



GLENCOE PARK DISTRICT
Committee of the Whole Meeting
Tuesday, July 2, 2024 at 7:00pm

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 is Takiff Center, 999 Green Bay Rd, Glencoe, IL 60022

AGENDA

- I. Call to Order
- II. Roll Call
- III. Matters from the Public
- IV. Discussion on Proposed Referendum
- V. Discussion on Comprehensive District Goals
- VI. Annual Review of Categories of Service
- VII. Presentation of Employee Survey
- VIII. Other Business
- IX. Executive Session
- X. Adjourn

The Glencoe 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 847-835-3030. Executive Director email: lsheppard@glencoeParkDistrict.com

Key rules governing participation

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



IV. Discussion on Proposed Referendum

Glencoe Park District
July 2024 Committee of the Whole Meeting

MEMORANDUM

TO: Board of Commissioners
CC: Department Heads
FROM: Lisa Sheppard, Executive Director
SUBJECT: Bond Referendum
DATE: June 26, 2024

The Board is committed to maintaining the quality of our current assets, limiting the burden on taxpayers, and enhancing property values through preserving Glencoe's iconic beach and parks. The proposed bond referendum would protect and improve some of our most important public assets, including our beach, parks, and athletic fields. It aims to create efficiencies and cost savings through the construction of a new parks' maintenance facility, all without increasing the current debt service tax burden. If approved, the referendum would address \$14.7 million of the Park District's \$22 million in outstanding infrastructure needs. The remaining Capital Projects will be funded through fund balances, grants and donations as funds allow.

The District is able to issue new bonds without raising taxes because our existing long-term debt will be paid off in the near future. Despite our substantial needs, we have capped the request at \$14.7 million to avoid any additional tax burden on homeowners. If the referendum is not placed on this Fall's ballot, property taxes would decrease by approximately \$261 annually per \$1 million of a home's fair market value. However, due to construction inflation, if we were to delay the proposed improvements, required maintenance would likely result in a much higher price tag in the future.

Since 2018, the Park District has maintained a 'AAA' bond rating. This strong rating reflects our track record of sound financial management and responsible decision-making. It stands as a testament to our ability to navigate complex financial landscapes while keeping the best interests of our community at heart.

Since April, we have been sharing information about the funding proposal with the community and have taken their feedback into account. Our communication strategy included several targeted outreach efforts:

- In April, an informational letter including a 1-page project sheet was distributed to all registered voters. This was followed by a newsletter-style fold-out mailing to residents in mid-May, featuring large images and a QR code linking to a brief survey. Two weeks later, a text message containing a survey link was sent to 4,131 registered voters, resulting in 190 completed surveys (out of 211 responses).
- From April 24 to June 2, a digital advertising campaign generated 256,215 impressions from display ads and 10,000 impressions from retargeting, surpassing our goals. The engagement rate for the campaign was strong, with 800 clicks and an overall click-through rate of 0.3%.

MEMORANDUM

- Throughout the spring months, we organized four drop-in community input sessions, including a virtual Monday night meeting, a Saturday morning table at a preschool event (Takiff Express Train), a Wednesday morning table in the Takiff Center lobby, and a Friday evening table at a Kalk Park concert (Summer Soundcheck). An email promoting these meetings was sent to 2,228 Glencoe email addresses, achieving an 86% open rate and 2% click rate. Details were also posted on Facebook, Instagram, and X (formerly Twitter).
- For accessibility, a recording of the virtual meeting is available on our website, alongside a PDF of our presentation. Board members were also provided with table-top displays of the presentation to aid discussions with community members regarding the referendum.

For more information on our communication efforts, please see Attachment A (which contains the feedback we received) and Attachment B (which outlines the public engagement timeline).

After reviewing the community feedback, I request the Board to come to a consensus on a number of matters:

- Based on the feedback, would the Board like to alter any of the projects proposed for the referendum? For instance, the community has indicated that improvements to the Perlman Boathouse are a low priority. However, there has been considerable feedback emphasizing the significance of Friends Park, suggesting it should be prioritized and move up the list.
- Does the Board wish to advance the Referendum for approval at the July Board meeting?

If Yes, the Ordinance and Ballot Language would be developed with our Bond Counsel, Kelly K. Kost, Partner at Chapman and Cutler LLP.

Proposed Option for Ballot language:

Shall the Glencoe Park District, Cook County, Illinois, improve North Field, Perlman Boathouse and Glencoe Beach, including the playground, Safran Beach House, boardwalk, sun shelters, ramps, walls and stairs leading to the beach; construct and equip a new community greenhouse and a parks maintenance facility; and issue bonds to the amount of \$14,700,000 for the purpose of paying the costs thereof?

If the proposed projects change, we would switch the amenity in the above ballot language.



Public Opinion Survey Results

Glencoe Park District

JUNE 20, 2024

Introduction, Purpose, and Approach

This report addresses the methodology and findings derived from public opinion research conducted by Beyond Your Base, a consulting firm of Wight & Company, on behalf of Glencoe Park District.

A newsletter with a QR code link to an online questionnaire was mailed to **2,828 registered voter households on May 18, 2024 and texted to 4,131 voters within Glencoe Park District on June 4, 2024**. The mailing and texting lists included all registered voter households within the District, and those for whom a cell phone was registered, versus a subset of active or likely voter households. **The questionnaire served as an invitation for public reaction to a possible bond referendum.** The survey included a total of nine questions, including one open-ended question.

The questionnaire used for this research is not a scientific poll, but a tool for collecting public input and understanding the general tone of the public's receptiveness to the issue presented. The overall summaries and conclusions drawn in this report are therefore not presented as predictors of an issue's likely success or failure at the polls. They are only presented to aid the Park District with another means for collecting community input and initial reaction to the funding proposal.

Beyond Your Base acknowledges that this particular questionnaire functions as an opportunity to disseminate information and as an information-gathering tool, and in no way represents a scientific survey, or one that estimates statistical margin of error. **The chief distinction is that this questionnaire was returned in lieu of people attending a public hearing (a non-representative sample of the *registered voter* population) as opposed to the returns representing a *scientific sub-sample* of the registered voter population.** The results are subjective and limited in interpretation based on the *volume* of returns, not the *science* of returns. Think of this document as a written collection of comments from people who would have stood up and participated in a public hearing, but instead preferred to express their feelings in writing.

A total of **211 surveys were completed** and processed as of June 13, 2024. This represents a **response rate of approximately 8% of households.**



Survey Delivery Methods

SPRING 2024 PLANNING UPDATE

PROTECTING IMPORTANT PUBLIC ASSETS
Glencoe Park District is considering a bond referendum for the November 2024 ballot to address needs at our beach, parks, and facilities. These voter-approved funds would safeguard and improve some of our most important public assets.


THE PARK DISTRICT IS SEPARATE FROM THE VILLAGE
Glencoe Park District is a separate taxing body from the Village of Glencoe. It is responsible for maintaining our local parks, recreation facilities, open space, and related public assets, as well as providing recreation programming. About 7% of your property taxes go to the Park District.

NO INCREASE IN THE DEBT SERVICE TAX RATE
The Park District has voted that will be paid off next year. By capping the bond referendum at approximately \$14.7 million, all proposed beach, park, and facility needs can be addressed without increasing the Park District's current debt service tax rate.

A COMMUNITY-DRIVEN PROPOSAL
Beach, park, and recreation facility needs were identified and prioritized through community focus groups, workshops, discussions, surveys, and Village of Glencoe data.

SEEKING ADDITIONAL PUBLIC INPUT
The Park District is committed to gathering additional public input prior to making final decisions on the proposed improvements and financing plan, and will continue to host public information meetings this summer.

- Please take a few minutes to fill out a short survey on the Park District's proposed bond referendum.



Scan the QR code with your mobile device to access the survey.

[glencoe.org/park-district.com/2024bond](https://www.glencoe.org/park-district)

ANTICIPATED BENEFITS

Protecting and improving some of our most important public assets

- Creating healthier, safer, and more enjoyable experiences for residents
- Improving building efficiency, saving taxpayer dollars
- Extending the number of months that certain amenities can be enjoyed
- Maintaining the current debt service tax rate
- Allowing for expanded and improved programming
- Enhancing ADA accessibility
- Protecting property values

SPRING 2024 PLANNING UPDATE

INSIDE...

- Beach, Park & Facility Challenges
- Proposed Improvements
- Community Information Meetings

SPRING 2024 PLANNING UPDATE

In a recent survey, 70% of participating Glencoe residents thought the status of property taxes allocated to Glencoe Park District was a good, great, or excellent value, significantly higher than the State average and higher than our peer districts.

The Park District remains committed to raising the bar when it comes to addressing your park and recreation needs and protecting your beach, parks, open space, and recreation facilities.

SPRING 2024 PLANNING UPDATE

CONCEPTUAL RENDERING OF PERLMAN BOATING BEACH



SPRING 2024 PLANNING UPDATE

CONCEPTUAL RENDERING OF NEW BEACH AND SUN SHELTERS



PRESERVING GLENCOE'S BEACH AND PARKS WITHOUT INCREASING THE DEBT SERVICE TAX RATE

To address high priority capital facility needs without increasing the current debt service tax rate, Glencoe Park District is considering placing a bond referendum on the November 2024 ballot.

Improvements are proposed for Glencoe Beach, Safran Beach House, Perlman Boating Beach, as well as the greenhouse, parks maintenance facility, and athletic fields.

Glencoe Park District seeks the community's input on a funding proposal to protect some of our community's most important and scenic public assets.

Carol Spain, President
Glencoe Park District Board of Commissioners

[glencoe.org/park-district.com/2024bond](https://www.glencoe.org/park-district)

SPRING 2024 PLANNING UPDATE

CONCEPTUAL RENDERING OF TAKIFF CENTER'S NORTH FIELD



PERMANENCE FACILITY

Permanence funds would go toward accessing field improvements and replacing the 45-year-old lighting infrastructure and outdated backstop. The addition of batting cages is also being considered.

TAKIFF CENTER'S NORTH FIELD

Permanence funds would go toward accessing field improvements and replacing the 45-year-old lighting infrastructure and outdated backstop. The addition of batting cages is also being considered.

EXISTING PARKS MAINTENANCE FACILITY BUILDING

work and office space for maintenance staff.

[glencoe.org/park-district.com/2024bond](https://www.glencoe.org/park-district)

BEACH ACCESS

While general repairs and reinforcement upgrades continue to be addressed, more significant updates are required to ensure continued safe access to Glencoe Beach. The proposal includes rebuilding and reinforcing retaining ramps, walls, and parts of the staircase leading to the beach, using materials that reflect their historic appearance.

SAFRAN BEACH HOUSE

The Park District seeks to enhance the visitor experience at the historic Safran Beach House by addressing interior updates and adding showers and restrooms to provide easier access for visitors. These improvements would extend the number of months the facility can be used.



CONCEPTUAL RENDERING OF NEW GREENHOUSE AT SHELTON PARK



BEACH PLAYGROUND

The aging playground at Glencoe Beach lacks accessibility and shade. It is one of the few playgrounds the Park District has not updated. The proposed plan includes updating the playground and spray features, adding shade, and addressing accessibility issues.

PERLMAN BOATING BEACH

Proposed improvements to the Boal House include updating the siding, restrooms, and deck, and expanding storage for kayaks and paddleboards.

SHELTON PARK GREENHOUSE

The current greenhouse facility located behind the Takiff Center is outdated. The proposal includes constructing a new greenhouse to expand community accessibility and education opportunities.

CONCEPTUAL RENDERING OF PERLMAN BOATING BEACH



[glencoe.org/park-district.com/2024bond](https://www.glencoe.org/park-district)

LEARN MORE AND PROVIDE FEEDBACK

Nothing is set in stone until we hear from you, our Park District residents.

COMMUNITY INFORMATION MEETINGS

Following are the dates, times, and locations of upcoming public information meetings where we will be discussing the proposed funding request and possible improvements:

- Wednesday, June 5, 10-11 AM
Takiff Center (Lobby)
- Friday, June 28, 5-7 PM
Kala Park (Field at Concert)

CONTACT US

If you would like to discuss the potential funding proposal, please contact Lisa Shoppard at lshoppard@glencoe.org.

