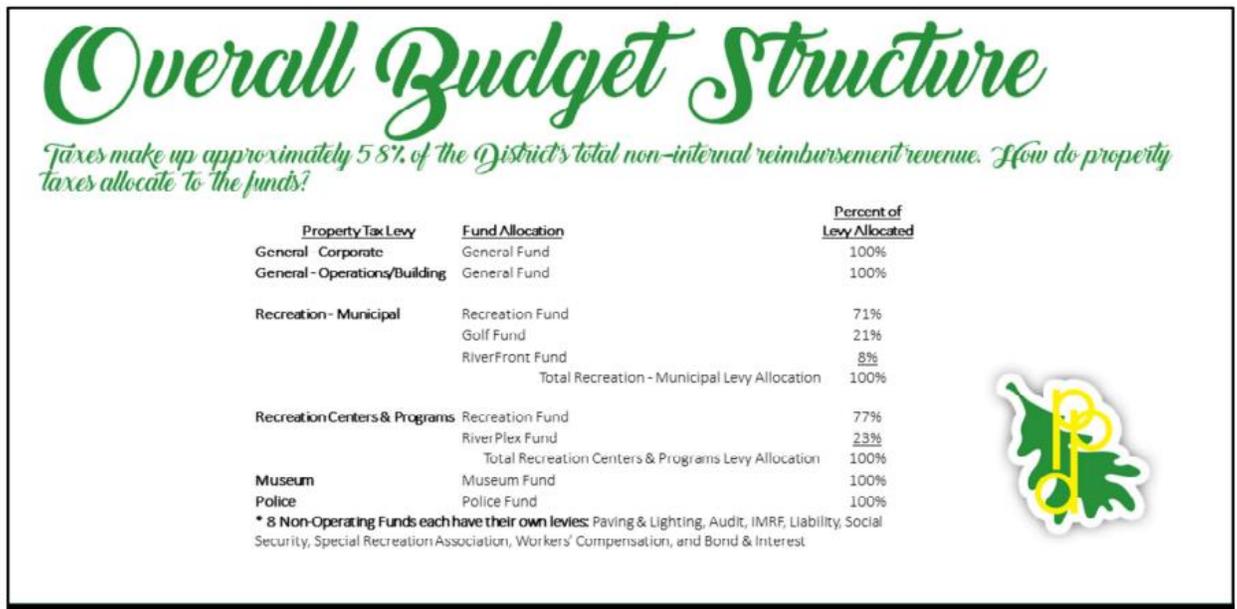
Karrie Ross, Superintendent of Finance, stated that from the discussion regarding our budgeting methodology, it's also important to understand how the District's overall budget structure works. The District is comprised of 15 funds that receive property tax funding. There are 7 funds that we commonly refer to as the operating funds and 8 funds that we often call non-operating funds. These funds create the framework for the District's operations.

As with any business operation, expenses are required to carry out the business's mission. For the Park District, our most significant expense is related to personnel costs. This is certainly not surprising, because the Park District is a people business that provides unique experiences to its patrons. However, it's important to remember that, as discussed in the ways management attempted to strike a balance in budgeting for 2022, the cost of personnel has increased rapidly in the last 12 months, due to minimum

wage increases and labor market shortages, and management is budgeting with the expectation that labor costs will continue to rise. Therefore, many of the responsible expense controls discussed in our methodologies, relate to controlling supply, equipment, and contractual service expenses.

While responsible expense controls are imperative to balancing the budget, we must also examine our revenue sources and assess ways that this revenue supports the District's operations. From this table, you can see that the District's fees and charges revenue, and donation grant revenue are significant components of total revenues. In fact, in 2022, the District's reliance on donation and grant revenues for program operations is more significant than any time in recent history. But, ultimately, the District could not operate without tax revenues.

Taxes comprise approximately 58% of the District's total non-internal reimbursement revenue. As opposed to other municipalities, the District's authority to levy taxes is limited to property taxes. The District is authorized to levy property taxes through 14 different levies. These 14 levies are connected to the funding of the District's 15 funds as shown below.

