

GEAUGA PARK DISTRICT
October 22, 2008

The special meeting of the Geauga Park District Board was held on October 22, 2008 at The West Woods Nature Center, Russell Township, Ohio for the purpose of discussing compensation-related issues. The meeting was called to order at 4:00 p.m. President Robert McCullough was in the Chair. Board members Dr. Rzeszotarski and Mr. Leech were present.

Employees present:
Tom Curtin, Executive Director
Keith McClintock, Deputy Director
Robin Pilarczyk, Human Resource Manager

Visitors Present:
None

ADOPTION OF THE AGENDA

Dr. Rzeszotarski moved to adopt the revised agenda for the meeting.
Mr. Leech seconded the motion and the roll being called upon its adoption, the vote resulted as follows:

Mr. McCullough	Yes
Dr. Rzeszotarski	Yes
Mr. Leech	Yes

ADOPTION OF THE MINUTES

No minutes were presented for adoption at this time.

INTRODUCTION OF GUESTS

No guests were present.

COMMUNICATIONS TO THE BOARD

Mr. McCullough stated that he received a letter from Mr. Robert Takacs in regards to a proposed truck by-pass of Chardon. Mr. Curtin stated that he received the same letter.

Mr. Curtin presented a letter from Mary Lou Strathern thanking the Park District for the changes that have been made to the Sunnybrook Preserve Park plans. However, she further states her displeasure with the level of screening and mounding provided by Geauga Park District between her home and the improvements at Sunnybrook Preserve.

OPEN TO PUBLIC

There were no comments from the public.

UNFINISHED BUSINESS

There was no unfinished business to discuss.

EXECUTIVE SESSION

Dr. Rzeszotarski moved to enter into Executive Session at 4:10 p.m. for the purpose of discussing the compensation of Geauga Park District employees and the compensation of new personnel.

Mr. Leech seconded the motion and the roll being called upon its adoption, the vote resulted as follows:

Mr. McCullough	Yes
Dr. Rzeszotarski	Yes
Mr. Leech	Yes

The Board returned from Executive Session at 5:14 p.m. and the following was brought forward for resolution:

Dr. Rzeszotarski moved to provide Geauga Park District staff with a one time payment in consideration of recent economic challenges of \$600 for full-time employees and \$300 for part-time employees to be distributed in the second pay of November, 2008.

Mr. Leech seconded the motion and the roll being called upon its adoption, the vote resulted as follows:

Mr. McCullough	Yes
Dr. Rzeszotarski	Yes
Mr. Leech	Yes

Dr. Rzeszotarski moved to implement the pay scale adjustments for 2009 recommended in the Compensation Project Update by Chris Belz of Belz & Associates, Inc. commencing with the first pay period of 2009, and to adjust the pay ranges to reflect mid-market positioning.

Mr. Leech seconded the motion and the roll being called upon its adoption, the vote resulted as follows:

Mr. McCullough	Yes
Dr. Rzeszotarski	Yes
Mr. Leech	Yes

The Board directed Management to review where each employee falls within their respective pay range and to make adjustments where needed based on years of service and recommendations made by Chris Belz of Belz & Associates, Inc.

Dr. Rzeszotarski moved: 1) to maintain the current health care benefits package for all Geauga Park District employees; 2) pick-up the 8.8 percent increase in premiums; and 3) implement a vision reimbursement plan for all employees for a one year trial period which provides up to \$200 in reimbursement for non-covered, prescription eye-care expenses for full-time employees and up to \$100 in reimbursement for non-covered, prescription eye-care expenses for part-time employees.

Mr. Leech seconded the motion and the roll being called upon its adoption, the vote resulted as follows:

Mr. McCullough	Yes
Dr. Rzeszotarski	Yes
Mr. Leech	Yes

The Board directed the Executive Director to hold a special all-staff meeting to review: 1) the changes in the compensation system; 2) the changes in the vision benefits package; and 3) the results of the employee survey.

The Board also discussed their desire to create a second Development Officer position within the organization to enhance the Park's ability to bring in grants, donations, special project fund raising and planned giving.

REPORTS FROM COMMITTEES OF THE BOARD

There were no reports from committees of the Board.

REPORTS FROM OFFICERS AND EMPLOYEES OF THE BOARD

Tom Curtin brought to the Board's attention the desire of a resident in Bainbridge Township to donate a trail easement to Geauga Park District which would provide a connection from Frohring Meadows Park to the Ellerin property.

Dr. Rzeszotarski made a motion allowing the Executive Director to enter into negotiations for possible land acquisition in Bainbridge Township.

Mr. Leech seconded the motion and the roll being called upon its adoption, the vote resulted as follows:

Mr. McCullough	Yes
Dr. Rzeszotarski	Yes
Mr. Leech	Yes

Tom Curtin stated that Geauga Park District received a letter from the International Dark-Sky Association providing the provisional certification of Geauga Park District's Observatory Park as a Silver Tier International Dark Sky Park.

The meeting adjourned at 5:31 p.m.

SUNSHINE LAW COMPLIANCE

The rules of the Park Board were complied with by sending notice pursuant to the rules adopted by the Board.

Respectfully submitted,

Thomas G. Curtin, Executive Director

Robert McCullough, President