[glencoe.org/park-district.com/2024bond](https://www.glencoe.org/park-district)

Newsletter with QR Code that Links to Online Survey

Mon, Jun 3 at 2:26 PM

Preserving our Beach & Parks

Glencoe Community Member: Glencoe Park District wants to include YOU in a survey about a proposal to preserve and improve our beach and parks. If you have not already completed the survey and would like to, please go to: <https://www.surveymonkey.com/r/626SGPX>

Thank you for taking a few minutes to complete the survey! For more information, please visit: <https://glencoe.org/park-district.com/2024bond>

STOP TO OPT OUT

Text Message with Link to Online Survey



BEYOND YOUR BASE
A CONSULTING GROUP OF WIGHT & COMPANY

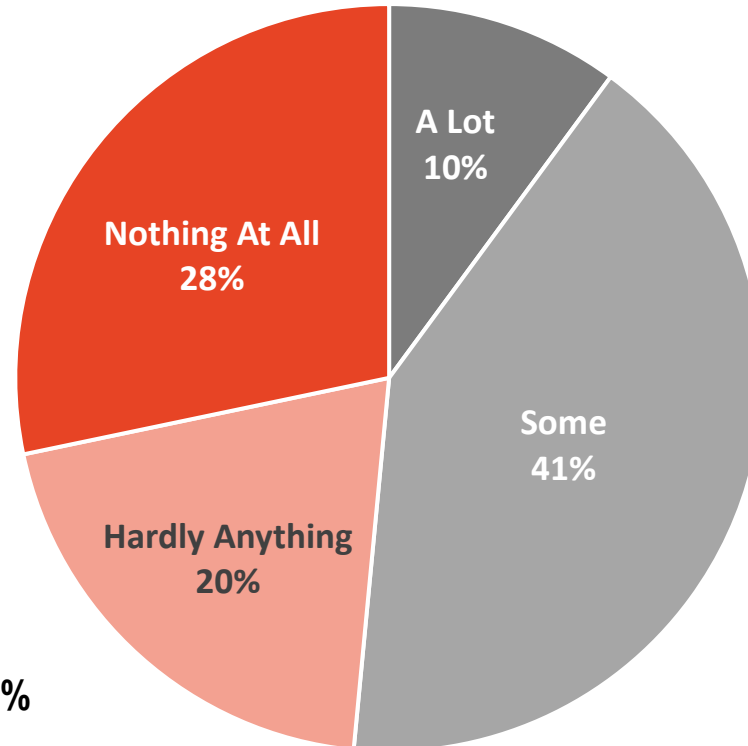
Summary of Approach

- A newsletter with a QR code linking to an online survey was mailed to 2,828 registered voter households in Glencoe Park District. A link to the survey was also texted to 4,131 registered voters in the District approximately two weeks later.
- The survey included a total of 9 questions.
- 211 replied prior to preparation of the crosstabs, representing a response rate of approximately 8%.
- 92% of respondents completed the survey via the text message link and 8% completed the survey online via the QR code link.
- The survey is not a scientific poll and is not a predictor of a ballot measure's likely success or failure.
- The survey results provide a general undertone of the electorate.



Level of Awareness of Funding Proposal

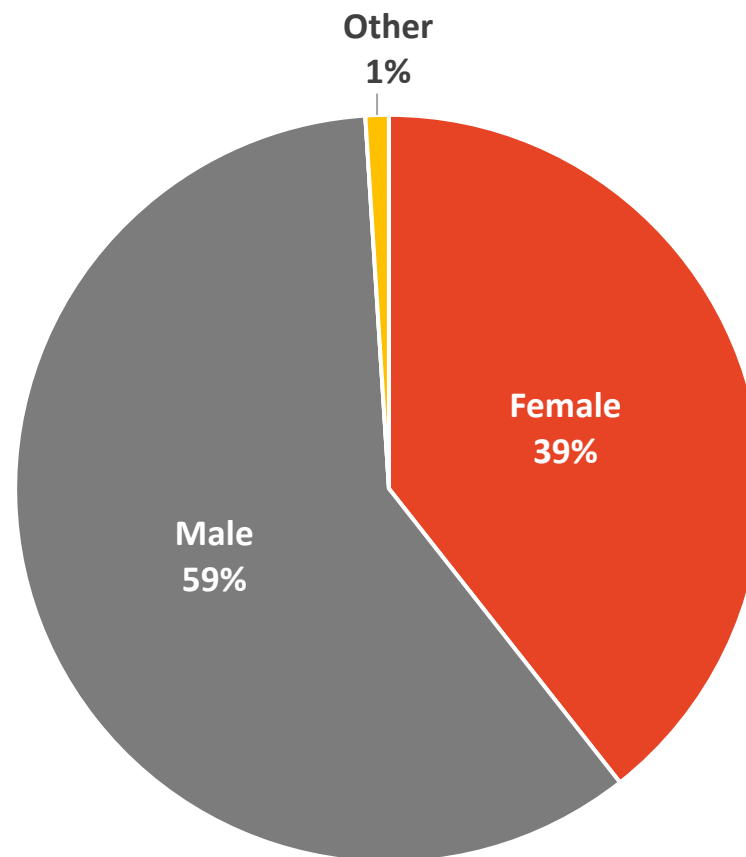
Before receiving the enclosed information, how much had you read, seen, or heard about Glencoe Park District’s funding proposal to address park and park facility improvements?



A Lot + Some = 51%

Percentages may not equal 100% due to rounding.

Gender of Survey Respondents



November 2024 Likely Voters:
Female 52%
Male 48%

Percentages may not equal 100% due to rounding.

Age of Survey Respondents

Age	Likely Voters (Nov 2024)	Survey Respondents
18-24	6%	3%
25-34	9%	7%
35-44	16%	24%
45-54	19%	24%
55-64	21%	15%
65-74	16%	13%
75+	13%	8%
Prefer Not to Respond/NA	-	6%

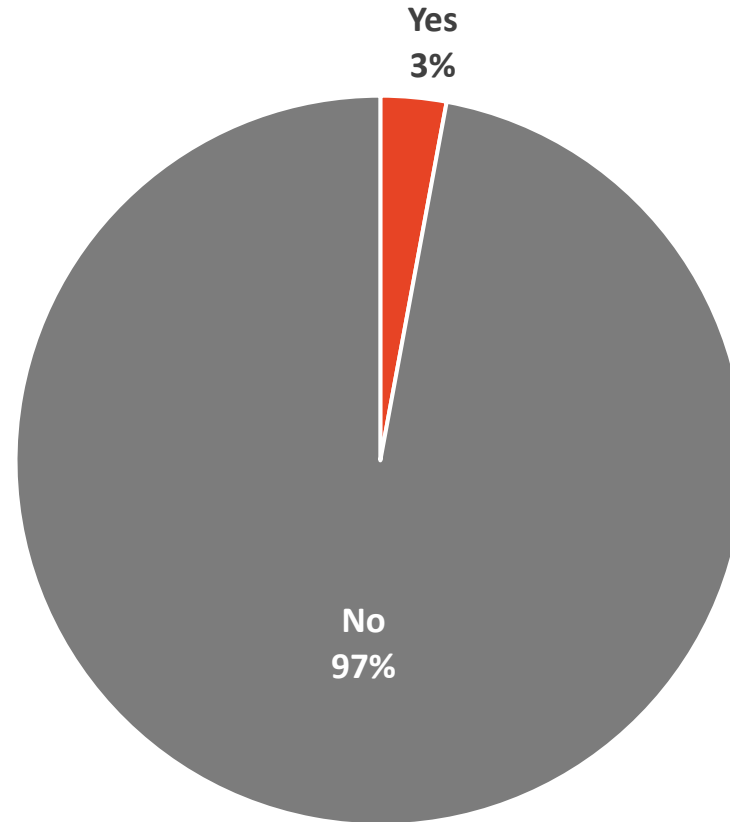


Percentages may not equal 100% due to rounding.



Glencoe Park District Employee

Are you, or is anyone in your family, an employee of Glencoe Park District?

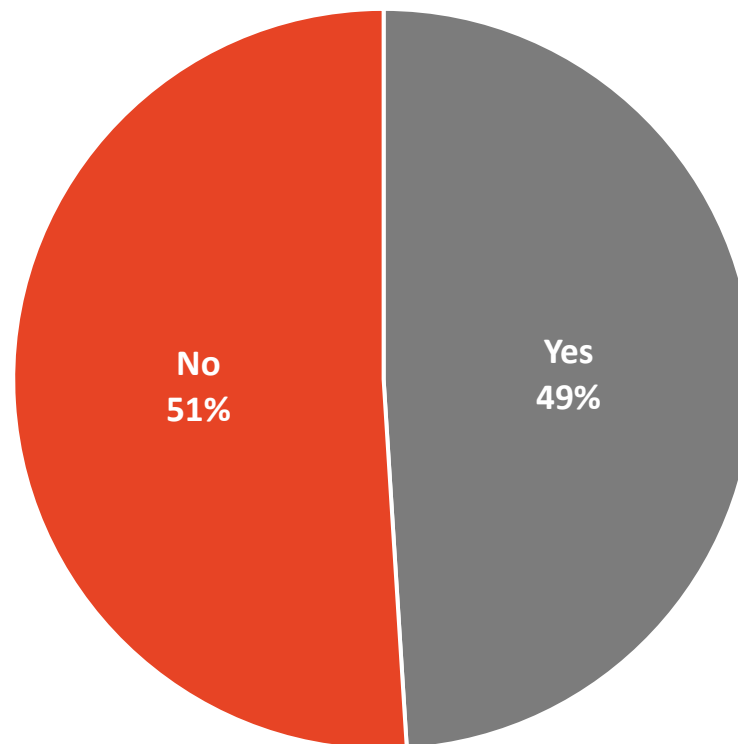


Percentages may not equal 100% due to rounding.



Child in Home

Do you have a school-aged child in your home?



Percentages may not equal 100% due to rounding.

Priority on Parts of Bond Proposal

Glencoe Park District’s proposed bond referendum would provide funding to preserve and improve our beach, parks, and facilities. On a scale of 1 to 5, with 1 being ‘Low Priority’ and 5 being ‘High Priority’, what priority should be placed on funding each of the following capital improvement needs?

Part of Proposed Bond Referendum	(1) + (2)	Low Priority (1)	(2)	(3)	(4)	High Priority (5)	(4) + (5)	Net (4) + (5) - (1) + (2)
Glencoe Beach. Updating the aging sun shelters and replacing the boardwalk; adding a permanent cover to the trellis; improving the playground by replacing outdated equipment and adding spray features and shade structures; making interior improvements to the Safran Beach House, including adding restrooms and showers that provide easier exterior access; and addressing improvements to ramps, walls, and stairs using materials that reflect their historic appearance.	14%	9%	5%	13%	25%	48%	73%	59%
Parks Maintenance Facility. Building a new parks maintenance facility to replace the existing building and storage spaces, which are 39 to 94 years old, in poor condition, and lack efficiency.	25%	13%	12%	30%	22%	22%	44%	19%
Takiff Center’s North Field. Replacing the aging backstop, updating the 45-year-old electric infrastructure, and potentially adding indoor batting cages as part of the proposed improvements to the parks maintenance facility.	34%	20%	14%	29%	21%	16%	37%	3%

Percentages may not equal 100% due to rounding and not presenting percentages tied to no answer.



Priority on Parts of Bond Proposal

Glencoe Park District’s proposed bond referendum would provide funding to preserve and improve our beach, parks, and facilities. On a scale of 1 to 5, with 1 being ‘Low Priority’ and 5 being ‘High Priority’, what priority should be placed on funding each of the following capital improvement needs?

Part of Proposed Bond Referendum	(1) + (2)	Low Priority (1)	(2)	(3)	(4)	High Priority (5)	(4) + (5)	Net (4) + (5) - (1) + (2)
Greenhouse. Constructing a new community greenhouse, potentially at Shelton Park, to replace the old greenhouse behind the Takiff Center, which is currently difficult to access.	45%	27%	18%	25%	16%	13%	29%	-16%
Perlman Boating Beach. Updating the boat house’s siding, restrooms, and deck, which were last renovated in 2005, and improving and expanding storage spaces for kayaks and paddleboards.	47%	30%	17%	25%	16%	11%	27%	-20%

Percentages may not equal 100% due to rounding and not presenting percentages tied to no answer.



Messaging

Would you be more likely or less likely to support Glencoe Park District’s bond proposal knowing the following information?

