President Leno called the Board Meeting to order at 7:04 p.m.

ROLL CALL OF COMMISSIONERS

<table>
<thead>
<tr>
<th>Commissioners Present</th>
<th>Commissioners Absent</th>
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<tbody>
<tr>
<td>W. Ploger</td>
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<td>B. Owen</td>
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<td>R. Nesvacil</td>
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<td>T. Gelin (joined at 7:06 pm)</td>
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<td>M. Leno</td>
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STAFF PRESENT: Carrie Fullerton, Executive Director; Brian Meyer, Director of Recreation and Facilities; Jason Myers, Director of Finance and Personnel; Ben Rea, Director of Parks and Planning; Steve Neill, Superintendent of Recreation Facilities; Kristy McCann, Superintendent of Recreation Programs; Pat Klawitter, Superintendent of HR; Lynn Minuskin, Preschool Supervisor; Tom Divello, Recreation Supervisor – Pioneer; Steve Dietz, Recreation Supervisor - Athletics; Alli Siamis, HR & Safety Supervisor; Cari Boyle, Recreation Supervisor – Athletics/Rentals; Jeff Lindstrom, Superintendent of Parks; Lindsey Robertson, ARC Aquatics Manager; Matt Healy, ARC Manager; Katie Waszak, CAP/Camp Supervisor; Emma Edmondson, CAP; Mark Grassi, Frontier Supervisor; Janna Witt, Supt. of Accounting; Connie Phillips, Registration Clerk; Barb Kantor, Payroll Clerk; Dan Schoenberg, Museum; Christina Brown, ARC Fitness Supervisor; Madeline Paler, HTC Assist. Manager; David Terzaghi, HTC Assist. Manager; Chris Nisbet, HTC Manager; Phil Wendell, Assistant Golf Operations Manager; and Kendra Maher, Recording Secretary.

Also on Zoom call Ethan Williams, resident.

RECOGNITION OF VISITORS & CITIZENS TO BE HEARD
None

MINUTES
No discussion or comments regarding the March 31, 2020 Regular Meeting Minutes, or the March 25, 2020 Emergency Meeting Minutes.

Comr. Nesvacil moved, seconded by Comr. Owen, to approve the March 31, 2020 Regular Meeting minutes and the March 25, 2020 Emergency Meeting Minutes. On voice vote the motion was approved 5-0.
PRESENTATIONS & INFORMATIONAL REPORTS
None.

OLD BUSINESS

Arlington Ridge Center Closeout Update
Dir. Rea address the Board with the following construction updates that have been completed since the last Board meeting:

- Fine tuning the new pool mechanicals and surge tank with manufacturer technicians, Schaefges Brothers, and FGM continues. Staff is attempting to coordinate the remaining surge tank work during the shutdown to limit interruption to swim programming.
- Staff continues to work with Mid-States concrete on the leaking precast panel. The spandrel piece over the northwest window will be drilled on the exterior when the weather warms up.
- ARC-1 Electric is onsite completing any remaining punch list items. They are adding door holdbacks that were missed to the set of doors adjacent the stairs that lead to the lower level in the east corridor.
- Flo-Tech Mechanical is onsite completing any punch list items that remain with any HVAC component.
- L-Marshall is addressing any remaining concerns from the roof overlay project.
- Only three contractors remain to submit final pay requests. Staff has held 5 invoices for payment from FGM Architects as we continue to discuss reimbursement for approved change orders that staff feels contain errors and omissions. One payout remains for Corporate Construction Services.

Dir. Rea and Exec. Dir. Fullerton explained that they had sent a letter to FGM, and continue to discuss the errors and omissions on the project that AHPD is looking for reimbursement.

Comr. Owen asked how much money are we holding back to resolve these issues. Dir. Rea stated $49,000. Exec. Dir. Fullerton stated that FGM has requested payment, after a future discussion with FGM, an update will be brought back to the Board.

NEW BUSINESS

Programming & Aquatic Operations for Summer of 2020
Exec. Dir. Fullerton introduced the challenges Staff will potentially face in this time of pandemic and what that may mean day to day for our operations for summer aquatics.

Supt. Neill shared that Arlington Heights is a swimming community. Summer of 2020 presents us with a unique challenge and some difficult decisions. Operating five outdoor pools is a massive undertaking under normal circumstances and significant resources are needed. AHPD employs approximately 400 teens and young adults. Of that number approximately 260 are lifeguards and within that number 200 are re-hires and 60 are new hires. There are six full time recreation staff focused on aquatic operations. The Park’s Department has three full time pool techs monitoring and responding to mechanical issues.

Supt. Neill shared questions and thoughts to consider:
- Will there be group size limitations that will make pool operations near impossible?
- What do we do with camps and programs?
• Summer training has been on hold. We are a month behind. Ramping up for summer aquatics operations will take time. Staff estimates it would take five weeks to prepare to open a pool.
• Should we go forgo summer pass sales and only do daily use only, $6.00, based on the fact that we may not have a season or a shortened season? With ARC memberships there are currently 9,042 individuals that have a pass to use an outdoor pool.
• When do we start summer pool pass sales and do we offer passes at a reduced rate? Pass sales traditionally start May 1.