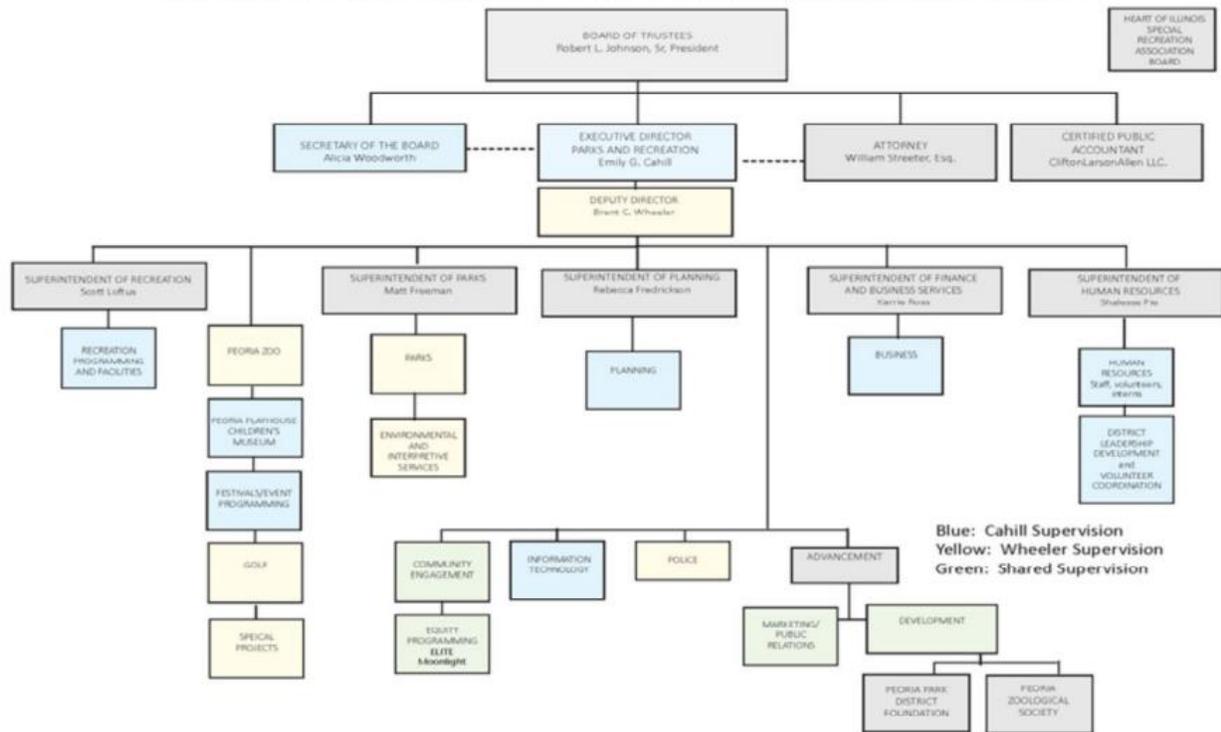


Becky Fredrickson, Superintendent of Planning, Design & Construction, stated that just as our funding levies are interconnected, so too are our strategies to build a strong sustainable District. In 2022, our team will focus on the continued progression of our work to allocate resources in a way that emphasizes the quality of our offerings and targeted impact on identified user groups. It will be essential that we work together with our board and community to balance the long-term financial health of our District with the immediate needs of our community. We have been given a unique opportunity with the generous state grant

funds made available to our organization and it is essential that we use these dollars to effectively pilot new ideas so that we can gather strong data and evaluation metrics to help us build a long-term plan that is focused on the best possible investment of public resources. All of this must happen while we're moving toward the full implementation of the \$15 minimum wage requirement in 2025. With a labor shortage, this path is uncertain and our shared focus on finding ways to maximize the desirability of the District as an employer will be key in the coming year if we are to be able to effectively provide support to our community in all of our Funds, which heavily rely on part-time and seasonal workers to get the job done.

Emily Cahill stated that the interconnectedness and impact of our funding sources further carries over into the interconnectedness and impact of our daily work. In 2021, we shifted some of our supervision structures to shake things up a little bit and to knock down some walls that had begun to crack through our COVID experiences.

Peoria Park District • 2022 Organizational Chart



As you can see here, our organizational chart is not your typical corporate org chart. We do a LOT and most of what we do has impact beyond the direct line of supervision that is the hallmark of a traditional structure.... With a shift this spring that allowed us to shuffle the deck and support our leadership in new ways, we had to employ color-coding to define the many ways that we work together and support each other. Our full organizational chart is located in the appendix of the 2022 budget for your review but it only tells a part of our story. As shared in previous board meetings, our supervision structure is supplemented by working groups that bring staff together around subject matter that helps us to coordinate and collaborate. Topics

covered by these groups include: facility management, equity, events, programming and education, conservation/environmental advocacy, marketing, and development.

Brent Wheeler stated that the mission of the Peoria Park District is to support a healthy and vibrant Peoria community by responsibly using our District resources to offer high quality parks and recreation experiences to those who live, work and play in our District. One of the goals for tonight's presentation is to share the personality of our staff with not only our Board of Trustees, but also our community. This personality shines through in the relationships we build with each other and with those who frequent our spaces and places and has an impact on how we prioritize the essential work of our District. Because budget presentations and the District generally can be overwhelming, we've tried to structure the 2022 budget presentation in a way that gives you talking points to take away from each part of the organization. Here's an example: As we think about what defines our decision-making and strategy for the District as a whole, we have identified three key guide stars: Health and Vibrancy, Environmental and Conservation Stewardship, and Diversity Equity and Inclusion. Every decision that we make passes through these filters and helps us to prioritize. As we progress through our fund reviews, each fund will be highlighted by 3 things.... These were developed by our leadership team which is comprised of 40 full-time staffers who lead facilities, parks, or programs across our District. We hope that their perspective helps you all get to know us a little better.

Shalesse Pie invited David Gray, Human Resources Manager, to share with the Board his story of impact. David started working for PPD in the summer of 1997 at the Glen Oak amphitheater concession stand and has worked for the District ever since. He worked in several capacities and has been serving as Human Resources Manager since 2012. He is proud to be part of the Peoria Park District.

Before the budget presentation proceeded, President Johnson stated that there are many new Board members and requested staff members in attendance to please stand up, state your name and job title and how long they have been working for the District. Shalesse Pie stated that as each fund is presented, staff members who work from that particular fund will introduce themselves at that time.

GENERAL FUND



Divisions Supported:

Administration and Business; Human Resources; Marketing and Public Relations; Planning, Design and Construction; Parks.