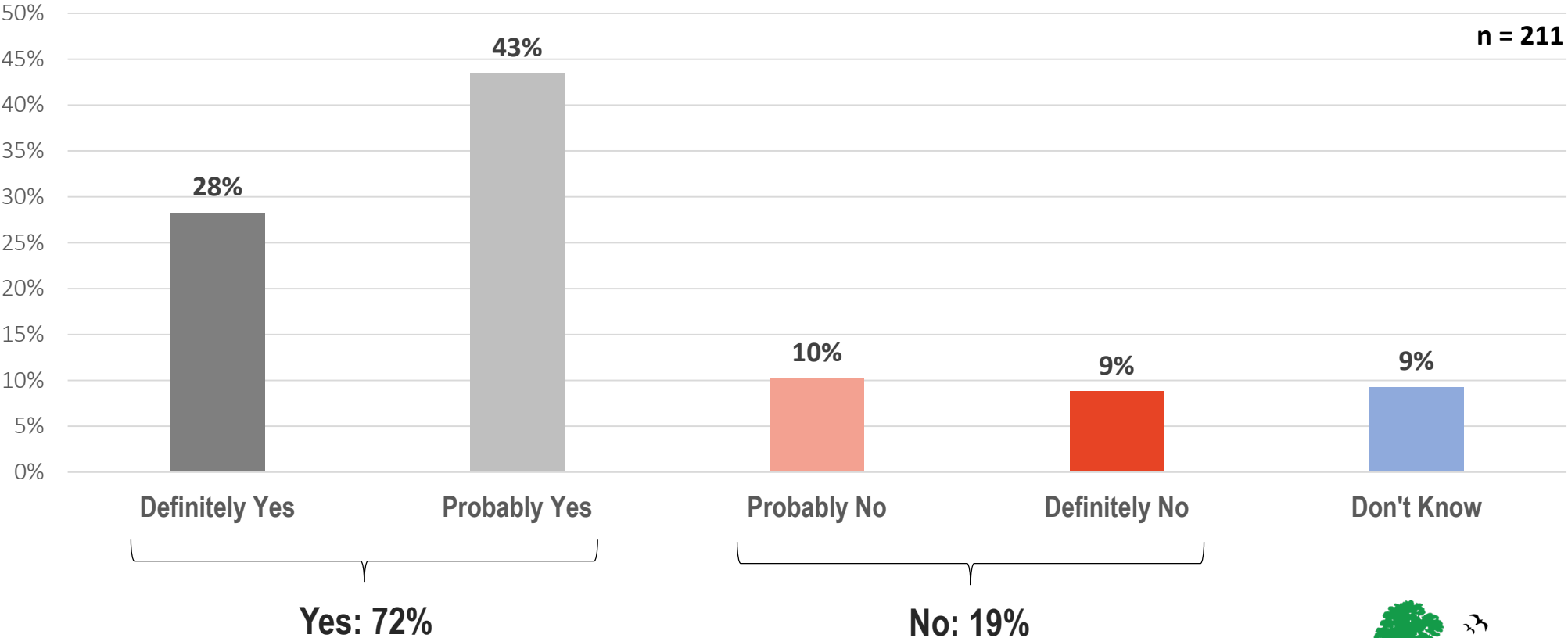
Message	More Likely to Support	Less Likely to Support	Makes No Difference	Don't Know
Having bathrooms at the Safran Beach House that are accessible from the outside would allow community members to enjoy this venue both earlier and later in the season.	67%	6%	25%	1%
With debt being paid off in 2025 and by limiting the request to approximately \$14.7 million, voter approval of the proposed bond referendum would not increase the current debt service tax rate.	67%	5%	18%	9%
Additional community input would be gathered before any of the proposed improvements are addressed.	66%	3%	25%	5%
Some of the proposed improvements would enhance energy efficiency and further promote sustainability.	62%	5%	30%	2%
Improvements to the beach facilities, boardwalk, and ramps would improve ADA accessibility.	60%	5%	31%	3%
Beach, park, and facility improvements would help protect property values.	60%	5%	30%	3%
Repairs and improvements to certain ramps, walls, and stairs leading to the beach would be made with materials reflecting their historic appearance.	57%	4%	35%	2%

Percentages may not equal 100% due to rounding and not presenting percentages tied to no answer.



Ballot Question

BOND PROPOSAL. If a local election were held today, would you vote ‘yes’ in favor of, or ‘no’ to oppose, the following bond referendum: Shall the Glencoe Park District, Cook County, Illinois, improve the Safran Beach House, the boat house at Perlman Boating Beach, and Takiff Center’s North Field; replace the boardwalk, sun shelters, and playground equipment at Glencoe Beach; construct and equip a new community greenhouse and a parks maintenance facility; and improve ramps, walls, and stairs leading to Glencoe Beach and issue bonds to the amount of \$14,700,000 for the purpose of paying the costs thereof?

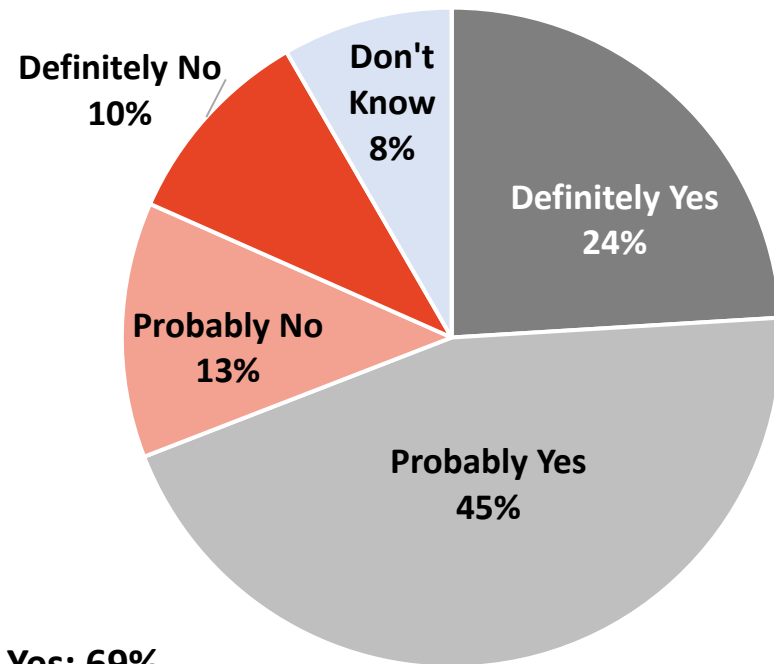


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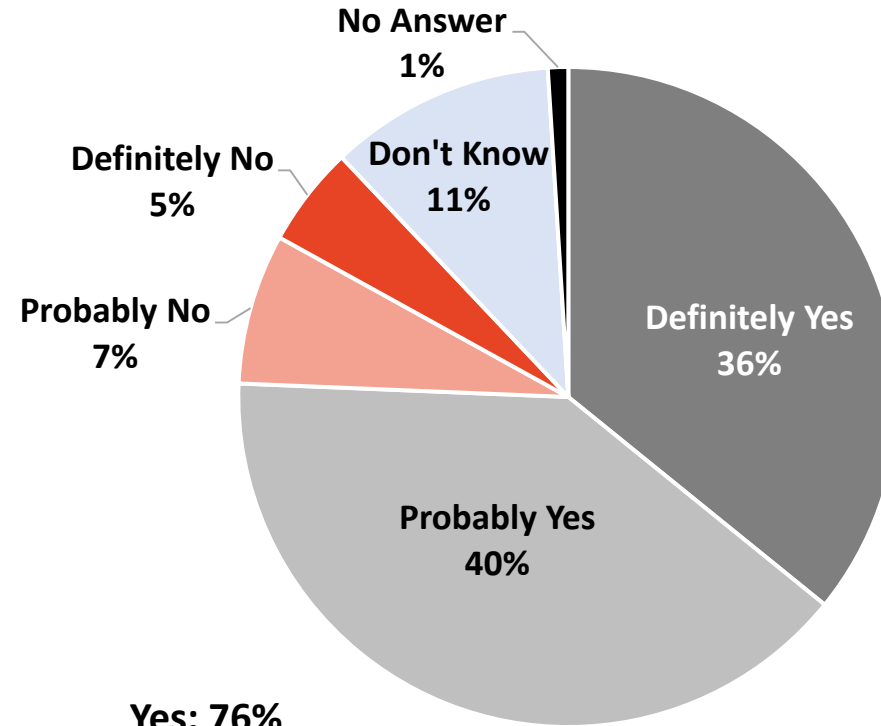
Support for Bond Proposal: Gender

Male



Yes: 69%
No: 23%
n: 124

Female

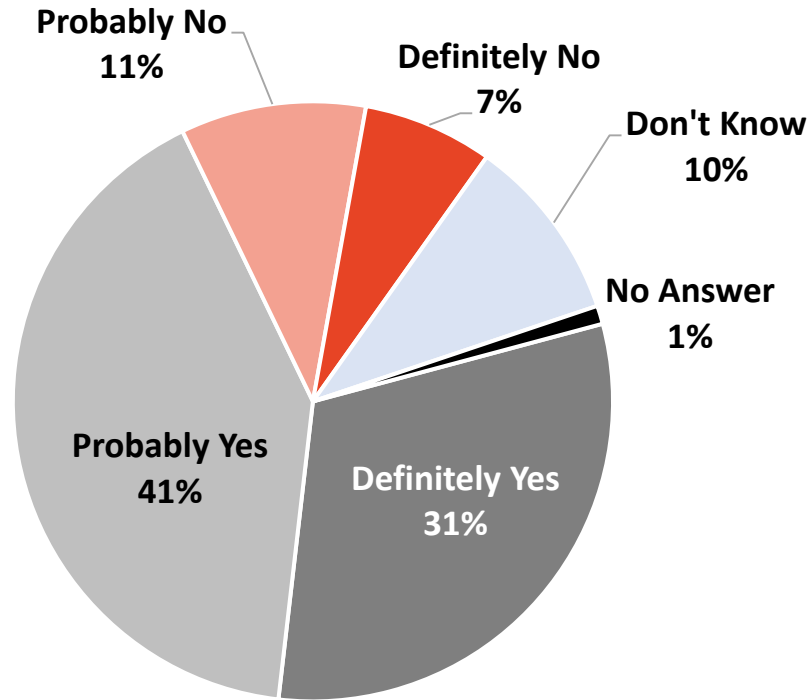


Yes: 76%
No: 12%
n: 83



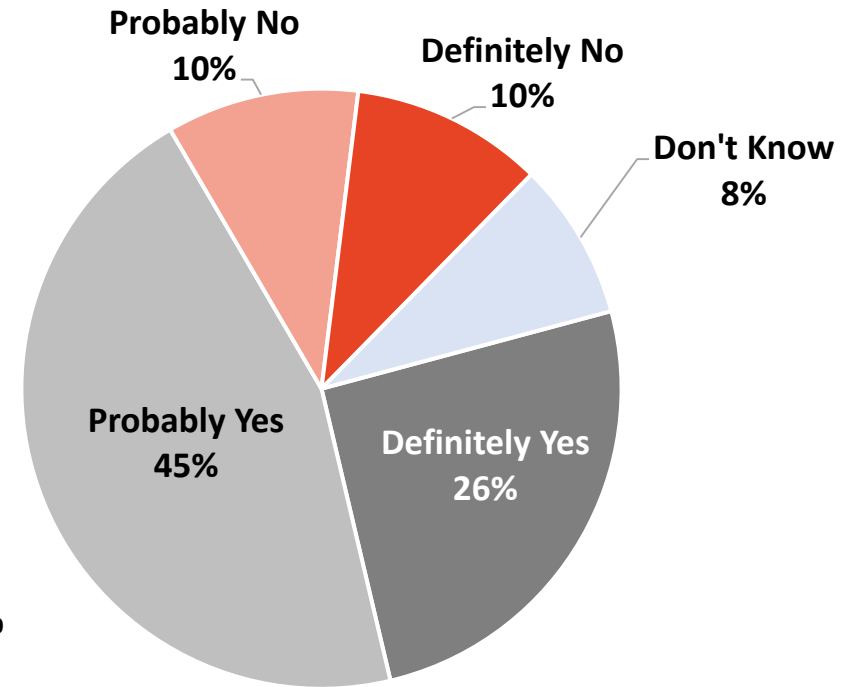
Support for Bond Proposal: Child in Home vs. Other

