

Short/Long Range Goals & Objectives

Geneva Park District - Goals and Objectives

Short terms goals are designed to be completed within one year. Long term goals are designed to be completed within 2-5 years, but can fluctuate based on budget.

Goal #1 **The Geneva Park District will provide a safe environment at all programs, properties, and facilities.**

DEPARTMENT	OBJECTIVES
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ADMINISTRATION	SHORT-TERM
	<ul style="list-style-type: none"> · Implement additional active threat management protocols.
	LONG-TERM
	<ul style="list-style-type: none"> · Improve security camera systems at indoor facilities, including picture resolution & data storage. · Implement a new ADA transition plan to obtain reasonable compliance for all facilities, parks, and services.

PARKS	SHORT-TERM
	<ul style="list-style-type: none"> · Ensure that park inspections are completed and acted upon twice a year, ballfields are inspected three times a year. · Assure timely completion of playground inspections with updated reporting criteria. · Assure and document all vehicles are regularly inspected by staff (monthly) and fleet staff (3x/year).
	LONG-TERM
	<ul style="list-style-type: none"> · Continue the planning for the eventual replacement of the Island Park south bridge. · Repair retaining wall once a safe access route is created.

RECREATION	SHORT-TERM
	<ul style="list-style-type: none"> · Revise safety program in-line with PDRMA recommendations. · Update Active Threat Training, including satellite facilities including the before and after school program. · Customize facility inspection checklist for preventative maintenance.
	LONG-TERM
	<ul style="list-style-type: none"> · Research feasibility of installing crash bars on fences at pools. · Develop plan to replace VGB grates at pools.

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

DEPARTMENT	OBJECTIVES
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PARKS	SHORT-TERM
	<ul style="list-style-type: none"> · Develop a long-range plan for the addition of amenities at Sandholm Woods Park, west side. · Actively assist to ensure the timely implementation of the Mill Creek Community Park renovation/ OSLAD Grant. · Investigate possibilities for acquisition of land parcel north of and adjoining Old Mill Park. · Research and implement Orientation Barn ceiling replacement. · Research Skate Park replacement.
	LONG-TERM
	<ul style="list-style-type: none"> · Research new dog friendly elements at some parks including doggie splash pad. · Research available land acquisition for future park sites. · Research plans to renovate Gray Barn at Peck Farm Maintenance. · Complete Wheeler West bike path through to State Street.

RECREATION**SHORT-TERM**

- Add additional working office at SPRC.
- Research potential future Friendship Station Preschool site.
- Update Butterfly House entrance.
- Repurpose the Kids Korral Indoor Playground at SPRC.
- Add Mini Golf feature.
- Implement bee keeping at Community Gardens.
- Refinish the gel coating on slides at Sunset Pool.

LONG-TERM

- Outdoor pool third phase expansion to include lap lanes & activities for older children.
- Renovate locker rooms at Sunset and Mill Creek Pools, include family restroom.
- Paint the outside of the Sunset Community Center.
- Update Stone Creek Mini Golf hut to include expanded concessions.
- Research reimagining of Discovery Room at Peck Farm Park.
- Research raked seating at Playhouse 38.
- Develop Peterson Property to accommodate passive/active recreation components.

Goal #3 **The Geneva Park 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****PARKS****SHORT-TERM**

- Map all memorial trees with GIS and develop maintenance plan.
- Complete new park sign design and replace as needed.
- Replace Hawks Hollow splashpad controller and restore functionality of features.
- Wheeler Park turf improvement - get park "greener" by cultural improvements to start growing turf in areas now devoid of turf.
- Complete installation of pickleball courts at Mill Creek Community Park.
- Replace trees and shrubbery at Sandholm Park West.
- Island Park - shoreline restoration on the South Eastern corner to ensure long life of the river bank.
- Landscape improvements at Old Mill Park with an emphasis on flowers.
- Wheeler Shop - install exhaust fan for welding, vehicle and equipment exhaust.
- Peck Farm - Prairie restoration continues. Removal of woody invasive growth on the East side. Poison hemlock control. Cattail removal/control from the West side pond.

