



Geneva Park District

Short and Long Range Plan

Annual Goals & Objectives

2021/22 Update

Mission Statement

The mission of the Geneva Park District is to provide recreational programs, facilities, and open space that will enhance the quality of life for residents of all age groups and abilities.

Vision Statement

We aspire to enhance the quality of our community by providing exceptional recreation programs, facilities, and open space which inspire residents to live their Best Life.

Value Statements**I. Customer Commitment**

We will strive to exceed customers' expectations by delivering professional, helpful, efficient, and friendly service during all interactions.

II. Responsible Leadership

We will strive to hire and retain quality employees through the promotion of staff development and continuing education in the pursuit of maintaining professional staff.

III. Fiscal Responsibility

We will earn the public's trust by maintaining financial health, stability, and transparency in providing cost effective services that maximize value to the taxpayer.

IV. Safety

We will provide a safe environment through exceptional training and constant evaluation of risk management practices.

V. Community Collaboration

We will work collaboratively with all community partners, both public and private, to share resources and ideas that will build strategic alliances to enhance our community.

VI. Innovation

We will remain steadfast in continuously evolving to meet the needs of the community by providing relevant and innovative programs, events, facilities, and parks.

VII. Stewardship & Sustainability

We will minimize our impact on the environment by implementing best practices, and by promoting environmental education leading to a lifelong commitment to conservation.

Summary of Goals

1. The Geneva Park District will provide a safe environment at all programs, properties, and facilities.
2. The Geneva Park District will attempt to construct new facilities and acquire additional open space for park sites and facilities to meet the needs of District residents.
3. The Geneva Park District will provide and maintain a quality system of existing parks, trails and facilities by updating and improving each site as per recent surveys and the Master Plan.
4. The Geneva Park District will provide creative programs and facilities to meet the needs of its residents as influenced by evaluations, surveys, the Master Plan and other research tools.
5. The Geneva Park District will continue cooperative efforts with other governmental agencies and local service organizations to build strategic alliances. Functioning as a best management organization requires strong partnerships as a way of developing value for the taxpayers.
6. The Geneva Park District will continue to meet population growth demands by hiring additional personnel as needed, by retaining competent present personnel, and by training new personnel accordingly. The District is an equal opportunity employer and provides equal employment opportunities to all qualified persons. We will assure that the workplace culture for our employees fosters professional growth and assures an overall positive working atmosphere. We will dedicate ourselves toward enhanced use of technology by making improvements to the communications network, when necessary.
7. The Geneva Park District will offer educational programs, classes, and stewardship opportunities that increase the environmental literacy of residents and will adopt environmentally friendly business practices that are fiscally responsible to conserve resources, educate the community and provide best practices in resource management and sustainability.
8. The Geneva Park District will strive to strengthen and maintain fiscal health and stability. Availability of funding and overall good financial health is a prerequisite for carrying out the goals and objectives of the District.

Short/Long Range Goals & Objectives

Geneva Park District		Annual Goals and Objectives	
Goal #1	The Geneva Park District will provide a safe environment at all programs, properties, and facilities.		
DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION	SHORT-TERM		
	• Create spreadsheet for incident/accident report recording. • Complete and implement reasonable suspicion training. • Maintain annual files in conjunction with the PDRMA loss review.	2020-2021	C
		2020-2021	C/Ongoing
		2020-2021	Ongoing
	• Research & adopt Pandemic policy/procedures.	2020-2021	P/C
	LONG-TERM		
	• Prepare for PDRMA Review in 2022-23.	2022-2024	
PARKS	SHORT-TERM		
	• Implement electronic work order and asset management system for facility inspection and repair. • Remove Osage Orange and Ash trees from Washburn Park. • Confined Space Training.	2017-2021	C
		2020-2022	PC
		2020-2021	C
	• Address water intrusion issues at Island Park.	2020-2022	PC
	• Implement a new ADA transition plan to obtain compliance for all facilities, parks and services (postponed due to COVID)	2014-2021	COVID
RECREATION	SHORT-TERM		
	• Complete BASSETT training for entire Recreation Department. • Revise safety program in-line with PDRMA Review and Recommendations. • Implement updated monthly facility checklists at Community Centers. • Increase safety awareness procedures to all patrons.	2020-2021	C
		2020-2021	C
		2020-2021	C
		2020-2021	C/Ongoing
	LONG-TERM		
	• N/A		
FACILITIES	SHORT-TERM		
	• Install surveillance cameras at Parks fuel stations. • Implement Master Key system for buildings. • Customize facility inspection checklist for preventative maintenance.	2019-2020	C
		2020-2021	PC
		2020-2021	PC
	LONG-TERM		
	• Research outdoor surveillance cameras at facilities.	2020-2021	PC
	• Update Confined Space Policy.	2021-2022	

