

## RESOLUTION NO 25-R-23

### A RESOLUTION TO APPROVE EXECUTIVE DIRECTOR'S GOALS FOR 2025-2026

WHEREAS, the Tinley Park-Park District ("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 has 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 be focused 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 2025-2026.

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 21st day of May 2025.

AYES: 5

NAYS: 0

ABSENT: 0

ABSTAIN: 0

TINLEY PARK-PARK DISTRICT

Lisa O'Donovan  
President, Board of Park Commissioners

Attest:

Allen  
Secretary, Board of Park Commissioners

EXHIBIT 1 RESOLUTION NO 25-R-23

**Tinley Park-Park District  
2025-2026 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. Continue to improve the employee experience (Board Goal 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 2025-2026.

**c. Measurable**

- i. Regularly schedule well-being meetings
- ii. Maintain or improve eNPS rating from employees

**3. 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 2026

**c. Measurable**

- i. Program in place
  - 1. Including all replacement plans in one place
  - 2. Annual report to the board on replacement plan adherence.

**4. 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. continue to move through remediation into the IEPA property cleaning program
- iii. Begin working toward a public engagement process for development

**b. Time Frame**

- i. Continue through 2025-2026

**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.
- iv. Public engagement steps have begun.

**5. Update Agency planning documents (Board Goal 1,2,4,5)**

**a. Action Plan**

- i. Update ADA transition plan
- ii. Update Needs Assessment Survey
- iii. Update Master Plan
- iv. Update Park Inventory

**b. Time Frame**

- i. Begin in 2025 and wrap up early 2026

**c. Measurable**

- i. Completing each of the action items in the timeframe.