LONG-TERM

- Complete a tree inventory to account for new plantings, maintenance & removals, as well as the location of all memorials.
- Develop Peterson Property based on community feedback.
- Install exercise stations/adult playground at parks or fitness centers, including Mill Creek Community Park
- Bring all parks up to recommendations concerning ADA accessibility, as they experience replacement/repairs.
- Final plan for Bennett North property.

RECREATION	<p>SHORT-TERM</p> <ul style="list-style-type: none"> · Prepare sign audit and replacement at Stone Creek Miniature Golf. · Mill Creek Community Park - investigate possibilities and costs to bring water to the site for ball fields, drinking fountain etc. · Replace filtration system at Sunset Pool. <p>LONG-TERM</p> <ul style="list-style-type: none"> · N/A
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
ADMINISTRATION	<p>SHORT-TERM</p> <ul style="list-style-type: none"> · Research and determine need for district-wide text messaging system for emergencies, program updates, weather closings, etc. · Evaluate and select IT company for future needs. · Provide hard wired WiFi connection to Park Farm Orientation Barn. <p>LONG-TERM</p> <ul style="list-style-type: none"> · Complete 10 year Master Plan, and plot future plans based on the results.
PARKS	<p>SHORT-TERM</p> <ul style="list-style-type: none"> · Maintain Oak Savannah at Peck North. · Develop a plan for ongoing horticultural volunteer opportunities along the river front parks by way of a greenhouse volunteer program. Volunteers would receive greenhouse space in return for continuing volunteer work maintaining beds along the river. <p>LONG-TERM</p> <ul style="list-style-type: none"> · N/A
RECREATION	<p>SHORT-TERM</p> <ul style="list-style-type: none"> · Complete gap analysis for program space to capitalize on unused program space. · Increase programming and camp participation at Peck Farm Park. · Consider offering full-day camp option at Peck Farm. · Explore programming outdoor pickleball courts at Mill Creek Community Park. · Increase birthday party revenue at all facilities. · Expansion of STEAM programs. · Increase non-athletic programmatic opportunities for teens. · Expansion of adult programs including athletics, fitness and additional recreational opportunities. · Expand utilization of Playhouse 38 beyond Cultural Arts to other departments to increase usage and awareness. <p>LONG-TERM</p> <ul style="list-style-type: none"> · N/A

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
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ADMINISTRATION	SHORT-TERM
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- Compliance with efficiency report requirements required by Illinois law.

LONG-TERM

- N/A

PARKS	SHORT-TERM
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- Chainsaw training & additional shared interests with the Kane County Forest Preserve.
- Seek to create a MIPE meeting for the use of grading equipment and alternate ball mix for infields.
- Maintain Garden Club Park and foster cooperative efforts in growing plants and maintaining gardens.
- Burn training.

LONG-TERM

- Promote cooperative training with other "like" agencies (i.e. Kane County Forest Preserve and the St. Charles Park District).
- Research cooperative use of equipment between "like" agencies (i.e. Kane County Forest Preserve and the St. Charles Park District).

RECREATION	SHORT-TERM
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- Develop partnerships with private businesses to increase participation and awareness.
- Increase presence/awareness at non-park district community wide events.
- Develop new safety protocols for KZ in conjunction with School District and Police.
- Increase cooperative trainings with the Geneva Fire Department.
- Co-op Summer Camp program with the Geneva Police Department.
- Develop cooperative programs with Geneva History Museum and Forest Preserve for cross country course.

LONG-TERM

- N/A

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
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ADMINISTRATION	SHORT-TERM
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- Continue training and promoting a strong work place culture including inter-department interactions.
- Ensure consistency standards are in place throughout the District for the notification of applicants regarding employment application process and status of position.
- Assess hierarchy and job descriptions and recommend any necessary changes/updates.