Geneva Park District		Annual Goals and Objectives	
Goal #2	The District will attempt to construct new facilities and acquire additional open space for new park sites and facilities to meet the needs of District residents.		
DEPARTMENT	OBJECTIVES	YEAR	STATUS
PARKS	SHORT-TERM		
	<ul style="list-style-type: none">• Complete construction of new restrooms at Peck Farm Park.• Research orientation barn ceiling replacement.• Complete develop of all units of Phase III and IV at Peck Farm Park including paved trails.• Complete Fourth Street Park playground replacement.• Complete Bricher Park playground replacement.• Research Skate Park replacement.• Aquire land west of Randall Rd for future Community Park site.• Complete Library Park playground.• Complete Garden Club Park redesign and Phase I.	2018-2020	C
		2020-2021	COVID
		2016-2021	C
		2019-2021	C
		2019-2021	C
		2019-2022	COVID
		2020-2021	COVID
		2019-2021	C
		2020-2021	PC-COVID
	LONG-TERM		
	<ul style="list-style-type: none">• Research development of Art in the Park Program at Bennett North.• Research new dog friendly elements at some parks.• Identify & pursue bike path connections such as Trout Farm (Batavia) bike path to the south across McKee Street to connect with Batavia Park District Trail, and west on Keslinger from Randall Rd.• Research plans to renovate Gray Barn @ Peck Farm Maintenance.• Complete Wheeler west bike path through to State St.	2016-2022	PC
		2019-2021	PC
		2015-2021	PC
		2020-2023	
		2017-2021	PC
RECREATION / FACILITIES	SHORT-TERM		
	<ul style="list-style-type: none">• Review renovating & expanding Stone Creek Mini Golf to include expanded concessions.• Complete SRFC sign replacement.	2018-2023	PC
		2020-2021	C
	LONG-TERM		
	<ul style="list-style-type: none">• Outdoor pool third phase expansion to include lap lanes & activities for older children.• Install Sprayground at Sunset Pool.• Renovate locker rooms @ Sunset Pool, include family restroom.• Research options to replace the Kids Korral Indoor Playground at SPRC.	2020-2023	PC
		2018-2020	C
		2021-2023	COVID
		2018-2023	PC

Geneva Park District	Annual Goals and Objectives
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Goal #3 The District will provide and maintain a quality system of existing parks and facilities by updating and improving each site per the most recent Community Survey and Master Plan.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
PARKS	SHORT-TERM		
	• Add play/climbing area to Peck Ball Fields.	2020-2021	COVID
	• Map all memorial trees with GIS and develop maintenance plan.	2020-2021	PC
	• Complete new park sign design and replace as needed.	2020-2021	PC
	• Restore historic windows & front door of Peck House (Phased Project).	2016-2021	C
	• Update interpretive signage at Peck Farm Park.	2019-2021	C
	• Investigate resurfacing Sunset bathhouse and Sprayground.	2020-2021	
	• Investigate cost and work schedule to repair basement of Peck House.	2019-2020	C
	• Research adding Pickleball courts to Don Forni Park.	2019-2021	C
	LONG-TERM		
	• Complete a tree audit system to account for new plantings, maintenance & removals, as well as the location of all memorials.	2015-2021	PC
	• Plant Oak Savannah at Peck North.	2020-2023	PC
	• Develop Peterson property.	2018-2025	
	• Exercise stations at parks and adult playground or fitness centers.	2020-2025	
	• Construct pickleball courts @ Don Forni Park.	2020-2022	
	• Final plan for Bennett North property.	2018-2021	
	• Restore Good Templar Acquisition Property.	2015-2021	PC
	• Work with UP on retaining wall between south access road at Island Park and railroad property.	2015-2023	PC
RECREATION / FACILITIES	SHORT-TERM		
	• Prepare sign audit and replacement at Stone Creek Miniature Golf.	2020-2021	
	• SCC roof replacement.	2016-2021	C
	• SCC HVAC replacement.	2016-2021	C
	• Sunset Phase 3 Improvements including parking lot and addressing ADA issues in front walkway.	2020-2021	PC
	• Wheeler Park Recreational Support Facility (Mini Golf Hut).	2019-2022	PC
	LONG-TERM		
	• Install pickleball lines on some tennis courts.	2019-2021	C/Ongoing
	• Update Sunset Pool locker rooms.	2020-2023	

