



LEMONT PARK DISTRICT
GOALS & OBJECTIVES
2022



PURPOSE

The Lemont Park District compiles a substantial list of key Goals and Objectives on an annual basis, supporting the ongoing strategic direction of the agency. The purpose of these action items is to assist staff with prioritization as well as ensure yearly results. Goals and Objectives are compiled through input from the District’s Master and Strategic, Capital Improvement and Maintenance Plans. Other resources include public input, industry trends, staff recommendations and fiscal opportunities and prospects. Each Goal will be tracked and reviewed quarterly.

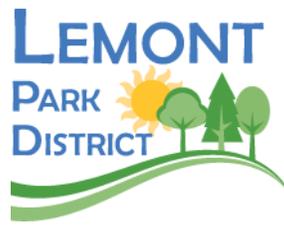
THE TEAM

Louise Egofske, Executive Director, CPRE
Carrie Dellamano, Director of Recreation and Communications, CPRP
Jason Khuen, Assistant Manager of Maintenance, CPRP
Anthony Morelli, Director of Facilities, CPRP
Christine Aguirre, Aquatic & Risk Manager

ONGOING ANNUAL OBJECTIVES

In addition to the goals and objectives scheduled for completion in 2022, the items below are ongoing “static” objectives that are continuous year to year:

1. Maintain a safe environment for all patrons, employees and guests.
2. Operate within the annual operating and capital budget.
3. Ensure meeting all required policies and procedures.
4. Comply with all state and county regulations and properly file annual levy, budget, audit and financial statements.
5. Continue public outreach initiatives to gain feedback regarding programs and facilities, which will enable future strategic planning.



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2022 Goals

Employee Name: Louise Egofske

Department: Administration

Operational Goal: Hire Business/Finance Director Strategic Priorities: Succession Target Date: September 1, 2022		Objective/Outcome: Recruit and hire Business/Finance Director by the end of 2022. Provide additional managerial support for department initiatives.	
Goal #: ADMIN1	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Louise Egofske

Department: Administration

Operational Goal: Property Development Strategic Priorities: Downtown Park and Parks and Paths/Trails. Target Date: December 31, 2022		Objective/Outcome: Complete remediation plan and begin planning and implementation for Phases 0 and 1 for MWRD. Complete buildout of CCC Playground.	
Goal #: ADMIN2	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Louise Egofske

Department: Administration

Operational Goal: Property Development – Open Space Acquisition Strategic Priorities: Parks Target Date: Ongoing		Objective/Outcome: Explore options for park expansion where appropriate.	
Goal #: ADMIN3	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Louise Egofske

Department: Administration

Operational Goal: SEASPAR Outreach Strategic Priorities: Partnerships Target Date: Ongoing		Objective/Outcome: Work with Marketing and Recreation Departments in developing efforts to engage and educate the community in regards to SEASPAR offerings.	
Goal #: ADMIN4	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Louise Egofske

Department: Administration

Operation Goal: Grant Research and Applications Strategic Priorities: Partnerships and Sustainability. Target Date: Ongoing		Objective/Outcome: Research and apply for various grant opportunities where appropriate in an effort to increase fiscal responsibility.	
Goal #: ADMIN5	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Louise Egofske

Department: Administration

Operational Goal: Professional Development Strategic Priorities: Succession Target Date: December 31, 2022		Objective/Outcome: Continue ongoing professional development by attending workshops and educational series.	
Goal #: ADMIN6	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Louise Egofske

Department: Administration

Operational Goal: Prepare for Distinguished Agency Accreditation scheduled for October 22, 2022. Strategic Priorities: Succession and Sustainability. Target Date: June 30, 2022		Objective/Outcome: To begin the process of collecting and updating supporting documents to needed to meet the Distinguished Agency standards.	
Goal #: ADMIN7	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Finance Director TBD

Department: Finance

Goal: Prepare required documents for the 2021 financial audit and earn Financial Reporting Award. Target Date: March 2022		Objective/Outcome: To prepare for the annual audit to have all necessary documents ready prior to the onsite audit and earn Annual Audit Award.	
Goal #: FIN1	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Finance Director TBD

Department: Finance

Goal: Review current investments and enhance professional advisement relationships working towards improving Investments and ROI.		Objective/Outcome: Improve Investment Portfolio maximizing return on investments.	
Target Date: Ongoing			
Goal #: FIN2	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1	Ongoing		
Quarter 2	Ongoing		
Quarter 3	Ongoing		
Quarter 4	Ongoing		
Result			