- Provide full-time employees wellness training in managing stress in the workplace and personal lives.
- Update and improve on-boarding program for staff.
- Continue to have speakers at FT staff meeting to promote wellness; promote PDRMA wellness training webinars, and PATH.
- Investigate software options for full time employees to monitor their PTO, time off requests, and allow maintenance of personnel information.

LONG-TERM

- N/A

PARKS

SHORT-TERM

- Investigate flexible work options including 4-10 hour days for certain parks positions at certain times of the year, if feasible.
- Investigate an alternative software for playground safety inspection record keeping.

LONG-TERM

- Increase the number of EV charging stations for community consumption.

RECREATION

SHORT-TERM

- Investigate feasibility of installing app-based lighting system at Sunset ballfields.
- Evaluate marketing personnel goals.

LONG-TERM

- Investigate feasibility of adding BAS for Sunset Community Center HVAC.
- Install network infrastructure for chemical controllers at Sunset Pool to communicate electronically.

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
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ADMINISTRATION

SHORT-TERM

- Investigate software for electronic alternatives to complete new hire paperwork.

LONG-TERM

- N/A

PARKS

SHORT-TERM

- Develop a turf fertilizer and weed control program that addresses our athletic fields and high visibility parks.
- Institute a compost topdressing program at Wheeler park. To be moved to athletic fields as resources allow.
- Increase volunteer opportunities as it relates to conservation & environmental opportunities and increase volunteer recognition.

LONG-TERM

- Replace ballfield lights with upgrade to better automation and reduced energy.
- Maintain the seven year tree pruning rotation for all overstory trees and implement.
- Research solar energy to lower e-costs .
- Install motion activated light sensors in shops.

RECREATION	<p>SHORT-TERM</p> <ul style="list-style-type: none"> · Develop volunteer stewardship program focused on enhancing biodiversity in natural areas and removing invasive species at Peck Farm Park.
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	<p>LONG-TERM</p> <ul style="list-style-type: none"> · Petersen Property - determine the educational/environmental use of the property befitting it's agricultural/natural area surroundings.
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Goal #8	<p>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.</p>
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DEPARTMENT	OBJECTIVES
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ADMINISTRATION	<p>SHORT-TERM</p> <ul style="list-style-type: none"> · Implement IL minimum wage law beginning Jan 1, 2020 thru Jan 1, 2025. Analyze budgetary impact of increased minimum wage rates and wage compression.
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- Federal government requires electronic submission of Affordable Care Act returns.
- Implement Equal Pay Act to include pay scale and benefits in any job posting as well as notifying all current employees after an external job is posted.

	<p>LONG-TERM</p> <ul style="list-style-type: none"> · N/A
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PARKS	<p>SHORT-TERM</p> <ul style="list-style-type: none"> · Weigh the options on providing EV charging stations as it relates to the costs of accepting credit cards vs. limiting use/no charge.
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- Develop an inventory of largest pool and building mechanical items and create a replacement schedule/budget.

	<p>LONG-TERM</p> <ul style="list-style-type: none"> · N/A
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RECREATION	<p>SHORT-TERM</p> <ul style="list-style-type: none"> · Analyze program cost recovery data and recommend 1-5 year pricing structure.
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- Re-develop current sponsorship packages to better suit needs of District and potential sponsors.
- Implement revised member retention strategies across both BestLife Fitness centers to capitalize on current member market.

	<p>LONG-TERM</p> <ul style="list-style-type: none"> · N/A
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Ongoing Goals and Objectives

Geneva Park District - Goals and Objectives

Ongoing goals and objectives are designed to serve as a reminder to staff of continuous tasks that are oftentimes open-ended, and rollover on an annual basis.

Goal #1 The Geneva Park District will provide a safe environment at all programs, properties, and facilities.