Supt. Neil continued with four potential options for consideration as Staff navigates through these uncertain times.

President Leno acknowledged the work that was done to present these issues, and thanked Staff. President Leno would like to see past revenues to compare what might be lost when the Board may be asked to make the decision to open or close pools for the summer.

Comr. Nesvacil and Comr. Owen agreed that the CDC information is constantly changing and it will be hard to open with all the uncertainties.

Comr. Ploger is in favor of opening all five pools if the District is able to.

Vice President Gelinas stated it will be difficult to get maintenance done and staff trained with all the moving pieces of the pandemic.

**AHPD Budget 2020/2021**
Dir. Meyer shared that the budget binders where delivered to your homes today. The plan is to present to the Board at the May 12, 2020 Board Meeting and the Budget and Appropriation Ordinance will take place at the May 26, 2020 Board Meeting. The Budget has been posted on our website.

Exec. Dir. Fullerton shared her appreciation for Dir. Myers and Staff that have put in a lot time and effort into the budget.

**COVID-19 Operations**
Exec. Dir. Fullerton started by explaining that one of the only benefits to permanent part-time staff is IMRF. There is a very strong likelihood that part-time employees will not return to work in May and could possibly not return to work before September.

Supt. Klawitter further explained that losing a month of service credit is a great hardship to our employees. Employees that do not work in a month receive no service credit for that month and are not eligible for IMRF death or disability benefits while on temporary furlough. If they received a minimum of one hour they would receive service credit. A second option would be to offer the furloughed part-time employee a Benefit Protected Leave for any month without service credit due to COVID-19 between April 1, 2020 and December 31, 2020. A third option pay the part-time furloughed employees a minimal amount each month they are furloughed due to COVID-19 between April 1, 2020 and December 1, 2020.

Exec. Dir. Fullerton stated no decision is necessary regarding this tonight, this information will be brought back to the Board on April 28, 2020.
COVID-19 Full-Time Staff
Exec. Dir. Fullerton asked the Board to consider the options below for the full-time staff for the payroll period of April 19 – May 2, 2020.

Exec. Dir. Fullerton gave a high level overview of five options for Full-Time Staff:
1) Pay employees for the next two weeks, payroll period of April 19th – May 2nd
2) Pay employees for the next two weeks for work completed, and utilize PTO bank for remainder of the time, at the discretion of the employee’s Director
3) Salary reduction across the District
4) Furlough employees allowing them to use vacation, personal, and/or sick time for pay
5) Furlough employees with no use of vacation, personal, and/or sick time and no pay

MOVED INTO CLOSED SESSION

Comr. Nesvacil moved, seconded by Comr. Ploger to hold Closed Session for the appointment, employment, compensation, discipline, performance or dismissal of specific employees of the AHPD – 5ILCS 120/2(c)(1) and potential acquisition of Real Estate 5 ILCS 120/2(c)(5) at 7:41 p.m.

Roll was called with:
Ayes – Nesvacil, Ploger, Owen, Gelinas, Leno
Nays – None
Absent – None
Ayes – 5; Nays – 0; MOTION CARRIED

RECONVENED TO REGULAR MEETING

At 9:10 p.m. the Regular Meeting was reconvened and the following were present:


Comr. Nesvacil moved, seconded by Comr. Owen to extend full-time employee payroll for two weeks, April 19 – May 2, 2020 for employees able and willing to work. On voice vote the motion was approved 5-0.

President Leno indicated that full-time payroll will be reviewed in regard to the pandemic at the next Board Meeting on April 28, 2020.

PARK FOUNDATION
None.

DIRECTORS REPORTS
Exec. Dir. Fullerton shared that the Frontier Days committee was also meeting this evening. The committee, may potentially ask of the District if there was no festival, would the District allow the carnival to operate on our park property. Updates regarding this matter will be brought back to the Board at a future meeting.
MATTERS FROM COMMISSIONERS
President Leno, Comr. Owen and Vice President Gelinhas thanked the Staff for all the work on the Budget.

Comr. Nesvacil inquired about any feedback from the closures at Lake Arlington or Sunset Meadows. Dir. Meyer shared that it has been quite, and social media has been quite as well. Dir. Rea added that signage seems to be working as well.

President Leno added appreciation for Staff and their support of each other, understanding hardship among our community, state and nation.

ADJOURNMENT
Comr. Owen moved, seconded by Vice President Gelinhas, to adjourn at 9:18 p.m. On voice vote the motion was approved 5-0.

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Maryfran H. Leno, President
Board of Commissioners
Arlington Heights Park District

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Carrie A. Fullerton, Secretary
Board of Commissioners
Arlington Heights Park District

Date Approved