Employee Name: Finance Director TBD

Department: Finance

Goal: Work on the GFOA Budget Award submission.		Objective/Outcome: To obtain a GFOA Budget Award	
Target Date: End of 2022			
Goal #: FIN3	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result	Due to staff vacancy, this goal will be formally addressed in 2022		



2022 Goals

Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Assist with preparations for Distinguished Agency accreditation renewal. Strategic Priorities: Succession and Sustainability Target Date: Ongoing		Objective/Outcome: Assist project leader in Accreditation Renewal process to take place in November 2022.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN8		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Attend IPRA's Professional Development School. Strategic Priorities: Employee Retention & Succession Target Date: November 2022 – Date TBD		Objective/Outcome: Gain valuable industry knowledge and take advantage of various networking opportunities in this long-standing program.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN9		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Serve on the IPRA ProConnect Board of Regents (term 2022-2024) Strategic Priorities: Employee Retention & Succession Target Date: Ongoing		Objective/Outcome: Give back to the industry while obtaining further industry knowledge as well as take advantage of valuable networking opportunities.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN10		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Complete basic RecTrac training Strategic Priorities: Outreach and Employee Retention, Succession and Sustainability Target Date: June 1, 2022		Objective/Outcome: Become fluent in basic RecTrac functions such as program input, registration, CORE Memberships, etc.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN11		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Improve Financial Accountability Department-wide Strategic Priorities: Pricing & Finance/ Sustainability Target Date: Ongoing		Objective/Outcome: Develop and implement a streamlined process to ensure financial accountability by all staff to manage/balance budgets on a monthly basis.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN12		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Assist in formulating a plan to roll out Referendum Initiative Strategic Priorities: Outreach Succession and Sustainability Target Date: April 1, 2022		Objective/Outcome: Create a comprehensive communications and marketing plan to rollout of the community in assisting with securing the votes for the Referendum.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN13		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Create and launch various CORE Promotions to assist in building membership Strategic Priorities: Outreach & Sustainability Target Date: Ongoing		Objective/Outcome: Create a CORE Promotional campaign schedule and rollout each promo to increase memberships.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
REC1		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Create a CORE Kids Club Membership based program Strategic Priorities: Outreach & Sustainability Target Date: Sept. 1 , 2022		Objective/Outcome: Develop a new program-based membership at The CORE that will be the “new” childcare option for CORE Members.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
REC2		IP: In Progress C: Completed	
Quarter 1	Monthly Promos created for Jan. Feb. March. Feb. and March saw an increase in overall memberships.	IP	
Quarter 2	Finalized draft promotion schedule which is reviewed monthly. Launched various promotions.	IP	
Quarter 3	Launched various promotions.	IP	
Quarter 4	Launched various promotions.	IP	
Result	This goal is ongoing and will continue working closely with Anthony, Del, Service Desk and marketing to roll out the best, most strategic CORE promos given any current circumstance.		



Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Evaluate current Recreation Department offerings and create strategic plan to adapt to the new normal. Strategic Priorities: Outreach & Sustainability Target Date: Ongoing		Objective/Outcome: Develop and implement various programs and special events that coincide with demands of the community.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
REC3		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Complete 2021 Annual Report Strategic Priorities: Outreach & Sustainability Target Date: April 1, 2022		Objective/Outcome: Compile a document for public view summarizing district activity for the year.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
COMM1		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Carrie Dellamano

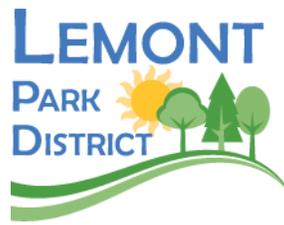
Department: Recreation & Communications

Operational Goal: Implement a community Recreation Focus Group meeting(s) Strategic Priorities: Outreach & Sustainability Target Date: June 1, 2022		Objective/Outcome: Rollout Annual Recreation Listening Meeting to keep the conversation going with the public regarding District program and event offerings.	
Goal #: COMM2	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Coordinate and facilitate Downtown Lemont Park Make Your Park Community Meeting Strategic Priorities: Outreach & Parks Target Date: April 2022		Objective/Outcome: Engage the community in the planning of this park and gain insight on community desires for the park.	
Goal #: COMM3	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Carrie Dellamano