DEPARTMENT	OBJECTIVES
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ADMINISTRATION	<ul style="list-style-type: none"> · Train all staff on current CPR/AED standards. · Update and evaluate Active Threat Training. · Include 1-3 safety trainings at each full-time staff meeting.
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PARKS	<ul style="list-style-type: none"> · Complete required annual PDRMA trainings and develop required policies as recommended. · Seasonal refresher courses for training and current procedures. · Complete defensive driving training every other year for all staff driving Park District vehicles that includes seasonal staff and follow up with winter weather conditions. · Continue to educate and certify full-time Parks Department employees concerning playground inspections, reports and maintenance. · Set facility and park inspection schedule and adhere to it throughout the year to ensure that all facilities and parks are inspected appropriately with documentation. · Pre and Post Project Safety Awareness Training. · Attend additional prescribed burn training as necessary. · Continue to educate parks staff in tree, turf, natural area maintenance, building and staff equipment. · Train and implement winter ice control process including pre-treatment.
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RECREATION	<ul style="list-style-type: none"> · Perform and document spring storm drills, fall fire drills and annual Active Threat Training at Kids' Zone, SPRC, SCC, PFP, Playhouse 38 and Friendship Station. · Provide Board with bi-annual Safety Committee Reports. · Continue to increase safety awareness among full-time staff and instructors by increased training and communication at meetings in addition to bi-annual full-time staff meetings. · Maintain an efficient checklist to make sure all staff and volunteers have updated applicable certifications for first aid, CPR, coaches training, and completed background checks. · Implement emergency response training at Park District facilities, Kids' Zone and Preschool.
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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
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ADMINISTRATION	<ul style="list-style-type: none"> · Continue to accept donated parcels of land as they fit into overall park, land and open space footprint. · Continue to investigate opportunities to acquire open space for passive and active recreation. · Construct additional bike/pedestrian trails per City of Geneva Strategic Plan & GPD Master Plan.
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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 & Master Plan.

DEPARTMENT	OBJECTIVES
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PARKS	<ul style="list-style-type: none"> · Resurface Fox River Trail or portions thereof as necessary. · Investigate use of sustainable methods of technology for buildings and facilities (i.e. wind power, solar panels, green roofing, etc.).
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- Remove and replace ash trees and other compromised trees and plants with native and Illinois hardy species.
- Implement a natural area work plan inventory to gauge progress and implement maintenance procedures to promote healthy sustainable landscapes.
- Invasive removal at Peck South, including area around silo and orientation barn.
- Plant and maintain trees and add prairie plants at Peck North.

RECREATION

- Seal surface at all Park District tennis courts and basketball courts as needed.
- Continue a 2-3 year rotation of baseball field grading.
- Make annual improvements to all athletic fields.
- Make annual improvements to the Links Disc Golf Course.

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

ADMINISTRATION

- Increase "wellness" focused programs.
- Review programs and the registration process for possible updates and computer technology upgrades.

RECREATION

- Increase overall benefits and awareness of facilities and trails.
- Expand program offerings with a focus on evenings and weekends for working parents.
- Increase special interest programming for adults.
- Increase tumbling and beginner gymnastics participation.
- Continue to communicate with parents and increase participant satisfaction of swim lesson programs.
- Increase opportunities beyond affiliates with special interest groups & private sector organizations.
- Expand Kids' Zone.
- Consider preschool before/after care.
- Continue growth of all athletic leagues.
- Expand Toddler and Youth programs.
- Increase marketing efforts for general programs.
- Continue to implement pricing program matrix for programs and facilities.
- Increase customer satisfaction with times programs are offered.
- Expansion of Cultural Arts programs.
- Increase variety of programming at Peck Farm Park.
- Increase fitness, health and wellness programming for all ages.
- Streamline sponsorship efforts to fully realize sponsorship potential.
- Increase data driven marketing opportunities in relation to programs and events.
- Increase outdoor recreational opportunities, including riverfront opportunities.
- Work to maximize program space utilizing all facilities including Parks and Peck Farm.
- Continue to implement retention programs at SRFC and SPRC, along with marketing campaigns.
- Continue growth in wellness programs, utilizing non-traditional facilities such as Parks.
- Increase marketing efforts for all seasonal facilities.
- Increase focus and marketing on corporate memberships.
- Increase participation at special events.
- Increase special events at pools.

