

**GEAUGA PARK DISTRICT  
BOARD OF PARK COMMISSIONERS  
SPECIAL BOARD MEETING MINUTES  
December 16, 2014**

The special meeting of the Geauga Park District Board was held December 16, 2014 at the Meyer Center, Chardon Twp., Ohio. The meeting was called to order at 1:40 p.m. President Mary Ruth Shumway was in the Chair. Commissioners Brian Johnston and William Gertz were present.

President Mary Ruth Shumway called the meeting to order. The Pledge of Allegiance was recited.

<b>Park District Employees</b>	<b>GUESTS</b>
John Oros, Interim Director	See EXHIBIT "A"
Anna McDonald, Executive Administrative Assistant	
Aaron Young, Director of Planning & Operations	
Michele Pennell, Director of Business & Visitor Services	
Robin Pilarczyk, HR Manager	
Matt McCue, Planning & NRM Manager	

**PUBLIC SURVEY**

Mr. McCue provided the Board with an update on the objectives of the county-wide survey, as follows:

- Assessing residents reasons for visiting or not visiting G.P.D. Parks or Facilities.
- Exploring residents attitudes toward outdoor experiences and recreation opportunities
- Identifying trends, community needs, and interest related to Parks, Open Space, and Watershed Protection
- Identifying Programming opportunities and gaps within the Park District and Community
- Determine how residents get their information about the Park District
- Identifying improvements residents would like to see in the Park District in the next 10 years

He added that the survey is part of the over-all planning process and that this information would be reviewed to help formulate the future direction of the Geauga Park District.

**EXECUTIVE DIRECTOR JOB SEARCH UPDATE**

Ms. Pilarczyk advised that the job description for the position of Executive Director will be posted for a minimum of thirty (30) days. It will be posted on the Park District website and various professional websites including the Ohio Parks and Recreation websites.

**2015 EMPLOYEE COMPENSATION AND RANGER CONTRACT**

Mr. Oros suggested the Board make a motion to go into Executive Session to discuss 2015 Employee Compensation and Ranger Contract.

**EXECUTIVE SESSION**

Mr. Gertz made a motion to enter Executive Session to discuss 2015 Employee Compensation and the Ranger Contract.

Mr. Johnston seconded the motion and after roll-call voice vote, the motion was approved 3 – 0:

Mrs. Shumway	Yes
Mr. Johnston	Yes
Mr. Gertz	Yes

The Board entered Executive Session at 1:46 p.m.

The Board came out of Executive Session at 2:45 p.m. The following items were brought forward.

Mrs. Shumway made a motion to indicate that the Board did not accept the tentative Agreement between Geauga Park District and the Rangers and negotiations will continue.

Mr. Gertz seconded the motion and after roll-call voice vote, the motion was approved 3 – 0:

Mrs. Shumway	Yes
Mr. Johnston	Yes
Mr. Gertz	Yes

Mrs. Shumway made a motion to approve the proposed wage adjustments for 2015.

Mr. Johnston seconded the motion and after roll-call voice vote, the motion was approved 2 – 0:

Mrs. Shumway	Yes
Mr. Johnston	Yes
Mr. Gertz	No

Mrs. Shumway entertained the following comments from the public:

Mr. Buckles stated that he is disturbed regarding the Board rescheduling Board meetings, calling unscheduled meetings and changing the 2015 Board meeting to the afternoon. He added that staff should be asked to make adjustments to their schedules so that the meetings can be held at a time that does not require the public to take time off of work to attend. Mrs. Shumway responded that a question regarding Board meeting time could be included in the public survey. Mr. Buckles indicated his concern that the public survey would not contain any questions regarding the public's attitude regarding conservation and preservation of the parks. Mrs. Shumway repeated the following item from Mr. McCue's presentation:

- Identifying trends, community needs, and interest related to Parks, Opens Space, and Watershed Protection

Joy Keco inquired as to who was sitting at the table and his connection to the organization. David Ondrey introduced himself advising he is an attorney with Thrasher Dinsmore and Dolan, legal advisors to the Geauga County Park District.

Sandra Buckles inquired if the description for the position of Executive Director has been published. Mrs. Shumway stated that was part of the discussions earlier wherein the Board approved going forward with the posting. Ms. Pilarczyk advised the description will be posted on the Park District website.

