

Wildwood Park District
Regular Board Meeting
33325 N. Sears Boulevard, Wildwood, IL 60030
Tuesday, February 17th, 2026, 7:00pm
In-Person at Rule House

Consistent with the requirements of the Illinois Compiled Statutes
5 ILCS 120/1 through 120/6 (Open Meetings Act), notices of this meeting were posted.
Location of the meeting: Rule House, 33325 N. Sears Boulevard, Wildwood, IL 60030

AGENDA

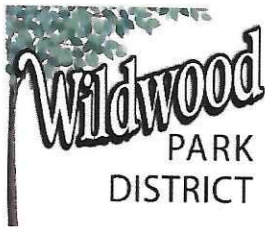
- I. Call to Order - Pledge of Allegiance**
- II. Roll Call**
- III. Approval of Agenda – Regular Board Meeting – Tuesday, February 17th, 2026**
- IV. Approval of Minutes**
 - A. Minutes of the Regular Board Meeting – Tuesday, January 20th, 2026**
- V. Matters from the Public**
- VI. Financial Report**
- VII. WSRA**
- VIII. GLCC Report**
- IX. Valley Lake Report**
 - A. 2026 Spring Fish Stocking Keystone Hatcheries Proposal**
- X. Staff Reports**
 - A. Recreation/Administration**
 - B. Maintenance**
 - C. Marketing/Promotions**
 - D. 2026 IAPD/IPRA Soaring to New Heights Conference Report**
- XI. Unfinished Business**
 - A. 2026-2031 Strategic Plan**
 - I. Approval of Board Strategic Plan Workshop Minutes Wednesday, January 14th, 2026**
- XII. New Business**
 - A. Legal updates to Board Policy, Policy/Procedure, and Personnel Policy Manuals for official adoption**
- XIII. Other Business**
- XIV. Matters from the Public**
- XV. Closed Session**
 - A. 5 ILCS 120/2 (C) (1) Personnel**
- XVI. Adjournment**

The Wildwood Park District is subject to the requirements of the Americans with Disabilities Act of 1990. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting or facilities, are asked to contact the Park District at 847.223.7275 or email Executive Director/ADA Compliance Officer Brandon Magnini at bmagnini@wildwoodparkdistrict.com.

The Board of Park Commissioners welcome public comments during all meetings.

Key rules governing participation

All comments will be limited to three (3) minutes per person and no longer than 30 minutes for all comments.



33325 N. Sears Blvd.
Wildwood, IL 60030
Phone: 847.223.7275
Fax: 847.223.2820

www.wildwoodparkdistrict.com

TO: Board of Commissioners
CC: All Staff
FROM: Brandon Magnini, Executive Director
SUBJECT: Board Packet Attachments and Agenda Items
DATE: February 17th, 2026

Good afternoon, Commissioners,

Please find below a brief explanation on the following Board attachments that correlate with the agenda items for the Tuesday, February 17th, 2026 Regular Board Meeting:

Valley Lake Report:

A. 2026 Spring Fish Stocking Keystone Hatcheries Proposal

Attached you will find a proposal from Keystone Hatcheries for the first year of a multi-year restocking program for Valley Lake. I have also included correspondence with the IDNR after they reviewed the proposal. Staff recommend the approval of the Keystone Hatcheries proposal (sans channel catfish) as presented so that we may move forward to secure pricing by March 1st and stock the lake prior to the start of the season.

Staff Reports

I. Soaring to New Heights 2026 IPRA/IAPD Conference Report

Attached you will find a post-Conference report detailing sessions attended, recap of the Exhibit Hall, and other activities undertaken by myself and Maintenance Supervisor Dykes. Commissioner Nelson's Conference Report follows sequentially after the Staff report.

Unfinished Business

A. 2026-2031 Strategic Plan

I. Approval of Board Strategic Plan Workshop Minutes

Attached you will find the Minutes from the Board Strategic Planning Workshop Meeting of 1/14/2026 for review and approval at the February Regular Meeting.

New Business

A. Legal Updates to Board Policy/Policy & Procedure/Personnel Policy Manuals

Attached you will find a memorandum, IAPD legal informational sheet, and the recommended updates for policy adoption within our specific manuals per new laws and policies taking affect in 2026.

As always, please let me know if you have any questions, comments, or concerns.

Sincerely,

Brandon Magnini

Brandon Magnini, Executive Director

Wildwood Park District
Regular Board Meeting
Rule House 33325 N. Sears Blvd, Wildwood, IL 60030
Tuesday, January 20th, 2026, 7:00 PM

Minutes

- I. **Call to Order:** The meeting was called to order at 7:03 PM. The Pledge of Allegiance was recited.
- II. **Roll Call:**
Present: Commissioners Becky Jante, Anna Nelson, Dan Corrigan, Doug Dietzen.
Absent: Commissioner Matt Brueck
- Park District Staff Present:** Brandon Magnini, Executive Director, Michael Dykes, Maintenance Supervisor, Kathy Atkins, Accountant.
- III. **Approval of Agenda – Regular Board Meeting – Tuesday, January 20th, 2026**
President Jante entertained a motion to approve the Agenda of the Regular Board Meeting of the Wildwood Park District of Tuesday, January 20th, 2026, as presented. So Moved: Commissioner Corrigan, Second: Commissioner Nelson. All in favor, motion carried.
- IV. **Approval of Minutes – Regular Board Meeting – Monday, December 15th, 2025**
President Jante entertained a motion to approve the Minutes of the Regular Board Meeting of Monday, December 15th, 2025, as presented. So Moved: Commissioner Dietzen, Second: Commissioner Corrigan. All in favor, motion carried.
- V. **Minutes of the Closed Session – Semi Annual Review – 10/20/2025, 8/18/2025, 11/18/2024, 10/21/2024, 11/20/2023, 8/15/2022, 12/31/2021**
President Jante entertained a motion to keep closed the Closed Session Minutes of 10/20/2025, 8/18/2025, 11/18/2024, 10/21/2024, 11/20/2023, 8/15/2022, and 12/13/2021, as presented. So Moved: Commissioner Corrigan, Second: Commissioner Nelson. All in favor, motion carried.
- VI. **Matters from the Public**
- No Matters from the Public
- VII. **Financial Report**
The Financial Report was read. President Jante entertained a motion to accept the Financial Report as presented. So Moved: Commissioner Nelson, Second: Commissioner Corrigan. Roll Call: Commissioner Nelson, aye, Commissioner Dietzen, aye, Commissioner Corrigan, aye, Commissioner Jante, aye. All in favor, motion carried. Accountant Kathy Atkins presented the Board with a truncated version of the monthly financial summary cover page for the monthly financial report after previous Board discussion at the December Regular Meeting had requested that report hit the key highlights tailored to a management view. Discussion. The District will continue to publish the full financial report and profit & loss detail on the website and emailed electronically to the Board prior to each meeting for transparency sake. Commissioners who would like the detailed summary report in the original format printed off can still request that as needed.

VIII. **WSRA**

The next Regular Board Meeting will take place on January 26th, 2026 at 3:00pm.

IX. **GLCC**

The GLCC will be hosting their Ice Golf event now on Saturday, February 7th due to the lack of ice this upcoming weekend. The Park District will continue to coordinate with GLCC to have our Ice Fishing Derby/Winter Fun Event now on February 14th as our reschedule date.

X. **Valley Lake Report**

The 2026 spring fish stocking proposal from Keystone Hatcheries included in the Board Packet was not discussed and will be reviewed at the February Regular Meeting.

Director Magnini shared with the Board that the District's Valley Lake Management Plan had been completed after compiling the information over the last year plus. That plan will be made available to the Board.

Magnini shared updates from the Friends of Valley Lake Group regarding informational flyers being put together for best practices for the neighbors around the lake. Discussion.

Magnini is also looking for alternative water/sediment/phosphorous testing options instead of paying for the TIGRIS testing through either Lake County or other volunteer groups. Discussion. Magnini will update the Board when he has more information.

A. Formation of Valley Lake Committee of the Board

Director Magnini stated that the Friends of Valley Lake community volunteer group had given no further direction or displayed current interest in going through the process of becoming a Committee of the Board. With the lack of traction on this, Magnini requested this item be removed from further agendas until further notice.

XI. **Staff Reports**

A. Recreation/Administration – report was read. Discussion

B. Maintenance – report was read. Discussion

C. Marketing/Promotions – report was read. Discussion

XII. **UNFINISHED BUSINESS**

A. 2026-2029 Strategic Plan – Board of Commissioners Workshop Discussion

Director Magnini stated he was working on the minutes for the Strategic Workshop Discussion which will be presented for approval at the February Meeting. Magnini stated that he was working with Maintenance Supervisor Dykes to have him complete the last of the internal Staff Strategic Interview questions. Magnini will provide additional updates to the plan formation as the process continues.

XIII. NEW BUSINESS

A. Bartlett Tree Service Winter Tree Pruning and Clean Cut Tree Removal Quotes for Review

President Jante entertained a motion to approve the winter safety tree pruning proposals from Bartlett Tree Service in the amount of \$7,974.00 and the tree removal proposal for Rule/Twin Lakes/Old Plank Parks from Clean Cut Tree Service in the amount of \$ 4,040.00 as presented. So Moved: Commissioner Dietzen, Second: Commissioner Corrigan. Roll Call: Commissioner Nelson, aye, Commissioner Dietzen, aye, Commissioner Corrigan, aye, Commissioner Jante, aye. All in favor, motion carried. Commissioner Corrigan asked Director Magnini if he thought that the Tree Inventory was useful in narrowing down these tree proposals. Director Magnini had utilized the Inventory results as he walked the parks with the two tree services to set expectations. He was also able to whittle away some of the extra services quoted out based on the reporting and status of each tree inventoried in addition to realizing that in-house Staff could handle some of the smaller removals or trimming. Commissioner Dietzen asked Director Magnini if he had an estimation on whether general scheduled tree pruning (outside of storm damage to trees) would be on a quarterly or yearly basis based on current and past trends for budgeting and forecasting expectations. Director Magnini stated that it should be a once-a-year review in the winter which will also depend on the existing needs for Oak/Elm pruning based on the inventory report and current status of the trees as reviewed by a professional arborist.

XIV. Other Business – No Other Business.

XV. Matters from the Public –

- No Matters from the Public

XVI. Closed Session – The Board did not move into Closed Session

XVII. Adjournment

President Jante entertained a motion to adjourn the Regular Board Meeting of Tuesday, January 20th, 2026, at 7:31 PM. So Moved: Commissioner Corrigan, Second: Commissioner Dietzen. All in favor, motion carried. Meeting adjourned at 7:31pm.

Secretary
Board of Park Commissioners

President
Board of Park Commissioners

Date:

Date:



Keystone Hatcheries LLC
 11409 Keystone Road
 Richmond, Illinois 60071
 p 815.678.2537 f 815.678.2437
 info@keystonehatcheries.com
 keystonehatcheries.com

Estimate

Date	Estimate #
1/12/2026	26979

Name / Address
Wildwood Park District 33325 Sears Blvd Wildwood, IL 60030

Ship To
Valley Lake 33290 N. Mill Raod Grayslake, IL

Terms	Permit Type/Exp.	Contact Person	Cell #	Text Yes/No
Net 30				

Item #	Quantity	Description	Unit Price	Total
FISH-ORDER		TO ORDER: Either sign & date estimate and send back with deposit check OR send email approval and call in with credit card for deposit. YOU DO NOT HAVE AN ORDER UNTIL you approve order and pay the deposit. Deposit waived with PO If you complete order as outlined above within a week of receiving quote, the fish will be ready approximately in April/May. We will notify you as outlined below.	0.00	0.00T
TF010	60	Tuffies - Fathead Minnows (per lb.)	10.48	628.80T
BLG24	1,200	Bluegill 2-4"	0.63	756.00T
BLG46	600	Bluegill 4-6" *Estimated Size, subs may be needed*	1.50	900.00T
CCF46	300	Channel Catfish 4-6"	0.50	150.00T
RES24	600	Redear Sunfish, 2-4"	0.63	378.00T
TGC811	30	Triploid Grass Carp 8-11" (IL only)	12.00	360.00T
TGC-PERMIT-FEE		Permit Application Fee (charged by KSH. Fee is non-refundable if permit is denied by DNR). By signing this estimate, I agree to hold Keystone Hatcheries harmless for any problems caused by Triploid Grass Carp or their impact on the aquatic environment. Also, I understand that Triploid Grass Carp are a Restricted Species in Illinois and that I will not take or transplant the Triploid Grass Carp to any location other than the one described below. The information below is needed by Keystone Hatcheries to apply for the permit. This information MUST BE FOR THE ACTUAL STOCKING LOCATION: Physical Address: _Valley Lake - Same_ County: _Lake_ Approximate Pond Size (in Surface Acres): _12_	10.00	10.00
DEL TERMS-FISH-DEL		Do you own 100% of the pond? If not, do all owners approve: __Yes__ Delivery fee. **Conditional Rate..See below for details** Estimate is based on volume pricing and a change in quantity may change unit price. Fish sizes quoted are estimated averages, and actual sizes may fall outside those ranges. Fish quantities are estimated based on weights and could be slightly more or less than what is listed. Delivery rate stated above requires customer to receive delivery	99.00	99.00 0.00

OFFICE USE ONLY			Subtotal	
PO or Order OK	Deposit	E/C	Sales Tax (0.0%)	
Order Entered	Order Revised		Total	