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
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| ADMINISTRATION | <ul style="list-style-type: none"> · Continue to work with the City of Geneva regarding the Strategic Plan Bike/Pedestrian issues. · Continue to meet with legislators to inform them of Park District issues/needs. |
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| PARKS | <ul style="list-style-type: none"> · Promote cooperative training with other "like" agencies. · Research cooperative use of equipment between "like" agencies. · Research land acquisition possibilities as they become available. |
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| RECREATION | <ul style="list-style-type: none"> · Conduct joint programs with the Library, School District, Forest Preserve, Police Department, Fire Department and other Park Districts. · Continue developing the Kane County Naturalist Network with the Forest Preserve and nearby Park Districts.
 · Continue to develop and maintain positive relationships with all affiliate organizations for the purpose of advancing opportunities for youth. · Review and update IGAs with School District and other organizations. · 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. |
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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
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| ADMINISTRATION | <ul style="list-style-type: none"> · Per law, new Board members need to complete electronic training on Open Meetings Act within 90 days of taking the Oath of Office. · Continue to provide full-time employees wellness training in managing stress in the workplace and personal lives.
 · Continue to schedule and improve the new employee orientation system whereby all employees are trained on Park District Customer Service Standards. · Update computer system software as necessary. Continue to update and improve website. · Assess the salaries and benefits for part-time and full-time employees. · Encourage continuing education and training for all full-time staff. · Ensure all departments hold staff training meetings for seasonal staff 2-3 times per season. · Ensure all departments hold staff meetings including seasonal, at least annually. · Develop a culture of continuous improvements. |
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PARKS

- Expand volunteer program to include assistance with natural areas management.
- Hold staff training and communication meetings at least twice per year.
- Continue to research new ideas for park maintenance and equipment to improve efficiencies.

RECREATION

- Continue Culture Committee to improve work place culture.
- Continue volunteer program for Peck Farm to operate butterfly house, assist with programs and operations.

- Implement service quality task force standards and procedures to achieve service quality goals based on Community Survey Results.
- Continue offering staff educational opportunities.
- Cross-train front office staff at both facilities.
- Continue training fitness center staff so they fully understand equipment, operations and safety measures.

- Prepare and implement quality assurance program for locker room cleanliness at pools.

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 the best practices in resource management.

DEPARTMENT

OBJECTIVES

PARKS

- Develop and implement plan for paperless office.
- 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.
- 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.
- Actively seek and implement ways to conserve energy and be cognizant of Dark Sky initiatives recommendations while lighting parks and facilities.
- Purchase products for use in facility and park operations, to minimize negative environmental impacts, taking into consideration the effects of product production, use, storage and disposal.
- Protect and restore indigenous natural communities such as grasslands, woodlands/wetlands and promote the reclamation, acquisition, preservation and management of other open space areas, including river corridors, greenways and trails.
- Acquire electric vehicles and equipment as opportunities present.
- Attend training on pesticide/herbicide reduction.
- Continued LED replacements.
- Provide education and interpretative opportunities for staff and public to increase appreciation for the natural world and promote environmentally conscious lifestyles, emphasizing selective consumption and low-impact resource use.
- Continue to recycle paper, plastic and metals using waste hauler or scrap metal recyclers.
- Use LEED guidelines when fiscally prudent in the construction of new facilities.
- Implement Natural Areas Management Plan to establish long term goals.
- Burn natural areas 1/3 each burn season, weather permitting.
- Enforce "No idling" policy.
- Provide programs/training regarding changes to recycling standards.

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
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ADMINISTRATION

- Review full-time and part time salaries based on minimum wage and Exempt Employee Legislation.
- Develop multi-year operating budget as a tool for future financial planning.
- Continue to implement formal pricing strategy and guidelines for all District programs and operations.
- 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.
- Provide monthly Investment Reports to the Board at the Regular Board Meeting.
- Provide monthly Revenue and Expenditure reports to the Board at the Regular Board Meeting.
- 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.
- Ensure annual tax levy includes new growth and inflationary increases to meet additional demand and maintain existing levels of services.
- 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.