Child In Home



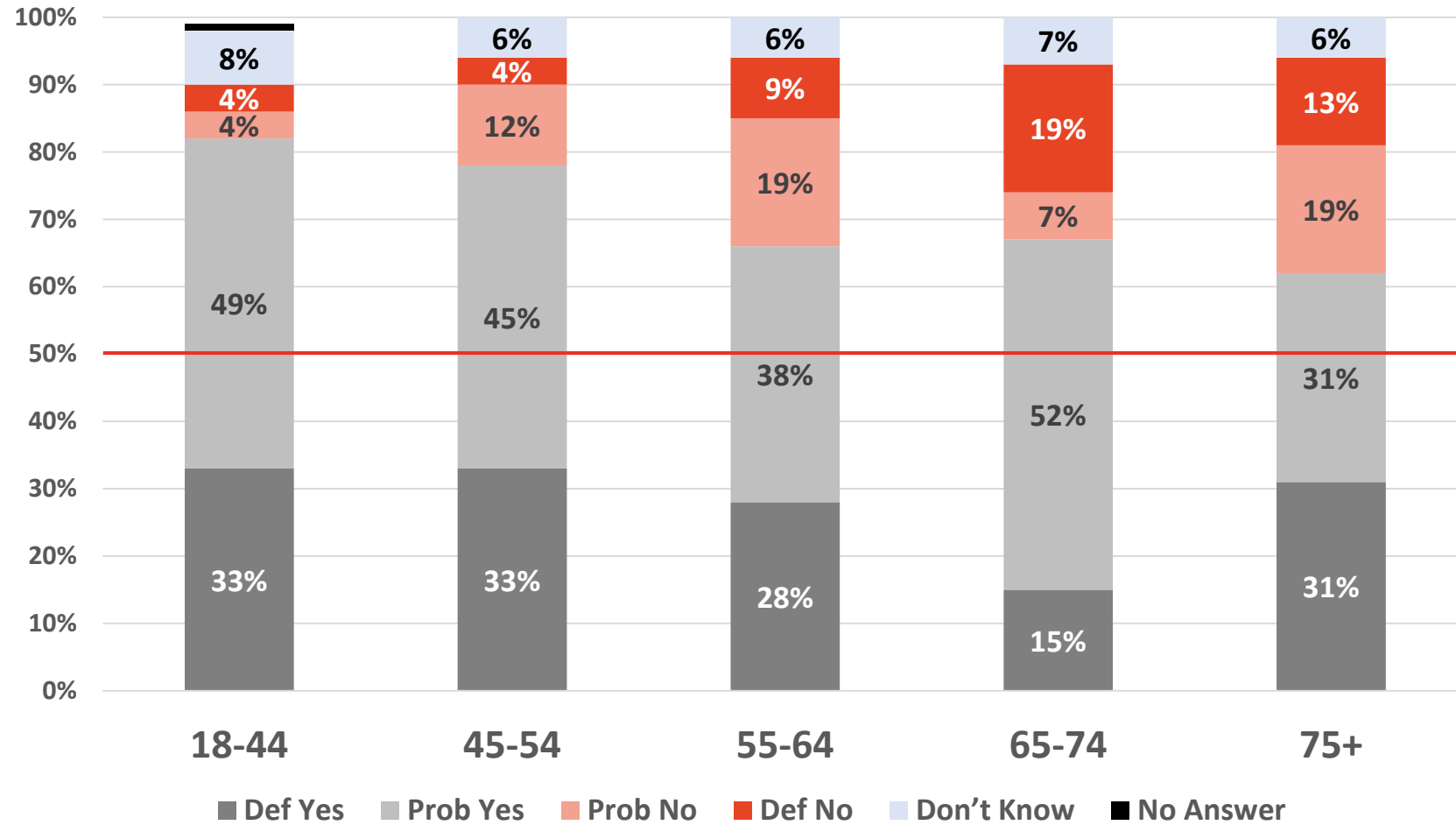
Yes: 72%
No: 18%
n: 104

No Child In Home



Yes: 71%
No: 20%
n: 107

Support for Bond Proposal: Age



Percentages may not equal 100% due to rounding.



Verbatims: Selected Comments

n = 103 comments mentioning 143 topics

- **Community Benefit (26 Mentions)**
“Everyone here chose Glencoe because it’s the best. It deserves these improvements to remain the best town in Illinois.”
- **Tax / Cost Concerns (23)**
“Taxes are high enough. Cannot support more or potentially more.”
- **Need Upgrades / Maintenance (12)**
“In favor of required improvements (due to age of equipment and safety) but opposed to optional improvements in this economic climate (batting cages and greenhouse etc).”
- **Beach Improvements (11)**
“Increased accessibility and sustainability of beach, preserve character of town.”
- **General Support (10)**
“Everything being proposed seems necessary and would guarantee that our incredible beach, parks, and facilities continue to be the crown jewels of Glencoe. I would appreciate greater transparency surrounding estimated cost for specific projects and projected timelines.”
- **Make Visitors Pay (9)**
“It is too big a burden for Glencoe residents while the benefits are enjoyed by Glencoe non-residents for such a minimal admittance cost.”
- **Unnecessary /Opposition to Specific Proposed Projects (9)**
“Too many asks.”
- **Want More Info (8)**
“No cost/benefit provided or allocated to different projects.”
- **Property Values (5)**
“Property values, keeping with historical feel, maintaining quality and safety.”
- **Sustainability (5), Accessibility (4), Distrust in How Funds Would be Managed (4), Safety Improvements (4), Benefits for Children/Families (4), Other Suggestions (3), Takiff Improvements (3), Preserve Historic Feel (2), Pool (1)**

Summary of Results

- The mail survey indicates strong support for the proposed referendum in its current form, with a total of 72% in support, 19% against and 9% undecided. Support intensity is stronger than opposition intensity (28% Definitely Yes vs. 9% Definitely No).
- There is moderate awareness of the District's funding proposal among those participating in the survey, with 51% of respondents having read, seen or heard a lot or some about the funding proposal.
- The prioritization placed on parts of the funding proposal by the survey respondents fall into three tiers.
High-Priority (4 + 5) – Low-Priority (1 + 2) =
 - ✓ **First Tier:**
 - Glencoe Beach (73% - 14%) = 59%
 - ✓ **Second Tier:**
 - Parks Maintenance Facility (44% - 25%) = 19%
 - Takiff Center's North Field (37% - 34%) = 3%
 - ✓ **Third Tier:**
 - Greenhouse (29% - 45%) = -16%
 - Perlman Boating Beach (27% - 47%) = -20%

Summary of Results (cont.)

- Messages that resonated most with survey participants were tied to:
 - Bathrooms at Safran Beach House will extend the number of usable months
 - Expiring debt would prevent an increase in the debt service tax rate
 - Additional feedback will be gathered from the community on the proposal
- Following are additional details regarding support levels for the proposed referendum across demographics:
 - Support is higher with women (76% Yes) than with men (69% Yes)
 - There is support across all age groups, with the 18-to-44-year-old respondents most supportive
 - Those without children are almost equally supportive as those with children
- Almost all of the previous mail surveys conducted by Paul Hanley of Beyond Your Base on behalf of Illinois public entities have often identified support levels for proposed referenda that were below the final results at the ballot box.
- Beyond Your Base acknowledges that this particular questionnaire functions as an opportunity to disseminate information and as an information-gathering tool, and in no way represents a scientific survey, or one that estimates statistical margin of error. The final support level at the polls could be lower than that identified in the mail survey.



Table 1-1
 QUESTION 1:
 How much have you read, seen, or heard about Glencoe Park District's possible funding proposal that may appear on this fall's ballot to address beach, park, and facility improvements, without increasing the current debt service tax rate?

BANNER 1

	GENDER			HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT		
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO	YES
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
**D/S (A LOT/SOME - HARDLY/NOTHING)	5 2%	-2 -2%	7 8%	1 100%	22 100%	86 100%	-43 -100%	-60 -100%	26 43%	-17 -19%	9 6%	-4 -10%	-4 -18%	- -	1 5%	16 22%	-5 -10%	-4 -13%	3 11%	-6 -38%	-15 -14%	20 19%	9 4%	-4 -67%
TOTAL A LOT/SOME	108 51%	61 49%	45 54%	1 100%	22 100%	86 100%	- -	- -	43 72%	37 41%	80 53%	18 45%	9 41%	9 50%	10 53%	44 61%	23 45%	14 44%	15 56%	5 31%	46 43%	62 60%	107 52%	1 17%
TOTAL HARDLY/NOTHING	103 49%	63 51%	38 46%	- -	- -	- -	43 100%	60 100%	17 28%	54 59%	71 47%	22 55%	13 59%	9 50%	9 47%	28 39%	28 55%	18 56%	12 44%	11 69%	61 57%	42 40%	98 48%	5 83%
A LOT	22 10%	11 9%	11 13%	- -	22 100%	- -	- -	- -	14 23%	4 4%	18 12%	3 8%	2 9%	1 6%	1 5%	12 17%	4 8%	- -	3 11%	1 6%	7 7%	15 14%	22 11%	- -
SOME	86 41%	50 40%	34 41%	1 100%	- -	86 100%	- -	- -	29 48%	33 36%	62 41%	15 38%	7 32%	8 44%	9 47%	32 44%	19 37%	14 44%	12 44%	4 25%	39 36%	47 45%	85 41%	1 17%
HARDLY ANYTHING	43 20%	30 24%	13 16%	- -	- -	- -	43 100%	- -	6 10%	26 29%	32 21%	8 20%	6 27%	2 11%	3 16%	11 15%	15 29%	6 19%	5 19%	5 31%	20 19%	23 22%	41 20%	2 33%
NOTHING AT ALL	60 28%	33 27%	25 30%	- -	- -	- -	- -	60 100%	11 18%	28 31%	39 26%	14 35%	7 32%	7 39%	6 32%	17 24%	13 25%	12 38%	7 26%	6 38%	41 38%	19 18%	57 28%	3 50%

Table 2-1
Summary Table: % 5 - High Priority

BANNER 1

	GENDER				HRD FUNDING PROPOSAL					BOND REFERENDUM BALLOT						AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
GLENCOE BEACH. UPDATING THE AGING SUN SHELTERS AND REPLACING THE BOARDWALK, ADDING A PERMANENT COVER TO THE TRELIS, IMPROVING THE PLAYGROUND BY REPLACING OUTDATED EQUIPMENT AND ADDING SPRAY FEATURES AND SHADE STRUCTURES, MAKING INTERIOR IMPROVEMENTS TO THE SAFRAN BEACH HOUSE, INCLUDING ADDING RESTROOMS AND SHOWERS THAT PROVIDE EASIER EXTERIOR ACCESS, AND ADDRESSING IMPROVEMENTS TO RAMP, WALLS, AND STAIRS USING MATERIALS THAT REFLECT THEIR HISTORIC APPEARANCE.	101 48%	56 45%	44 53%	1 100%	13 59%	45 52%	18 42%	25 42%	52 87%	37 41%	89 59%	5 13%	4 18%	1 6%	6 32%	42 58%	27 53%	11 34%	11 41%	6 38%	47 44%	54 52%	97 47%	4 67%
PARKS MAINTENANCE FACILITY. BUILDING A NEW PARKS MAINTENANCE FACILITY TO REPLACE THE EXISTING BUILDING AND STORAGE SPACES, WHICH ARE 39 TO 94 YEARS OLD, IN POOR CONDITION, AND LACK EFFICIENCY.	47 22%	24 19%	23 28%	-	8 36%	21 24%	6 14%	12 20%	26 43%	17 19%	43 28%	3 8%	2 9%	1 6%	1 5%	17 24%	11 22%	5 16%	11 41%	2 13%	27 25%	20 19%	45 22%	2 33%
TAKIFF CENTER'S NORTH FIELD. REPLACING THE AGING BACKSTOP, UPDATING THE 45-YEAR-OLD ELECTRIC INFRASTRUCTURE, AND POTENTIALLY ADDING INDOOR BATTING CAGES AS PART OF THE PROPOSED IMPROVEMENTS TO THE PARKS MAINTENANCE FACILITY.	34 16%	21 17%	12 14%	1 100%	6 27%	16 19%	5 12%	7 12%	19 32%	9 10%	28 19%	3 8%	-	3 17%	3 16%	13 18%	13 25%	3 9%	1 4%	2 13%	12 11%	22 21%	32 16%	2 33%
GREENHOUSE. CONSTRUCTING A NEW COMMUNITY GREENHOUSE, POTENTIALLY AT SHELTON PARK, TO REPLACE THE OLD GREENHOUSE BEHIND THE TAKIFF CENTER, WHICH IS CURRENTLY DIFFICULT TO ACCESS.	28 13%	16 13%	12 14%	-	3 14%	12 14%	5 12%	8 13%	12 20%	10 11%	22 15%	2 5%	1 5%	1 6%	4 21%	10 14%	5 10%	3 9%	5 19%	2 13%	17 16%	11 11%	27 13%	1 17%

Continued

Table 2-1
Summary Table: % 5 - High Priority

BANNER 1

	GENDER			HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT						AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT			
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
PERLMAN BOATING BEACH. UPDATING THE BOAT HOUSE'S SIDING, RESTROOMS, AND DECK, WHICH WERE LAST RENOVATED IN 2005, AND IMPROVING AND EXPANDING STORAGE SPACES FOR KAYAKS AND PADDLEBOARDS.	24 11%	11 9%	13 16%	-	7 32%	12 14%	-	5 8%	15 25%	8 9%	23 15%	-	-	-	1 5%	6 8%	9 18%	4 13%	3 11%	1 6%	11 10%	13 13%	23 11%	1 17%

Table 3-1
 QUESTION 2A:
 Glencoe Park District's proposed bond referendum would provide funding to preserve and improve our beach, parks, and facilities. On a scale of 1 to 5, with 1 being 'Low Priority' and 5 being 'High Priority', what priority should be placed on funding each of the following capital improvement needs?