Keystone Hatcheries LLC
 11409 Keystone Road
 Richmond, Illinois 60071
 p 815.678.2537 f 815.678.2437
 info@keystonehatcheries.com
 keystonehatcheries.com

Estimate

Date	Estimate #
1/12/2026	26979

Name / Address
Wildwood Park District 33325 Sears Blvd Wildwood, IL 60030

Ship To
Valley Lake 33290 N. Mill Raod Grayslake, IL

Terms	Permit Type/Exp.	Contact Person	Cell #	Text Yes/No
Net 30				

Item #	Quantity	Description	Unit Price	Total
		<p>on the date offered and assumes delivery to the Name/Address listed above in lieu of a "Ship to" address. A change in the delivery address may result in a change of the delivery fee. Notice of delivery date is provided at least 2 days in advance, but we cannot provide an estimated time of arrival until the day before delivery. We cannot guarantee delivery on a specific date or time unless customer pays Special Delivery Rates. If you do not accept delivery on the date or time first offered, a higher rate for special delivery may be assessed. See attached Stocking Instruction sheet for pond access requirements. Keystone Hatcheries strives to provide superior quality fish in good health. However, we cannot and do not warrant the suitability or survival of any fish. If you experience any difficulty with your purchase, contact us immediately. No claim will be considered if more than a week after the stocking date. Keystone Hatcheries shall not be liable for any loss, damage, injury, or claim suffered by customer unless such loss, damage, injury, or claim is the direct result of a negligent or willful act of Keystone Hatcheries. In such case, damages shall be limited to the purchase price paid by customer to Keystone Hatcheries for the product. Once loaded on our truck for delivery, fish may not be returned or exchanged for any reason and customer shall be responsible for the entire purchase price for such fish. All orders require a non-refundable deposit, in the amount specified. Any order reduced or cancelled after it is received by Keystone Hatcheries will result in forfeiture of this deposit. To place your order and to signify your acceptance of the terms set forth herein, please sign below and return this signed form, along with your deposit, legal name and full address, to the address listed above. Orders submitted more than 30 days after the date listed above or without the required deposit and information may not be processed. This estimate does not constitute a binding contract until signed and returned with required deposit and accepted by Keystone Hatcheries. Fish prices are subject to change because of their market based nature, but customer has the right to change order if prices do increase after acceptance of estimate. In the event of any law, order or requirement of government, act of God, or any other event beyond our reasonable control that makes delivery of the ordered product impossible, in our sole discretion, Keystone Hatcheries shall be released from any obligation contained herein and any deposit paid by Customer shall be refunded.</p> <p>Sign Here to Accept Estimate _____</p>		

OFFICE USE ONLY			Subtotal
PO or Order OK	Deposit	E/C	Sales Tax (0.0%)
Order Entered	Order Revised		Total



Keystone Hatcheries LLC
 11409 Keystone Road
 Richmond, Illinois 60071
 p 815.678.2537 f 815.678.2437
 info@keystonehatcheries.com
 keystonehatcheries.com

Estimate

Date	Estimate #
1/12/2026	26979

Name / Address
Wildwood Park District 33325 Sears Blvd Wildwood, IL 60030

Ship To
Valley Lake 33290 N. Mill Raod Grayslake, IL

Terms	Permit Type/Exp.	Contact Person	Cell #	Text Yes/No
Net 30				

Item #	Quantity	Description	Unit Price	Total
		Date Signed _____ Contact person and cell # for delivery scheduling _____		

OFFICE USE ONLY			Subtotal	\$3,281.80
PO or Order OK	Deposit	E/C	Sales Tax (0.0%)	\$0.00
Order Entered	Order Revised		Total	\$3,281.80

Brandon Magnini

Thursday, January 15, 2026 at 13:00:09 Central Standard Time

Subject: RE: Estimate 26979 from Keystone Hatcheries
Date: Monday, January 12, 2026 at 1:23:29 PM Central Standard Time
From: Mike Robinson
To: Brandon Magnini
Attachments: image001.png

I forgot to include crappie as an option. I think you should decide whether you want them, they are not really needed. Read more about crappie here:

<https://keystonehatcheries.com/blogs/gamefish/black-crappie>

If you decide to stock them, go with 2027 or 2028.

Thanks,
Mike Robinson
Keystone Hatcheries LLC
11409 Keystone Road
Richmond, IL 60071
815-678-2537
815-678-2437 fax
Keystonehatcheries.com

From: Mike Robinson
Sent: Monday, January 12, 2026 1:21 PM
To: 'bmagnini@wildwoodparkdistrict.com' <bmagnini@wildwoodparkdistrict.com>
Subject: Estimate 26979 from Keystone Hatcheries

Hi Brandon,

Thanks again for contacting us. Attached is the quote we discussed, plus stocking info. This would be the first half of the stocking, which would occur in 2026. Please look it over and let us know if you would like to make any changes.

Otherwise, if you would like to proceed with it as quoted, please do one of the following to order:

1) Send a PO referencing Estimate #26979

OR

2) Sign estimate and send back to Keystone Hatcheries

Regarding next year, we cannot quote it now, but below is an image of what it would be at this years pricing. You may want to round up to \$3K to cover potential price increases:

ITEM #	QUAN	DESCRIPTION	UNIT PRI	TOTAL
		*Budgetary Estimate for 2027 stocking - need requote in January 2027 after pricing is determined		
CCF46	300	Channel Catfish 4-6"	0.50	150.00
LMB46	720	Largemouth Bass, 4-6"	2.98	2,145.60
TGC811	30	Triploid Grass Carp 8-11" (IL only)	12.00	360.00
TGC-PERMIT-FEE		Permit Application Fee (charged by KSH.	10.00	10.00
DEL		Delivery fee. **Conditional Rate..See below for details**	99.00	99.00

		BUSTOTAL	2,764.60
		MARKUP	0.00
TAX	Tax Exempt	(0.0%)	0.00
		TOTAL	2,764.60

After that, we would probably want to stock another 30 grass carp and maybe do a supplemental stocking, depending on how everything is going. I'd say budget a minimum of \$500 if you just want grass carp, or maybe another \$3K if you also want to do a supplemental stocking.

Please let us know if you have any questions.

Thank you,
Mike Robinson
Keystone Hatcheries LLC
11409 Keystone Road
Richmond, IL 60071
keystonehatcheries.com
815-678-2537
Fax: 815-678-2437

Brandon Magnini

Friday, January 16, 2026 at 10:23:38 Central Standard Time

Subject: RE: Valley Lake (33290 N. Mill Rd Grayslake, IL) Fish Kill 2026 Fish Stocking Recommendations
Date: Thursday, January 15, 2026 at 2:14:24 PM Central Standard Time
From: Plauck, Andrew
To: Brandon Magnini
Attachments: image005.jpg, image006.jpg, image007.jpg, image008.jpg, image009.jpg

Hi Brandon,

That list looks pretty good. I personally would wait until year 2 to add the Channel Catfish as they do feed on small Bluegill. Adding Bass in year 2 is a good idea, as they will have plenty to feed on. I would also stay on the low side of the Grass Carp stocking as discussed previously.

Let me know if you have other questions.

Andy Plauck

District Fisheries Biologist

Northern Cook (N of I-290), DuPage, Kane, Lake and McHenry Counties
8916 Wilmot Rd.

Spring Grove, IL 60081

Office: 815-675-2386 ext 214

Cell: 815-347-7601

andrew.plauck@illinois.gov

From: Brandon Magnini <bmagnini@wildwoodparkdistrict.com>

Sent: Thursday, January 15, 2026 12:51 PM

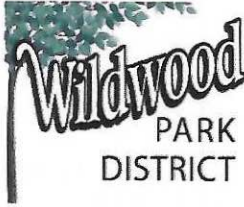
To: Plauck, Andrew <Andrew.Plauck@Illinois.gov>

Subject: [External] Re: Valley Lake (33290 N. Mill Rd Grayslake, IL) Fish Kill 2026 Fish Stocking Recommendations

Good afternoon, Andrew,

Following up from our fish kill last year at Valley Lake, we have been working with a fish hatchery to develop a multi-year restocking plan beginning in Spring 2026. This was the recommendation we have been given (please see the attached proposal which would be for the initial re-stocking program for Spring 2026):

"Thanks again for contacting us. Attached is the quote we discussed, plus stocking info. This would be the first half of the stocking, which would occur in 2026. Regarding next year, we cannot quote it now but below is an image of what it would be at this year's pricing. You may want to round up to \$3K to cover potential price increases:



33325 N. Sears Blvd.
Wildwood, IL 60030
Phone: 847.223.7275
Fax: 847.223.2820
www.wildwoodparkdistrict.com

Wildwood Park District “Friends of Valley Lake” Meeting Notes 2/6/2026 Lakeview Room

Attendees: Susan Losch, Mariana Ruano, Frank Mazzuca, Maj Kowalski. WPD
Executive Director Brandon Magnini

Introductory Notes

The meeting minutes from 1/13/2026 were reviewed. No further questions.

Water/Sediment/Phosphorous Testing: After discussion, Maj Kowalski stated that she would be open to taking baseline and monthly phosphorous tests to take to the Lake County Health Department after she completes her volunteer lake monitor readings for dissolved oxygen. Per LCHD, each test (one per month) is \$25. The Park District would be looking at around \$125-\$150 for the season. The Health Department does not have us on their testing schedule for 2026, so this is another option.

In addition, the progress with the volunteer Lake County Lake Lovers Group and the overview of their volunteer testing equipment sharing program was discussed. Several names were provided for Director Magnini to reach out to invite to volunteer to be twice a month water quality testing personnel to collect the data. The application for this no-cost program is due February 11th. Again, this is a possible alternative to paying for the water/sediment testing from TIGRIS if our lake is accepted through the application.

Fish Stocking: Magnini briefly touched on fish stocking after going into further detail with the proposed estimate from Keystone Hatcheries at the January Meeting. Additional recommendation from the group was to push stocking channel catfish until the second year of restocking (echoed by the IDNR recommendation).

Informational Flyer and Best Practices

Additional ideas for promoting best practices for the lakefront homeowners in respect to lake health were discussed.

- I. Alternative products to fertilizer for lawn care
- II. A suggestion to catch and release fish only in year 1 of the fish re-stocking to help re-establish the fish (will check with IDNR on legality of that based on what our signage stakes for daily harvest limits).

- III. Shoreline Cleanup Dates (Confirmed June 13th and June 11th). Will try to schedule Maintenance Team to assist resident volunteers around the lake with garbage cleanup, and hand removal of invasive species as applicable. District can help print off laminated pictures ID'ing the invasives to provide the volunteers. Best practice calls for these invasives to be bagged in black garbage bags and removed in the garbage containers of the resident homeowners.
- IV. Included map of Valley Lake watershed to illustrate affect that all homes in the near area have on lake health with lawn practices and garbage, etc.
- V. Mariana Ruano has received all the information from Director Magnini to put together the flyer. She is currently finalizing the look of the flyer and will help distribute it to the neighbors. The Park District stated that they can promote the information on their social media channels and e-newsletter when available. The District would also like to launch a lake(s) monitoring page on their website in 2026 where pertinent lake information can be uploaded.

Miscellaneous:

- Dredging: Director Magnini came back to the group and distributed a summary of the costs and logistics of what a large-scale dredging project would look like to help set expectations for what is possible with the Park District's current and future resources.
- Director Magnini asked the group to help brainstorm some ideas for the introduction of a new special event centered around Valley Lake or the adjacent parks in 2026. One of the goals of the completed Valley Lake Management plan pushes for the District to develop a viable Special Event to establish with the community centered around the lake beginning in 2026 if feasible. Suggestions ranged from an outdoor movie night where the audience can float in their kayaks on the water and another attempt at regatta races. Discussion. Director Magnini stated he would look into the logistics of all the ideas.
- Community Awareness: Director Magnini shared the contact information of the Gagewood Lions Club to the group so they can reach out and determine if new free Little Libraries can be built and installed at both Valley North and Valley South Parks. In addition to books, the group would like to see lake informational flyers and updates stocked in the libraries.

Action items

- Schedule third shoreline cleanup date if group feels it is necessary and communicate this to District.
- Director Magnini to send TIGRIS tentative treatment schedule as it becomes available to group.
- Current Valley Lake stakeholders email list to be expanded with the new names in this group.
- District to work with Mariana Ruano to get information flyer/trifold out to community via online marketing channels.
- Group to brainstorm possible ideas to fundraise and/or get more awareness out about the issues.
- Director Magnini to follow up on logistics for proposed Special Event(s).
- Group to follow up with the Lions club regarding free Little Libraries.
- Select March meeting date for group.