Budgeted Personnel(FTE's): 58.73 Full Time and 24.15 Part Time
(compared to 56.73/18.03 in 2021)

Total Tax Subsidy: \$4,320,309 providing daily maintenance of 4,268 acres
of parkland

Matt Freeman introduced the General Fund stating it is the heartbeat of the District. The staff members of the General Fund Team are made up of administrative staff and park managers, HR professionals and development staff. All staff members of the General Fund Team in attendance introduced themselves, stated their title and length of service to the District. They are committed to doing whatever's necessary to make the Park District succeed. Many of them are up before the sun to make sure that our parks are pristine. They pick up other people's trash, they mow the grass, they know our patrons by name. Others make sure that our computers are secure and working and that we share our passion with individual and corporate donors across our community to keep the District running. They ensure that our hiring process is fair and equitable. They celebrate our successes and work to make sure that our community understands our process. And they are proud of that work. They, I should say WE, make sure that the stage upon which our District story is told is ready to go, whether that's literally in a park or a facility, or figuratively in our purchasing or business or IT departments. Our General Fund operates like your house does but on a much larger scale. Staff funded here can pay the bills, plan parties, mow grass, plant flowers or plow snow depending on the season, and still have time to make our annual Christmas meal in December.

JD Russell, Supervisor of Parks and Landscape Maintenance, stated the divisions supported by the General Fund are truly the stage for the District's programming. Staff budgeted in this fund total almost 75 full-time equivalents and it should be noted that that number is still less than our pre-COVID levels. As budgeted, the District has committed \$4,320,309 in tax subsidy to support administrative functions and Park maintenance across the District.

Becky Fredrickson stated that in 2022, the General Fund and its locations will see the addition of a new splash pad in Lakeview Park, which, after the demolition of the former Lakeview Family Aquatic Center also planned for next year, will bring us full circle and allow us to provide a new amenity in this park. The vast majority of our bond issue this year, as in most years, is focused by necessity on replacement and repair of existing amenities and resources. Bond issue dollars, will help us to repave another section of the bike trail and replace the Bradley Park shelter roof. IT staff will also be able to replace computers and make some much-needed software upgrades. Erich Zimmerman and his team will also work with General Fund staff to replace end-of-life mowers and maintenance equipment.

Ryne Schafer, Glen Oak Park Manager, shared his story of impact relating to a park patron he witnessed at Glen Oak Park. Mr. Schafer stated that starting at the beginning of the COVID lockdown, he noticed a patron walking in the park every day, rain or shine. After some time, it was obvious this person was utilizing Glen Oak Park to better their health and well-being.

Mike Friberg, Parks Planner, shared his story of impact by relating a story from several years ago. He received a phone call from a school teacher asking for a map of Iris Park. This park is a very small, low profile park with not many amenities. The teacher went on to explain how she often takes her class to Iris Park and her students thoroughly enjoy it and love visiting the park.

They look at rocks, the sand creek and all its natural elements. While this park is small and may seem insignificant as compared to other District parks, this small park is very significant indeed.

Matt Freeman stated that included in the key changes for 2022, the District has budgeted to refine its marketing processes by hiring a dedicated full-time marketing manager to coordinate directly with Central States Media, our outsourced marketing firm. The District will also be able to hire the full-time Assistant Manager at Glen Oak and Donovan Parks that has been held vacant since 2020.

Questions/Comments Relating to the General Fund

Trustee Bertschy - according to the financial summary, there will be an increase of 2 full-time and 6 part-time employees, is that correct?

Emily Cahill - Yes, the 2 full-time positions are those that Matt Freeman just referenced. Karrie Ross stated that the 6 part-time positions are part-time equivalents.

Trustee Bertschy stated that on the first line of the Financial Summary page, Administration General, shows revenue over expenses as a positive of over \$1.2M. Why is that?

Karrie Ross - The primary reason that occurs is because many internal reimbursements book through the General Fund. This would include services provided by administrative staff to separate accounting functions of the District.

Trustee Bertschy - How do you allocate revenues on the General Fund?

Karrie Ross - The major source of revenue from the General Fund comes either from the internal reimbursement bookings or from taxes. Also, when a park shelter is rented, those patron revenues are allocated to that particular park's revenues.

Trustee Bertschy - How are the tax revenues allocated within the General Fund?

Karrie Ross - All funds have a property tax and replacement tax line that "lives" in the Administration line. For example, in the General Fund it would list as the General Administration line, Recreation Fund it would list as the Recreation Administration line, etc. That's where the tax dollars go.

Trustee Bertschy - Is it the fund's Administration General line that will have the tax revenues?

Karrie Ross - The way the financial summary is laid out, the tax dollars are backed out of the grid and then reflected at the bottom of the chart as tax support.

Trustee Bertschy - What was the basis of last year's revised budget?

Karrie Ross - Every year when the next fiscal year's projected budget is presented, the District is also simultaneously presenting a revised projection for the current fiscal year's budget.

Trustee Bertschy - In the General Fund summary there are some substantial percentage changes. There are some with large dollar amount changes i.e., the proposed change under

item 1 Administration General from 2021 revised to 2022 is a drop of 18%, which is almost \$2M. Why?

Karrie Ross - The Administration General department has several factors that can skew that quite a bit. The primary factor is that is where the District budgets for capital grants i.e., Forest Park Nature Center has a museum grant currently that is funding a significant amount of renovations for the exhibits. The costs will eventually be recouped from IDNR. That type of project is financially managed through the General Administration Department. The percentage variation occurred depends on the financial activity within that capital grant.

Trustee Bertschy – In prior budgets for 2020 actual, the District was at \$11M and the 2021 revised was at about \$11.7M. Based on what’s happened in the last couple years, do you anticipate that number would rise to \$11M by the end of the year?

Karrie Ross clarified the question – are you asking does she anticipate for 2022 the \$9.688M in revenues will actually be revised upward next year? Bertschy – yes.

Karrie Ross – Operationally, no. However, if we have capital-related grant opportunities that are awarded next year, yes, she would anticipate it to increase significantly.

Trustee Bertschy – With regard to first line of expenditures Administration General we show a 25% decline.

Karrie Ross – That’s the flip side of any capital grants.