Glencoe Beach. Updating the aging sun shelters and replacing the boardwalk, adding a permanent cover to the trellis, improving the playground by replacing outdated equipment and adding spray features and shade structures, making interior improvements to the Safran Beach House, including adding restrooms and showers that provide easier exterior access, and addressing improvements to ramps, walls, and stairs using materials that reflect their historic appearance.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
5 - HIGH PRIORITY	101 48%	56 45%	44 53%	1 100%	13 59%	45 52%	18 42%	25 42%	52 87%	37 41%	89 59%	5 13%	4 18%	1 6%	6 32%	42 58%	27 53%	11 34%	11 41%	6 38%	47 44%	54 52%	97 47%	4 67%
4	53 25%	32 26%	20 24%	- -	2 9%	26 30%	12 28%	13 22%	6 10%	37 41%	43 28%	5 13%	3 14%	2 11%	5 26%	18 25%	9 18%	12 38%	8 30%	4 25%	25 23%	28 27%	53 26%	- -
3	27 13%	18 15%	9 11%	- -	2 9%	9 10%	9 21%	7 12%	1 2%	12 13%	13 9%	9 23%	6 27%	3 17%	5 26%	5 7%	9 18%	5 16%	5 19%	1 6%	17 16%	10 10%	26 13%	1 17%
2	10 5%	7 6%	2 2%	- -	3 14%	3 3%	1 2%	3 5%	- -	3 3%	3 2%	6 15%	3 14%	3 17%	1 5%	3 4%	1 2%	2 6%	- -	2 13%	5 5%	5 5%	10 5%	- -
1 - LOW PRIORITY	20 9%	11 9%	8 10%	- -	2 9%	3 3%	3 7%	12 20%	1 2%	2 2%	3 2%	15 38%	6 27%	9 50%	2 11%	4 6%	5 10%	2 6%	3 11%	3 19%	13 12%	7 7%	19 9%	1 17%
MEAN	4.0	3.9	4.1	5.0	4.0	4.2	4.0	3.6	4.8	4.1	4.4	2.5	2.8	2.1	3.6	4.3	4.0	3.9	3.9	3.5	3.8	4.1	4.0	4.0

Table 4-1
 QUESTION 2B:
 Glencoe Park District's proposed bond referendum would provide funding to preserve and improve our beach, parks, and facilities. On a scale of 1 to 5, with 1 being 'Low Priority' and 5 being 'High Priority', what priority should be placed on funding each of the following capital improvement needs?

Perlman Boating Beach. Updating the boat house's siding, restrooms, and deck, which were last renovated in 2005, and improving and expanding storage spaces for kayaks and paddleboards.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL					BOND REFERENDUM BALLOT						AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
5 - HIGH PRIORITY	24 11%	11 9%	13 16%	-	7 32%	12 14%	-	5 8%	15 25%	8 9%	23 15%	-	-	-	1 5%	6 8%	9 18%	4 13%	3 11%	1 6%	11 10%	13 13%	23 11%	1 17%
4	34 16%	13 10%	21 25%	-	4 18%	14 16%	8 19%	8 13%	19 32%	14 15%	33 22%	-	-	-	1 5%	10 14%	7 14%	7 22%	5 19%	4 25%	20 19%	14 13%	31 15%	3 50%
3	52 25%	31 25%	21 25%	-	3 14%	21 24%	12 28%	16 27%	14 23%	27 30%	41 27%	4 10%	3 14%	1 6%	7 37%	14 19%	15 29%	8 25%	9 33%	4 25%	29 27%	23 22%	51 25%	1 17%
2	35 17%	25 20%	8 10%	-	2 9%	16 19%	9 21%	8 13%	4 7%	23 25%	27 18%	5 13%	3 14%	2 11%	3 16%	13 18%	8 16%	6 19%	4 15%	2 13%	16 15%	19 18%	35 17%	-
1 - LOW PRIORITY	64 30%	43 35%	19 23%	1 100%	5 23%	22 26%	14 33%	23 38%	7 12%	19 21%	26 17%	31 78%	16 73%	15 83%	6 32%	28 39%	12 24%	7 22%	6 22%	5 31%	30 28%	34 33%	63 31%	1 17%
DON'T KNOW/REFUSED	2 1%	1 1%	1 1%	-	1 5%	1 1%	-	-	1 2%	-	1 1%	-	-	-	1 5%	1 1%	-	-	-	-	1 1%	1 1%	2 1%	-
MEAN	2.6	2.4	3.0	1.0	3.3	2.7	2.3	2.4	3.5	2.7	3.0	1.3	1.4	1.2	2.3	2.3	2.9	2.8	2.8	2.6	2.7	2.5	2.6	3.5

Table 5-1
 QUESTION 2C:
 Glencoe Park District's proposed bond referendum would provide funding to preserve and improve our beach, parks, and facilities. On a scale of 1 to 5, with 1 being 'Low Priority' and 5 being 'High Priority', what priority should be placed on funding each of the following capital improvement needs?

Takiff Center's North Field. Replacing the aging backstop, updating the 45-year-old electric infrastructure, and potentially adding indoor batting cages as part of the proposed improvements to the parks maintenance facility.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL					BOND REFERENDUM BALLOT						AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
5 - HIGH PRIORITY	34 16%	21 17%	12 14%	1 100%	6 27%	16 19%	5 12%	7 12%	19 32%	9 10%	28 19%	3 8%	- -	3 17%	3 16%	13 18%	13 25%	3 9%	1 4%	2 13%	12 11%	22 21%	32 16%	2 33%
4	44 21%	29 23%	14 17%	- -	4 18%	17 20%	13 30%	10 17%	12 20%	26 29%	38 25%	2 5%	2 9%	- -	4 21%	19 26%	12 24%	4 13%	7 26%	2 13%	18 17%	26 25%	44 21%	- -
3	61 29%	32 26%	28 34%	- -	7 32%	27 31%	9 21%	18 30%	19 32%	32 35%	51 34%	4 10%	3 14%	1 6%	5 26%	24 33%	8 16%	12 38%	9 33%	3 19%	33 31%	28 27%	60 29%	1 17%
2	29 14%	17 14%	12 14%	- -	1 5%	11 13%	6 14%	11 18%	3 5%	13 14%	16 11%	9 23%	6 27%	3 17%	4 21%	8 11%	5 10%	6 19%	4 15%	3 19%	20 19%	9 9%	29 14%	- -
1 - LOW PRIORITY	42 20%	24 19%	17 20%	- -	3 14%	15 17%	10 23%	14 23%	6 10%	11 12%	17 11%	22 55%	11 50%	11 61%	3 16%	7 10%	13 25%	7 22%	6 22%	6 38%	24 22%	18 17%	39 19%	3 50%
DON'T KNOW/REFUSED	1 -	1 1%	- -	- -	1 5%	- -	- -	- -	1 2%	- -	1 1%	- -	- -	- -	- -	1 1%	- -	- -	- -	- -	- -	1 1%	1 -	- -
MEAN	3.0	3.0	2.9	5.0	3.4	3.1	2.9	2.8	3.6	3.1	3.3	1.9	1.8	1.9	3.0	3.3	3.1	2.7	2.7	2.4	2.8	3.2	3.0	2.7

Table 6-1
 QUESTION 2D:
 Glencoe Park District's proposed bond referendum would provide funding to preserve and improve our beach, parks, and facilities. On a scale of 1 to 5, with 1 being 'Low Priority' and 5 being 'High Priority', what priority should be placed on funding each of the following capital improvement needs?

Greenhouse. Constructing a new community greenhouse, potentially at Shelton Park, to replace the old greenhouse behind the Takiff Center, which is currently difficult to access.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL					BOND REFERENDUM BALLOT						AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
5 - HIGH PRIORITY	28 13%	16 13%	12 14%	- -	3 14%	12 14%	5 12%	8 13%	12 20%	10 11%	22 15%	2 5%	1 5%	1 6%	4 21%	10 14%	5 10%	3 9%	5 19%	2 13%	17 16%	11 11%	27 13%	1 17%
4	33 16%	15 12%	17 20%	- -	4 18%	11 13%	6 14%	12 20%	16 27%	14 15%	30 20%	2 5%	2 9%	- -	1 5%	15 21%	9 18%	5 16%	2 7%	2 13%	17 16%	16 15%	32 16%	1 17%
3	52 25%	30 24%	21 25%	- -	7 32%	19 22%	11 26%	15 25%	13 22%	30 33%	43 28%	4 10%	3 14%	1 6%	4 21%	19 26%	9 18%	12 38%	8 30%	3 19%	30 28%	22 21%	51 25%	1 17%
2	39 18%	21 17%	18 22%	- -	2 9%	18 21%	10 23%	9 15%	6 10%	20 22%	26 17%	7 18%	5 23%	2 11%	6 32%	11 15%	9 18%	6 19%	5 19%	5 31%	20 19%	19 18%	38 19%	1 17%
1 - LOW PRIORITY	58 27%	41 33%	15 18%	1 100%	5 23%	26 30%	11 26%	16 27%	12 20%	17 19%	29 19%	25 63%	11 50%	14 78%	4 21%	16 22%	19 37%	6 19%	7 26%	4 25%	23 21%	35 34%	56 27%	2 33%
DON'T KNOW/REFUSED	1 -	1 1%	- -	- -	1 5%	- -	- -	- -	1 2%	- -	1 1%	- -	- -	- -	- -	1 1%	- -	- -	- -	- -	- -	1 1%	1 -	- -
MEAN	2.7	2.5	2.9	1.0	2.9	2.6	2.6	2.8	3.2	2.8	2.9	1.7	2.0	1.4	2.7	2.9	2.5	2.8	2.7	2.6	2.9	2.5	2.7	2.7

Table 7-1
 QUESTION 2E:
 Glencoe Park District's proposed bond referendum would provide funding to preserve and improve our beach, parks, and facilities. On a scale of 1 to 5, with 1 being 'Low Priority' and 5 being 'High Priority', what priority should be placed on funding each of the following capital improvement needs?

Parks Maintenance Facility. Building a new parks maintenance facility to replace the existing building and storage spaces, which are 39 to 94 years old, in poor condition, and lack efficiency.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL					BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO	YES
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%	
5 - HIGH PRIORITY	47 22%	24 19%	23 28%	- -	8 36%	21 24%	6 14%	12 20%	26 43%	17 19%	43 28%	3 8%	2 9%	1 6%	1 5%	17 24%	11 22%	5 16%	11 41%	2 13%	27 25%	20 19%	45 22%	2 33%	
4	46 22%	27 22%	17 20%	- -	3 14%	17 20%	14 33%	12 20%	8 13%	30 33%	38 25%	3 8%	- -	3 17%	5 26%	16 22%	8 16%	7 22%	6 22%	6 38%	28 26%	18 17%	46 22%	- -	
3	63 30%	38 31%	25 30%	- -	7 32%	24 28%	11 26%	21 35%	20 33%	29 32%	49 32%	4 10%	4 18%	- -	9 47%	23 32%	16 31%	10 31%	4 15%	6 38%	30 28%	33 32%	61 30%	2 33%	
2	26 12%	19 15%	7 8%	- -	2 9%	13 15%	6 14%	5 8%	2 3%	10 11%	12 8%	11 28%	6 27%	5 28%	3 16%	7 10%	5 10%	7 22%	4 15%	1 6%	11 10%	15 14%	25 12%	1 17%	
1 - LOW PRIORITY	28 13%	15 12%	11 13%	1 100%	1 5%	11 13%	6 14%	10 17%	3 5%	5 5%	8 5%	19 48%	10 45%	9 50%	1 5%	8 11%	11 22%	3 9%	2 7%	1 6%	11 10%	17 16%	27 13%	1 17%	
DON'T KNOW/REFUSED	1 -	1 1%	- -	- -	1 5%	- -	- -	- -	1 2%	- -	1 1%	- -	- -	- -	- -	1 1%	- -	- -	- -	- -	- -	1 1%	1 -	- -	
MEAN	3.3	3.2	3.4	1.0	3.7	3.3	3.2	3.2	3.9	3.5	3.6	2.0	2.0	2.0	3.1	3.4	3.1	3.1	3.7	3.4	3.5	3.1	3.3	3.2	