Geneva Park District		Annual Goals and Objectives		
Goal #4	The Geneva Park District will provide creative programs and facilities to meet the needs of its residents per the surveys, Master Plan and other research tools.			
DEPARTMENT	OBJECTIVES	YEAR	STATUS	
ADMINISTRATION/ FINANCE	SHORT-TERM			
	• Review programs and the registration process for possible updates and computer technology upgrades.	2019-2021	C/Ongoing	
	• Utilize widely used email/text messaging as a communication link with program participants.	2018-2021	PC	
	LONG-TERM			
	• N/A			
RECREATION	SHORT-TERM			
	• Increase search engine optimization for all facilities.	2020-2022		
	• Eliminate AOA variety programming and re-brand to be inclusive of all adults.	2018-2021	PC	
	• Increase programming and camp participation at Peck Farm Park to increase revenue by 10% per year.	2016-2021		
	• Offer Full day camp option @ Peck Farm.	2020-2021	C	
	• Research "drop-in" option for fitness programs.	2019-2021	C	
	• Offer outdoor pickleball league.	2020-2021		
	• Increase birthday party revenue at all facilities.	2020-2021	Inc	
	• Evaluate Halloween events for future viability and growth.	2019-2021	C/O	
	• Re-brand entire district to "BestLife".	2020-2021	Ongoing	
	• Increase opportunities beyond affiliates with special interest groups & private sector organizations.	2020-2022		
	• Develop customer loyalty program.	2020-2022		
	• Expand "Welcome" program for new residents.	2020-2022		
		LONG-TERM		
		• N/A		
FACILITIES	SHORT-TERM			
	• Complete District wide community survey.	2020-2021	COVID	
	• Expansion of girls sports leagues and/or "Travel".	2017-2021	PC	
	• Introduce new marketing campaign & staff training at fitness centers.	2018-2021	C/Ongoing	
	• Complete renovation plan for Skate Park.	2020-2022	COVID	
	• Increase special events at pools.	2019-2021	Ongoing	
	• Develop additional pandemic guidelines to continue offering all programs, events and facility usage.	2020-2022		
		LONG-TERM		
	• Complete 10 year Master Plan.	2023-2024		
PARKS	SHORT-TERM			
	• Develop Oak Savannah at Peck North.	2020-2022	PC	
	• Acorn collection/planting with a spring giveaway.	2020-2021		

Geneva Park District	Annual Goals and Objectives
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Goal #5 The Geneva Park District will continue cooperative efforts with other governmental agencies and local service organizations to build strategic alliances. Functioning as a best management organization requires strong partnerships as a way of developing value for the taxpayers.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION-FINANCE	SHORT-TERM		
	• N/A		
	LONG-TERM		
PARKS	• N/A		
	SHORT-TERM		
	• Chainsaw Training.	2020-2021	C/Ongoing
	• Work with Garden Club on re-design of park.	2019-2021	PC
	• Burn Training.	2020-2021	C/Ongoing
	LONG-TERM		
	• Promote cooperative training with other "like" agencies.	2019-2021	C/Ongoing
	• Research cooperative use of equipment between "like" agencies.	2019-2021	PC/Ongoing
RECREATION	• Equipment Training.	2020-2021	PC/Ongoing
	SHORT-TERM		
	• Develop partnerships with private businesses to increase participation and awareness.	2020-2022	Ongoing
	• Increase presence/awareness at community wide events.	2020-2021	Ongoing
	LONG-TERM		
	• N/A		