Trustee Sierra - Currently our marketing is done through the District’s consulting firm and I’m very excited about the District’s addition of a full-time marketing person. What will the relationship look like with the consulting firm once the full-time marketing person is hired?

Emily Cahill - At present the District has a committee that works to support the marketing firm and their primary contact is currently her which is not ideal. Since COVID, the District has a committee made up of 8-10 people whose lead is Brittany Moldenhauer and Jenny Swanson as second lead who helps to take some of that load but we found the need organizationally to find a hybrid which reduces the contracted amount with Central States Media. The internal full-time marketing person would coordinate the activities assigned to Central States. There will be clearer and consistent communication with the process being much more efficient and effective.

Trustee Covington - How much will the contract with Central States Media be reduced by the District having a full-time marketing person?

Emily Cahill - Currently we pay \$108,000 per year administratively to Central States. This includes strategy, development of graphic design work, building campaigns, overseeing some print efforts, etc. The District will be able to reduce that amount by about 25% and then use those dollars to help supplement the full-time marketing position.

Vice President Harant – What is all included at Lakeview Park?

Karrie Ross - As it relates to the Lakeview Park budget, it is the external parts of Lakeview, not the structures themselves i.e., Noble Center, Lakeview Rec Center. Vice President Harant asked why it’s per acre subsidy is larger than other parks.

Matt Freeman - The various facilities that are housed within Lakeview Park require different levels of attention. She then asked why the per acre subsidy for small parks is so low. The District operates small parks and the amenities which exist in those small parks, don't require having full-time staff or a team of staff members stationed in that park on a year-round basis. However, there are small parks such as Trewyn and Gwynn has its own staff and budget due to the parks' amenities that require daily maintenance unlike the small parks included in the general small parks budget. The 2,200 acres included in the small parks budget category represents approximately 20 parks, including Cassidy Park which is 22 acres.

Trustee Bertschy - As we look at things monetarily throughout the year, what specific numbers or items does the District feel least comfortable about and most comfortable about?

Karrie Ross - The District feels much more comfortable projecting out the budget this year than it did last year which was very challenging trying to forecast how the pandemic would affect the District's budget. She feels the staff has done a conservative, good job projecting the expenses and is very comfortable with this fund's proposed 2022 budget. Many of this fund's expenses are fairly consistent and it doesn't rely so heavily on other non-tax revenues. If there were any doubts or misgivings, the budget would not have been proposed as is.

Trustee Bertschy - Budgets should be driven by priorities and ultimately modifications to the budget represent a shift in priorities. Will we be seeing anything in here any modifications in the budget that reflect a shift in priorities?

Emily Cahill - The General Fund is the foundation is basically the skeleton and framework of the Park District. If there is any shift in priorities, it would be reflected in other funds.

Trustee Bright - What services or programs will be added back to Glen Oak and Donovan Park as a result of the full-time Assistant Park Manager being added back?

Matt Freeman - Everyone knows about the planned improvements at Glen Oak Park. This includes the addition of an all-inclusive playground, addition of another park shelter, addition of basketball courts, restroom replacement, and opening of the amphitheater area. This will result in much more daily traffic, use and maintenance. At Donovan Park we have been able to provide an adequate level of services but the District wants to raise that level of service. This includes moving forward with conservation management that requires a level of expertise and aptitude that you get from full-time staff members who are dedicated to these efforts as a career.

Trustee Bright - What new programs/services are envisioned?

Emily Cahill - Programs and services are not included in this fund. The current topic is talking about maintaining it to the highest of standards and quality and meeting the standards the District has set as far as conservation, restoration, and quality amenities.

Trustee Covington - What is the Hanna City revenue of \$9,600 from?

Matt Freeman - It is Peoria County-owned property and the District performs work through a long-standing Intergovernmental Agreement with Peoria County.

RECREATION FUND

Fund Overview

Divisions Supported:

Rec Administration, Recreation and Sports Programming, All Recreation Centers, Peoria PlayHouse Children's Museum, Aquatics, Peoria Zoo (partial), Recreation Grant programs including AmeriCorps, ICJIA, PPS150 grants.

Budgeted Personnel(FTE's): 32.40 Full Time and 45.93 Part Time

Total Tax Subsidy: \$2,612,416 supporting 492,504 annual participants/visits to programs/activities.

Scott Loftus introduced the Recreation Fund stating it represents the actors on the stage. We're the people people. We are excited to serve and this fund helps us to provide an array of programs that range from art ad dance to pickleball and soccer. Our programs reach people at almost any age and they help to encourage healthy, active lifestyles AND imagination and creativity. All staff members of the Recreation Fund Team in attendance introduced themselves, stated their title and length of service to the District.

In the Recreation Fund, we try to make every day a good day for those we serve. We're going to share information about our grant-funded programs tonight because they give us opportunities to enhance and innovate, but we can't lose sight of nor forget the ongoing impact that our programs like youth baseball and soccer, summer camps and tennis lessons, or that facilities like Peoria PlayHouse Children's Museum and Peoria Zoo, or recreation centers including Owens, Proctor and Lakeview have every day on the health and vibrancy of our service area. The energy of our staff to spend every day and often evenings and weekends serving our patrons is awe-inspiring and they deserve the Park District version of an Oscar or Emmy for their performances.