Table 8-1
Summary Table: % More Likely

BANNER 1

	GENDER			HRD FUNDING PROPOSAL					BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
WITH DEBT BEING PAID OFF IN 2025 AND BY LIMITING THE REQUEST TO APPROXIMATELY \$14.7 MILLION, VOTER APPROVAL OF THE PROPOSED BOND REFERENDUM WOULD NOT INCREASE THE CURRENT DEBT SERVICE TAX RATE.	142 67%	80 65%	60 72%	- -	15 68%	56 65%	31 72%	40 67%	47 78%	78 86%	125 83%	6 15%	6 27%	- -	10 53%	49 68%	39 76%	22 69%	19 70%	9 56%	70 65%	72 69%	137 67%	5 83%
HAVING BATHROOMS AT THE SAFRAN BEACH HOUSE THAT ARE ACCESSIBLE FROM THE OUTSIDE WOULD ALLOW COMMUNITY MEMBERS TO ENJOY THIS VENUE BOTH EARLIER AND LATER IN THE SEASON.	141 67%	81 65%	58 70%	- -	17 77%	55 64%	30 70%	39 65%	51 85%	68 75%	119 79%	14 35%	9 41%	5 28%	7 37%	54 75%	37 73%	20 63%	15 56%	12 75%	75 70%	66 63%	137 67%	4 67%
ADDITIONAL COMMUNITY INPUT WOULD BE GATHERED BEFORE ANY OF THE PROPOSED IMPROVEMENTS ARE ADDRESSED.	139 66%	77 62%	60 72%	- -	15 68%	57 66%	30 70%	37 62%	42 70%	62 68%	104 69%	20 50%	13 59%	7 39%	14 74%	50 69%	29 57%	23 72%	19 70%	10 63%	78 73%	61 59%	137 67%	2 33%
SOME OF THE PROPOSED IMPROVEMENTS WOULD ENHANCE ENERGY EFFICIENCY AND FURTHER PROMOTE SUSTAINABILITY.	130 62%	68 55%	60 72%	- -	15 68%	47 55%	24 56%	44 73%	45 75%	63 69%	108 72%	13 33%	10 45%	3 17%	8 42%	45 63%	30 59%	22 69%	19 70%	9 56%	73 68%	57 55%	127 62%	3 50%
IMPROVEMENTS TO THE BEACH FACILITIES, BOARDWALK, AND RAMPS WOULD IMPROVE ADA ACCESSIBILITY.	127 60%	66 53%	59 71%	- -	14 64%	50 58%	25 58%	38 63%	45 75%	58 64%	103 68%	11 28%	7 32%	4 22%	12 63%	43 60%	30 59%	21 66%	16 59%	11 69%	70 65%	57 55%	124 60%	3 50%
BEACH, PARK, AND FACILITY IMPROVEMENTS WOULD HELP PROTECT PROPERTY VALUES. ADDITIONAL COMMUNITY INPUT WOULD BE GATHERED BEFORE ANY OF THE PROPOSED IMPROVEMENTS ARE ADDRESSED.	127 60%	71 57%	54 65%	1 100%	14 64%	52 60%	29 67%	32 53%	48 80%	63 69%	111 74%	9 23%	7 32%	2 11%	6 32%	46 64%	35 69%	20 63%	13 48%	10 63%	59 55%	68 65%	124 60%	3 50%
REPAIRS AND IMPROVEMENTS TO CERTAIN RAMPS, WALLS, AND STAIRS LEADING TO THE BEACH WOULD BE MADE WITH MATERIALS REFLECTING THEIR HISTORIC APPEARANCE.	121 57%	68 55%	51 61%	- -	15 68%	47 55%	24 56%	35 58%	48 80%	56 62%	104 69%	11 28%	8 36%	3 17%	5 26%	38 53%	33 65%	19 59%	15 56%	12 75%	65 61%	56 54%	117 57%	4 67%

Table 9-1
 QUESTION 3A:
 Would you be more likely or less likely to support Glencoe Park District's proposed bond referendum knowing the following information?

With debt being paid off in 2025 and by limiting the request to approximately \$14.7 million, voter approval of the proposed bond referendum would not increase the current debt service tax rate.

BANNER 1

	GENDER			HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT		
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
**D/S (MORE LIKELY - LESS LIKELY)	131 62%	73 59%	57 69%	- -	14 64%	53 62%	29 67%	35 58%	47 78%	78 86%	125 83%	-5 -13%	3 14%	-8 -44%	10 53%	48 67%	36 71%	21 66%	16 59%	7 44%	63 59%	68 65%	127 62%	4 67%
MORE LIKELY	142 67%	80 65%	60 72%	- -	15 68%	56 65%	31 72%	40 67%	47 78%	78 86%	125 83%	6 15%	6 27%	- -	10 53%	49 68%	39 76%	22 69%	19 70%	9 56%	70 65%	72 69%	137 67%	5 83%
LESS LIKELY	11 5%	7 6%	3 4%	- -	1 5%	3 3%	2 5%	5 8%	- -	- -	- -	11 28%	3 14%	8 44%	- -	1 1%	3 6%	1 3%	3 11%	2 13%	7 7%	4 4%	10 5%	1 17%
NO DIFFERENCE	37 18%	24 19%	13 16%	- -	4 18%	18 21%	5 12%	10 17%	11 18%	6 7%	17 11%	16 40%	7 32%	9 50%	4 21%	14 19%	6 12%	6 19%	4 15%	3 19%	20 19%	17 16%	37 18%	- -
DON'T KNOW	18 9%	11 9%	6 7%	1 100%	1 5%	8 9%	5 12%	4 7%	1 2%	5 5%	6 4%	7 18%	6 27%	1 6%	5 26%	6 8%	3 6%	2 6%	1 4%	2 13%	9 8%	9 9%	18 9%	- -
REFUSED	3 1%	2 2%	1 1%	- -	1 5%	1 1%	- -	1 2%	1 2%	2 2%	3 2%	- -	- -	- -	- -	2 3%	- -	1 3%	- -	- -	1 1%	2 2%	3 1%	- -

Table 10-1

QUESTION 3B:

Would you be more likely or less likely to support Glencoe Park District's proposed bond referendum knowing the following information?

Improvements to the beach facilities, boardwalk, and ramps would improve ADA accessibility.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO	YES
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
**D/S (MORE LIKELY - LESS LIKELY)	117 55%	59 48%	57 69%	- -	14 64%	46 53%	23 53%	34 57%	44 73%	56 62%	100 66%	4 10%	5 23%	-1 -6%	12 63%	40 56%	29 57%	20 63%	15 56%	9 56%	65 61%	52 50%	115 56%	2 33%
MORE LIKELY	127 60%	66 53%	59 71%	- -	14 64%	50 58%	25 58%	38 63%	45 75%	58 64%	103 68%	11 28%	7 32%	4 22%	12 63%	43 60%	30 59%	21 66%	16 59%	11 69%	70 65%	57 55%	124 60%	3 50%
LESS LIKELY	10 5%	7 6%	2 2%	- -	- -	4 5%	2 5%	4 7%	1 2%	2 2%	3 2%	7 18%	2 9%	5 28%	- -	3 4%	1 2%	1 3%	1 4%	2 13%	5 5%	5 5%	9 4%	1 17%
NO DIFFERENCE	66 31%	47 38%	18 22%	1 100%	7 32%	29 34%	15 35%	15 25%	13 22%	30 33%	43 28%	20 50%	11 50%	9 50%	3 16%	25 35%	18 35%	8 25%	9 33%	3 19%	28 26%	38 37%	64 31%	2 33%
DON'T KNOW	7 3%	3 2%	4 5%	- -	- -	3 3%	1 2%	3 5%	- -	1 1%	1 1%	2 5%	2 9%	- -	4 21%	- -	2 4%	2 6%	1 4%	- -	4 4%	3 3%	7 3%	- -
REFUSED	1 -	1 1%	- -	- -	1 5%	- -	- -	- -	1 2%	- -	1 1%	- -	- -	- -	- -	1 1%	- -	- -	- -	- -	- -	1 1%	1 -	- -

Table 11-1
 QUESTION 3C:
 Would you be more likely or less likely to support Glencoe Park District's proposed bond referendum knowing the following information?

Some of the proposed improvements would enhance energy efficiency and further promote sustainability.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO	YES
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
**D/S (MORE LIKELY - LESS LIKELY)	119 56%	60 48%	58 70%	- -	15 68%	42 49%	23 53%	39 65%	44 73%	60 66%	104 69%	6 15%	9 41%	-3 -17%	8 42%	41 57%	29 57%	22 69%	17 63%	7 44%	68 64%	51 49%	117 57%	2 33%
MORE LIKELY	130 62%	68 55%	60 72%	- -	15 68%	47 55%	24 56%	44 73%	45 75%	63 69%	108 72%	13 33%	10 45%	3 17%	8 42%	45 63%	30 59%	22 69%	19 70%	9 56%	73 68%	57 55%	127 62%	3 50%
LESS LIKELY	11 5%	8 6%	2 2%	- -	- -	5 6%	1 2%	5 8%	1 2%	3 3%	4 3%	7 18%	1 5%	6 33%	- -	4 6%	1 2%	- -	2 7%	2 13%	5 5%	6 6%	10 5%	1 17%
NO DIFFERENCE	63 30%	44 35%	18 22%	1 100%	6 27%	32 37%	16 37%	9 15%	13 22%	24 26%	37 25%	19 48%	10 45%	9 50%	7 37%	22 31%	19 37%	9 28%	5 19%	4 25%	26 24%	37 36%	62 30%	1 17%
DON'T KNOW	5 2%	2 2%	3 4%	- -	- -	2 2%	2 5%	1 2%	- -	- -	- -	1 3%	1 5%	- -	4 21%	- -	1 2%	- -	1 4%	1 6%	2 2%	3 3%	4 2%	1 17%
REFUSED	2 1%	2 2%	- -	- -	1 5%	- -	- -	1 2%	1 2%	1 1%	2 1%	- -	- -	- -	- -	1 1%	- -	1 3%	- -	- -	1 1%	1 1%	2 1%	- -

Table 12-1
QUESTION 3D:

Would you be more likely or less likely to support Glencoe Park District's proposed bond referendum knowing the following information?

Repairs and improvements to certain ramps, walls, and stairs leading to the beach would be made with materials reflecting their historic appearance.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT		
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO	YES
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%	
**D/S (MORE LIKELY - LESS LIKELY)	112 53%	63 51%	48 58%	- -	14 64%	46 53%	22 51%	30 50%	47 78%	53 58%	100 66%	6 15%	8 36%	-2 -11%	5 26%	35 49%	32 63%	18 56%	13 48%	11 69%	60 56%	52 50%	109 53%	3 50%	
MORE LIKELY	121 57%	68 55%	51 61%	- -	15 68%	47 55%	24 56%	35 58%	48 80%	56 62%	104 69%	11 28%	8 36%	3 17%	5 26%	38 53%	33 65%	19 59%	15 56%	12 75%	65 61%	56 54%	117 57%	4 67%	
LESS LIKELY	9 4%	5 4%	3 4%	- -	1 5%	1 1%	2 5%	5 8%	1 2%	3 3%	4 3%	5 13%	- -	5 28%	- -	3 4%	1 2%	1 3%	2 7%	1 6%	5 5%	4 4%	8 4%	1 17%	
NO DIFFERENCE	74 35%	49 40%	24 29%	1 100%	5 23%	35 41%	16 37%	18 30%	10 17%	31 34%	41 27%	24 60%	14 64%	10 56%	9 47%	30 42%	17 33%	10 31%	10 37%	2 13%	32 30%	42 40%	74 36%	- -	
DON'T KNOW	5 2%	1 1%	4 5%	- -	- -	2 2%	1 2%	2 3%	- -	1 1%	1 1%	- -	- -	- -	4 21%	- -	- -	2 6%	- -	1 6%	4 4%	1 1%	4 2%	4 17%	1 -
REFUSED	2 1%	1 1%	1 1%	- -	1 5%	1 1%	- -	- -	1 2%	- -	1 1%	- -	- -	- -	1 5%	1 1%	- -	- -	- -	- -	1 1%	1 1%	2 1%	- -	

Table 13-1

QUESTION 3E:

Would you be more likely or less likely to support Glencoe Park District's proposed bond referendum knowing the following information?

Having bathrooms at the Safran Beach House that are accessible from the outside would allow community members to enjoy this venue both earlier and later in the season.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
**D/S (MORE LIKELY - LESS LIKELY)	128 61%	74 60%	53 64%	- -	17 77%	49 57%	28 65%	34 57%	51 85%	67 74%	118 78%	4 10%	7 32%	-3 -17%	5 26%	53 74%	34 67%	18 56%	11 41%	11 69%	66 62%	62 60%	125 61%	3 50%
MORE LIKELY	141 67%	81 65%	58 70%	- -	17 77%	55 64%	30 70%	39 65%	51 85%	68 75%	119 79%	14 35%	9 41%	5 28%	7 37%	54 75%	37 73%	20 63%	15 56%	12 75%	75 70%	66 63%	137 67%	4 67%
LESS LIKELY	13 6%	7 6%	5 6%	- -	- -	6 7%	2 5%	5 8%	- -	1 1%	1 1%	10 25%	2 9%	8 44%	2 11%	1 1%	3 6%	2 6%	4 15%	1 6%	9 8%	4 4%	12 6%	1 17%
NO DIFFERENCE	53 25%	34 27%	18 22%	1 100%	4 18%	24 28%	10 23%	15 25%	8 13%	22 24%	30 20%	16 40%	11 50%	5 28%	7 37%	16 22%	11 22%	9 28%	8 30%	2 13%	21 20%	32 31%	53 26%	- -
DON'T KNOW	2 1%	1 1%	1 1%	- -	- -	- -	1 2%	1 2%	- -	- -	- -	- -	- -	- -	2 11%	- -	- -	1 3%	- -	1 6%	1 1%	1 1%	1 1%	1 17%
REFUSED	2 1%	1 1%	1 1%	- -	1 5%	1 1%	- -	- -	1 2%	- -	1 1%	- -	- -	- -	1 5%	1 1%	- -	- -	- -	- -	1 1%	1 1%	2 1%	- -

Table 14-1
 QUESTION 3F:
 Would you be more likely or less likely to support Glencoe Park District's proposed bond referendum knowing the following information?