Geneva Park District	Annual Goals and Objectives
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Goal #6 The Geneva Park District will continue to meet population growth demands by hiring additional personnel as needed, by retaining competent present personnel, and by training new personnel accordingly. The District is an equal opportunity employer and provides equal employment opportunities to all qualified persons. We will assure that the workplace culture for our employees fosters professional growth and assures an overall positive working atmosphere. We will dedicate ourselves toward enhanced use of technology by making improvements to the communications network, when necessary.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION-FINANCE	SHORT-TERM		
	• Update employee policies, procedures and training concerning legalization of cannabis on Jan 1, 2020.	2019-2021	C
	• Develop new onboarding & offboarding employee programs.	2018-2020	C
	• Continue training and promoting a strong work place culture including inter-department interactions.	2020-2021	C/Ongoing
	• Provide full-time employees wellness training in managing COVID-19 related stress in the workplace and in personal lives.	2020-2021	C/Ongoing

PARKS	LONG-TERM		
	• Natural Resource Permanent Part-Time Position.	2020-2021	COVID
	SHORT-TERM		
	• Train Park II staff in the trades.	2020-2022	C
	• Investigate a phone app for playground safety inspection record keeping.	2019-2021	
RECREATION	LONG-TERM		
	• Tablets with data plan to get real time work recorded.	2020-2023	
	• Research GIS planning intern.	2020-2023	
	SHORT-TERM		
	• Continue to implement ID Badges for all GPD employees.	2019-2021	PC/O
FACILITIES	• Incorporate event specific training for volunteers.	2020-2021	C/Ongoing
	• Complete and implement intern program.	2019-2021	PC
	• Develop Employee Wellness program.	2020-2022	
	LONG-TERM		
	• Research reorganization of Recreation Department to include Assistant Superintendent position.	2020-2022	C
FACILITIES	SHORT-TERM		
	• Cross-train front office staff at both facilities.	2019-2021	C/Ongoing
	LONG-TERM		
	• N/A		

Geneva Park District	Annual Goals and Objectives
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Goal #7 The Geneva Park District offers educational programs, classes and stewardship opportunities that increase environmental literacy of residents and will adopt environmentally friendly business practices that are fiscally responsible to conserve resources, educate the community and provide best practices in resource management.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION-FINANCE	SHORT-TERM		
	• Implement paperless employee packets. Need to purchase software if objective is to remain.	2022-2023	
PARKS	SHORT-TERM		
	• Research adding idle shutdown to existing vehicles.	2020-2021	C
	• New vehicles and equipment with idle shutdown.	2020-2021	C/Ongoing
	• Implement a composting demonstration at Community Garden.	2017-2021	PC
	• Training on reduction of salt use for winter ice control.	2019-2020	C
	• Develop signage explaining environmental impacts of salt.	2019-2021	PC
	• Research changing completely to liquid application for ice/snow control. (Combination is the best option)	2019-2020	C
	• Provide programs/training regarding changes to recycling standards.	2019-2021	C/Ongoing
	• Increase volunteer opportunities as it relates to conservation & environmental opportunities and increase volunteer recognition.	2020-2022	
	LONG-TERM		

- Replace ballfield lights with upgrade to better automation and reduced energy. (Automated @ Peck, now Bob Cox Field)
- Research solar energy for summer pool operations.
- Implement improved energy use plans per energy audit.
- Install motion activated light sensors in shops.
- Solar Power off grid lighting research.
- Research low voltage office lighting & solar power.

2019-2022	PC
2020-2021	PC
2019-2021	PC
2020-2021	PC
2020-2021	
2020-2021	

Geneva Park District	Annual Goals and Objectives
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Goal #8 The Geneva Park District will strive to strengthen and maintain fiscal health and stability. Availability of funding and overall good financial health is a prerequisite for carrying out some of the goals and objectives of the District.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION/FI	SHORT-TERM		
	<ul style="list-style-type: none"> • Fuel Monitoring System for fleet vehicles. • Implement IL minimum wage law beginning Jan 1, 2020 thru Jan 1, 2025. Analyze budgetary impact of increased minimum wage rates and wage compression. • Provide cost recovery training to employees to ensure proper financial management of programs. Training was cancelled due to COVID. • Conduct salary survey of all full-time employees to ensure alignment with market rates and compliance with exempt employee legislation, and minimum wage. • Monitor and report financial impact of COVID-19 on budget. • Apply for COVID-19 grant relief where available. 	2020-2021	COVID
		2020-2025	PC
		2021-2022	
		2020-2021	C/Ongoing
		2020-2022	
		2020-2022	PC
	LONG-TERM		
	• N/A		