Peter Kobak, Supervisor of Community Connections, stated the Recreation Fund supports the programming and grant administration listed. From recreation and sports programming to grants and recreation centers, this fund puts the fun in fund. With nearly 80 full time equivalents funded here, the District will commit more than \$2.6 million in funding to support nearly 500,000 participant visits to our locations and programs in 2022. District resources in this fund are supplemented by the ICJIA grant referenced earlier. This grant funding from the State of Illinois focuses on violence prevention and our District is using these funds to supplement and enhance programming that targets at risk members of our community. Key focus areas of this grant include healthy alternatives to violence and workforce development

initiatives. ICJIA funds are awarded on a July to June cycle and so our 2022 budget reflects six months of funding that is already underway. With a jump from 42.5 FTE in 2020 (which was reduced significantly by COVID impacts) to almost 80 full- time equivalents in 2022, the Recreation Fund is focused on utilizing grant funds to help build back our programming in new and creative ways with a clear focus on equity. Funds from ICJIA and AmeriCorps will help us to improve outreach and engagement across our community in 2022. Both programs afford us a unique opportunity to pilot some programs that we've been dreaming of. Examples of this include professional development programming targeting our interns and building out a team of programmers who are trained in open-ended play facilitation to support our facilities and camps across the District.

Becky Fredrickson stated that in 2022, we'll be focused on a few key improvements in the Recreation Fund. Owen Center will get new doors, a new radiator on its generator, and work will take place to replace the north end of the back bridge at the facility. The PlayHouse will see parking lot improvements and we'll store away funds to support the replacement of the slate roof in 2023, which will cost a total of \$1 million. Both of these locations are good spots to ask you to spend some time with the capital improvement plan located in the capital projects tab which starts on page 81 of your budget books. As you are aware, we have a lot of ground to cover, literally, and it requires a lot of planning and we'll spend more time talking about this when we cover the capital improvement plan next week. Finally, in this fund, we are excited to get to work making improvements to Proctor Recreation Center to support the programming innovation taking place there.

Shalesse Pie invited Gigi Gibson, Manager of Workforce Development, to share with the Board her story of impact. Gigi stated that the Peoria Park District was instrumental in satisfying the lower-level deficit needs of a student through programs offered at Proctor Recreational Center. When the student was in the 4th and 5th grade, he was a product of Proctor Recreational Center. Unfortunately, his progress was disrupted. However, when she and Peter Kobak visited Peoria Public School the Knoxville Learning Center, they found that same young man in the crowd only now, he's 17 years old. It was imagined how he was reminiscing with the crowd his experience with Proctor Recreational Center. He probably thought about the academic help he received. He probably thought about the great food offered. He probably thought about the fact that he was safe. He now aspires of becoming a Registered Nurse because he likes helping people. He arrived to the interview 20 minutes early. He was professional, articulate and he exuded confidence. This young man is an intern at the Peoria Park District today. Again, as we can see, the Peoria Park District is instrumental in satisfying the basic financial, food, drink, shelter and sleep needs. She thanked everyone for allowing her to share this story of how the Peoria Park District is making an example, and it's a good one.

Scott Loftus stated that key changes in the Recreation Fund include those made possible by ICJIA and AmeriCorps funding that was highlighted earlier by Peter. We also want to highlight that the District is planning for the return of the 3rd of July Fireworks in 2022, after a two-year hiatus due to COVID. Further, 2022 will continue to see reduced offerings at Franciscan Rec Center and staff looks forward to sharing possibilities with the Board later this month. Our

work with Peoria Public Schools to train new lifeguards continues. Some of these students will be able to participate this month in lifeguard certification and the District is budgeting to open both Gwynn Family Aquatic Center and Proctor Pool in 2022. This is contingent, of course, on having enough guards but we are cautiously optimistic that our collaboration with Peoria Public Schools, in addition to the work that our Workforce Development efforts headed by Peter and Gigi, along with our increases in pay scale, will help us to encourage more people to serve as lifeguards in our system.

Questions/Comments Relating to the Recreation Fund

Trustee Sierra - How has the lifeguard recruitment been going so far, knowing that Peoria Public Schools just finished their first session swim class?

Scott Loftus - That class had 10 students and those students were paid through a grant for Peoria Public Schools. The District will be offering another class in February, hoping for a big turnout. Peter Kobak and his team will be actively encouraging students to sign up for that course. We are actively recruiting and raised the pay rate for lifeguards to \$15/hour which is approximately \$2/hour more than most other area park districts.

Trustee Sierra - Of the 10 students from the class, how many have already started to pursue lifeguard training?

Scott Loftus - At this time there is one student eligible. The District is working with Mr. Pete Thomas of Peoria Public Schools to get the students back in the second session. It is the District's hope that the students will register for the second session and proceed to the lifeguard training by next winter.

Emily Cahill invited Sue Wheeler, Supervisor of RiverPlex & Aquatics, to speak to the Board about lifeguard certification coming up in mid-November for anyone watching or listening to make note. Sue Wheeler stated the District is offering a lifeguard class on November 15, 16 and 17 and 18 4:00 pm – 8:30 pm at Central Park Pool. For more info, please feel free to call the RiverPlex or email swheeler@peoriaparks.org. The class is of no charge therefore providing free lifeguard certification as long as they work for the District and be paid \$15/hour.

Trustee Sierra - What does Sue Wheeler feel about the reopening up Peoria Park District pools for next year?

Sue Wheeler - Today she feels good about the prospect of reopening the pools as there is still 6 months' time to recruit enough lifeguard staff to make it happen. If we end up being in the same situation as we were this past April, not so good. Currently we still have enough time to get recruitments out, staff ready and get new staff trained.

Trustee Bertschy - Is the profile of a summer camper all the same?

Scott Loftus - Most summer campers are between the ages of 5-12 and more specifically 6-9 years old. The summer camps are filled to capacity with many locations having a waiting list. Each camp offers their own unique style of camp for example, Ancient Oaks is more of an outdoor camp as it is an outdoor-oriented. Proctor Recreational Center has a large educational

component to its camp. Lakeview and RiverPlex are more of a traditional summer camp with structured activities.