Wildwood Park District
Recreation/Administration Report
February 2026

1. Routine administrative tasks such as sorting through bills, payroll, depositing funds, PDRMA reporting requirements, meeting with Treasurer Corrigan for bi-weekly financials, and assisting Kathy with various administrative tasks, and associated reports.
2. Website management and board duties.
3. Continuing to work with Team on budget preparation.
4. Correspondence and planning with outside sources to procure baseline water and sediment testing for Valley Lake in 2026. Submitted application for volunteer group Lake County Lake Lovers that can provide borrowed testing equipment to local volunteers for no cost.
5. Continuing work on the Strategic Planning Process and Focus Groups.
6. Continuing work on summary of recommendations for an ADA Transition Plan/Recommendation for ADA audit. Met with WT Group for information Zoom call on 2/9 regarding ADA audit costs and transition planning efforts.
7. Held third "Friends of Valley Lake" community planning meeting on 2/6. 4 residents attended. A full recap of the meeting is included in this Board Packet.
8. Preparation and logistics for Gages Lake Ice Fishing Derby/Winter Fun event rescheduled for 2/14.
9. Daddy Daughter Dance was held at the Warren Township Center on 2/6. It was a very successful event with 41 couples registered. Fun was had with music, dancing, catered dinner from Wayne's pizza, desserts, drinks, a photo op area, and more! Thank you to Warren Township for granting us access to the shared space and to the Warren Township High School Students of Service group who provided us 15 volunteers.
10. Staff Safety Committee met for our February Meeting. Topics covered included upcoming tree removals, state mandated cybersecurity training, and discussed the continuation of our PDRMA SMART goal which is a maintenance staff job hazards analysis for 5-10 of the highest-risk tasks our Team may work on throughout the year.
11. Was accepted into the IPRA ProConnect program after applying in early November 2025. The program is designed to pair park and recreation professionals at any stage of their career with seasoned mentors for educational, networking, and growth sessions (in my case I'll be paired with another Executive Director from the Glenview Park District and a Superintendent of Parks and Planning from the Buffalo Grove Park District). It is a six-part program that meets from February-May once or twice a month. A description of the program can be found here: <https://www.ilipra.org/proconnect/>.
12. Preparation of logistics for IPRA Soaring to New Heights Conference. Attendance at Conference from January 29-31.
13. Various follow-up and post-conference note compilation from IPRA Soaring to New Heights Conference. Met with Commissioner Nelson to recap several Legal educational sessions.
14. Working with risk management consultants to review proposed 2026 lifeguard contract language changes. Conducting outreach to additional third-party lifeguard service providers to seek current pricing and feasibility if needed.
15. I RSVP'd to attend and represent the District at the February IAPD Legislative Breakfast at the Mundelein Park District on 2/27. A follow up report will be generated for the Board.
16. First week of Early Bird Camp/Swim/Preschool registration has gone well with several families taking advantage of the small discount and also signing up for later sessions.
17. First Harvest Fest Committee meeting of 2026 took place on 2/4. Elmer Fallos, Supervisor of Warren Township officially joined the Committee. Elmer has committed to providing the District

Wildwood Park District
Recreation/Administration Report
February 2026

two 14-passenger ADA compliant vans operated by Township Staff to act as a shuttle service between parking areas for our visitors at Harvest Fest. Elmer and Amy Sarver will also commit to a \$250 sponsorship. Steve Ostrowski - State Farm of Grayslake has re-upped his \$1000 Presenting Sponsor Tier Sponsorship for 2026. The Harvest Fest Committee meeting notes can be found in this Board Packet.

18. Various IT communications regarding antivirus software upgrades with our third-party provider and collaboration to help select the newly ordered laptop for Maintenance Supervisor Dykes. Michael's new laptop had been budgeted for several years with the purchase finally being made in February. We utilized a 2012 era MacBook Pro laptop for him until it finally became obsolete in user ability this year. The new laptop will be Windows Based, be built on CoPilot AI functionality, and fit the needs of an analytical and report-based work.
19. I met with Maintenance Supervisor Dykes at the maintenance shop on 2/5. Together we built up our equipment and power tool asset log for budgeting and long-term planning purposes.
20. Re-trained Staff and provided memo and training slides and scenarios on how to properly interact with 'First Amendment Auditors' who had been spotted in the area going in and filming interactions with front office staff at the Warren Senior Center and Gurnee Park District. Commissioner Nelson passed along the information after learning this at the last WSRA Board Meeting. As of this meeting, no First Amendment Auditors have visited the District. An overview of what a First Amendment Auditor is can be found here:
<https://share.google/aimode/w815RdnbvCu42b`MB8>

Wildwood Park District
Maintenance Report
February 2026

1. Ongoing park garbage control and maintenance/Mutt Mitts replacements.
2. Winter maintenance and upkeep of equipment.
3. Clean Rule bathrooms, community rooms, and office spaces as needed - re-stock paper towels and soap. Mop floors as needed.
4. Building inspections - corrective actions as needed.
5. Plow Rule parking lot and park paved walking paths as needed. Applied rock salt in these areas as required.
6. 2014 Gator that was returned to WPD with a new starter, neutral switch, and battery was picked up again by AHW to diagnose an electrical issue with the salt spreader not operating that was functioning prior to initial pickup by AHW.
7. Clean Cut Tree Care removed two large dead bur oaks at Rule and Twin Lakes Parks respectively. The third approved tree removal taking place at Old Plank Park scheduled for 2/17.
8. Coordinating with Bartlett Tree Service for schedule of approved tree pruning work in the winter.
9. Met with Director Magnini at Maintenance Shop on 2/5 to complete an inventory and 5s of existing power tools and vehicles while updating our asset log and documentation. Exercise also served as a tool for budget preparations and expectations for FY 26-27 Budget. Obsolete/broken and seldom used tools were either prepared for proper disposition or marked for resale for government purchasing pools.
10. Completed follow-up with Custom Manufacturing after discussion at IPRA Conference. Custom Manufacturing installed our wooden piers at Willow Point and at Pebble. Resources were sought for the proper stain to purchase to revitalize the wood as well as a maintenance plan to inspect the bones of each pier for long-term durability.
11. Scoutmaster from Boy Scout Troop 671 reached out to us regarding service project opportunities this year. The Park District and Troop leadership agreed to set aside Saturday, April 25th as a day of service. Per discussions, we are to expect between 50-70 Scouts with their families to help Maintenance Staff clear and clean up park perimeter tree lines and overgrown islands of brush at both Twin Lakes Park and Rule Park concurrently from 1-4pm. Prior to the day of service, Maintenance Staff will begin preparing the areas and marking off sections to be undisturbed. The Park District will provide resources, select tools, Staff, waters, and snacks. Every year, April 25th is a special day for Troop 671 marked to remember former Troop 671 Scout Gavin Short who lost his life in 2022.

Marketing Board Report February 2026

Website

- Routine Maintenance- keeping website up to date with current announcements, events, news, and programs, as well as removing old content.
- Updates
 - Removed past Special Events and Programs
 - Homepage slider
 - Added all upcoming February and March events and programs to homepage slider.
 - Added slider with Summer Camp & Preschool Guide and open registration
 - Updated all preschool pages to reflect new verbiage, images, etc. from the Summer Camp & Preschool Guide
 - Updated Boat Ramp Key application
 - Updated all Summer Camp forms
 - Updated all Preschool registration forms and handbook
- Metrics (last 30 days)
 - Sessions: a session is the browsing session of a single user to our website
 - 1,878- up 41% from previous 30 days.
 - Pageviews: a view of a page on our site that is being tracked by the Analytics tracking code.
 - 2,824 – up 48% from previous 30 days
 - Most Popular Times: most popular days/times we have website visitors.
 - 1. Wednesdays at 10am
 - 2. Thursdays at 11am
 - 3. Tuesdays at 3pm
 - Average Session Duration: total duration of all sessions, in seconds
 - 22 sec – up 18% from previous 30 days
 - New vs Returning Visitors
 - New- 97%, Returning- 3%
 - Device Breakdown
 - Desktop- 66%, Tablet- 2%, Mobile- 32%
 - Top Referrals: the top websites that send your website traffic, known as referral traffic.
 - 1. Facebook
 - 2. Facebook
 - 3. Facebook
 - 4. Facebook
 - Top Pages
 - 1. Home
 - 2. Special Events
 - 3. Program Guide
 - 4. Summer Camps

- 5. Gages Lake Ice Fishing Derby & Winter Fun
- 6. Registration
- 7. Calendar
- 8. Parks & Facilities
- 9. Adult & Senior Programs
- 10. Summer Camp Forms

Social Media

- Routine Maintenance- checking social media pages daily for comments, messages, etc. and responding accordingly.
- Posting weekly to drive program registration, event attendance, engagement, follows, and to remain visible in people's newsfeeds:
 - Promotion of Winter/Spring open registration
 - Promotion of Tot programs
 - Parent/Tot Arts & Crafts Class
 - Movin' & Groovin' Preschool Music Class
 - Created Facebook events for:
 - AARP SmartDriver Course
 - Adult Bingo Night
 - Glitzy Girlz Winter White Glam Night
 - Glitzy Girlz Peace, Love & Glam Slumber Night
 - Magic Trick's St. Patrick's Day Version
 - Posted update postponing the Gages Lake Ice Fishing Derby
 - Promoted Preschool fair at Lake Villa Library
 - Promoted digital Summer Camps & Preschool Guide, early bird registration rates and dates
 - Promoted Daddy Daughter Dance
 - Created new Facebook event for Gages Lake Ice Fishing Derby with new date and promoted
 - Office closure due to extreme cold
 - Promoted February e-newsletter and subscribe landing page
 - Promoted Summer Camps & Preschool early bird open resident registration
 - Promoted Daddy Daughter Dance
 - PSA regarding Rule Park tree removal and driveway closure
 - Promoted all February special events and programs
- Analytics
 - Facebook
 - Total page followers: 2,136- up 8 followers in last 28 days
 - Total Views- The number of times your content was played or displayed.
 - 21,034- up 42% from previous 28 days.

- Content Interactions- the number of likes or reactions, saves, comments, shares and replies on your content, including ads.
 - 129- up 41.8% from previous 28 days.
- Audience: 25% men, 75% women
- Instagram
 - Total Views- 748. Up 565 from previous 30 days.
 - Interactions-29. Up 25 from previous 30 days.
 - Accounts Reached: 200. Up 6,566.7% from previous last 30 days.
 - Profile Visits: 14. Up 180% from previous 30 days.
 - Total followers: 305. Down 6 from previous 30 days.

Monthly E-Newsletter

- We are up to 537 subscribers to our monthly e-newsletter (+4 from last month). 222 subscribers overall since landing page was created.
- February E-newsletter included:
 - Inside this Issue highlights
 - Mark Your Calendars
 - All upcoming February and March programs, events, and board meetings.
 - 2026 Summer Camp & Preschool Guide
 - News & Announcements
 - Volunteers Needed for Special Events
 - Winter/Spring Program Guide
 - Willow Point Park Shoreline Stabilization Project Update
 - Staff Reports
 - Sponsorship Opportunities
 - Upcoming Events & Programs
 - All February & March programs and events
 - Preschool
 - Updated verbiage and images to match Summer Camp & Preschool Guide and website.
 - Early Bird Registration Discount & Dates
 - New Class Descriptions Added with Images
 - New Call to Actions
 - Learn More
 - Browse Classes
 - Schedule a Tour
 - Room Rental information

Special Events

- **Harvest Fest**
 - Secured Harvest Fest \$1,000 Presenting Sponsor application and payment from State Farm.

- Secured verbal commitment from Elmer Fallos and Amy Sarver (Warren Township Center and Warren Township Highway Department) for \$250 Beer Tent Sponsor as well as use of two of their shuttles and drivers for off-site event parking.
-

2026 Summer Camp and Preschool Digital-Only Guide

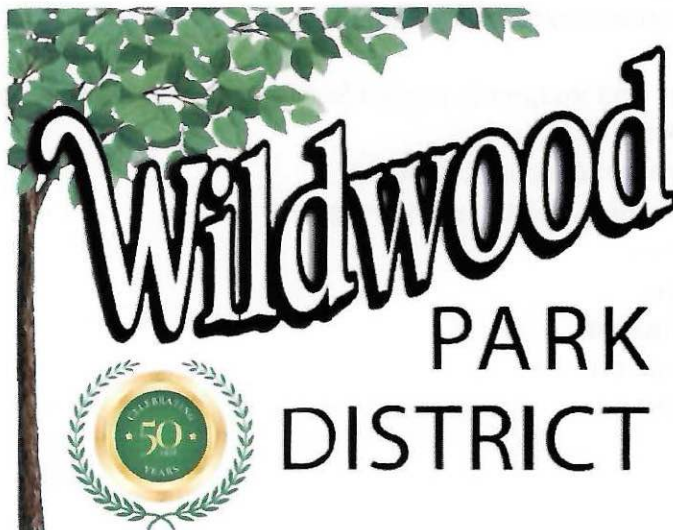
- Marketed to the public via website, social media, monthly e-newsletter, and e-newsletter to last year's summer camp parents
- Registration numbers to date through brand-new early bird registration/discounts:
 - Camp Rules!: 21
 - Junior Camp Counselor: 3
 - Tot Camp: 9
 - Swim Lessons: 34

Wildwood Park District 50th Anniversary

To commemorate the Wildwood Park District's 50th Anniversary, three logo concepts were developed to use on our website, social media, and marketing materials to honor our establishment and brand identity.

Concept 1

Incorporates the current WPD logo with a subtle, embedded 50th Anniversary badge. The badge features gold and WPD hunter green accents and is integrated directly into the existing logo, allowing for a commemorative look while maintaining a clean, familiar appearance.