Ongoing Goals & Objectives

Geneva Park District		Annual Goals and Objectives	
Goal #1	The Geneva Park District will provide a safe environment at all programs, properties, and facilities.		
DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION	ONGOING		
	• Update all staff on current CPR/AED standards.	2021-2022	Ongoing
PARKS	• Complete required annual PDRMA trainings and develop required	2021-2022	Ongoing
	• Seasonal refresher courses for training and current procedures.	2021-2022	Ongoing
	• Continue installation of fibar and investigate alternative installation methods for safety surface applications.	2021-2022	Ongoing
	• Complete defensive driving training twice per year for all staff driving Park District vehicles that includes seasonal staff and follow up with winter weather conditions.	2021-2022	Ongoing
	• Continue to educate and certify certain full-time Parks Dept. employees concerning playground inspections, reports and maintenance.	2021-2022	Ongoing
	• Set facility & park inspection schedule and adhere to it throughout the year to ensure that all facilities and parks are inspected appropriately with documentation.	2021-2022	Ongoing
	• Include 1-3 safety trainings @ each full-time staff meeting.	2021-2022	Ongoing
	• Attend additional prescribed burn training as necessary.	2021-2022	Ongoing
	• Pre-project awareness training.	2021-2022	Ongoing
	• Continue to educate parks staff in tree, turf and natural area maintenance.	2021-2022	Ongoing
	• Plant more diverse trees to replace trees removed.	2020-2025	Ongoing
	• Active Shooter Training	2021-2022	Ongoing
RECREATION	ONGOING		
	• Water intrusion/drainage plans for Park District properties.	2021-2022	Ongoing
	• Perform and document spring storm drills, fall fire drills and annual intruder training at Kids' Zone, SPRC, GCC, PFP, Playhouse 38 and Friendship Station.	2021-2022	Ongoing
	• Provide Board with bi-annual Safety Committee Reports.	2021-2022	Ongoing
	• Continue to increase safety awareness among full-time staff and instructors by increased training and communication at meetings in addition to biannual full- time staff meetings.	2021-2022	Ongoing
	• Maintain an efficient checklist to make sure all staff and volunteers have updated applicable certifications for First Aid, CPR and Coaches training as well as a completed background check.	2021-2022	Ongoing
FACILITIES	ONGOING		

- Implement emergency response training at Park District facilities, Kids' Zone & Preschool.
- Train and implement winter ice control process including pre-treatment.

2021-2022	Ongoing
2021-2022	Ongoing

Geneva Park District	Annual Goals and Objectives
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Goal #2 The District will attempt to construct new facilities and acquire additional open space for new park sites and facilities to meet the needs of District residents.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
PARKS	ONGOING		
	• N/A		
RECREATION-FACILITIES	ONGOING		
	• Continue to accept donated parcels of land as they fit into overall park, land and open space footprint.	2021-2022	Ongoing
	• Continue to investigate opportunities to acquire open space for passive and active recreation.	2021-2022	Ongoing
	• Construct additional bike/pedestrian trails per City of Geneva Strategic Plan & GPD Master Plan.	2021-2022	Ongoing
	• Update and renovate soccer fields.	2021-2022	Ongoing
	• Update and renovate baseball fields.	2021-2022	Ongoing
	• Update and renovate football fields.	2021-2022	Ongoing
	• Update and renovate lacrosse fields.	2021-2022	Ongoing