Beach, park, and facility improvements would help protect property values. Additional community input would be gathered before any of the proposed improvements are addressed.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO	YES
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
**D/S (MORE LIKELY - LESS LIKELY)	116 55%	67 54%	48 58%	1 100%	14 64%	50 58%	27 63%	25 42%	48 80%	61 67%	109 72%	2 5%	6 27%	-4 -22%	4 21%	43 60%	34 67%	19 59%	10 37%	9 56%	51 48%	65 63%	114 56%	2 33%
MORE LIKELY	127 60%	71 57%	54 65%	1 100%	14 64%	52 60%	29 67%	32 53%	48 80%	63 69%	111 74%	9 23%	7 32%	2 11%	6 32%	46 64%	35 69%	20 63%	13 48%	10 63%	59 55%	68 65%	124 60%	3 50%
LESS LIKELY	11 5%	4 3%	6 7%	- -	- -	2 2%	2 5%	7 12%	- -	2 2%	2 1%	7 18%	1 5%	6 33%	2 11%	3 4%	1 2%	1 3%	3 11%	1 6%	8 7%	3 3%	10 5%	1 17%
NO DIFFERENCE	63 30%	46 37%	16 19%	- -	6 27%	29 34%	10 23%	18 30%	10 17%	25 27%	35 23%	22 55%	12 55%	10 56%	6 32%	21 29%	14 27%	8 25%	10 37%	4 25%	34 32%	29 28%	62 30%	1 17%
DON'T KNOW	7 3%	2 2%	5 6%	- -	- -	2 2%	2 5%	3 5%	- -	1 1%	1 1%	2 5%	2 9%	- -	4 21%	- -	1 2%	3 9%	1 4%	1 6%	4 4%	3 3%	6 3%	1 17%
REFUSED	3 1%	1 1%	2 2%	- -	2 9%	1 1%	- -	- -	2 3%	- -	2 1%	- -	- -	- -	1 5%	2 3%	- -	- -	- -	- -	2 2%	1 1%	3 1%	- -

Table 15-1

QUESTION 3G:

Would you be more likely or less likely to support Glencoe Park District's proposed bond referendum knowing the following information?

Additional community input would be gathered before any of the proposed improvements are addressed.

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO	YES
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
**D/S (MORE LIKELY - LESS LIKELY)	133 63%	73 59%	59 71%	- -	15 68%	54 63%	29 67%	35 58%	42 70%	59 65%	101 67%	17 43%	13 59%	4 22%	14 74%	47 65%	28 55%	23 72%	18 67%	10 63%	76 71%	57 55%	132 64%	1 17%
MORE LIKELY	139 66%	77 62%	60 72%	- -	15 68%	57 66%	30 70%	37 62%	42 70%	62 68%	104 69%	20 50%	13 59%	7 39%	14 74%	50 69%	29 57%	23 72%	19 70%	10 63%	78 73%	61 59%	137 67%	2 33%
LESS LIKELY	6 3%	4 3%	1 1%	- -	- -	3 3%	1 2%	2 3%	- -	3 3%	3 2%	3 8%	- -	3 17%	- -	3 4%	1 2%	- -	1 4%	- -	2 2%	4 4%	5 2%	1 17%
NO DIFFERENCE	52 25%	33 27%	18 22%	1 100%	4 18%	22 26%	9 21%	17 28%	15 25%	22 24%	37 25%	13 33%	7 32%	6 33%	2 11%	16 22%	18 35%	7 22%	6 22%	3 19%	19 18%	33 32%	50 24%	2 33%
DON'T KNOW	10 5%	8 6%	2 2%	- -	1 5%	3 3%	3 7%	3 5%	1 2%	3 3%	4 3%	4 10%	2 9%	2 11%	2 11%	1 1%	2 4%	2 6%	1 4%	3 19%	6 6%	4 4%	9 4%	1 17%
REFUSED	4 2%	2 2%	2 2%	- -	2 9%	1 1%	- -	1 2%	2 3%	1 1%	3 2%	- -	- -	- -	1 5%	2 3%	1 2%	- -	- -	- -	2 2%	2 2%	4 2%	- -

Table 16-1
QUESTION 4:

BOND PROPOSAL. If a local election were held today, would you vote 'yes' in favor of, or 'no' to oppose, the following bond referendum:

Shall the Glencoe Park District, Cook County, Illinois, improve the Safran Beach House, the boat house at Perlman Boating Beach, and Takiff Center's North Field, replace the boardwalk, sun shelters, and playground equipment at Glencoe Beach, construct and equip a new community greenhouse and a parks maintenance facility, and improve ramps, walls, and stairs leading to Glencoe Beach and issue bonds to the amount of \$14,700,000 for the purpose of paying the costs thereof?

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT	
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
**D/S (YES - NO)	111 53%	58 47%	53 64%	-1 -100%	15 68%	47 55%	24 56%	25 42%	60 100%	91 100%	151 100%	-40 -100%	-22 -100%	-18 -100%	- -	53 74%	32 63%	12 38%	11 41%	5 31%	54 50%	57 55%	108 53%	3 50%
TOTAL YES -----	151 72%	86 69%	63 76%	- -	18 82%	62 72%	32 74%	39 65%	60 100%	91 100%	151 100%	- -	- -	- -	- -	59 82%	40 78%	21 66%	18 67%	10 63%	76 71%	75 72%	147 72%	4 67%
TOTAL NO -----	40 19%	28 23%	10 12%	1 100%	3 14%	15 17%	8 19%	14 23%	- -	- -	- -	40 100%	22 100%	18 100%	- -	6 8%	8 16%	9 28%	7 26%	5 31%	22 21%	18 17%	39 19%	1 17%
DEFINITELY YES	60 28%	30 24%	30 36%	- -	14 64%	29 34%	6 14%	11 18%	60 100%	- -	60 40%	- -	- -	- -	- -	24 33%	17 33%	9 28%	4 15%	5 31%	28 26%	32 31%	57 28%	3 50%
PROBABLY YES	91 43%	56 45%	33 40%	- -	4 18%	33 38%	26 60%	28 47%	- -	91 100%	91 60%	- -	- -	- -	- -	35 49%	23 45%	12 38%	14 52%	5 31%	48 45%	43 41%	90 44%	1 17%
PROBABLY NO	22 10%	16 13%	6 7%	- -	2 9%	7 8%	6 14%	7 12%	- -	- -	- -	22 55%	22 100%	- -	- -	3 4%	6 12%	6 19%	2 7%	3 19%	11 10%	11 11%	22 11%	- -
DEFINITELY NO	18 9%	12 10%	4 5%	1 100%	1 5%	8 9%	2 5%	7 12%	- -	- -	- -	18 45%	- -	18 100%	- -	3 4%	2 4%	3 9%	5 19%	2 13%	11 10%	7 7%	17 8%	1 17%
DON'T KNOW	19 9%	10 8%	9 11%	- -	1 5%	9 10%	3 7%	6 10%	- -	- -	- -	- -	- -	- -	19 100%	6 8%	3 6%	2 6%	2 7%	1 6%	9 8%	10 10%	18 9%	1 17%
REFUSED	1 -	- -	1 1%	- -	- -	- -	- -	1 2%	- -	- -	- -	- -	- -	- -	- -	1 1%	- -	- -	- -	- -	- -	1 1%	1 -	- -

Table 17-1
QUESTION 6:
What is your gender?

BANNER 1

	GENDER			HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT		
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
MALE	124 59%	124 100%	-	-	11 50%	50 58%	30 70%	33 55%	30 50%	56 62%	86 57%	28 70%	16 73%	12 67%	10 53%	40 56%	31 61%	18 56%	17 63%	13 81%	61 57%	63 61%	120 59%	4 67%
FEMALE	83 39%	-	83 100%	-	11 50%	34 40%	13 30%	25 42%	30 50%	33 36%	63 42%	10 25%	6 27%	4 22%	9 47%	28 39%	20 39%	14 44%	10 37%	3 19%	44 41%	39 38%	81 40%	2 33%
OTHER	3 1%	-	-	-	-	1 1%	-	2 3%	-	2 2%	2 1%	1 3%	-	1 6%	-	3 4%	-	-	-	-	2 2%	1 1%	3 1%	-
MORE THAN ONE PERSON COMPLETED THIS SURVEY	1 -	-	-	1 100%	-	1 1%	-	-	-	-	-	1 3%	-	1 6%	-	1 1%	-	-	-	-	-	1 1%	1 -	-

Table 18-1
 QUESTION 7:
 Do you have a school-aged child in your home?

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT						AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT		
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211	124	83	1	22	86	43	60	60	91	151	40	22	18	19	72	51	32	27	16	107	104	205	6
	100%	59%	39%	-	10%	41%	20%	28%	28%	43%	72%	19%	10%	9%	9%	34%	24%	15%	13%	8%	51%	49%	97%	3%
**D/S (YES - NO)	-3	2	-5	1	8	8	3	-22	4	-5	-1	-4	-	-4	1	26	27	-18	-25	-14	-107	104	-3	-
	-1%	2%	-6%	100%	36%	9%	7%	-37%	7%	-5%	-1%	-10%	-	-22%	5%	36%	53%	-56%	-93%	-88%	-100%	100%	-1%	-
YES	104	63	39	1	15	47	23	19	32	43	75	18	11	7	10	49	39	7	1	1	-	104	101	3
	49%	51%	47%	100%	68%	55%	53%	32%	53%	47%	50%	45%	50%	39%	53%	68%	76%	22%	4%	6%	-	100%	49%	50%
NO	107	61	44	-	7	39	20	41	28	48	76	22	11	11	9	23	12	25	26	15	107	-	104	3
	51%	49%	53%	-	32%	45%	47%	68%	47%	53%	50%	55%	50%	61%	47%	32%	24%	78%	96%	94%	100%	-	51%	50%

Table 19-1
QUESTION 8:
What is your age?

BANNER 1

	GENDER			HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT							AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT		
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211 100%	124 59%	83 39%	1 -	22 10%	86 41%	43 20%	60 28%	60 28%	91 43%	151 72%	40 19%	22 10%	18 9%	19 9%	72 34%	51 24%	32 15%	27 13%	16 8%	107 51%	104 49%	205 97%	6 3%
18-24	7 3%	3 2%	3 4%	- -	- -	- -	2 5%	5 8%	- -	6 7%	6 4%	1 3%	1 5%	- -	- -	7 10%	- -	- -	- -	- -	6 6%	1 1%	7 3%	- -
25-34	15 7%	10 8%	5 6%	- -	3 14%	3 3%	2 5%	7 12%	7 12%	7 8%	14 9%	- -	- -	- -	1 5%	15 21%	- -	- -	- -	- -	11 10%	4 4%	15 7%	- -
35-44	50 24%	27 22%	20 24%	1 100%	9 41%	29 34%	7 16%	5 8%	17 28%	22 24%	39 26%	5 13%	2 9%	3 17%	5 26%	50 69%	- -	- -	- -	- -	6 6%	44 42%	50 24%	- -
45-54	51 24%	31 25%	20 24%	- -	4 18%	19 22%	15 35%	13 22%	17 28%	23 25%	40 26%	8 20%	6 27%	2 11%	3 16%	- -	51 100%	- -	- -	- -	12 11%	39 38%	49 24%	2 33%
55-64	32 15%	18 15%	14 17%	- -	- -	14 16%	6 14%	12 20%	9 15%	12 13%	21 14%	9 23%	6 27%	3 17%	2 11%	- -	- -	32 100%	- -	- -	25 23%	7 7%	30 15%	2 33%
65-74	27 13%	17 14%	10 12%	- -	3 14%	12 14%	5 12%	7 12%	4 7%	14 15%	18 12%	7 18%	2 9%	5 28%	2 11%	- -	- -	- -	27 100%	- -	26 24%	1 1%	27 13%	- -
75+	16 8%	13 10%	3 4%	- -	1 5%	4 5%	5 12%	6 10%	5 8%	5 5%	10 7%	5 13%	3 14%	2 11%	1 5%	- -	- -	- -	- -	16 100%	15 14%	1 1%	15 7%	1 17%
PREFER NOT TO SAY	12 6%	5 4%	7 8%	- -	2 9%	5 6%	1 2%	4 7%	1 2%	2 2%	3 2%	5 13%	2 9%	3 17%	4 21%	- -	- -	- -	- -	- -	6 6%	6 6%	11 5%	1 17%
DON'T KNOW/REFUSED	1 -	- -	1 1%	- -	- -	- -	- -	1 2%	- -	- -	- -	- -	- -	- -	1 5%	- -	- -	- -	- -	- -	- -	1 1%	1 -	- -

Table 20-1

QUESTION 9:

Are you, or is any family member, an employee of Glencoe Park District?