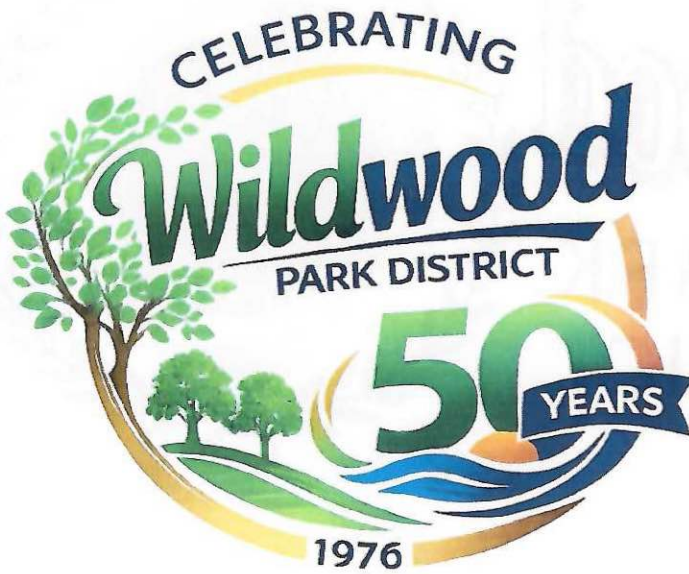
Concept 2

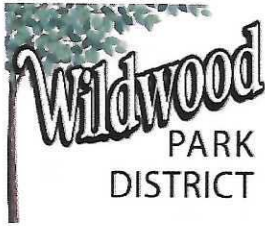
Also utilizes the current logo but places the same commemorative badge alongside our logo in a side-by-side layout. This approach gives the anniversary greater visual emphasis while still preserving the integrity of the existing logo.



Concept 3

Is a complete logo redesign created specifically for the 50th Anniversary. While refreshed, it retains key elements of Wildwood Park District’s branding and current logo, including the tree on the left-hand side, established font styles, and official WPD colors. The design introduces large maple-style trees, which are predominant throughout our parks, along with lush greenery to represent our parks and greenspaces. Water elements paired with a setting/rising sun symbolize our lakes, natural beauty, and well-known sunsets. The logo prominently features “Celebrating 50 Years” and includes the founding year, 1976, to highlight this significant milestone in the Park District’s history.





33325 N. Sears Blvd.
Wildwood, IL 60030
Phone: 847.223.7275
Fax: 847.223.2820

www.wildwoodparkdistrict.com

TO: Board of Commissioners
CC: All Staff
FROM: Brandon Magnini, Executive Director
SUBJECT: 2026 IPRA/IAPD Soaring to New Heights Conference Attendee Recap
DATE: February 17th, 2026

Good afternoon, Commissioners,

Please find the following summary of Staff attendance at the 2026 IPRA/IAPD Soaring to New Heights Conference that was attended by the Wildwood Park District January 29-31st, 2026 at the Hyatt Regency Hotel, Chicago. In 2026, Executive Director Brandon Magnini and Maintenance Supervisor Michael Dykes represented the Staff. Commissioner Anna Nelson attended representing the Board. Her report can be found following this one in the Board Packet. Like every year, Conference is an excellent networking and educational opportunity in which Park District Staff and the Board are encouraged to attend if budget allows. 2026 was no different with many engaging and informative educational sessions, an expansive Exhibit Hall, and several other networking events with fellow Park District staff and Commissioners from all over Illinois. The amount of new ideas, important legal updates, new products and services in the industry, ways for our agency to become more sustainable and efficient, and networking opportunities make this event a must-attend.

The following are the summaries of the sessions and activities that Staff participated in:

EXHIBIT HALL:

Executive Director Magnini and Maintenance Supervisor Dykes attended the Exhibit Hall from 11am-4:30pm intermittently between sessions on Thursday, January 29th and during breaks on Friday, January 30th. During that time, we sought out and met many vendors including but not limited to the following:

- Mulch Center, Mulch Magic and Triple H Mulch Services: Comparison on pricing and services for blown-in playground mulch for the 26-27 fiscal year.
- NuToys/Landscape Structures: The majority of our park playgrounds (except sections of Willow Point and Pebble) are Landscape Structures materials. We walked away with some insight on how to properly maintain, repair, and plan for replacement for our rubber Poured in Play (PIP) surfacing on the Rule Park tot playground.
- PDRMA: Checked in and said hello to our risk management pool organization.
- Various third-party lifeguard providers (StarGuard/Jeff Ellis/Chicagoland Pool Management) to seek new proposals to compare to our recurring contractor AquaGuard.
- Custom Manufacturing, Inc. on tips to stain and perform maintenance on our wooden piers that they had previously installed.

- Various architects and engineers (Hey & Associates, Upland Design, WT Group, Eriksson Engineering, Gewalt Hamilton, etc.) on recommendations for ADA compliance/audits, paving projects, and playground design.
- Sourcwell: Sought updates on new cooperative government purchasing opportunities for projects. We have used this resource before to purchase our Gators/mowers/etc.

Thursday Educational Sessions

15 - Charting the Course: Strategic Planning for the Journey Ahead

Session Summary (attended by Director Magnini and Supervisor Dykes):

This session provided a practical, guided tour of how to build and execute a strong strategic planning process within parks and recreation organizations. Speakers broke down the essential components of strategic planning—what the process looked like, the options available when designing it, and the advantages and challenges associated with different approaches. Participants gained insight into the roles played by facilitators, project leaders, staff, boards, and community stakeholders. The panel also shared advanced tools used by experienced planners to holistically assess an organization’s strategic direction. In addition, presenters discussed how organizations had kept their plans relevant over time and what effective implementation and action planning looked like once a plan was created. The conversation featured seasoned planners and practitioners, including representatives from Lindenhurst Park District, Northern Illinois University’s Center for Governmental Studies, and Naperville Park District, who shared real-world lessons and strategies from their own planning efforts.

Other takeaways:

- Strategic Planning is about creating a flexible roadmap
- Integration of tech and AI should be in your Plan
- Review your mission/vision/values

604 – Beyond Access: When “Accessible” Falls Short of Functional

Session Summary (attended by Director Magnini, Commissioner Nelson and Supervisor Dykes)

This session examined the critical difference between spaces that were technically “accessible” and those that were truly functional, inclusive, and safe for the people they were designed to serve. Participants explored how public and recreational environments often met compliance requirements yet still failed users with disabilities due to design decisions that prioritized checklists over lived experience. The presentation highlighted real-world examples—such as ramps without rest areas, “accessible” spaces overwhelmed by sensory stimuli, and one-size-fits-all adaptations—to illustrate how accessibility frequently fell short in practice. Attendees learned to identify the gaps that emerged when design focused solely on regulations rather than the functional, sensory, cognitive, and social needs of actual users. Through participant stories, case studies, and interactive problem-solving, the session guided professionals in understanding what functional access looked like across multiple dimensions. A practical

framework was shared to help evaluate and improve spaces and programs, so they were not just accessible on paper but intuitive, usable, and empowering. Led by Brittany Johns, an Occupational Therapist from Shirley Ryan AbilityLab, the session equipped attendees with insight, empathy, and actionable strategies to create environments that offered meaningful accessibility and met evolving community expectations around equity and inclusion.

Other takeaways:

- Participants were provided with an Accessibility Evaluation Checklist to determine facility compliance levels.
- For programming, an Activity Analysis should be done for each program to determine accessibility shortcomings.
- Low-cost immediate solutions: bigger fonts, staff training, regularly scheduled maintenance inspections, adaptive equipment, signage with high contrast, visual clutter reduction for individuals with sensory overload.

After the Exhibit Hall and Thursday sessions, Director Magnini attended the IPRA Administration and Finance Section Board Meeting for a recap of Illinois industry highlights and various awards. Finally, Magnini and Dykes attended a themed IPRA social event as well as the Welcome Social/Concert for the nightcap with Commissioner Nelson.

Friday Educational Sessions

1005 – Inclusion of All Sizes: Inclusive Design Strategies for Every Budget

Session Summary (attended by Director Magnini)

This session showed how communities had created meaningful inclusive play spaces even with limited space and funding. It dispelled the misconception that inclusive design required large, expensive projects and instead demonstrated how thoughtful planning and strategic choices made small-scale inclusivity both achievable and impactful. Participants learned how communities first identified their local ability demographics, using available data to understand who would be using their spaces. With that information, they explored how to select equipment and design solutions that best meet the needs of those users while fitting within the constraints of space, budget, and community priorities. The presentation emphasized that not every park needed to include every inclusive feature; rather, different parks within a system could address different needs. Real-world examples from across the U.S. showed how these strategies had been successfully applied to build more inclusive and welcoming environments. Led by Jill Moore, Inclusive Play Specialist for Landscape Structures, the session equipped attendees with practical, scalable approaches to making park systems more inclusive for all.

101 – Mining for the Golden Nugget: Uncovering Critical Insights in Survey Data

Session Summary (attended by Supervisor Dykes)

This session highlighted how agencies had uncovered deeper, more meaningful insights hidden within community survey data. Although surveys were commonly used for needs assessments, master planning, referendum analysis, and public opinion research, the presenters showed that critical connections and contextual cues often remained buried unless analysts intentionally dug deeper. Participants learned best practices for interpreting survey data, including how to spot unexpected patterns, identify relationships between variables, and recognize insights that could significantly influence decision-making. The session demonstrated how these “golden nuggets” of information had helped organizations clarify findings, improve the accuracy of their conclusions, and enhance the actionability of data-driven decisions. Through real examples and case studies, the presenters illustrated how deeper analysis had led to clearer understanding and more strategic, informed recommendations. Led by Jeff Andreasen and Tessa Andreasen of aQity Research & Insights, Inc., the session equipped attendees with practical tools to transform raw survey results into valuable, decision-shaping insights.

411 – It’s Not the Size of Your Agency; It’s How You Use It!

Session Summary (attended by Director Magnini and Supervisor Dykes)

This session showcased how the Ridgeville Park District team had successfully maximized impact despite operating with limited staff and tight budgets. Through a candid and energetic panel discussion, presenters shared the creative hacks, strategic pivots, and resource-stretching techniques that allowed their small agency to function efficiently and maintain a strong community presence. Participants heard real examples of how the team had embraced their size, leveraged their strengths, and adopted a flexible mindset to solve challenges that many small park districts face. The presenters highlighted how resourcefulness, cross-functional teamwork, and bold thinking had enabled them to deliver high-quality services without extensive financial or staffing capacity. The session encouraged attendees to “own what they’ve got” and tap into their own version of “Big District Energy,” showing that impact does not depend on agency size but on strategy, creativity, and adaptability. The panel was led by Natalie Sallee, Director of Recreation & Special Events, alongside Executive Director Marlon Rodas and Marketing & Communications Manager Alison Rodes from Ridgeville Park District.

Other takeaways:

- Kaboom is a program that aims to end play space inequity. It is a grant opportunity that can help smaller agencies for playground redesign and procurement.
- Chicago Tool Company (based in Mundelein) rents out power equipment to municipalities for the year/or season.

201 – Introduction to Early Tree Care – 30 Minute Speed Session

Session Summary (attended by Supervisor Dykes)

This session guided participants through the essential steps for ensuring long-term tree health, emphasizing how early human decisions often determined whether a tree ultimately succeeded or failed. Scott Seargeant walked attendees through the critical considerations beginning at the nursery, including how to spot early warning signs of future issues and how to apply proven planting techniques that set trees up for long-term survival. The session also identified common mistakes to avoid and highlighted how small adjustments in early care could significantly improve outcomes. By following these practices, municipalities had been able to save taxpayer dollars, strengthen urban climate resilience, and improve air quality in parks and public landscapes.

302 – Practical AI Usage for Parks – 30 Minute Speed Session

Session Summary (attended by Director Magnini)

This session provided a practical overview of how parks and recreation professionals had begun using AI tools to streamline administrative tasks that were typically time-consuming or burdensome. Participants learned about different categories of AI tools, how to evaluate their strengths and limitations, and what potential pitfalls to avoid when integrating them into agency workflows. The presenter shared real-world examples from the Chicago Park District, demonstrating how AI had supported tasks such as document drafting, scheduling, communication management, and operational analysis. These examples highlighted how AI applications could improve efficiency, reduce staff workload, and enhance overall organizational effectiveness. By the end of the session, attendees had gained actionable knowledge they could immediately apply within their own agencies, allowing them to adopt AI solutions in a thoughtful, safe, and productive way. Led by Kelly Tetterton of Clarity Partners, the session emphasized practical, ready-to-use strategies that supported day-to-day operations in parks and recreation.

Other takeaways:

- AI tools can help websites maintain accessibility for viewers using screen readers and needing alternate text over images.

Q+A: The Best Way to National Exam Certification Success

Session Summary (attended by Director Magnini to assist him with tools to help prep for CPRP re-test)

This session guided participants through the process of preparing for national professional certifications in the parks and recreation field. It provided an overview of the CPRP, CPRE, CPSI, and AFO certifications and explained the steps candidates had needed to take as they worked toward earning their first credential or pursuing a higher-level one.

Attendees reviewed sample questions from each of the four national exams, giving them a realistic sense of the content and structure of the assessments. The session helped participants gauge their readiness, whether they were already qualified to sit for an exam or needed additional professional experience before doing so. Led by Katie Troline of Gold Medal Force, LLC, the session equipped professionals with information they could take back to their supervisors and directors to better support their certification journey and increase their chances of long-term success.

205 – Integrating Equity Into Park Planning: A Case Study

Session Summary (attended by Supervisor Dykes)

This session explained how the Round Lake Area Park District had integrated equity into its most recent Comprehensive Master and Strategic Plan. In 2024, the District partnered with a consulting team to guide future investments that balanced financial sustainability and aging infrastructure with the need to serve its diverse communities more equitably. While the team conducted a traditional physical assessment across the District’s 83 parks and 750+ acres, they expanded their work to examine who was most likely using each park. By analyzing demographic and community factors—such as race, income levels, and crime data—they uncovered disparities and needs that would not have been visible through physical evaluation alone. The presenters walked participants through the methodology, highlighted key findings, and showed how an equity-focused lens had revealed overlooked needs and shaped more informed planning decisions. Representatives from Confluence and the Round Lake Area Park District demonstrated how this broader approach had enabled the District to prioritize investments in a fairer and data-driven way.