Geneva Park District	Annual Goals and Objectives
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Goal #3 The District will provide and maintain a quality system of existing parks and facilities by updating and improving each site per the most recent Community Survey and Master Plan.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
PARKS	ONGOING		
	• Resurface Fox River Trail or portions thereof as necessary.	2021-2022	Ongoing
	• Investigate use of sustainable methods of technology for buildings & facilities (ie wind power, solar panels, green roofing, etc).	2021-2025	Ongoing
	• Remove and replace ash trees and other compromised trees and plants with native and Illinois hardy species.	2021-2022	Ongoing
	• Implement a natural area work plan inventory to gauge progress and implement maintenance and procedures to promote healthy sustainable landscapes.	2021-2022	Ongoing
	• Continue development of prairie at River Park and other natural areas throughout district.	2021-2022	Ongoing
	• Invasive removal at Peck South, including area around silo and orientation barn.	2021-2022	Ongoing
RECREATION / FACILITIES	ONGOING		

<ul style="list-style-type: none"> • Seal surface at all Park District tennis courts and basketball courts as needed. • Implement a 2-3 year rotation of baseball field laser grading. 	2021-2022	Ongoing
<ul style="list-style-type: none"> • Make annual improvements to the Links Disc Golf Course. • Evaluate all roofing systems and create preventative maintenance and replacement plans. 	2021-2022	Ongoing
	2021-2022	Ongoing
	2021-2022	Ongoing

Geneva Park District	Annual Goals and Objectives
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Goal #4	The Geneva Park District will provide creative programs and facilities to meet the needs of its residents per the surveys, Master Plan and other research tools.
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DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION/ FINANCE	ONGOING		
	Investigate the addition of social networking sites and other internet options to screen potential employees.	2021-2022	Ongoing
	Increase "wellness" focused programs.	2021-2022	Ongoing
RECREATION	ONGOING		
	Increase overall benefits & awareness of facilities & trails per Community Survey results.	2021-2022	Ongoing
	Expand program offerings with a focus on evenings and weekends for working parents.	2021-2022	Ongoing
	Increase special interest programming for adults per Community Survey results.	2021-2022	Ongoing
	Increase tumbling and beginning gymnastics participation.	2021-2022	Ongoing
	Continue to communicate with parents and increase participant satisfaction of swim lesson programs.	2021-2022	Ongoing
	Expand Kids' Zone.	2021-2022	Ongoing
	Consider preschool before/after care.	2021-2022	Ongoing
	Continue to expand Family Programs.	2021-2022	Ongoing
	Continue growth of all athletic leagues.	2021-2022	Ongoing
	Expand Toddler and Youth programs.	2021-2022	Ongoing
	Increase marketing efforts for general programs.	2021-2022	Ongoing
	Continue to implement pricing program matrix for select programs and facilities.	2021-2022	Ongoing
	Increase customer satisfaction with times programs are offered per Community Survey results.	2021-2022	Ongoing
	Work with Marketing/Public Relations Coordinator to increase promotions of programs and special events.	2021-2022	Ongoing
	Expansion of Cultural Arts programs.	2021-2022	Ongoing
	Increase variety of programming at PFP and Playhouse 38 per Community Survey results.	2021-2022	Ongoing
	Increase fitness, health & wellness programming for all ages per Community Survey results.	2021-2022	Ongoing
	Streamline sponsorship efforts to fully realize sponsorship potential.	2021-2022	Ongoing
	Increase data driven marketing opportunities in relation to programs and events.	2021-2022	Ongoing
	Increase outdoor recreational opportunities.	2021-2022	Ongoing

FACILITIES	ONGOING
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- Work to maximize program space utilizing all facilities including Parks & Peck Farm.
- Continue to implement retention programs at SRFC & SPRC, along with marketing campaigns.
- Continue growth in small group fitness programs, and personal training.
- Increase marketing efforts for all seasonal facilities.
- Increase focus and marketing on corporate memberships.
- Increase participation at special events.
- Increase special events at pools.