Department: Recreation & Communications

Operational Goal: Work with Lemont Park Foundation to develop strategic plan(s). Strategic Priorities: Outreach & Partnerships Target Date: Ongoing		Objective/Outcome: Guide Lauren in assisting the Foundation in strategic planning for fundraising events.	
Goal #: COMM4	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



2022 Goals

Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Add connectivity on south end of campus by removing ash trees and rediscover abandoned nature trail. Strategic Priorities: Building and Campus Target Date: 11/31/2022		Objective/Outcome:	
Goal #: MAINT1	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1	Pull old notes and map out pre-existing trail, begin tree removal process.	IP	1/15/22
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Put together seasonal training manual. Strategic Priorities: Employee Retention Target Date: Fall/Winter 2022		Objective/Outcome: Have a training manual that will assist with efficiency and training all staff to the same standard.	
Goal #: MAINT2	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1	Mike Tomasek and Kyle Murray will assist with this process.	IP	
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Purchase outside seating such as additional picnic tables and memorial benches. Strategic Priorities: Buildings and Campus Target Date: 5/30/22		Objective/Outcome: Replace broken picnic tables and begin to add concrete to existing benches to satisfy ADA needs.	
Goal #: MAINT3	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1	Build/ Purchase 10 new picnic tables	IP	
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Replace CORE entrance grate. Strategic Priorities: Buildings and Campus Target Date: 4/31/22		Objective/Outcome: Replace damaged front grate in the CORE lobby vestibule.	
Goal #: MAINT4	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1	Quote obtained	IP	1/19/2022
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: NFC Fitness Court Installation		Objective/Outcome:	
Strategic Priorities: Land Development		Collaborate with VOL to complete park construction in downtown Lemont.	
Target Date: 10/31/22			
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
MAINT5		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Installation of Briarcliffe Park		Objective/Outcome:	
Strategic Priorities: Land Development		Bring the park up to date with new surfacing and ADA amenities.	
Target Date: 7/20/22			
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
MAINT6		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Installation of Kettering Park		Objective/Outcome:	
Strategic Priorities: Land Development		Develop new park in Kettering subdivision with ADA components	
Target Date: 7/20/22		and Parking for residents.	
Goal #: MAINT7	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Continue development, planning and buildout of Copper Ridge Park		Objective/Outcome:	
Strategic Priorities: Land Development		Work with Beechen and Dill on park process for installation before 2024.	
Target Date: December 2022			
Goal #: MAINT8	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Complete development plans for phase 0.5 and 1 for MWRD property 23.04 (Athens Park) Strategic Priorities: Land Development Target Date: 2022		Objective/Outcome: Continue working with Studio GC and the Village of Lemont on phase 0.5 and phase 1 of park build.	
Goal #: MAINT9	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Complete office reorganization for rec department. Strategic Priorities: Building and Campus Target Date: 3/1/2022		Objective/Outcome: Add additional office spaces to Finance office to satisfy 3 new office spaces.	
Goal #: MAINT10	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Create more reliable chemical operation for CORE indoor pool. Strategic Priorities: Building and Campus Target Date: 9/1/2022		Objective/Outcome: Replace aging Chemtrol unit with new computer controlled DMC5 Chemical controller.	
Goal #: MAINT11	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Complete fencing projects on Centennial Campus. Strategic Priorities: Building and Campus Target Date: 10/1/2022		Objective/Outcome: Add 3 new outfield fences to the Centennial Quad, a fence and windscreens for the pickleball courts.	
Goal #: MAINT12	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Create a training plan for Seasonal Outdoor Maintenance Employees. Strategic Priorities: Parks and Succession Target Date: 10/31/22		Objective/Outcome: Have a training plan that each employee must reference and sign off before work officially starts.	
Goal #: MAINT13	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Jason Khuen

Department: Maintenance

Operational Goal: Add additional space to maintenance facility. Strategic Priorities: Building and Campus Target Date: 11/1/2022		Objective/Outcome: Add additional space for storage, vehicles and equipment.	
Goal #: MAINT14	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