3 – Executive Director Panel Discussion

Session Summary (attended by Director Magnini)

This session gave executive directors from across the state a confidential and collaborative space to discuss the challenges facing their agencies. Designed for both new and experienced directors, it fostered genuine peer-to-peer dialogue, allowing participants to exchange ideas, crowdsource solutions, and reflect on real-world leadership experiences. Facilitated by Katie Troline of Gold Medal Force, LLC and hosted by IAPD and IPRA, the session encouraged attendees to ask questions, seek guidance, share meaningful stories, and celebrate successes. Through open conversation and interactive discussion, directors gained new perspectives, practical strategies, and actionable insights. By the end of the session, participants left with stronger professional connections and ideas they could bring back to their organizations to enhance leadership practices, improve operations and culture, and better serve their communities.

206 – Introduction to Forensic Tree Analysis

Session Summary (attended by Supervisor Dykes)

This session introduced participants to the principles of forensic tree analysis and how it had been used to determine the true causes behind urban tree failures. The presenter explained that although wind, insects, and disease were often assumed to be responsible, they were rarely the actual causes of limb breakage, tree collapse, or premature mortality. Instead, forensic methods helped identify underlying issues such as improper planting, construction damage, environmental stress, or incorrect maintenance practices. Through case studies, attendees saw how evidence-based investigation had linked specific failures to their true causal agents, allowing municipalities and green industry professionals to learn from past mistakes. The session demonstrated how incorporating forensic analysis into routine operations had improved tree longevity, sustainability, and aesthetic value in urban landscapes. Led by Scott Seargeant, the presentation equipped participants with practical approaches for applying this methodology to strengthen existing tree care practices.

Friday, evening, Commissioner Nelson and I attended the IAPD Commissioners Reception from 5-6pm before attending the Ancel Glink Lawyer dinner at Athena restaurant. Thanks to our counsel at Ancel Glink for a wonderful dinner and the opportunity to network with other Commissioners and Executives from agencies across the state.

Saturday Educational Sessions

Closing Keynote – Finding the Funny in Change

Session Summary (attended by Director Magnini, Supervisor Dykes, and Commissioner Nelson)

This keynote demonstrated how humor had been used as a powerful tool to help leaders and teams navigate the fast pace of organizational change. Jan McInnis showed participants how they had been able to ease tension, open difficult conversations, and improve communication by incorporating well-placed, appropriate humor into their interactions. Attendees learned practical techniques for using humor to keep teams more engaged and to make important messages more memorable. Through storytelling and relatable examples, McInnis offered a fresh, upbeat perspective on embracing change rather than fearing it. Participants left the session with actionable strategies for diffusing stress, strengthening communication, and approaching change with confidence—and with a sense of humor.

Other takeaways:

- Change can come with tension. Use appropriate humor to change the energy in the room with your staff. Words are always changing.
- Your emotions inside affects your outward energy you display outside.

- Incorporate laughter yoga events in your parks, health benefit and promotes community in your parks.
-

204 – Leveraging OSLAD for Inclusive, Future-Ready Parks

Session Summary (attended by Director Magnini)

This session explained how changes to Illinois law (House Bill 1788) and updates to OSLAD grant scoring had encouraged communities to move beyond basic ADA compliance and design parks that were truly inclusive. Attendees learned how HB1788 had influenced future park design requirements and how OSLAD's evolving priorities had placed greater emphasis on universal design and equitable access. Presenters shared practical strategies that planners, grant writers, and local leaders had used to meet these expectations, including both cost-effective sensory elements and more extensive intergenerational play environments. Real-world examples from Illinois and other regions illustrated how inclusive features had been successfully incorporated into a variety of park projects. The session also outlined how agencies had strengthened OSLAD grant applications by aligning proposals with legislative priorities and addressing the needs of people with disabilities, neurodivergent users, and older adults. Led by Rob Reuland and Doug Anderson, the presentation equipped attendees with actionable guidance for creating more inclusive, competitive, and future-ready parks

Other takeaways:

- Most caregivers value play spaces where people can play together (able bodied and disabled)
 - IDNR is being tasked to financially support inclusive projects featuring Universal Design through the OSLAD (Open Space Land Acquisition and Development) Grant process. \$54 million may be available through OSLAD in 2026 if Governor signs into law after legislative session.
-

307 – DIY GPT: Building a Custom AI Assistant for Parks and Recs Professionals

Session Summary (attended by Supervisor Dykes)

This session showed participants how parks and recreation professionals had been able to create their own custom AI assistants using OpenAI's GPT technology. Designed for planners, supervisors, and event organizers, the presentation walked attendees step-by-step through the process of building and deploying an AI tool, even with minimal technical experience. The presenter demonstrated how agencies had used custom GPT assistants to automate FAQs, support event scheduling, enhance customer engagement, and streamline routine administrative tasks. Attendees learned practical methods for tailoring an AI model to their department's needs and saw examples of how AI had already helped staff save time, reduce workload, and improve service delivery. Led by Adina McCollough from the Village of Park Forest, the session equipped

participants with actionable tools and ideas they could apply immediately to boost productivity and operational efficiency within their own organizations.

14 – Career Development Bootcamp – How to Improve and Stand Out

Session Summary (attended by Director Magnini)

This session helped participants understand how they had been able to advance their careers by strengthening soft skills, increasing their influence, and positioning themselves for future opportunities. The presenters outlined four distinct phases of a career and explained what professionals had needed to focus on at each stage to prepare for the next step. Attendees learned practical strategies that parks and recreation professionals had successfully used to provide value, expand their impact, and demonstrate readiness for promotion. The session also helped participants sort through the many available professional development options and identify which opportunities had best aligned with their current career stage and goals. Led by Michael Biedenstein of NRPA and Juan Carlos Acevedo of the Wheeling Park District, the session equipped participants with actionable ideas to enhance their performance, grow their confidence, and stand out as strong candidates for advancement.

131 – Solar and Green Energy Options

Session Summary (attended by Supervisor Dykes)

This session introduced participants to a range of green energy strategies that agencies had used to power their facilities, accommodating both those hesitant about long-term investments and those ready to pursue larger renewable projects. The presenter reviewed multiple options, including simple contract structures, participation in community solar programs, and behind-the-meter photovoltaic installations. Attendees learned how federal incentives had been changing and how Illinois' state-level programs had continued to support the expansion of solar power. The session created space for participants to share their own experiences, ask questions, and compare approaches to adopting renewable energy within their agencies. Led by Adam Simon of Ancel Glink P.C., the presentation equipped professionals with a clearer understanding of available pathways for integrating solar and other green energy solutions into their operations.

128 – Parks' Role in Successful Planning and Economic Development

Session Summary (attended by Supervisor Dykes)

This session examined how parks had played a critical role in shaping vibrant, sustainable, and economically resilient communities. Participants explored how parks had influenced urban planning by improving livability, encouraging walkability, and supporting smart growth initiatives.

The presenters highlighted the economic benefits parks had generated, including increased property values, business attraction, job creation, and tourism revenue. They also discussed how parks had contributed to public health, environmental sustainability, and social equity by providing spaces for physical activity, community gathering, and ecological preservation. Attendees gained insights into how well-designed and well-maintained parks had supported both community well-being and economic development. Aimed at staff and elected officials, the session offered practical strategies communities had used to integrate parks into broader planning processes to help create thriving, resilient places.

410 – From Small to Spectacular: The Power of Partnerships in Event Planning

Session Summary (attended by Director Magnini)

This session showed how smaller park districts had successfully elevated their special events by forming strong partnerships with other taxing bodies and community organizations. Presenters explained how collaboration had helped districts overcome limited resources and deliver large-scale events that better served their communities. Attendees learned how districts had used intergovernmental agreements, structured effective committees, streamlined operations, and enhanced event safety through shared responsibilities. Real examples illustrated how partnerships had maximized community benefits while reducing the burden on small staff teams. Led by Janel Geary and Jamie Healy from the Crete Park District, the session equipped participants with practical tools and strategies to build productive collaborations and transform modest events into impactful, community-wide experiences.

Saturday late afternoon, Director Magnini attended as a delegate to the IAPD Annual Business Meeting. Overall, the 2026 IPRA/IAPD Soaring to New Heights Conference was another rousing success with over 4,000 professionals in attendance and many new lessons, connections, and ideas were formed.

As always, please let me know if you have any questions, comments, or concerns.

Sincerely,

Brandon Magnini

Brandon Magnini, Executive Director

Commissioner Anna Nelson

2026 IAPD Conference Report Jan 29-31, 2026

Thursday

Beyond Access: When "Accessible" Falls Short of Functional

Presented by: Brittany Johns – Good presentation, Brandon will provide overview.

Viewed the exhibition and talked to vendors.

Friday

Legal/Legislative part I – Presented by: Ancel and Glink group, Jason Anselment and Derke Price

FOIA REQUEST

- If believed it is not by a person, a verification can be sent out and no response in FIVE days, request can be denied (not responsible for request generated by bot or computers)
- Scam/FOIA request purposely set out to try to end up in junk mail. This way the request deadline has passed. Letter is sent out that the request deadline has passed and they are willing to settle out of court for a Dollar amount. Recommendation is to check junk mail. (Notify your lawyer rep. if received this type of letter for a dollar amount to settle.)

FOIA - by email, the content of the information has to be in the content of the email. It cannot be in an attachment. If the content is not, the FOIA needs to be rejected. (several cases the attachment was malware)

JUNK MAIL

- Junk mail is not "public record" under FOIA
- Junk mail is not a "public record" under the Local Records Act
(as long, as you ignore it and do not respond to it there is no record of it)

NO MEETING DATES

Amendment to the Open Meetings Act - No regular or special meeting can be held on election days, - General Primary, General Election, Consolidated Primary and Consolidated Election

REMOTE ATTENDANCE

Review - to include active military service members on duty.

OSLAD – distressed communities and distressed areas (SB2466 / PUBLIC ACT 104-423) definition has been reworded.

ORGAN DONAR LEAVE PUBLIC ACT 104-0193

Has been modified to include part-time employees

USE OF UTILITY POLES P.A. 104-0097 / SB 1380 – to allow placement of equipment for public safety purposes.

The E- Bike Dilemma

DEFINITION OF WHAT A BIKE IS – (PA 104-0141) is the explanation of what a bike is.

E-Bike

3 classes- I: pedal assist to 20mph

II: independent assist to 20mph

III: pedal assist to 28mph

Illinois law generally authorizes a person to ride an E-Bike on any highway, street, or roadway where a bicycle may be ridden. 625ILCS 5/11-1517(e).

Problem: This statutory regime only allows a municipality to regulate E-Bikes in a manner consistent with the Illinois Vehicle Code. For example: because the Vehicle Code expressly authorizes people to operate E-Bikes where normal bicycles are allowed to operate a local government cannot completely ban or prohibit people from operating E-Bikes where normal bicycles are allowed to operate.

Once at the Park However....

Park Code can authorize Board to regulate conduct in the park and on the trails.

-Ordinances and Signage

- Can restrict or prohibit E-Bikes (by class or entirely in the parks)

PAC OP.25-014

Redaction/ blurring of video recordings

- Needed for juvenile participant images
- Software expensive/ personnel time to do it
(but the Act knew there would be costs)
Cannot Charge for work (only for thumb drive)

Legal/Legislative part II - Presented by: Ancel and Glink group, Derke Price and Maura Freeman IAPD representative

CHILD LABOR LAW – age has been changed from a 21year old, supervising children to now 18 years old, supervising children.

Closed Bid – for material and supplies only moved to over \$60,000

Budget – Governor Pritzker signed the FY2026 Budget Implementation Bill (BIMP)

Your advocacy and relationships with local legislators = \$90Million in direct appropriations/ member initiatives.

Gluten Food Handling PA 104-0090 – Food Service managers need to add allergen awareness principles to their training + Sesame is added to the list of major food allergens.

WEB-BASED SIGNATURES PA 104-0406 – Accept secure electronic signatures (like DocuSign) for official documents (Excluding Petitions)

PUBLIC OFFICIAL SAFETY AND PRIVACY ACT PA104-0443 – allows certain public officials to request the redaction/removal of personal information (e.g. home address/phone number) from public websites.

CHILD CARE ACT AMENDMENTS PA104-0440 – has to do with protecting against any person who is conducting civil immigration enforcement. (need to review our regulations to see what needs to be updated)

E-SCOOTERS – legislative information will be coming soon, keep checking for updates.

How to be Successful in Sponsorships When it's not your full-time job - Presented by:

Carolyn Potosnak, Batavia Park District

Material presented in this seminar, Wildwood Park District has already implemented.

Marketing with AI Practical Tools of Promotion, Engagement, and Growth- Presented by: Sean –

Fonder and CEO, DoubleSpot

Explained what AI can be used for. AI can do / A. drafts, ideas, summaries. - B. Variations (of speeches already created to fit different audiences.) - C. Scheduling/Planning - D. rewriting and repurposing - E. Basic analysis and insights. Provided a list of some AI programs: ChatGPT, Gemini, Claude, Perplexity, and DiffChecker. Provided a list of AI tools for Park Districts: Dreamina, Kling, Gemini Veo, Google Mixboard, and Adobe Firefly. Showed how quickly photos can be altered in Adobe Firefly. Conclusion thought to remember: When working with AI – AI creates draft, we make it trustworthy, we are the gate keepers.

