Meeting began at 10:00am with introductions of 8 individuals in attendance;

* Chris Finn; Bolingbrook PD
* Ryan Veldman; Tinley Park PD
* Shari Wolfe; Oak Lawn PD
* Ken Stephens; New Lenox PD
* George Travnicek; New Lenox PD
* Zachary Ingalls; Hickory Hills PD
* Jason Khuen; Lemont PD
* Adam Wrona; Lockport PD

Chris welcomed everyone and reminded all that they must be members of SSPRPA to partake in the committee. An overview of the agenda was presented which includes Staffing.

Limited Staff with Unlimited Tasks;

* One organization made 2 PT into 1 FT
* Schedules are important. Who is working when and what is getting done
* Some agencies are looking to subcontract additional work to free up staff for other important items.
* Some agencies have recently had issues with subs and are looking to bring more inhouse.
* How do agencies work on call with aquatics- most have pre-schedules
* Some have multiple off site depts. Use universal TV that shows tasks at each location.
* Dry Erase Board used.
* Most believe their standard of care has not suffered though it is difficult to do more with less
* Staff attitudes have mostly been good this past season. Many ask why they are being asked to do more

Motivation- What are departments doing to maintain;

* Points system with rewards or Good Work Prizes/Kudos Cards
* BBQ
* Mini Golf Tournament
* Birthday Celebration w/food/ cake
* Staff Pool Party
* Christmas Party
* Trivia w/ prizes
* Pizza/ Taco Truck Party/ Breakfast
* Prizes could inc. vendor giveaways or gift cards, Jacket with name
* Golf Afternoon
* Rate increase for additional certification- Pesticide License or CPO

Time Off Issues

* Discussed what each do for PTO and called time off
* Comp Time vs OT

Uniforms

* Most have a uniform allotment of some sort $150-$350
* Most also still give core uniform items to staff not as part of that allotment such as t shirts
* Allotments sometimes used for boots, jackets, larger purchases

Staff Meetings

* Some do Monthly all staff
* Managers and leads meet weekly
* Most all do daily check in with staff at least in mornings to get the day started.

Roundtable / Odds and Ends

* Most are paying $14.00-15.00 for PT/Seasonal staff
* Discussed Punch In-Punch Out options and issues w/ various software and also operator error
* Most have not looked at 4- 10 hour days.
* Most agencies start between 6am and 7 am and end between 2pm and 3pm. Some have 30 min lunches, some have hour.

There were no additional Announcements

Next meeting will be held on Wednesday November 1st at New Lenox Park District Sanctuary Golf Course. Topics slated to include Vehicle/Equipment Purchasing, Cooperative Purchasing, and Snow and Ice Removal

Meeting adjourned at approximately 11:35 am.

Submitted by Ryan Veldman 10/5/23.