- 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.

Completed Goals in 2023

Below is a list of completed goals from all departments over the past year. This list was devised from previous Short/Long Term goals. Items that were not completed, and remain relevant, continue to be reflected in current goals for staff to focus on.

- Renovation of Garden Club Park.
- Renovation of Sandholm Woods Park (East side).
- Replaced Jaycee Park playground equipment.
- Re-roofed the Jaycee Park storage building.
- Butterfly House rear vestibule wall rebuilt and entry door replaced.
- Butterfly House front vestibule air curtain and roof exhaust fan replaced.
- Butterfly House RPZ replaced.
- A swing hammock playground feature added to Hawks Hollow playground.
- The four main building supports replaced on the three-sided barn at Peck and rain gutters installed.
- Placed asphalt overlay and added new color/stripping and nets to the Sterling Manor tennis courts.
- Renovated Mill Creek North baseball infield.
- Renovated Sunset coach pitch baseball infield.
- ADA swing seats replaced at five parks.
- Added two fuel efficient hybrid trucks to the Parks Department fleet.
- Three staff members of the Parks Department tested and received their Certified Playground Inspector certification.
- Parks Department staff members presented twice at Great Lakes Training Institute. The topics were Eagle Scout Projects for Park Districts and Electrifying Park District Fleets.
- Parks Department hosted the February Midwest Institute of Park Executives February meeting. Staff presented on Greenhouse Operations and Environmentally Friendly Options for Landscape Care.
- Parks Department planted 125 trees in various parks.
- Parks Department planted 5000 spring flowering bulbs in various parks.
- Assisted in the upgrade of the District's phone system which provided monthly cost savings as well as integrated all facility phone systems and provided significantly better phone system functionality.
- Converted various software from internal server network to hosted web-based software (Rectrac, Time Clock Plus, MSI, credit card processing).
- Provided annual cyber security training for all full-time employees.
- Added employer portion cost of health insurance to employee payroll stubs.
- Updated salary survey of all full-time employees to ensure alignment with market rates and compliance with exempt employee legislation, and minimum wage.
- Completed the transition of new employee into Accounts Payable/Payroll Manager position.
- Continued multiple levels of cross training of staff as changes occur.
- Completed sixth year of District's participation in Health Savings Accounts. By increasing the PPO deductible and instead utilizing HSA funds this saved the District approximately 31,000 in 2023.

- No material findings in the Management Letter for fiscal year 2022-23 audit.
- Received twelfth consecutive year award in GFOA's Certificate of Achievement for Excellence in Financial Reporting for fiscal year ending 4/30/22.
- Investments in 2023 earned an annual average rate of return of 3.6%. This compares to a blended rate in 2022 of 1%.
- Conducted annual full-time employee cyber training.
- Updated active intruder training for Kids' Zone and camps.
- Incorporated Fire Department in safety training at pools.
- Completed researching options to replace Kidz Korral.
- Increased search engine optimization and meta-data on website.
- Implemented increased electronic communication at Friendship Station Preschool.
- Expanded STEAM program offerings.
- Hosted multiple theatrical productions and special events for adult audiences and participants.
- Increased opportunities beyond affiliates with special interest groups and private sector organizations.
- Developed partnerships with private businesses to increase participation and awareness.
- Increased presence at community wide events.
- Developed co-op summer camp program with police department and fire department.
- Completed an expanded intern program.
- Implemented new design for WebTrac.
- Implemented paperless registration system for Kids' Zone and camps.
- Lifeguard staff received three five-star audits for the pool season.
- Recreation Department filled all FT and PT staff positions.
- Expanded pickleball offerings to multiple leagues, tournaments, classes, and open gym.
- Completed Community Survey.
- Increased communications and partnership with the school district.
- Created Efficiency Committee in-line with Illinois legislation.
- Adopted Dark Sky Initiative.
- Received 10th consecutive 5-star safety audit at pools.