

**RESOLUTION NO 24-R-29**

**A RESOLUTION TO APPROVE EXECUTIVE DIRECTOR'S GOALS FOR 2024-2025**

WHEREAS, the Tinley Park-Park District is located in Cook & Will Counties of Illinois; and

WHEREAS, The Board of Commissioners established goals for the agency in 2019. The board goals highlight areas of concentration that the board have outlined as focuses for the agency moving forward; and

WHEREAS, as the Executive Director (ED), goals are based on the outlined goals that the board established. The goals laid out by the ED are certainly more specific and agency wide focus. The ED has 6 goals that have been and will continue to focus on during the remaining fiscal year; and

WHEREAS, the Board of Commissioners of the Tinley Park-Park District find it is in the best interest of the District to Approve the Executive Directors Goals for 2024-2025.

NOW, THEREFORE, BE IT RESOLVED by the Commissioners of the TINLEY PARK-PARK DISTRICT as follows:

SECTION 1: The Preambles hereto are hereby made a part of, and an operative provision of, this Resolution as if fully restate herein.

SECTION 2: The Request attached hereto as Exhibit 1, and made a part hereof, is hereby approved.

SECTION 3: That this Resolution shall be in full force and effect on the date approved and passed by the Board of Commissioners of the **TINLEY PARK-PARK DISTRICT**.

Approved and passed this 15<sup>th</sup> day of May 2024.

AYES: 5

NAYS: Ø

ABSENT: Ø

ABSTAIN: Ø

TINLEY PARK-PARK DISTRICT

  
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President, Board of Park Commissioners

Attest:

  
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Secretary, Board of Park Commissioners

EXHIBIT 1 RESOLUTION NO 24-R-29

**2024-2025 Goals and Objectives  
Executive Director  
Shawn Roby**

- 1. Maintain/Improve Overall Non-Tax Revenue. (Board Goals 1, 2, 3, 4)**
    - a. Action Plan**
      - i. Work with department heads and staff to improve/maintain program and membership attendance.
      - ii. Work with Department Heads on staffing levels maintaining service levels while keeping as low as possible.
      - iii. Discuss at weekly meetings and at staff meetings.
    - b. Time Frame**
      - i. Foreseeable Future.
    - c. Measurable**
      - i. Increase/maintain in attendance, revenues, and program offerings in comparison to previous cycles.
  
  - 2. Complete all of the Buedingen Park Renovation Project by the end of 2024-2025 budget year (Board Goals 1,4,5)**
    - a. Action Plan**
      - i. Work with staff, architect, and permitting agencies to get to Construction timeline for Buedingen Park
    - b. Time Frame**
      - i. Complete the Buedingen Park Renovation Project and closeout by the end of 2024-2024.
    - c. Measurable**
      - i. Construction Started and completed.
      - ii. Closeout Construction
      - iii. Closeout Grant and provide final report to IDNR.
      - iv. Receive reimbursement from INDR.
  
  - 3. Continue to improve the employee experience (Board Goals 3)**
    - a. Action Plan**
      - i. Add employee functions/activities for employee moral.
      - ii. Enhancement of employee mental health
      - iii. Maintain the well-being ambassadors meetings.
    - b. Time Frame**
      - i. Ongoing through 2024-2025.
    - c. Measurable**
      - i. Regularly schedule well-being meetings
      - ii. Maintain or improve eNPS rating from employees.
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4. **Work with Marketing Manager to design and implement marketing strategy to be used with District offerings. (Board Goals 1,2,4)**
  - a. **Action Plan**
    - i. Continue to work with Marketing Manager on an agency marketing plan.
  - b. **Time Frame**
    - i. Plan in place by end of Fiscal Year (February 2025)
  - c. **Measurable**
    - i. Comprehensive plan in place
  
5. **Continue development of a CARP (Capital Asset Replacement Program) (Board Goal 1)**
  - a. **Action Plan**
    - i. Work with staff to complete asset program creation.
  - b. **Time Frame**
    - i. By February 2025
  - c. **Measurable**
    - i. Program in place
      1. Including all replacement plans in one place
      2. Annual report to board updating on replacement plan adherence.
  
6. **Continue to remediate the TPMHS Property and Administer the Grant**
  - a. **Action Plan**
    - i. Work with Staff, Project Manager, Environmental Group and Attorney to keep the grant administration current and accurate during remediation.
    - ii. Additionally continue to move through remediation into the IEPA property cleaning program.
  - b. **Time Frame**
    - i. Continue through 2024-2025
  - c. **Measurable**
    - i. Remediation Bids submitted, awarded, and cleanup process ongoing.
    - ii. Continue to provide reports at required frequency.
    - iii. Enter into the IEPA Site Remediation Program.