Trustee Bertschy - In reference to the Peoria Zoo in the financial summary, 2020 actual showed a deficit of \$559,000 and the 2021 revised budget was a positive \$50,000. The 2022 proposed budget shows a negative \$71,000. Why the change from positive news 2021 to negative in 2022?

Yvonne Strode, Peoria Zoo Director - She was conservative with what the admission revenues would be for 2022. There have been much more paid admissions this year than what has been historically seen. The increase this year is probably due to the pandemic so a pre-pandemic and more historically accurate admission rate was used to calculate the 2022 proposed budget. Karrie Ross stated that the Peoria Zoo is actually covered in two different funds. The Recreation Fund showing the 2020 \$559,000 deficit and 2021 positive \$50,000. However, the Recreation Fund covers contractual service, supply expenses and the zoo's revenue. The Museum Fund which receives tax funds from the Museum Levy, covers the personnel costs associated with the Peoria Zoo. What the District has done periodically as it has been at the max tax rate on the various levies, is at times the District may shift the way expenses are budgeted for the zoo between the Museum or Recreation Fund in order to ensure the District is staying within the levy thresholds. Therefore, some of the skew seen is the interplay of the Museum Fund and the Recreation Fund and this is unique to the Peoria Zoo. In order to increase revenues, additional personnel are included in the Recreational Fund zoo budget. In addition, resources have been utilized to revamp the kitchen area in anticipation of increased concession sales from \$1.00 to \$1.75 per person. A Special Events and Group Sales Coordinator position is included in the proposed 2022 budget with the hopes of increasing revenues.

Trustee Bertschy - Based on internal reimbursements, is the allocated tax support between the levies a decision the Board makes?

Karrie Ross - Yes, that is correct in relation to the Recreation Fund.

Trustee Bertschy - With other funds is that also correct?

Karrie Ross - No, not exactly. For example, the Policy Levy is very specific on what it can be used for and therefore the allocation needs to go to only the Police Fund.

Trustee Bertschy - What is the Vagabond Tour noted in the budget?

Karrie Ross - They are paying with a structured transfer of programming to Peoria Charter Travel. They are paying us over time for acquisition of the program.

Trustee Bertschy - Page 30 has a reference made to Administration Recreation with a current budget of \$2.6M. Could you tell us what is Administration Recreation and why \$2.6M and a decrease of \$1M from last year?

Karrie Ross - Administration Recreation encompasses the infrastructure that supports recreation programs. Administrative staff but specific to recreation programming. It also covers software costs like the point-of-sale software, the general operations that supports across the recreation departments.

Trustee Bertschy - Proctor Recreation Center expenses are \$507,000. Why is that so much?

Karrie Ross - there are a couple of things that contribute to that. One, there are going to be some program expenses associated with the enhancement of Proctor that ends up being part of

the ICIIA grant. However, the District only has the grant for 6 months next year. The District is trying to identify if we lose the grant at the end of that 6 months, what of those enhanced services do we want to still retain and absorb into the regular recreation budget.

Trustee Petty – What was the increase at Proctor?

Scott Loftus – For summer camp this year it was \$80 for a resident, \$90 for non-resident. It increased by \$10, consistent with the increase in all other camps.

Trustee Bertschy – Special events went up too. Is that fireworks?

Karrie Ross – From prior year expenses, yes. You would see the expenses associated with fireworks in that line and other services such as Parks on Tap and Movies in the Park.

Trustee Bertschy – Why do we operate the Moonlight Gift Shop?

Emily Cahill – Moonlight Coalition for Adult Learning came under the Park District umbrella 8 or 9 years ago and are primarily grant and private donations funded. They work on helping people of all ages get their GED and join the workforce. The opportunity came up for the Park District to work with the Peoria International Airport so the Moonlight Coalition operates the gift shop at the airport. It is a workforce development opportunity and the goal is to have the revenues support the Moonlight Coalition without support from tax funding.

Trustee Sierra – What are the proposed changes to the amphitheater? Are we not going to open it up for special events?

Emily Cahill – It depends on where we are in securing the grant dollars from the state at that time.

Trustee Petty – Under services for Franciscan she notices that we don't have the track listed. Why?

Scott Loftus – It's an oversight.

Trustee Petty – Under aquatics. Why is the RiverPlex not listed?

Emily Cahill – Because it's not funded in the Recreation Fund. It's funded in the RiverPlex Fund.

Trustee Bright – I love that we have acquired an AmeriCorps grant for one year. Are there any initial thoughts on how the 7 AmeriCorps will be placed throughout the Park District sites, i.e. 2 at Glen Oak, 2 at Donovan, 2 at Proctor, 1 at Noble Center?

Scott Loftus – Yes, we are budgeted for 7. Our goal is to use them as educational interns for outreach programs so the goal would be to place 2 at the zoo, 2 at environmental interpretive services, 2 with Peoria PlayHouse, and 1 at another location. Once they get trained at those locations and learn how to teach open ended programs, then move them out to the community to teach at our camps, mobile recreation, etc.

Vice President Harant – What's the difference between a basic party and a deluxe party?

Scott Loftus – At the rec center, lakeview proctor, zoo it is space rental access.

Trustee Sierra – Can Jonelle McCloud please speak to the Dream Squared program and how the ICJIA grant is going to help expand programming at Proctor Recreational Center?

Jonelle McCloud – the Dream Squared program is a program she created and is an acronym for Drama Recreation Education Arts Music and Mindfulness with the thought that youth should learn beyond a sports emphasis. The ICJIA grant funds teachers to teach the program classes at Proctor.