Regulating Controversial Park Activities – Presented by: Ancel Glick P.C. Eugene Bolotnikov Katherine Nagy, Tayler Smith

Reviewed Park Districts problems with E-Bikes, illegal camping on park district property, and Pickleball

Saturday

KEYNOTE – Finding the Funny in Change – Jan McKinnis

This year's Keynote speaker, actually tied her speech, on how it can be used with Park District operations.

Learning how to read the room, is it tense, quiet, sleepy, or angry. Then trying to change the energy to a more positive vibe. How small comments of humor can lighten a room and make people focus better. Humor needs to be handled carefully. The first step, address the elephant in the room. (it is -25 outside /glad you made it) Put yourself in the other person's shoes, and say what their sarcastic voice is thinking. The message cannot be Hostile. Don't use it when you are angry. Doesn't have to be belly laugh funny. It must be respectful. Don't make the obvious joke. Don't say something about someone that you wouldn't say to their face. Watch the industry climate/sensitive subjects. These are just some of her helpful hints of how you can use humor.

Commissioners in Conversation: Addressing Today's Top Issues: Presented by Christina Codo Winnetka Park District, Carol Sente Vernon Hills, Dave Dillon Glenview, Robert Johnson Peoria Park District, and Carolyn Ubraico Elmhurst Park District

The topic of the day, was how different town/communities conduct elections for commissioner, and how they elect the president of the board.

Length of term, many are still using the 6-year term. Several, found it easier to get candidates when they switched to the 4-year and 2-year terms.

Planning for the Future: A Board Member's Role in Strategic and Master Planning : Presented by: BerryDunn (a consulting firm for Strategic planning Master Planning) Elsa Fischer- MS, CPRP, Manager, Nikki Ginger-MA,CPRE,SHE-SPR, Manager, Danni Wilson-MA,CCP, Manager

The board approves the funding to have a Strategic or/and Master Plan done for their park district.

If one has not been done highly recommended to do one.

If a Strategic plan is more than 5 years old, should be reviewed to see if still current, if not, recommended to do a new one. If a Master plan is more than 10 years old and still being used, the plan is fine. If not recommended to do a new one.

Board should be informed of the information, but allow the director to do all the implementations, since that is what they are hired to do.

This process does not happen in one session they can take several months to plan.

When using a consulting firm, work to let them know your budget to better formulate the planning.

Next Years 2027 IAPD Conference is January 28-30, 2027

Hope to see you there.

Wildwood Park District
Special Board Meeting – Board Strategic Planning Workshop
33325 N. Sears Boulevard, Wildwood, IL 60030
Wednesday, January 14th, 2026, 6:00pm

MINUTES

I. Call to Order - Pledge of Allegiance

The meeting was called to order at 6:02 PM. The Pledge of Allegiance was recited

**II. Roll Call: Commissioners Becky Jante, Matt Brueck, Anna Nelson, Dan Corrigan, Doug Dietzen
Park District Staff Present: Brandon Magnini – Executive Director**

III. Approval of Agenda – Special Board Meeting – Wednesday, January 14th, 2026

President Jante entertained a motion to approve the Agenda of the Special Board Meeting – Board Strategic Planning Workshop of the Wildwood Park District of Wednesday, January 14th, 2026, as presented. So Moved: Commissioner Nelson, Second: Commissioner Corrigan. All in favor, motion carried.

IV. Matters from the Public

No Matters from the Public

V. New Business

A. 2026-2029 Strategic Plan – Board of Commissioners Workshop

Director Magnini thanked the Commissioners for taking the time to gather and discuss the direction of the Wildwood Park District for the next 3-5 years. A series of pointed Strategic Planning interview questions were posed to the Commissioners for thoughtful reflection and response. The responses can be found summarized here:

1. Vision & Mission Discussion

What the District does well

- Strong administrative Staff: many employees live in and are invested in the community.
- Parks are clean and environmental stewardship is strong.

Alignment with operations

- Team largely feels daily operations reflect the mission.
- Mission statement may be too broad and might need refinement.

Desired future vision

- Increased focus on care programs and community-centered services.

2. SWOT Summary

Strengths

- Engaged and invested staff.
- Strong community connection.
- Valuable assets such as land and proximity to Community Center and the surrounding towns/villages.

Weaknesses

- Budget limitations.
- Insufficient amenities (e.g., Rule House Community Center shortcomings with size).
- Limited resources that impact service expansion.

Opportunities

- New or enhanced revenue streams (events, leveraging greenspace which is included by not limited to space at Twin Lakes Park for programming/events/attractions).
- Partnerships and untapped program areas.
- Security improvements to possibly include lighting, cameras, etc.

Threats

- High taxes affecting public sentiment.
- Weather-related impacts on outdoor programs.

3. Programs & Facilities

Successful programs/facilities

- Camps, Swim Lessons, Core Adult Programming such as Yoga, and Special Events/Concerts continue to be strong indicators of our community's interest due to consistent registration and previous/current feedback through reviews, surveys, word of mouth, and marketing engagement. A desire to utilize a Core Program matrix/analysis to present why a Core Program is a Core Program was expressed for Staff to put together.

Programs Needing Restructuring

- Preschool program may require reassessment given weaker registration over the last 2-3 years post-COVID and strong competition from area preschool programs that may offer enhanced services of full-day care. Remove focus on smaller niche programs that do not run or have a limited history of interest in order to maximize Staff time and resources to devote to execution of our key Strategic Priorities.

Facility needs / improvements

- Garage doors (front and side) for Rule Security Shed and Maintenance Shop
- Upgraded pavilion power at both Willow and Sunset Park Pavilions
- Expanded security cameras
- Deck improvements at Rule House
- Parking enhancements at Rule Park
- Restoration and/or replacement of Sunset Park seawall and continued shoreline restoration at all affected parks.

New facility/program ideas

- Security-related improvements.
- Expanded community-based programs.
- Look into year-round multi-use skating/rollerblading structure at a location such as Twin Lakes Park as an expansion of services for our community.
- Utilize open room space for additional rentals as available.

Demographic reach

- Discussion suggests some groups may be underserved; further assessment needed.

4. Internal Communication & Collaboration

- Communication between departments is generally strong.
- Staff feel they have adequate input in decision-making.
- Continued need for improved workflows with delegation of certain tasks to front-line Staff as applicable.

5. Staff Development & Culture

- Desire for more support for staff growth and training.
- Staff morale generally very positive; non-existent “back talk” culture.
- Emphasis on maintaining strong internal culture.
- Discussion point on enhancing Staff benefit opportunities to possibly include 25% off of Core Programming such as camps/swim for their children - pending further administrative review. Consider modeling off of similar sized Districts in our area.

6. Fiscal Responsibility

Resource allocation

- Overall general satisfaction with current resource allocation.

Revenue & cost-saving opportunities

- Keeping more services in-house has been crucial for cost-savings and well-rounded/trained Staff. Continue to move down this path for repair of machines, vehicles, etc.
- Expanding Core Program funding and Staff resource attention.
- Continue seeking additional revenue streams (sponsorships/donations/fundraising and/or foundation/rentals).

Demonstrating value to taxpayers

- Increase transparency:
 - Dashboard on website
 - Improve Contact-Us page → potentially convert to FAQ section
 - More frequent community surveys
 - Better ADA accessibility reporting
 - Clearer Board communication
-

7. Implementation & Accountability

Obstacles to new initiatives

- Budget constraints
- Resistance to change (“That’s how we’ve always done it”)
- Community nostalgia

Accountability roles

- Staff believe Commissioners should have a degree of accountability to Staff, especially those who are also District Residents.
- Implement more frequent targeted surveys and develop schedule of outreach.

Tracking progress

- Desire for clearer metrics and reporting mechanisms. Utilize AI/CoPilot, Key Performance Indicators (KPI), utilize quick infographics for web dashboard on District improvements by editing current Capital Projects and Planning Page, etc.
-

The strategic planning session revealed strong internal dedication and community connection, along with broad agreement on the need for enhanced transparency, improved facilities, security upgrades, continued revenue diversification, and clearer strategic direction. Budget limitations and change-resistance remain consistent barriers, while opportunities exist in community partnerships, expanded programming, and modernized communication tools.

The Board also came to a general consensus that the following were representative of 5 Strategic Priorities the District should be guided by during the course of the Strategic Plan Execution:

- I. Maintain High Level of Stewardship of Parks, Open Space, Natural Areas, Facilities
- II. Keep Parks Safe and Secure
- III. Fiscal Sustainability and Strong Financial Stewardship
- IV. Prioritization of Core and Essential Programming focused on Community Events, High-Value Adult Programming, and essential Youth/Family Recreation Programs such as Camp and Swim
- V. Leverage Community and Government Partnerships for Resource Sharing and Cost-Savings

Director Magnini also shared the minutes from the 10/30/2025 Strategic Planning Focus Group Meeting. Many of the same sentiments were echoed by the Residents with support for our Special Events, strong Core Programs and stewardship of the parks with a request for additional focus to be put on maintaining the quality and health of Valley Lake and both lakes in general.

As a reference point, the summary of the 2022 Community Focus Groups results conducted by Rudow Consulting were reviewed to help inform the Board of semi-recent attitudes and feelings towards the District's operations and long-term direction.

Finally, Director Magnini shared with the Board a template for Board level and Department specific goal setting within the 3-5 year adoption period of the Strategic Plan for further discussion as the Strategic Planning Process continued into 2026.

VI. Matters from the Public

No Matters from the Public

VII. Adjournment

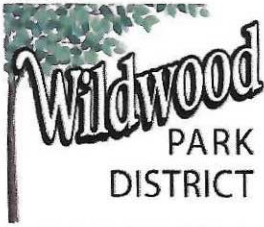
President Jante entertained a motion to adjourn the Special Board Meeting Board Strategic Planning Workshop of Wednesday, January 14th, 2026, at 8:09 PM. So Moved: Commissioner Nelson, Second: Commissioner Corrigan. All in favor, motion carried. Meeting adjourned at 8:09pm.

The Wildwood Park District is subject to the requirements of the Americans with Disabilities Act of 1990. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting or facilities, are asked to contact the Park District at 847.223.7275 or email Executive Director/ADA Compliance Officer Brandon Magnini at bmagnini@wildwoodparkdistrict.com.

The Board of Park Commissioners welcome public comments during all meetings.

Key rules governing participation

All comments will be limited to three (3) minutes per person and no longer than 30 minutes for all comments.



33325 N. Sears Blvd.
Wildwood, IL 60030
Phone: 847.223.7275
Fax: 847.223.2820

www.wildwoodparkdistrict.com

TO: Board of Commissioners
CC: All Staff
FROM: Brandon Magnini, Executive Director
SUBJECT: Recommended Policy Updates and Statutes for District Adoption
DATE: February 17th, 2026

Good afternoon, Commissioners,

Please find below a brief overview of the following legal and legislative acts recommended for District adoption during the Tuesday, February 17th, 2026 Regular Board Meeting. I have included the IAPD 2025 Legislative Year in Review handout from IPRA Conference provided by Commissioner Nelson giving further context to these recommended approvals. These bills have been signed into law in 2025 and are now effective January 1, 2026. Staff recommendations for the language to use for adoption in the respective District manuals can be found following the IAPD document.

Board of Commissioners Manual

Amends the Public Official Remote Attendance law through the Open Meetings Act to allow for public officials who are active duty military personnel to remotely attend a Board Meeting as long as a physical quorum is present.

Public Act 104-0438SB 243 prohibits public bodies including Park Districts from holding or scheduling a Regular or Special Meeting on the day of an election.

Policy and Procedure Manual

Adoption of protection of Illinois Bivens Act. Prevents the Park District from retaliating against an employee of the Park District if they choose to bring or threaten (in good faith) civil action against any person, while conducting civil immigration enforcement, knowingly engages in conduct that violates the IL or U.S. Constitution. There is a provision for licensed day care centers in this new act (which amends the Child Care Act of 1969) in which those bodies must develop policies concerning immigration status disclosure/consent and prevent disclosure of information regarding perceived or actual citizenship of a child or associated person. The Wildwood Park District is not a licensed day care center.

Personnel Policy Manual

Amendment to the Employee Blood and Organ Donation Leave Act which redefines days of leave allowed for part-time employees who donate blood or organs and compensation owed.

Adoption of Family Neonatal Intensive Care Act: Provides unpaid leave provisions for employees whose children are in a neonatal intensive care unit. Provides reinstatement of job position upon conclusion of neonatal stay/leave.

Adoption of Nursing Mothers in the Workplace Act: Provides nursing employees of the Park District compensation during break time provided under the Act and prohibition of the District

forcing the employee to use paid leave during that break time or reduce employee's compensation.

As always, please let me know if you have any questions, comments, or concerns.

Sincerely,

Brandon Magnini

Brandon Magnini, Executive Director

Already in PP manual ✓

IAPD Platform

P.A. 103-1062 / HB 2840 (Guerrero-Cuellar, A. / Faraci, P.)

– Amends the Child Labor Law of 2024. Provides that the requirement that all minors must be supervised by an adult that is 21 years of age or older does not apply with respect to: (i) any minor working for a park district or a municipal parks and recreation department who is supervised by an adult 18 years of age or older who is an employee of the park district or the municipal parks and recreation department and no alcohol or tobacco is being sold on site; or (ii) any minor working as an officiant of youth sports activities if an adult 21 years of age or older who is an employee of the park district or the municipal parks and recreation department is on call. Makes other changes. **Passed Senate 1/6/2025, with 54-0 vote. Passed House 1/7/2025 during the 2025 Lame Duck Session.**

Last Action: 02/07/2025 Public Act 103-1062

P.A. 104-0114 / SB 1612 (Murphy, L. / Meyers-Martin, M.)