2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing

PARKS

ONGOING

- N/A

Geneva Park District

Annual Goals and Objectives

Goal #5

The Geneva Park District will continue cooperative efforts with other governmental agencies and local service organizations to build strategic alliances. Functioning as a best management organization requires strong partnerships as a way of developing value for the taxpayers.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION/ FINANCE	ONGOING		
	• Continue to work with the City of Geneva regarding the Strategic Plan Bike/Pedestrian issues. Work should be financed between City, Park District, Forest Preserve & Township.	2021-2022	Ongoing
	• Continue to meet with legislators to inform them of park District issues.	2021-2022	Ongoing
PARKS	ONGOING		
	• Promote cooperative training with other "like" agencies.	2021-2022	Ongoing
	• Research cooperative use of equipment between "like" agencies.	2021-2022	Ongoing
	• Research land acquisition possibilities with Forest Preserve District, City and School District.	2021-2022	Ongoing
RECREATION	ONGOING		
	• Conduct joint programs with the Library, School District, Forest Preserve and other Park Districts.	2021-2022	Ongoing
	• Continue developing the Kane County Naturalist Network with the Forest Preserve and nearby Park Districts.	2021-2022	Ongoing
	• Continue to develop and maintain positive relationships with all affiliate organizations for the purpose of advancing opportunities for youth.	2021-2022	Ongoing
	• Reviewing & updating IGAs with School District and other organizations.	2021-2022	Ongoing

- Work with the School District, City of Geneva and the Library District to develop Intergovernmental Agreements as a way to enhance value for the taxpayers by sharing resources.
- Continue to cooperate with the Youth Coalition to promote positive choices.
- Work with Chamber of Commerce on events and marketing of Geneva Park District.
- Schedule quarterly meetings with School District to review programs and facility usage.

2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing

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Goal #6 The Geneva Park District will continue to meet population growth demands by hiring additional personnel as needed, by retaining competent present personnel, and by training new personnel accordingly. The District is an equal opportunity employer and provides equal employment opportunities to all qualified persons. We will assure that the workplace culture for our employees fosters professional growth and assures an overall positive working atmosphere. We will dedicate ourselves toward enhanced use of technology by making improvements to the communications network, when necessary.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION/ FINANCE	ONGOING		
	• Reduce paper in employment files by electronically storing files where possible.	2021-2025	Ongoing
	• Per law, new Board members need to complete electronic training on Open Meetings Act within 90 days of taking the Oath of Office.	2021-2022	Ongoing
	• Continue to schedule and improve the new employee orientation system whereby all employees are trained on Park District Customer Service Standards.	2021-2022	Ongoing
	• Update computer system software as necessary. Continue to update and improve website.	2021-2022	Ongoing
	• Assess the salaries and benefits for part-time and full- time employees.	2021-2025	Ongoing
	• Encourage continuing education and training for all full time staff.	2021-2022	Ongoing
	• Develop a culture of continuous improvements.	2021-2022	Ongoing
PARKS	ONGOING		
	• Continue volunteer program for Peck Farm to operate butterfly house, assist with programs & operations.	2021-2022	Ongoing
	• Expand volunteer program to include assistance with Natural Areas management.	2021-2022	Ongoing
	• Hold staff training and communication meetings at least twice per year.	2021-2022	Ongoing
	• Continue to research new ideas for park maintenance and equipment to improve efficiencies.	2021-2022	Ongoing

RECREATION	ONGOING		
	• Continue to implement ID Badges for all GPD employees.	2021-2023	PC/O
	• Develop Culture Committee to improve work place culture.	2021-2022	Ongoing
	• Implement service quality task force standards and procedures to achieve service quality goals based on Community Survey Results.	2021-2022	Ongoing
FACILITIES	ONGOING		
	• Cross-train front office staff at both facilities.	2021-2022	Ongoing
	• Continue training fitness center staff so they fully understand equipment, operations and safety measures.	2021-2022	Ongoing
	• Hold staff training meetings for seasonal staff 2-3 times per season.	2021-2022	Ongoing
	• Evaluate all staff including seasonal, at least annually.	2021-2022	Ongoing
	• Continue to develop and implement fitness facility training program.	2021-2022	Ongoing
	• Prepare & implement Quality Assurance Program for locker room cleanliness at pools.	2021-2022	Ongoing

Geneva Park District	Annual Goals and Objectives
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Goal #7 The Geneva Park District offers educational programs, classes and stewardship opportunities that increase environmental literacy of residents and will adopt environmentally friendly business practices that are fiscally responsible to conserve resources, educate the community and provide best practices in resource management.