Mr. Johnston made a motion to adjourn the meeting.

Mrs. Shumway seconded the motion and after roll-call voice vote, the motion was approved 3 – 0:

Mrs. Shumway	Yes
Mr. Johnston	Yes
Mr. Gertz	Yes

The meeting was adjourned at 2:51 p.m.

**SUNSHINE LAW COMPLIANCE**

It is declared that notification of this meeting and any business conducted therein by the Geauga Park District Board of Commissioners was in compliance with Ohio's Sunshine Laws.

Respectfully submitted,

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John Oros, Interim Director

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Mary Ruth Shumway, President

Exhibit A

GEAUGA PARK DISTRICT  
 Board of Park Commissioners  
 The Meyer Center  
 December 16, 2014 - SPECIAL

Name	Organization/Company
Joy Keco	OHC
NORA STANTON	OHC
Sandy & Ed Buckles	Troy Protect Geauga Parks
MATHY FLORA	THOMPSON
Shelley	"
Susan Shire	S. Tunell
Paul Kiphriger	S. Tunell
K Swartz	Parkman Twp.
Brenda Mosbrug	Protect Geauga Park
Linda Gardens Goughin	Hambden
Gayle & Jim Wohlker	Protect Geauga Parks
MIKE NOLAN	CLARENDON/PROTECT G. PARK
Joe Koziel	Tines
Kathy Hamerton	CHANDLER TWP
Catherine Whittept	Munson Jwp
Albert Whittept	" "
Jo Fedor	Novelty OH
STAN PICKOS	Newbury
Jamie E Pletcher	Pletcher
FRAN CVBERA	Newbury
Jane McCullam	Newbury
Betsy Luss	Chagrin Falls
John Augustina	Parkman Resident

**Geauga Park District**  
**2015 Salary Budget Estimates**  
**Revised December 17, 2014**  
**After Speical Board meeting December 16, 2014**

Row Labels	Sum of 2015 Adjusted Salary	Sum of Hospital	Sum of OPERS	Sum of Medicare	Sum of Uniform Allowance	Total
<b>BVSD</b>	<b>854,750.34</b>	<b>173,189.28</b>	<b>119,665.05</b>	<b>12,393.88</b>	<b>2,200.00</b>	<b>1,162,198.54</b>
12-Finance	174,828.26	44,622.00	24,475.96	2,535.01	300.00	246,761.23
13-Naturalist	421,395.03	78,354.96	58,995.30	6,110.23	1,300.00	566,155.53
14-IT	99,523.94	20,464.32	13,933.35	1,443.10	200.00	135,564.71
15-Communications	159,003.09	29,748.00	22,260.43	2,305.54	400.00	213,717.07
<b>EAD</b>	<b>261,158.66</b>	<b>59,496.00</b>	<b>36,562.21</b>	<b>3,786.80</b>	<b>900.00</b>	<b>361,903.68</b>
01-Administration	261,158.66	59,496.00	36,562.21	3,786.80	900.00	361,903.68
<b>Other</b>	<b>85,000.00</b>			<b>1,232.50</b>		<b>86,232.50</b>
99-Other	85,000.00			1,232.50		86,232.50
<b>POD</b>	<b>1,271,096.12</b>	<b>266,227.20</b>	<b>177,953.46</b>	<b>18,430.89</b>	<b>7,325.00</b>	<b>1,741,032.67</b>
26-Grounds/Facilities	887,661.24	186,266.88	124,272.57	12,871.09	5,925.00	1,216,996.78
27-Planning/NRM	383,434.88	79,960.32	53,680.88	5,559.81	1,400.00	524,035.88
<b>RD</b>	<b>661,040.64</b>	<b>126,479.28</b>	<b>112,107.22</b>	<b>9,585.09</b>	<b>13,000.00</b>	<b>922,212.23</b>
38-Ranger	661,040.64	126,479.28	112,107.22	9,585.09	13,000.00	922,212.23
<b>Grand Total</b>	<b>3,133,045.76</b>	<b>625,391.76</b>	<b>446,287.93</b>	<b>45,429.16</b>	<b>23,425.00</b>	<b>4,273,579.61</b>