2022 Goals

Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Assist with preparations for Distinguished Agency accreditation renewal. Strategic Priorities: Outreach Target Date: Ongoing		Objective/Outcome: Assist project leader in Accreditation Renewal process to take place in November 2022.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN 14		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Survey the User Groups on our current parks and amenities. Strategic Priorities: Outreach Target Date: August 2022		Objective/Outcome: Gain valuable knowledge on the wants and needs of User Group throughout our parks and amenities.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN15		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Collaborate with Maintenance and Recreation to develop a future plan on the usage of Safety Village. Strategic Priorities: Land Development Target Date: November 2022		Objective/Outcome: Compile a document for possible options for the usage of Safety Village.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN16		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Facilities Summit Strategic Priorities: Employee Retention/Buildings and Campus. Target Date: October 1, 2022		Objective/Outcome: Develop an Annual Facilities Team Meeting to discuss future wants and needs of the department and the necessary steps it will take for completion of our annual goals while providing a progress report.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
Admin 17		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Create and complete School of Awesome 2.0. Strategic Priorities: Employee Retention Target Date: May 2022		Objective/Outcome: Establish a Customer Service Training that empowers our employees to make appropriate decisions while handling difficult situations.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
CUST1		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Rollout new CORE Value Pricing for all members Strategic Priorities: Pricing & Finance Target Date: March 1, 2022		Objective/Outcome: Develop and implement a streamlined pricing model for CORE Memberships for all current CORE Members.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
CUST2		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Assist in formulating a plan to roll out Referendum Initiative Strategic Priorities: Buildings and Campus Target Date: December 2022		Objective/Outcome: Create a comprehensive facility plan for staff in assisting with securing the possible Referendum.	
Goal #: FAC1	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Survey surrounding Park Districts for comparisons on Rental Pricing. Strategic Priorities: Pricing and Finance Target Date: September 1, 2022		Objective/Outcome: Create new pricing model for indoor and outdoor rentals based upon the consensus of neighboring Park Districts.	
Goal #: FAC2	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Create partnership between Lemont Baseball Softball Club and Lemont Park Foundation in order to solidify the Capital purchase of Outfield Fencing at The Quad. Strategic Priorities: Outreach/Buildings and Campus Target Date: March 1, 2022		Objective/Outcome: Develop a partnership between the two Non-For-Profits to enhance the amenities at the Centennial Quad Fields.	
Goal #: FAC3	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Facilitate and develop new recreational office space Strategic Priorities: Employee Retention/Buildings and Campus Target Date: February 2022		Objective/Outcome: Help with planning and installation of new Recreational Office at The Centennial Community Center as well as relocate current employee into more functional office settings.	
Goal #: FAC4	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Coordinate and facilitate Group X Roadshow in conjunction with Recreational Events. Strategic Priorities: Outreach Target Date: April 2022		Objective/Outcome: Engage the community in participating in Group X classes during current large Recreational Events or one offs throughout the duration of the Summer/Fall.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
FIT1		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Work with Fitness Team with purchase and install of new Life Fitness Jungle Gym Strategic Priorities: Buildings and Campus Target Date: March 31, 2022		Objective/Outcome: Successfully rollout new Jungle Gym Life Fitness piece within minimum membership disruption.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
FIT2		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Anthony Morelli

Department: Fitness/Facilities

Operational Goal: Operate National Fitness Court in Downtown Lemont. Strategic Priorities: Land Development/ Outreach Target Date: Ongoing		Objective/Outcome: Develop and implement various programs and special events that are held at our new Fitness Court.	
Goal #: FIT3	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



2022 Goals

Employee Name: Christine Aguirre

Department: Aquatics

Operational Goal: Review and update on-boarding process for new and seasonal staff. Strategic Priorities: Target Date: 12/15/2022		Objective/Outcome: Create an easy and efficient process for new staff to go through while continuing to adhere to all applicable laws and policies.	
Goal #: HR1	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			

Employee Name: Christine Aguirre

Department: Human Resources

Operational Goal: Research and potentially replace Human Resource Information Systems. Strategic Priorities: Target Date: 12/15/2022		Objective/Outcome: Utilize a user-friendly comprehensive system for managing our applications and HR documents. Staying electronic and green in our HR department.	
Goal #: HR2	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			



Employee Name: Christine Aguirre

Department: Human Resources

Operational Goal: Work toward attaining the IAPD/IPRA Exceptional Workplace Award		Objective/Outcome: Create a working environment that engages staff and aids in staff retention.	
Strategic Priorities: Target Date: 11/01/2022			
Goal #: HR3	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			

Employee Name: Christine Aguirre

Department: Human Resources

Operational Goal: Develop and implement a staff recruiting and retention program.		Objective/Outcome: Make the Lemont Park District the premier employer in Lemont and surrounding areas.	
Strategic Priorities: Sustainability Target Date: 11/1/2022			
Goal #: HR4	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			