DEPARTMENT	OBJECTIVES	YEAR	STATUS
PARKS	ONGOING		
	• Develop and implement plan for paperless office.	2021-2022	Ongoing
	• Actively seek and implement ways to conserve and protect water and soil, enhance air quality, limit the production and release of damaging pollutants, and protect wildlife.	2021-2022	Ongoing
	• Office Green Initiatives: Reduce waste production, reuse and recycle materials from facility and park operations, and handle hazardous and all other wastes according to lawful and safe procedures.	2021-2022	Ongoing
	• Actively seek and implement ways to conserve energy resources and investigate methods of applying alternative energy technologies. (LED Lights)	2021-2022	Ongoing
	• Purchase products for use in facility and park operations, which minimize negative environmental impacts, taking into consideration the effects of product production, use, storage and disposal.	2021-2022	Ongoing
	• Protect and restore indigenous natural communities such as grass lands, woodlands & wetlands and promote the reclamation, acquisition, preservation & management of other open space areas, including river corridors, greenways & trails.	2021-2022	Ongoing
	• Acquire electric and propane vehicles and equipment as opportunities present.	2021-2022	Ongoing
	• Attend training on pesticide/herbicide reduction.	2021-2022	Ongoing
	• Continued LED replacements.	2021-2022	Ongoing

<ul style="list-style-type: none"> • Provide education and interpretative opportunities for staff and public to increase appreciation for the natural world & promote environmentally conscious lifestyles, emphasizing selective consumption & low-impact resource use. 	2021-2022	Ongoing
<ul style="list-style-type: none"> • Continue to recycle paper, plastic and metals using waste hauler or scrap metal recyclers. 	2021-2022	Ongoing
<ul style="list-style-type: none"> • Use LEED guidelines when fiscally prudent in the construct of new facilities. 	2021-2022	Ongoing
<ul style="list-style-type: none"> • Implement Natural Areas Management Plan to establish long term goals. 	2021-2022	Ongoing
<ul style="list-style-type: none"> • Burn natural areas 1/3 each burn season, weather permitting. 	2021-2022	Ongoing
<ul style="list-style-type: none"> • Enforce "No idling" policy. 	2021-2022	Ongoing

Geneva Park District	Annual Goals and Objectives
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Goal #8	The Geneva Park District will strive to strengthen and maintain fiscal health and stability. Availability of funding and overall good financial health is a prerequisite for carrying out some of the goals and objectives of the District.
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DEPARTMENT	OBJECTIVES	YEAR	STATUS
ADMINISTRATION/	ONGOING		
FINANCE	<ul style="list-style-type: none"> Review Full & Part time salaries based on minimum wage & Exempt Employee Legislation. 	2021-2022	Ongoing
	<ul style="list-style-type: none"> Develop multi-year operating budget as a tool for future financial planning. 	2021-2025	Ongoing
	<ul style="list-style-type: none"> Continue to implement formal pricing strategy and guidelines for all District programs and operations. 	2021-2022	Ongoing
	<ul style="list-style-type: none"> Provide financial education to the board and public so as to provide a better understanding of the District's financial position and its relations to other micro- economic conditions. 	2021-2022	Ongoing
	<ul style="list-style-type: none"> Provide monthly Investment Reports to the Board at the Regular Board Meeting. 	2021-2022	Ongoing
	<ul style="list-style-type: none"> Provide monthly Revenue & Expenditure reports to the Board at the Regular Board Meeting. 	2021-2022	Ongoing
	<ul style="list-style-type: none"> Ensure safety of District's cash and investments while maximizing rate of return on investments. Return on investment is of secondary importance compared to the safety of investments. 	2021-2022	Ongoing
	<ul style="list-style-type: none"> Ensure annual tax levy includes new growth and inflationary increases to meet additional demand and maintain existing levels of services. 	2021-2022	Ongoing
	<ul style="list-style-type: none"> Issue biennial Limited General Obligation Bonds to fund the District's Capital Improvement Plan. Consider purchase of bonds to provide savings in bond issuance costs and generate investment income revenue. 	2021-2022	Ongoing

- . Reduce dependence on Real Estate taxes by further diversifying revenue streams, reducing expenditures and/or introducing cost efficiencies where possible.
- . Maintain or improve District's credit rating.
- . Maintain Fund Balance Policy on an annual basis.
- . Maintain our Certificate of Achievement Award from GFOA demonstrating transparency and full disclosure in the District's financial statements.
- . Conduct quarterly departmental revenue/expense meetings to evaluate and control budget.

2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing
2021-2022	Ongoing