**Geauga Park District  
2015 Salary Budget Estimates  
Revised December 17, 2014  
After Special Board meeting December 16, 2014**

Name	Division	Department	Title	Years w/park	Hours Allocated	2014 Hourly Rate	Cost of Living Raise	Additional Structure Adjustment	2015 Hourly Rate	2015 Adjusted Salary	Notes
Oros, John	EAD	01-Administration	Interim Director	24	2080	\$41.35	3.50%		\$44.19	91,915.20	per JO add \$1500 to AY and MP salary + 3.5%
Young, Aaron	POD	27-Planning/NRM	Director of Planning & Ops	10	2080	\$42.00	-		\$42.00	87,360.00	
Pennell, Michele	BVSD	12-Finance	Director of Bus/Vis Services	11	2080	\$42.00	-		\$42.00	87,360.00	
TBD	RD	38-Ranger	Chief Ranger - TBD	1	2080	\$35.06	-		\$35.06	72,924.80	contingent upon approved Union contract
McCue, Matt	POD	27-Planning/NRM	Planning Manager	7	2080	\$32.19	3.50%	1.5%	\$33.80	70,302.96	pay structure adjustment
Pilarczyk, Robin	EAD	01-Administration	HR Manager	14	2080	\$29.12	3.50%		\$30.14	62,689.54	
Pira, Paul	POD	27-Planning/NRM	Park Biologist	11	2080	\$29.11	3.50%		\$30.13	62,668.01	
Best, Dan	BVSD	13-Naturalist	Naturalist	28	2080	\$28.39	-	2,000.00	\$28.39	61,051.20	Lump sum longevity included
Bellas, Brett	POD	26-Grounds/Facilities	Grounds & Facility Manager	11	2080	\$28.13	3.50%		\$29.11	60,558.26	
Lombardy, Donald	BVSD	14-IT	IT Manager	8	2080	\$27.73	3.50%		\$28.70	59,697.14	
Frantz, Allan	RD	38-Ranger	Sgt. Ranger	3	2080	\$26.27	-		\$26.66	59,612.80	contingent upon approved Union contract
TBD	RD	38-Ranger	Sgt. Ranger - TBD	1	2080	\$26.27	-		\$26.66	59,612.80	
Kolar, John	BVSD	13-Naturalist	Chief Naturalist	15	2080	\$25.90	3.50%	1.5%	\$27.20	56,565.60	Performance based raise
Bradt-Barnhart, Judy	BVSD	13-Naturalist	Naturalist II	26	1248	\$26.38	1.50%		\$26.78	33,416.07	Reduce hours to 24 hours per week in 2015
Ward, Sandy	BVSD	15-Communications	Communications Specialist	5	2080	\$25.10	3.50%		\$25.98	54,035.28	
Benesh, Mike	RD	38-Ranger	Ranger	7	2080	\$22.66	-		\$25.59	53,227.20	contingent upon approved Union contract
Kaillburn, James	RD	38-Ranger	Ranger	4	2080	\$23.74	-		\$25.59	53,227.20	contingent upon approved Union contract
Kerr, Brian	RD	38-Ranger	Ranger	2	2080	\$22.66	-		\$25.59	53,227.20	contingent upon approved Union contract
McKinnon, Larry	RD	38-Ranger	Ranger	18	2080	\$24.25	-		\$25.59	53,227.20	contingent upon approved Union contract
Sloan, Dennis	RD	38-Ranger	Ranger	9	2080	\$23.72	-		\$25.59	53,227.20	contingent upon approved Union contract
Weisbarth, Denise	RD	38-Ranger	Ranger	18	2080	\$24.00	-		\$25.59	53,227.20	contingent upon approved Union contract
Freno, Gloria	BVSD	12-Finance	Finance Manager	5	2080	\$24.00	3.50%		\$24.84	51,667.20	
Huntziker, Ed	RD	38-Ranger	Ranger	1	2080	\$22.00	-		\$24.59	51,147.20	contingent upon approved Union contract
Gingrich, Tami	POD	27-Planning/NRM	Research Assistant	26	2080	\$23.15	3.50%		\$23.96	49,837.32	
George, Steve	POD	26-Grounds/Facilities	Construction Foreman	8	2080	\$22.92	3.50%		\$23.72	49,342.18	