– Increases bid limits for park and recreation agencies under the Park District Code, the Downstate Forest Preserve District Act, and the Conservation District Act to \$60,000 for supplies and materials, while retaining the \$30,000 limit for “work.” Permits boards to set a lower amount for competitive bids if required by board policy. **Passed Senate 4/9/2025, with a 55-0 vote. Passed House 5/21/2025, with a 98-13 vote.**

Last Action: 08/01/2025 Public Act 104-0114

P.A. 104-0243 / HB 2675 (Moylan, M. / Simmons, M.)

– Amends the 2023 law that imposed burdensome signage requirements on paved bicycle trails. The Act removes the mandate to install a permanent trail sign 150 feet before every crossing when an official traffic control device is already in place, and restores agency discretion to determine optimal trail sign placement along the bicycle trail. It also expands allowable options for temporary hazard notifications to include cones, barricades, painted markings, and other warning devices, rather than requiring signs in all cases. These changes, secured solely through IAPD’s advocacy, provide agencies with greater flexibility while maintaining safety standards. **Passed House 4/7/2025, with 106-0 vote. Passed Senate 5/22/2025, with a 58-0 vote.**

Last Action: 08/15/2025 Public Act 104-0243

P.A. 104-0434 / HB 1437 (Morgan, B. / Cunningham, B.)

– This new law is the 2025 “Sunset Extension Omnibus” package. Among many changes to numerous Acts, PA 104-0434 also amends the Park District Code. Provides that, if a

vacancy in the governing board of a park district occurs with more than 28 months left in the term, but less than 151 days (rather than 123 days) before the next regularly scheduled election for this office, the person appointed to fill the vacancy shall hold his or her office until the second regularly scheduled election for the office following the appointment, at which a member shall be elected to fill the vacancy for the unexpired term. Provides that, if a district board’s membership has been expanded or reduced by referendum or resolution, the additional members will be elected not earlier than 225 days (rather than 197 days) after the referendum or resolution. **Passed Senate on 10/30/2025 with a 41-16 vote. House concurred on all adopted amendments on 10/31/2025 with a 74-26 vote.**

Last Action: 11/21/2025 Public Act 104-0434

P.A. 104-0438 / SB 243 (Porfirio, M. / Didech, D.)

– This new law is the 2025 Freedom of Information Act (FOIA) and Open Meetings Act (OMA) omnibus package. Amends the Open Meetings Act. Provides that a public body may not hold or schedule a regular or special meeting on the day of an election. Amends the Freedom of Information Act.

Provides that electronic requests for public records must appear in their entirety within the body of the electronic submission and that no public body shall be required to open electronically attached files or hyperlinks to view or access the details of such a request. Allows, within 5 business days after its receipt of the request, a public body that has a reasonable belief that a request was not submitted by a person to require the requester to verify orally or in writing that the requester is a person. Permits a member of a public body who is on active military duty to attend a meeting remotely if a quorum is physically present, subject to rules of the public body. Modifies physical posting requirements at administrative or regional offices. Provides that junk mail is not considered part of the public record under FOIA or the Local Records Act. Makes other changes. **Passed House on 05/31/2025 with a 114-0 vote. Senate concurred on all adopted amendments on 10/15/2025 with a 53-0 vote.**

Last Action: 11/21/2025 Public Act 104-0438

To explore the full list of legislation that IAPD is monitoring on behalf of its members, along with the latest status updates, visit the Advocacy section of our website at ILparks.org.

Budget & Budget Implementation

P.A. 104-0003 / SB 2510 (Sims, E. / Welch, E.) – Establishes the State's FY 2026 budget. Makes FY 2025 appropriations and reappropriations for specified purposes. Some provisions are effective immediately; some are effective July 1, 2025. Amends Public Act 103-589 by adding, changing, and repealing various State FY 2025 appropriations. **Passed Senate on 05/29/2025 with a 31-19 vote. Passed House on 05/31/2025 with a 75-41 vote. Governor Pritzker issued a Reduction Veto to correct drafting errors on 06/16/2025.**

Last action: 10/29/2025 Reduction Veto stands (Public Act 104-0003)

P.A. 104-0002 / HB 1075 (Gabel, R. / Sims, E.) – Establishes the FY 2026 Budget Implementation Act, often called the "BIMP." Makes changes in various statutory provisions and State programs necessary to implement the State's FY 2026 budget. Also creates the Budget Reserve for Immediate Disbursements and Governmental Emergencies (BRIDGE) Fund. Effective immediately, except that some provisions take place on other specified dates. **Passed Senate on 05/31/2025 with a 32-23 vote. House concurred on 05/31/2025 with a 74-41 vote.**

Last action: 06/16/2025 Public Act 104-0002

Employment & Labor

P.A. 104-0035 / HB 32 (Didech, D. / Johnson, A.) – Amends the Child Labor Law of 2024. Provides that nothing in the Act prohibits an employer from employing, allowing, or permitting a minor 12 or 13 years of age to work as an officiant or an assistant instructor of youth sports activities for a township parks and recreation department if the employer obtains certification and satisfies specified requirements. Provides that the requirement that all minors must be supervised by an adult that is 21 years of age or older does not apply with respect to: (i) any minor working for a township parks and recreation department who is supervised by an adult 18 years of age or older who is an employee of the park district or the municipal parks and recreation department and no alcohol or tobacco is being sold on site; or (ii) any minor working as an officiant of youth sports activities if an adult 21 years of age or older who is an employee of the park district or the municipal parks and recreation department is on call. Makes conforming and other changes. **Passed Senate on 05/29/2025 with a 56-0 vote. House concurred on 05/31/2025 with a 77-40 vote.**

Last action: 08/01/2025 Public Act 104-0035

P.A. 104-0171 / HB 1278 (Didech, D. / Edly-Allen, M.) – Amends the Victims' Economic Security and Safety Act. Provides that an employer shall not retaliate against an employee or deprive an employee of employer-issued equipment because the employee used employer-issued equipment to record domestic violence, sexual violence, gender violence, or any other crime of violence committed


against the employee or a family or household member of the employee. Provides that an employer shall grant an employee access to any photographs, voice or video recordings, sound recordings, or any other digital documents or communications stored on an employer-issued device relating to domestic violence, sexual violence, gender violence, or any other crime of violence committed against the employee or a family or household member of the employee. Provides that the provisions do not prohibit an employer from complying with an investigation, court order, or subpoena for a device, information, data, or documents. Provides that the provisions shall not be construed to relieve an employee of obligations to comply with an employer's reasonable employment policies or to perform the essential functions of employment. **Passed House on 04/08/2025 with a 110-0 vote. Passed Senate on 05/22/2025 with a 56-1 vote.**

Last action: 08/15/2025 Public Act 104-0171

P.A. 104-0176 / HB 1362 (Kifowit, S. / Wilcox, C.) – Amends the Service Member Employment and Reemployment Rights Act. In a provision concerning differential compensation, changes the definition of "work days" to mean the actual number of shifts (rather than days) the employee would have worked during the period of military leave but for the service member's military obligation. Provides that a service member whose employment with an employer is interrupted by a period of active service shall be permitted, upon request of that service member, to use during such period of service any vacation, annual, or similar leave with pay accrued by the service member before the commencement of such period of active service. In a provision concerning concurrent compensation for public employees who are members of a reserve component, provides that such public employees may receive concurrent compensation for both annual training orders and orders in lieu of annual training in the same calendar year; however, the combined total of their concurrent compensation shall not exceed 30 days in a calendar year. In a provision concerning differential compensation, provides that after a public employee is absent from his or her employment for a consecutive period of 3 years (rather than 365 days) while performing voluntary active service, the employee's entitlement to differential compensation shall be terminated. Further provides that the public employee's right to differential pay shall be reinstated upon the employee's return to work with his or her employer for more than 90 calendar days. Provides that public employees are not entitled to differential pay for periods of unpaid active service including, but not limited to: travel to and from military orders, rest periods immediately before or after military orders, and military service in which the public employee does not receive pay from the military. Provides that "work days" are tabulated up to 24 continuous hours in a shift, regardless of if the shift extends into the next calendar day; and a shift that extends beyond 24 continuous hours will

be calculated as an additional work day. **Passed Senate on 05/21/2025 with a 55-0 vote. House concurred on all adopted amendments on 05/30/2025 with a 115-0 vote.**

Last action: 08/15/2025 Public Act 104-0176

 **P.A. 104-0193 / HB 1616 (Syed, N. / Belt, C.)** – Amends the Employee Blood and Organ Donation Leave Act. Provides that a participating employee or part-time employee (rather than an employee) may use up to 10 days of leave in any 12-month period to serve as an organ donor. Provides that, for a part-time employee using leave to serve as an organ donor, the employer shall calculate the daily average pay the part-time employee received during his or her previous 2 months of employment and compensate the part-time employee in the amount of the daily average pay for the leave days used. **Passed House on 04/07/2025 with a 70-34 vote. Passed Senate on 05/29/2025 with a 55-0 vote.**

Last action: 08/15/2025 Public Act 104-0193

 **P.A. 104-0259 / HB 2978 (Faver Dias, L. / Cunningham, B.)**


Creates the Family Neonatal Intensive Care Leave Act. Provides that an employee of an employer with 16 or more employees and no more than 50 employees shall be entitled to use a maximum of 10 days of unpaid neonatal intensive care leave while any child of the employee is a patient in a neonatal intensive care unit. Provides that an employee of an employer with 51 or more employees shall be entitled to use 20 days of unpaid neonatal intensive care leave while a child of the employee is a patient in a neonatal intensive care unit. Provides that, upon the conclusion of leave taken under the Act, an employee shall be reinstated to his or her former position or a substantially equivalent one with no loss of benefits held or accrued prior to taking leave. Sets forth provisions concerning unlawful employer practices; Department of Labor responsibilities; and enforcement. Amends the State Finance Act to create the Neonatal Intensive Care Leave Fund. **Passed House on 04/07/2025 with a 91-7 vote. Passed Senate on 06/01/2025 with a 55-0 vote.**

Last action: 08/15/2025 Public Act 104-0259

P.A. 104-0320 / HB 3638 (Williams, A. / Fine, L.) – Amends the Workplace Transparency Act. Provides that no contract, agreement, clause, covenant, waiver, or other document shall prohibit, prevent, or otherwise restrict an employee, prospective employee, or former employee from engaging in concerted activities to address work-related issues. Provides that any agreement, clause, covenant, or waiver that is a mutual condition of employment or continued employment may include provisions that would otherwise be against public policy if it acknowledges the right of the employee or prospective employee to engage in concerted activities to address work-related issues. Prohibits employers from including clauses in employment contracts that block employees from participating in collective bargaining

activities to address work-related issues. Provides that an employee or former employee and an employer may enter into a valid and enforceable settlement or termination agreement that prevents the employee or former employee from working or from applying to work for the employer in the future if the provision expires within 7 years (rather than if the provision expires 7 years after the settlement or termination agreement is executed). Replaces references to "consequential damages" with references to "compensatory damages". Defines "concerted activity". Permanently guarantees employees (former, current, and prospective) the right to participate in court proceedings related to unlawful employment practices. Further stipulates that settlement agreements which require confidentiality must be mutually agreed upon and cannot extend beyond five years from disclosure, and further guarantees employees the right to have an attorney review any such confidentiality agreements. Makes other changes. **Passed Senate on 05/30/2025 with a 52-2 vote. House concurred on all adopted amendments on 05/31/2025 with a 93-22 vote.**

Last action: 08/15/2025 Public Act 104-0320

 **P.A. 104-0076 / SB 212 (Fine, L. / Stuart, K.)** – Amends the Nursing Mothers in the Workplace Act. Provides that an employer shall compensate an employee during the break time provided under the Act at the employee's regular rate of compensation. Provides that an employer shall not require an employee to use paid leave during the break time or reduce an employee's compensation during the break time in any other manner. **Passed Senate on 04/09/2025 with a 50-3-1 vote. Passed House on 05/21/2025 with an 82-27 vote.**

Last action: 08/01/2025 Public Act 104-0076

P.A. 104-0078 / SB 220 (Porfirio, M. / Kifowit, S.) – Amends the Family Military Leave Act. Changes the name of the Act to the "Military Leave Act". Provides that an employee of an employer with 51 or more employees may use up to 8 hours per calendar month to participate in a funeral honors detail, up to a total of 40 hours per calendar year, or more if authorized by the employer or if provided for in a collective bargaining agreement. Provides for requirements to take leave for funeral honors details. Provides that an employee that takes leave may do so in lieu of, and without having exhausted, his or her vacation leave, personal leave, compensatory leave, or any other leave that may be granted to the employee, including sick leave and disability leave. Defines terms. Provides that the employer of an employee that takes leave must pay the employee his or her regular rate of pay for the leave taken to participate in a funeral honors detail. Makes conforming changes. **Passed Senate on 04/03/2025 with a 55-0 vote. Passed House on 05/21/2025 with a 105-0 vote.**

Last action: 08/01/2025 Public Act 104-0078

P.A. 104-0358 / SB 453 (Guzmán, G. / Johnson, G.) – Amends the Illinois Public Labor Relations Act. In provisions concerning the duty to bargain collectively, provides that specified conditions apply whenever collective bargaining is for the purpose of establishing an initial agreement following original certification of units (rather than units with fewer than 35 employees), with respect to public employees other than peace officers, fire fighters, and security employees. ***Passed Senate on 04/03/2025 with a 55-0 vote. Passed House on 05/21/2025 with a 105-0 vote.***