Employee Name: Christine Aguirre

Department: Human Resources

Goal: Annually update the Public Salary website to keep all information current.		Objective/Outcome: Update the information annually to keep it current.	
Target Date: 2 nd Quarter 2022			
Goal #: HR5	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Christine Aguirre

Department: Human Resources

Goal: Continue to review salary ranges for the industry to create an updated range for Fulltime, Part-Time and Seasonal employees.		Objective/Outcome: Standardize the salary ranges for Fulltime and PT/Seasonal employees.	
Target Date: December 31, 2022			
Goal #: HR6	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Christine Aguirre

Department: Human Resources

Goal: Revise the District's Job Descriptions		Objective/Outcome: To simplify and standardize the District's Job Descriptions.	
Target Date: December 31, 2022			
Goal #: HR7	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			

Employee Name: Christine Aguirre

Department: Human Resources

Goal: Create a Compensation Program		Objective/Outcome: To remain competitive and assist with employee and staff retention, create an fair compensation program.	
Target Date: December 31, 2022			
Goal #: HR8	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			



Employee Name: Christine Aguirre

Department: Human Resources

Operational Goal: Develop and implement a standard training program for all positions. Strategic Priorities: Succession and Sustainability. Target Date: 12/01/2022		Objective/Outcome: Streamline the different trainings required for all positions. Have a document or program that can track completion and expiration dates for certifications and the certificates. This would make auditing certifications more efficient and will give staff something to work toward attaining/completing.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
HR9		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			

Employee Name: Christine Aguirre

Department: Safety/Risk Management

Operational Goal: Complete PDRMA's Loss Review – including updating all the ergonomic assessments for all job descriptions. Strategic Priorities: Sustainability Target Date:		Objective/Outcome: To pass the PDRMA LCR with minimal improvements needed.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
RM1		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			



Employee Name: Christine Aguirre

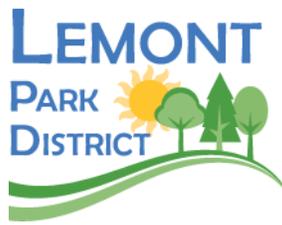
Department: Safety/Risk Management

Operational Goal: Implement an active shooter training for staff. Strategic Priorities: Sustainability Target Date: 12/1/2022		Objective/Outcome: Participants would complete the on-line training as well as the in-person training to become better prepared in the event of an active shooter.	
Goal #: RM2	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			

Employee Name: Christine Aguirre

Department: Aquatics

Operational Goal: Create 5 Year comprehensive Indoor/Outdoor Aquatics Financial Plan. Strategic Priorities: Sustainability Target Date: 12/31/2022		Objective/Outcome: Project revenue and cost analysis for department to determine appropriate pricing to cover on-going inflation and cost increases due to minimum wage. Include comprehensive salary analysis.	
Goal #: AQUA1	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			



Employee Name: Christine Aguirre

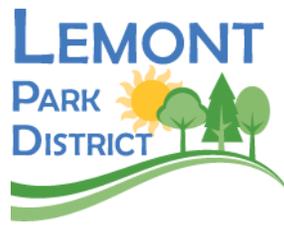
Department: Safety/Risk Management

Operational Goal: Take and pass the Certified Park and Recreation Professional Certification Strategic Priorities: Succession Target Date: 04/1/2022		Objective/Outcome: To become a certified park and recreation professional.	
Goal #: ADMIN18	Quarterly Progress Notes: In Q3 2020 I took the CPRP Prep Class. In Q1 2021 I submitted my application for CPRP. In Q2 2021 it was approved.	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			

Employee Name: Christine Aguirre

Department: Safety/Risk Management

Operational Goal: Attain the Illinois FOIA and OMA Designee certification. Strategic Priorities: Succession Target Date: 5/1/2022		Objective/Outcome: Have an additional person on park district staff to hold these certification/statuses.	
Goal #: ADMIN19	Quarterly Progress Notes:	Status: IP: In Progress C: Completed	Date Completed:
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result:			



Employee Name: Christine Aguirre

Department: Safety/Risk Management

Operational Goal: Prepare for Distinguished Agency Accreditation scheduled for October 2022. Strategic Priorities: Succession and Target Date: 07/01/2022		Objective/Outcome: To begin the process of collecting and updating supporting documents to needed to meet the Distinguished Agency standards for the Personnel and Legal Standards.	
Goal #:	Quarterly Progress Notes:	Status:	Date Completed:
ADMIN20		IP: In Progress C: Completed	
Quarter 1			
Quarter 2			
Quarter 3			
Quarter 4			
Result			