Runion, Teresa	BVSD	15-Communications	Special Events Coordinator	25	2080	\$22.66	3.50%		\$23.45	48,782.45	
Liptak, Vicki	BVSD	15-Communications	Graphic Designer	7	1456	\$22.71	1.50%		\$23.05	33,561.75	
Salo, Tom	POD	26-Grounds/Facilities	Construction Tech	17	2080	\$22.15	3.50%		\$22.93	47,684.52	
Shipman, Isaiiah	POD	26-Grounds/Facilities	Construction Tech	16	2080	\$22.15	3.50%		\$22.93	47,684.52	
Drockton, Dottie	BVSD	13-Naturalist	Naturalist	17	2080	\$22.15	3.50%		\$22.93	47,684.52	
Rose, Michael	RD	38-Ranger	Ranger	2	2080	\$19.06	-		\$22.59	46,987.20	contingent upon approved Union contract
Fyfe, Rod	POD	26-Grounds/Facilities	Maint Tech II	25	2080	\$21.73	3.50%		\$22.49	46,780.34	
Harry, Shawn	POD	26-Grounds/Facilities	Maintenance Foreman	19	2080	\$21.15	3.50%	1.5%	\$22.21	46,191.60	pay structure adjustment
Mansfield, Tom	POD	26-Grounds/Facilities	Maintenance Foreman	23	2080	\$21.15	3.50%	1.5%	\$22.21	46,191.60	pay structure adjustment
Lange, Bob	POD	27-Planning/NRM	Land Steward	10	2080	\$20.96	3.50%	1.5%	\$22.01	45,776.64	pay structure adjustment
Maksim, Chris	POD	26-Grounds/Facilities	Maintenance Foreman	7	2080	\$20.60	3.50%	1.5%	\$21.63	44,990.40	pay structure adjustment
McDonald, Anna	EAD	01-Administration	Executive Administrative Assistant	3	2080	\$20.51	3.50%		\$21.23	44,153.93	
Wolfe, Denise	BVSD	13-Naturalist	Program Coordinator	15	2080	\$20.50	3.50%		\$21.22	44,132.40	
Sindelar, Nora	BVSD	13-Naturalist	Naturalist	12	2080	\$20.38	3.50%		\$21.09	43,874.06	
TBD	POD	27-Planning/NRM	Park Planner - TBD	1	2080	\$20.87	0.00%		\$20.87	43,409.60	
TBD	RD	38-Ranger	PT Ranger - TBD	1	1248	\$19.06	-		\$20.59	25,696.32	contingent upon approved Union contract
TBD	RD	38-Ranger	PT Ranger - TBD	1	1248	\$19.06	-		\$20.59	25,696.32	contingent upon approved Union contract
Tvergyak, Jerome	POD	26-Grounds/Facilities	Maintenance Tech II	16	2080	\$19.56	3.50%		\$20.24	42,108.77	
Geiss, Hans	POD	26-Grounds/Facilities	Maintenance Tech II	16	2080	\$19.27	3.50%		\$19.94	41,484.46	
Gilbert, Linda	BVSD	13-Naturalist	Naturalist	10	2080	\$19.20	3.50%		\$19.87	41,333.76	
Valko, Mike	POD	26-Grounds/Facilities	Maint. Tech II/Facility Maint.	13	2080	\$19.06	3.50%		\$19.73	41,032.37	
Mentrek, Christopher	BVSD	13-Naturalist	Naturalist	3	2080	\$19.01	3.50%		\$19.68	40,924.73	
Firem, Joel	POD	27-Planning/NRM	Land Steward	11	1248	\$19.01	1.50%		\$19.30	24,080.35	Reduce hours from 32 to 24 in 2015
Beamer, Lucas	BVSD	14-IT	IT Assistant FT	2	2080	\$18.50	3.50%		\$19.15	39,826.80	
Wheaton, Kerri	BVSD	13-Naturalist	Naturalist	2	2080	\$18.46	3.50%		\$19.11	39,740.69	
Sauder, Holly	BVSD	15-Communications	Volunteer Coordinator and Special	10	1248	\$17.86	1.50%		\$18.13	22,623.62	
Cross, Matthew	POD	26-Grounds/Facilities	Maintenance Tech II	11	2080	\$16.82	3.50%		\$17.41	36,210.10	
Sweeney, Dawn	BVSD	12-Finance	Finance Assistant	4	2080	\$16.63	3.50%		\$17.21	35,801.06	
Farrar, Matt	POD	26-Grounds/Facilities	Maintenance Tech I	8	2080	\$15.57	3.50%		\$16.11	33,519.10	
Robbins, Tom	POD	26-Grounds/Facilities	Maintenance Tech I	7	2080	\$15.57	3.50%		\$16.11	33,519.10	