Vice President Harant – Are the tennis classes that are offered, full?

Scott Loftus – Due to COVID, the District saw an increase in tennis class participants with a little over 400 this summer. The demand is there to expand our offerings however, the problem is that many of our instructors are college students and can't offer anything past the month of August.

Vice President Harant – What resources are given to pickleball to increase the outreach?

Scott Loftus – That's a different budget grant line. We plan on utilizing grants 21st Century, Ready Set Go, and Let's Connect we are looking into getting pickleball instruction in getting people involved in the pickleball program.

Vice President Harant – what about at the new pickleball courts?

Scott Loftus – We are hoping to find instructors who are willing to work with youth as most of them want to work with adults. We could also support any future tournaments.

Trustee Sierra – Will the reopening of Gwynn Family Aquatic Center support the concession stand? What are the services included within the birthday party fees?

Sue Wheeler – The difference between the basic and the deluxe birthday party is the deluxe you get to see the animals and fish. Basic – you don't. Gwynn concessions – it would be something very simple i.e. sold through the cashier area. However, concessions are not a priority at this time. The priority is to hire a sufficient number of lifeguards.

President Johnson – Is it possible to get a line item for Gwynn Family Aquatic Center? Costs this year seem very high accounting for the fact that Gwynn has been closed this year.

Karrie Ross – Yes, we can provide a line item for Gwynn Family Aquatic Center. Even though Gwynn was closed for 2021, there was preventative maintenance performed in anticipation of opening the pool and managerial oversight occurred. In addition, minimum utilities were used. President Johnson - Next year will Gwynn Family Aquatic open more than the budgeted 3 days a week?

Scott Loftus – Currently it is budgeted for Gwynn to be open 3 days a week, 5 hours a day.

Proctor pool is open 3 days a week, 4 hours a day.

Emily Cahill - These schedules are comparable to the 2019 operating levels. Next year's budget estimates were based upon experience and to maximize usage.

President Johnson – Stated the Peoria Park District has a duty to perform and he shared additional impact stories relating to lifeguarding. If budget is not a factor, why are Gwynn and Proctor only open 3 days a week? He is very concerned about the pools being closed in an area where youth critically need supervised safe activities.

Emily Cahill – Staff shares these concerns and understand the need and the District is doing their very best. The proposed schedule of open 3 days a week is pre-Covid levels. As has been shared in the past, the usership of those pools are kids in day camps and outreach efforts will increase the summer of 2022 by Peter Kobak and his team. In addition, mobile recreation, District support provided to Peoria Public Schools, the work Jonelle is doing, are all the pieces that contribute to the concerns President Johnson raises. The District cannot focus only on pools. Hiring a sufficient number of lifeguards for pools are a big challenge for the District. The current generation does not view lifeguarding the same way as generations past and they are not as interested in the field. The District is doing their very best in building the lifeguard capacity. The District is also working to build up the splash pad inventory in 2022 as this provides opportunities that require less staff resources. The District is trying to diversify recreational opportunities, and reach youth where they are and what their wants are.

President Johnson – the character-building that we do as a park district is crucial. He does not understand the expenses and the commitment of just 3 days a week. He recognizes the District does many great things but he is concerned about a particular area of town that the District does not provide enough recreational programs and facilities to serve that area.

Brent Wheeler – It would be irresponsible for the District to expand the open hours of pools when there is an extreme country-wide shortage of lifeguards. The District looked at pre-Covid levels to see what the usage patterns were up to 2019. Pre-Covid Pete Thomas of Peoria Public Schools headed great outreach efforts in the community to drive more people to Gwynn. Outside of structured programs (camps), people are just not demonstrating their support for Gwynn because they're not coming, outside of camps. The District very much wants people at the pools. The lack of people able to swim and the lack of lifeguards in the Peoria area started with schools no longer offering swim lessons.

Trustee Sierra – As we talk about the pools, I appreciate the responsibility of budgeting by using pre-Covid attendance numbers. But keep in mind that people are eager to just get outside. I hope that if the demand calls for it, we can expand the opening to more than 3 days a week.

Trustee Bertschy – I suggest it would be helpful to not only get a baseline for the proposed 2022 budget number for Gwynn, but also what the numbers would be if we did a 4- or 5-day program.

Emily Cahill – The reality is that the District has to have lifeguards to do that. It will be a massive effort for the District to get to the point where it can open Gwynn for just 3 days. The District is committed to this however, and is doing many things and taking extraordinary measures to increase the lifeguard workforce. The District offers a long list of other programming and activities to the areas being discussed. It is not safe to open pools with an inadequate number of lifeguards. The expectation should be to get back to where we were in 2019 and then build from there. If the demand increases and the resources are there, the District will happily expand programming.

Trustee Sierra – Would like a list of programming by location.

Emily Cahill – He'll get it asap.

President Johnson – Does the District offer any swim classes at Gwynn or Proctor?

Sue Wheeler – When Gwynn is open we offer classes. In years past we have offered free swimming lessons. The 3 years prior to Covid we offered free lessons where approximately 16-20 individuals attended each year.

President Johnson – With all the problems the Southern District is experiencing, he wants to make sure the District is doing everything it can to offer programming.

Sue Wheeler – She explained how many lifeguards in the workforce is needed in order to accommodate the open pool hours.

Trustee Sierra – We already have young paraprofessionals at Proctor. Has there been any thought of offering lifeguard certification to the camp counselors at Proctor?