Last action: 08/15/2025 Public Act 104-0358

P.A. 104-0161 / SB 1976 (Peters, R. / Evans, M.) – Creates the Workers' Rights and Worker Safety Act. Provides that, except as authorized by State law enacted after April 28, 2025, a State agency may not amend or revise the State agency's rules in a manner that is less stringent in its protection of workers' rights or worker safety than requirements established under federal wage and hour law or federal coal mine safety law as the federal law existed on April 28, 2025. Creates the Illinois Safe and Healthy Workplace Act. Provides that the Department of Labor shall adopt rules to incorporate federal occupational health or safety standards that are repealed or revoked to address occupational safety or health issues. Sets forth rights of action and penalties. Amends the Occupational Safety and Health Act. Provides that the Director of Labor may adopt a standard that incorporates a federal occupational health or safety standard as it existed prior to being repealed, revoked, amended, or newly interpreted and addresses the occupational safety or health issue that the repealed, revoked, amended, or newly interpreted federal Occupational Safety and Health Act standard had addressed. Makes other changes. ***Passed Senate on 05/21/2025 with a 38-19-1 vote. Passed House on 05/30/2025 with an 80-32 vote.***

Last action: 08/14/2025 Public Act 104-0161

P.A. 104-0455 / SB 2339 (Cervantes, J. / González, E.) – Amends the Right to Privacy in the Workplace Act. Among many other changes, enhances protections for employees concerning discrepancies in identifying documentation. When an employer receives a discrepancy notification from a non-immigration enforcement entity (like IRS or Social Security Administration), PA 104-0455 mandates that no adverse actions be taken against employees solely based on these notifications. Employers must notify affected employees within five business days. The Department of Labor is empowered to enforce the Act through investigations and hearings, with the Attorney General authorized to engage in civil actions against violators. An employee cannot face multiple enforcement actions on the same issue. Interested parties, such as labor organizations and not-for-profit corporations, can bring civil actions for statutory penalties and other reliefs. Protects employers from

penalties for good-faith compliance errors. Penalties for violations range depending on the gravity of offenses. Makes other changes. ***Passed House on 05/31/2025 with a 75-42 vote. Senate concurred on all adopted amendments on 10/30/2025 with a 37-20 vote.***

Last action: 12/12/2025 Public Act 104-0455

Facilities

P.A. 104-0269 / HB 3050 (DeLuca, A. / Hastings, M.) – Amends the Swimming Facility Act. Makes changes to defined terms. Provides that permits for construction or major alteration of a swimming facility are valid for a period of 2 years (rather than one year) from the date of issue. Provides that it is lawful for a licensee to operate a cold spa in a manner that complies with the provisions of the Act and the rules adopted under the Act, subject to the specified conditions. Establishes rulemaking provisions for the Department of Public Health concerning the operation of a cold spa. In provisions concerning recommended guidelines on the sign that a licensee must display, includes that patrons are to notify staff before using the cold spa. ***Passed Senate on 05/22/2025 with a 57-0 vote. House concurred on all adopted amendments on 05/30/2025 with a 103-11 vote.***

Last action: 08/15/2025 Public Act 104-0269

P.A. 104-0349 / SB 189 (Halpin, M. / Johnson, G.) – Amends the Swimming Facility Act. Requires the Department of Public Health to include within its rules under the Act rules concerning design criteria for aquatic features including overhead systems or similar interactive equipment. ***Passed Senate on 04/10/2025 with a 55-0 vote. Passed House on 05/23/2025 with a 103-0 vote.***

Last action: 08/15/2025 Public Act 104-0349

P.A. 104-0097 / SB 1380 (Curran, J. / Benton, H.) – Amends the Counties Code and the Illinois Municipal Code. Provides that a county or a municipality may use a utility pole that is owned by the State or a unit of local government or a public right-of-way that is owned by the State or a unit of local government for public safety purposes, including, but not limited to, the placement of equipment associated with public safety. However, a county or a municipality may not place equipment on any property or infrastructure that is owned by a public utility. Provides that the equipment placed by a county or a municipality may not be located within or interfere with part of an electric distribution or transmission system within the communication worker safety zone of the pole or the electric supply zone of the pole. Provides that the use of the equipment placed by a county or a municipality must comply with the applicable codes and local code provisions or regulations that concern public safety. Provides that any fee charged by the owner of a utility pole for use by a county or municipality shall be at the lowest rate charged

BOARD MANUAL

8.03 Remote Attendance

In accordance with the provisions of 5ILCS 120/7, Park Board Commissioners may participate in Board meetings by video or audio conference provided they meet the following requirements:

9

A. Commissioners participating by telephone must be able to hear all motions and remarks made by those Park Board members physically present at the meeting, and all comments by members of the public who attend the meeting.

B. All Commissioners and members of the public who are physically present at the meeting must be able to hear all motions and remarks made by the Park Board members participating in the meeting by phone.

C. The minutes of the meeting should identify any member of the Park Board who participates by phone.

D. A quorum must be physically present at the meeting location.

E. The reasons for participation by phone will be limited to personal illness or disability, employment purposes, the business of the Board, or a family or other emergency, or as otherwise permitted by law.

F. Any Commissioner wishing to participate in a Board meeting by video or audio must notify the President as far in advance of the meeting as possible but at least two hours in advance of the meeting.

G. *Recommended adoption 2/17/2026: Per Public Act 104-0438 SB 243, the Wildwood Park District will allow a member of the public body who is on active military duty to attend a meeting remotely if a quorum is physically present, subject to Rules of the public body.*

8.04 Open Meetings

All meetings of the Board shall be open meetings and shall be held in accordance with the Open Meetings Act (5 ILCS 120/2 et seq.).

8.05 Open Meetings Act

All official meetings of the Board are subject to the rules and regulations set forth in the Open Meetings Act (5 ILCS 120/2 et seq.) and shall be scheduled, conducted, and recorded accordingly. It is illegal for a quorum (3 members) to gather to discuss District business without public notice at least 48 hours in advance of the meeting. The Open Meetings Act has defined "meeting" to mean "any gathering, whether in person or by video or audio conference, telephone call, electronic means (such as email, chat rooms and instant messaging) or other means of contemporaneous interactive communication, of a quorum of the members of a public body held for the purpose of discussing public business."

BOARD MANUAL

Three members of the body constitute a quorum and the affirmative vote of three members is necessary to adopt any motion, resolution, or ordinance, unless a greater number is otherwise required. This amendment makes every abstention a vote that does not fall with the majority.

10

8.06 Annual Meeting

The annual meeting of the Board shall be held on the third Monday of May, each year at 7:00 p.m. This shall be the first meeting of the new fiscal year and an organizational meeting of the Board where the new Commissioners shall be inaugurated, the President and Vice President shall be elected, and the Secretary and Treasurer shall be appointed along with the District attorney and auditor. Other business may be transacted at this meeting. At this time, the current Board shall meet and conduct any unfinished business and then adjourn the meeting. The new Board shall then convene the annual meeting.

8.07 Place of Meeting

All Board meetings shall be held at the Wildwood Park District Rule Building, 33325 N. Sears Blvd., Wildwood, IL. However, the Board may, as needed, change the place of any such meeting.

8.08 Closed Meetings (Executive Session)

The Board may hold a meeting closed to the public or close a portion of a meeting to the public for reasons which include but are not limited to discussion of personnel, land acquisition, litigation, or the review of closed meeting minutes. Any such closed meeting shall be held in accordance with the Open Meetings Act (5 ILCS 120/2 et seq.). No final action on any Board matter may be taken at a closed meeting. Closed meetings must be recorded and the audio tapes held for 18 months. Executive session minutes that have been held closed are reviewed every six months (in January and July) to determine if they can be released to the public.

8.09 Schedule and Notice of Meetings

The schedule and public notice of all regular, rescheduled, or reconvened Board meetings for each calendar year shall be made available in accordance with the Open Meetings Act (5 ILCS 120/2 et seq.).

Recommended adoption 2/17/2026: Per Public Act 104-0438 SB 243, the Park District is prohibited from holding or scheduling a regular or special meeting on the day of an election.

8.10 Quorum

POLICY PROCEDURE MANUAL

10.17 SEXUAL HARASSMENT POLICY

The Sexual Harassment Policy is in the Personnel Policy Manual.

10.18 CYBERSECURITY POLICY

The Wildwood Park District Complies with the Local Government Cybersecurity Training and Cybersecurity Prohibited Products Acts (20 ILCS 1375/5-30 new) and (30 ILCS 500/25-90 new) respectively. State Agencies including the Wildwood Park District are prohibited from purchasing any products that due to cybersecurity risks, are prohibited for purchase by federal agencies pursuant to a United States Department of Homeland Security Binding Operational Directive.

10.19 Recommended Adoption 2/17/2026: Illinois Bivens Act PA 104-0440 (Immigration Enforcement Constitutional Violations and Prohibited Retaliation)

Act authorizes any person to bring civil action against any person who, while conducting civil immigration enforcement, knowingly engages in conduct that violates the Illinois Constitution or the United States Constitution. The Wildwood Park District may not take retaliatory action against an employee for disclosing or threatening to disclose in good faith a violation of the Illinois Bivens Act.

RECREATION

11.01 STATEMENTS OF PURPOSE AND AUTHORITY

Statement of Purpose. To provide a comprehensive, year-round recreational program, which meets the needs of the individuals and segments of the population, that comprise the neighborhood and community and which makes the public a partner in the process.

To provide positive recreational experiences which contribute to the individual's physical, social, emotional, cultural and educational growth in order to enrich the quality of life. Respect for the dignity and self-worth of every individual shall be of paramount importance. To coordinate leisure programs whenever financially and philosophically feasible with other community organizations to provide the maximum opportunity for leisure services throughout the community.

Statement of Authority. Recreation services shall be operated and maintained in accordance with policies and procedures established by the Board.

11.02 SCHOLARSHIPS

Financial Assistance Scholarships may be awarded to District residents for certain designated recreation programs based upon need, contingent upon the necessary funds. Designated programs specifically include summer camps, swim lessons, and preschool programs. Contracted programs are not eligible for financial aid/scholarships. The Wildwood Park District shall budget for \$1,000.00 per fiscal year for scholarship funds for all programs and require Board approval for any additional funds beyond \$1,000.00. Eligibility for scholarships shall be determined by reference to the requirements established. For full scholarship requirements and procedures, please refer to the Wildwood Park District Program Scholarship Policy Packet (can be found on

PERSONNEL POLICY MANUAL

- a police or court record; or
- other corroborating evidence.

The Park District will not fail to hire, refuse to hire, discharge, or harass any individual exercising their rights under this policy or otherwise discriminate against any individual exercising their rights under this policy with respect to the compensation, terms, conditions, or privileges of employment of the individual, or retaliate against an individual in any form or manner for exercising their rights under this policy.

Section 3: Time Off Benefits

3.12 Employee Blood and Organ Donation Leave Act

Eligibility

~~Any full-time employee who has been employed by the Wildwood Park District for at least six (6) months shall be entitled to up to one hour blood donation leave, with pay, every 56 days.~~

Recommended amendment for adoption 2/17/2026: PA 104-0193:

Participating employee or part-time employee may use up to 10 days of leave in any 12-month period to serve as an organ donor. Part-time employee using leave to serve as an organ donor, the employer shall calculate the daily average pay the part-time employee received during his/her previous 2 months of employment and compensate the part-time employee in the amount of daily average pay for the leave days used.

The employee shall submit a written request for leave before donating or attempting to donate blood or organs. Medical documentation of the appointment to donate blood shall be provided at the time of said written request.

The Wildwood Park District may require a written statement from the blood bank confirming that the employee kept the appointment to donate blood.

PERSONNEL POLICY MANUAL

3.14 Family Neonatal Intensive Care Leave Act 82

Recommended for adoption 2/17/2026: PA 104-0259: Provides that an employee of the Wildwood Park District (which averages more than 16 employees and no more than 50 employees per year) shall be entitled to use a maximum of 10 days of unpaid neonatal intensive care leave while any child of the employee is a patient in a neonatal intensive care unit. Provides that, upon conclusion of leave taken under the Act, an employee shall be reinstated to his or her former position or a substantially equivalent one with no loss of benefits held or accrued prior to taking leave.

3.15 Nursing Mothers in the Workplace Act

Recommended for adoption 2/17/2026: PA 104-0076: Provides that the Wildwood Park District shall compensate an employee during the break time provided under the Act at the employee's regular rate of compensation. Provides that the Wildwood Park District shall not require an employee to use paid leave during the break time or reduce employee's compensation during the break time.

Section 4: Employee Benefits

4.1 Disclaimer

The Wildwood Park District has established a variety of employee benefit programs designed to assist you in meeting the financial burdens that can result from illness and disability, and to help you plan for retirement. This portion of the Employee Manual contains a very general description of the benefits to which you may be entitled as an employee of the Wildwood Park District. Please understand that this general explanation is not intended to, **and does not**, provide you with all the details of these benefits. Therefore, this Manual does not change or otherwise interpret the terms of the official plan documents. Your rights can be determined only by referring to the full text of the official plan documents, which are available for your examination from the Benefits Coordinator. To the extent that any of the information contained in this Manual is inconsistent with the official plan documents, the provisions of the official documents will govern in all cases.

Please note that nothing contained in the benefit plans described herein shall be held or construed to create a promise of employment or future benefits, or a binding contract between the Park District and its employees, retirees or their dependents, for benefits or for any other purpose. All