Slepko, Joe	POD	26-Grounds/Facilities	Maintenance Tech I	7	2080	\$15.57	3.50%		\$16.11	33,519.10	
Inks, Joshua	POD	26-Grounds/Facilities	Maintenance Tech I	3	2080	\$14.66	3.50%		\$15.17	31,560.05	
Krigbaum, Wesley	POD	26-Grounds/Facilities	Maintenance Tech I	3	2080	\$14.66	3.50%		\$15.17	31,560.05	
Unknown	POD	26-Grounds/Facilities	Maintenance Tech I	1	2080	\$15.00	0.00%		\$15.00	31,200.00	
Burns, Hailey	POD	26-Grounds/Facilities	Maintenance Tech I PT	2	1248	\$14.66	1.50%		\$14.88	18,570.12	Part-time
Farrow, Samuel T	POD	26-Grounds/Facilities	Maintenance Tech I PT	2	1248	\$14.66	1.50%		\$14.88	18,570.12	Part-time
Petrof, Michael	POD	26-Grounds/Facilities	Maintenance Tech I PT	3	1248	\$14.66	1.50%		\$14.88	18,570.12	
Bratnick, Anna	EAD	01-Administration	Receptionist	1	1248	\$10.43	3.50%	16.80%	\$12.50	15,600.00	Industry wage adjustment
Hickox, Grace	EAD	01-Administration	Receptionist	1	1248	\$10.43	3.50%	16.80%	\$12.50	15,600.00	Industry wage adjustment
Kidon, David	EAD	01-Administration	Receptionist	1	1248	\$10.43	3.50%	16.80%	\$12.50	15,600.00	Industry wage adjustment
Rauch, Stacey	EAD	01-Administration	Receptionist II	1	1248	\$10.75	3.50%	16.80%	\$12.50	15,600.00	Industry wage adjustment
Seasonal Staff	BVSD	13-Naturalist	Seasonal - Camp Instructor	1	384	\$11.00	-		\$11.00	4,224.00	Wages reimb by Foundation
Seasonal Staff	BVSD	13-Naturalist	Seasonal - Camp Instructor	1	384	\$11.00	-		\$11.00	4,224.00	Wages reimb by Foundation
Seasonal Staff	BVSD	13-Naturalist	Seasonal - Camp Instructor	1	384	\$11.00	-		\$11.00	4,224.00	Wages reimb by Foundation
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal Intern - NRM	1	800	\$9.75	-		\$9.75	7,800.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal Intern - NRM	1	800	\$9.75	-		\$9.75	7,800.00	
Berkey, Mason	POD	26-Grounds/Facilities	Maintenance Tech I - Intern	1	640	\$9.46	-		\$9.46	6,054.40	Intern
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - North	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - North	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - North	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - South	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - South	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - South	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - West	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - West	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - West	1	800	\$9.05	-		\$9.05	7,240.00	
Seasonal Staff	POD	26-Grounds/Facilities	Seasonal - West	1	800	\$9.05	-		\$9.05	7,240.00	
TBD	EAD	01-Administration	Deputy Director - TBD	1	2080	\$0.00	-		\$0.00	-	
TBD	EAD	01-Administration	Executive Director	1	2080	\$0.00	-		\$0.00	-	Salary TBD with search by HR manager
Other	Other	99-Other	Personal time payout (estimate)							25,000.00	
Other	Other	99-Other	Uniform allowance							25,000.00	
Other	Other	99-Other	Overtime pay (estimate)							20,000.00	
Other	Other	99-Other	Unknown - separations							15,000.00	