Sue Wheeler – I think we could but the problem is that swimming classes were taken out of the schools and therefore when they're hired as camp counselors, many do not know how to even swim and could not pass the lifeguard certification course.

Scott Loftus – there is a severe shortage in camp counselors to where we had to limit camp capacities.

Jess Main, Out of School Programs & Camp Coordinator - It's a great idea of being able to use camp counselors as lifeguards but practically wouldn't work because you're taking away a camp counselor job. Lifeguards should be focused on pool safety and making sure kids aren't drowning. If they're focusing on their lifeguard job, then they're not taking care of the kids. They can't take them to the bathroom, give them sunscreen, break up minor conflicts, etc. and focus on the well-being of the camper instead of a swimmer.

President Johnson – Not happy with how the District is stating “we're doing everything we can to provide aquatics”. It's not just about aquatics. The Peoria Park District is second to none. We've been creative in the past and with all the staff professionals, you should come up with some idea or suggestion out of the box to attract people to the pools. He wants to know what can be done and he's not pleased.

Emily Cahill – We are working very hard and thinking outside the box. The District has been working with Peoria Public Schools and right now we are paying kids to take swim lessons after school every day. That's the narrative that was shared at the beginning and building it out the entire school year so we can try to build capacity for more lifeguards. We are paying lifeguards \$15/hr. All the things the District is currently doing is exactly what is being asked for. We have talked to the Board at length about this and we are always continuing to try to find new ways to recruit people into these programs. We are offering free swim and lifeguard certifications classes. We are hiring aquatics interns and reaching out.

RIVERFRONT FUND

Fund Overview

Activities Supported:

Fine Arts Fair, Fireworks (Red, White and Boom), Gateway Building, Irish Fest, Oktoberfest, RiverFront Administration, SoulFest, and The Landing

Budgeted Personnel(FTE's): 2.60 Full Time and 1.37 Part Time

Total Tax Subsidy: \$147,177 supporting 165,000 annual participants/visits to programs/activities.

Nick Conrad, Supervisor of RiverFront Events, introduced the RiverFront Fund stating it represents the actors, then the team asserts that the RiverFront Fund supports the extension cords that figuratively and sometimes literally connect our work to those we serve. From cultural festivals to Parks on Tap and Movies in the Park to Lakeview Park After Dark and rentals and events across our community, the RiverFront Fund has a profound impact on Peoria's wellness. All staff members of the RiverFront Fund Team in attendance introduced themselves, stated their title and length of service to the District. While we literally provide the power, we also connect people behind the scenes. Our team's work to support volunteer organizations is highlighted across our community and effectively multiplies the valuable work that we are able to do.

Emily Cahill stated this division covers a lot of hi-visibility programming. During COVID, we asked this small but mighty team to pivot and help us rethink the way we serve our community and add vibrancy in our new normal. They met and exceeded our expectations. And now that the new normal is hopefully here, they continue to support our traditions and embrace the new efforts with just under 4 full-time equivalent staff budgeted and a 2022 tax subsidy of about \$150,000, this fund is able to support community events and programming that will reach 165,000 people in 2022.

Shalesse Pie invited Brittany Moldenhauer, Coordinator of RiverFront Administration & Digital Media, to share with the Board her story of impact. This past year, the Peoria Irish Fest celebrated its 40th year. There is a particular family that has been with the Irish Fest for the entire 40 years and other families have very long-time ties to the Irish Fest. At short notice, a couple decided to get married there at the Irish Fest and District staff were able to work with the families and help them make that happen.

Questions/Comments Relating to the RiverFront Fund

Vice President Harant – What is the status of the Gateway building?

Nick Conrad - For years, the PPD and City of Peoria have operated with an intergovernmental agreement. Due to Covid, it shut the business down. In February of this year, City officials decided to stop events beyond what was already booked.

Trustee Bertschy – Do we partner with organizations for the profit/loss for riverfront events?

Nick Conrad – We do for 2 out of the 3 festivals. The Irish Fest is partnered with the St. Patrick's Society, Oktoberfest is partnered with the German American Central Society. Soul Fest is only a PPD event.

Trustee Sierra – In 2020 IHSA shows revenue. Did they renew it?

Nick Conrad - That was the last year they had it in Peoria. No, they moved to Champaign.

Trustee Bertschy – For the RiverFront Fund, the tax subsidy is \$147,000, the administration revenues are \$251,000 so where does the additional \$100,000 come from?

Nick Conrad – A large percentage of that comes from our intergovernmental agreement with the City of Peoria. We are reimbursed \$86,500 annually for management of the outdoor riverfront spaces. The riverfront property itself is owned by the city but PPD manages and programs it. The remaining comes from revenues from rental events and stage rentals.

Trustee Bertschy – on the expense side the Administration Riverfront expenses. Are those administrative costs for the events that follow it on that page?

Karrie Ross – The expenses in Administration Riverfront department are associated with the full-time staff costs for operating the events in the fund and there are some other expenses that go through there such as part time payroll, office supplies, etc.

8) CALENDAR OF CONSENT ITEMS:

None.

9) PENDING BUSINESS:

None.

10) CITIZEN REQUEST TO ADDRESS THE BOARD:

None.

11) COMMUNICATIONS:

None.

12) OTHER BUSINESS:

None.

13) ADJOURNMENT

At 8:16 p.m. Trustee Jackie Petty MOVED TO ADJOURN. Motion seconded by Vice President Joyce Harant and carried on a unanimous voice vote of the Trustees present. (Results: 7 Ayes; 0 Nays)

Full discussion can be viewed at the following link: <https://fb.watch/9401-YCLlf/>

Respectfully Submitted by Alicia Woodworth
Executive Assistant and Secretary to the Board