BANNER 1

	GENDER				HRD FUNDING PROPOSAL				BOND REFERENDUM BALLOT						AGE					SCHOOL AGE CHILD		EMPLOYEE OF DISTRICT		
	TOTAL	MEN	WOMEN	MORE THAN ONE PRSN	A	LOT	SOME	HARDLY ANY-THING	NOTHING AT ALL	DEF YES	PROB YES	TOTAL YES	TOTAL NO	PROB NO	DEF NO	DK	18-44	45-54	55-64	65-74	75+	NO	YES	NO
BASE=TOTAL SAMPLE	211	124	83	1	22	86	43	60	60	91	151	40	22	18	19	72	51	32	27	16	107	104	205	6
	100%	59%	39%	-	10%	41%	20%	28%	28%	43%	72%	19%	10%	9%	9%	34%	24%	15%	13%	8%	51%	49%	97%	3%
**D/S (YES - NO)	-199	-116	-79	-1	-22	-84	-39	-54	-54	-89	-143	-38	-22	-16	-17	-72	-47	-28	-27	-14	-101	-98	-205	6
	-94%	-94%	-95%	-100%	-100%	-98%	-91%	-90%	-90%	-98%	-95%	-95%	-100%	-89%	-89%	-100%	-92%	-88%	-100%	-88%	-94%	-94%	-100%	100%
YES	6	4	2	-	-	1	2	3	3	1	4	1	-	1	1	-	2	2	-	1	3	3	-	6
	3%	3%	2%	-	-	1%	5%	5%	5%	1%	3%	3%	-	6%	5%	-	4%	6%	-	6%	3%	3%	-	100%
NO	205	120	81	1	22	85	41	57	57	90	147	39	22	17	18	72	49	30	27	15	104	101	205	-
	97%	97%	98%	100%	100%	99%	95%	95%	95%	99%	97%	98%	100%	94%	95%	100%	96%	94%	100%	94%	97%	97%	100%	-

V. Discussion on Comprehensive District Goals

Glencoe Park District
July 2024 Committee of the Whole Meeting

MEMORANDUM

TO: Board of Commissioners
CC: Department Heads
FROM: Lisa Sheppard, Executive Director
SUBJECT: District Priority Goals
DATE: June 26, 2024

One crucial aspect of our Comprehensive Plan entails developing a strategic action plan for the next 3-5 years. Through community, staff, and Board engagement sessions conducted with the guidance of 110%, we have identified five Priority Goals:

1. An Engaged Community
2. Preserved and Well-Maintained Parks and Facilities
3. Program Effectiveness
4. Financial Sustainability and Transparency
5. Dynamic and Inclusive Workplace

Our full-time staff, along with a representation of permanent part-time staff, have collaborated to develop over 50 recommended actions under the District Priority Goals. These actions are listed in Attachment A. The timeline and prioritization of these goals will be determined after the plan's approval, with some actions being completed within a year and others being ongoing.

During the Committee meeting, we would like to present and discuss the Priority Goals and recommended actions with the Board. We also welcome any additional actions that the Board may wish to include in the goals.

Glencoe Park District Strategic Action Plan

PRIORITY GOAL: AN ENGAGED COMMUNITY ■

Recommended Actions	Timeline	Staff lead/team	Prioritization	Resource Requirement	Complete?	Notes
Develop a process for the public to communicate with the District regarding park and facility issues.		Erin/Kyle			<input type="checkbox"/>	
Develop a communications/marketing plan for high profile/high traffic areas of the District.		Erin/Kyle			<input type="checkbox"/>	
Re-establish a shared community wide event collaboratively with the Village of Glencoe staff and the public (e.g., Touch a Truck event).		Kyle/Nate			<input type="checkbox"/>	
Design a structured community outreach process for the 10-year for Capital Improvement Plan (CIP).		Admin			<input type="checkbox"/>	
Conduct a comprehensive review of program descriptions and titles to encourage inclusivity.		IDEA			<input type="checkbox"/>	
Evaluate alternative methods for capturing program satisfaction/interest/testimonials from internal/external customers		Survey Task Force			<input type="checkbox"/>	
Develop quarterly podcast/video re: the history and/or happenings of the Glencoe Park District.		Admin			<input type="checkbox"/>	
Incorporate additional signage at Glencoe Beach for informational and educational purposes.		Erin/Kyle/Bobby			<input type="checkbox"/>	
Evaluate the merits of adding historical markers at or in areas of historical significance within the District.		Kyle			<input type="checkbox"/>	
Complete Illinois Distinguished Accreditation.		Lisa/Admin			<input type="checkbox"/>	
Pursue CAPRA accreditation.		Lisa/Admin			<input type="checkbox"/>	
Apply for National Gold Medal Award.		Lisa/Admin			<input type="checkbox"/>	

PRIORITY GOAL: PRESERVED AND WELL MAINTAINED PARKS & FACILITIES ■

Recommended Actions	Timeline	Staff lead/team	Prioritization	Resource Requirement	Complete?	Notes
Develop and implement park site master plans.		Kyle			<input type="checkbox"/>	
Standardize equipment and site furniture.		Kyle			<input type="checkbox"/>	
Re-imagine the landscape.		Kyle			<input type="checkbox"/>	
Consider land acquisition when appropriate and responsible.		Admin			<input type="checkbox"/>	
Replace or improve the security of select interior and exterior doors at the Takiff Center.		Kyle/Bobby			<input type="checkbox"/>	
Continue and add security and safety trainings.		Admin			<input type="checkbox"/>	
Improve Glencoe Beach Shoreline resiliency.		Kyle			<input type="checkbox"/>	
Enhance environmentally sustainable maintenance practices including updating the Intergrated Pest Management Program (IPM).		Green Team			<input type="checkbox"/>	

Conduct a cost-benefit analysis of maintenance-related technologies.		Kyle			<input type="checkbox"/>	
Investigate grant opportunities for dealing with invasive species at a large scale.		Kyle			<input type="checkbox"/>	
Reduce the use of salt for snow removal.		Kyle			<input type="checkbox"/>	
Prioritize investment in the maintenance facility and yard.		Kyle			<input type="checkbox"/>	
Conduct an accessible routes evaluation to improve walkability and bikeability to parks and facilities.		Kyle			<input type="checkbox"/>	
Implement Green Team Initiatives and environmental scorecard.		Green Team			<input type="checkbox"/>	
Include American with Disability Act (ADA) improvements in the capital improvement plan.		Kyle			<input type="checkbox"/>	
Improve sailboat and personal watercraft storage.		Kyle/Bobby			<input type="checkbox"/>	
Install targeted rain gardens/seed blends/native plantings.		Kyle			<input type="checkbox"/>	
Update the District’s Capital Improvement & Replacement Plan – The District’s “Heat Sheet”.		Kyle			<input type="checkbox"/>	
A proposed referendum.		Admin			<input type="checkbox"/>	

PRIORITY GOAL: PROGRAM EFFECTIVENESS

Recommended Actions	Timeline	Staff lead/team	Prioritization	Resource Requirement	Complete?	Notes
Apply the recreation service analysis.		Bobby/Rec Team			<input type="checkbox"/>	
Continue to evaluate existing partnerships and agreements.		Lisa/Bobby/Rec Team			<input type="checkbox"/>	
Develop and champion a Glencoe Provider Inventory & Network		Bobby/Rec Team			<input type="checkbox"/>	
Identify new partnership opportunities.		Bobby/Rec Team			<input type="checkbox"/>	
Conduct a strengths, weaknesses, opportunities and threats (SWOT) analysis of adult and pre/teen programs.		Bobby/Rec Team			<input type="checkbox"/>	Analyze adult fitness programs for effectiveness and efficiency. Leverage
Identify constraints and barriers to accessing programs.		Bobby/Rec Team			<input type="checkbox"/>	Identify/reduce barriers for working parents (e.g., Kids Night Out).
Develop initiatives to engage with diverse individuals and understand their needs.		Bobby/Rec Team			<input type="checkbox"/>	Sensory Hour before an event, Brochure Imagery
Create an annual District master program lifecycle document to ensure a balanced and up-to-date program portfolio.		Bobby/Rec Team			<input type="checkbox"/>	(X & Y chart, visual)

PRIORITY GOAL: FINANCIAL SUSTAINABILITY & TRANSPARENCY

Recommended Actions	Timeline	Staff lead/team	Prioritization	Resource Requirement	Complete?	Notes
Complete annual categories of service evaluation, using multiple data sources.		Lisa/Admin			<input type="checkbox"/>	
Develop tools to better communicate district waitlists to improve transparency.		Bobby/Rec Team			<input type="checkbox"/>	

Develop a property/parkland acquisition and development plan.		Lisa/Kyle			<input type="checkbox"/>	
Maintain a 50% or less ratio of property taxes to total revenue.		John/Bobby			<input type="checkbox"/>	
Continue to actively pursue alternative funding sources (grants, donations, referendum, etc.).		Lisa/Kyle/Bobby			<input type="checkbox"/>	
Explore alternatives to contractor "splits" where appropriate.		Bobby/Rec Team			<input type="checkbox"/>	

PRIORITY GOAL: A DYNAMIC & INCLUSIVE WORKPLACE

Recommended Actions	Timeline	Staff Lead/Team	Prioritization	Resource Requirement	Complete?	Notes
Establish educational/training opportunities and guidelines for staff at all district levels.		Training Task Force/Admin			<input type="checkbox"/>	
Host All District Team Meetings twice a year.		Admin			<input type="checkbox"/>	
Analyze the effectiveness of current communication efforts and implement changes.		Erin			<input type="checkbox"/>	
Standardize contractor manuals to ensure consistency in expectations and performance.		Bobby/Rec Team			<input type="checkbox"/>	
Analyze the makeup and effectiveness of District committees and task forces including review of term limits.		Erika/Lisa			<input type="checkbox"/>	
Continue to evaluate recognition efforts for both part-time and seasonal staff.		Employee Appreciation Committee			<input type="checkbox"/>	
Evaluate the feasibility of providing benefits to part-time and seasonal staff.		Admin			<input type="checkbox"/>	
Review/re-engineer the annual staff performance evaluation process.		Eval Task Force			<input type="checkbox"/>	
Evaluate administrative processes that impact internal customer service and influence operational efficiencies.		Eval Task Force			<input type="checkbox"/>	
OTHER						
Strategic Action Plan Updates	ongoing	Admin	high	medium	<input type="checkbox"/>	

NOTES:

Staff Requirement:

- If an action requires staff time over 6 months extending beyond one year that will result in a HIGH Staffing Requirement
- If an action requires staff time over weeks and possibly a few months that will result in a MEDIUM Staffing Requirement
- If an action requires staff time over days and possibly a few weeks that will result in a LOW Staffing Requirement

Financial Requirement:

- If an action requires an investment of over \$25,000 that will result in a HIGH Financial Requirement
- If an action requires an investment of over \$5,000 and under \$25,000 that will result in a MEDIUM Financial Requirement
- If an action requires an investment of under \$5000 that will result in a LOW Financial Requirement

Prioritization:

If an action is considered urgent, is a requisite to what is necessary for the organization to thrive and inherent to maximum impact, it will be a HIGH priority

If an action is considered a way to satisfy a service interest or contributes to an operational efficiency, it will be a MEDIUM priority

If an action is considered a desire and satisfies interests to accomplish something new, it will be a LOW priority

VI. Annual Review of Categories of Service

Glencoe Park District
July 2024 Committee of the Whole Meeting

MEMORANDUM

TO: Board of Park Commissioners
FROM: Lisa Sheppard, Executive Director, & Bobby Collins, Deputy Director/Director of Recreation and Facilities
SUBJECT: Categories of Service Annual Review
DATE: June 26, 2024

As mandated by the Fees and Charges Policy, it is time for our annual review of the District's categories of services. This annual review is essential to our budget process, as it determines the subsidy of programs and facilities within our district.

The District's categories of service, as outlined in our Fees and Charges Policy, are designed to ensure that we meet community needs while maintaining financial sustainability. The net percentages for each category represent the revenue remaining after direct expenses are calculated. This net percentage helps cover many indirect program expenses.

Staff Recommendation

Staff has completed its annual review and has no recommended changes to our current categories of service.

Request for Feedback

The category of services section of the Fees and Charges Policy is attached to this memo for the Board's annual review. We seek the Board's feedback to identify any services or categories needing further review.

FEES AND CHARGES POLICY ATTACHED

Categories of Service/Fees and Charges Policy

Categories of Glencoe Park District Services

Note: The percentages below each category represent the Net achieved after revenue and direct expenses are calculated. This net % helps cover many indirect program expenses. An example of indirect expenses includes building expenses, custodial, IT, workmen's comp, etc. Some programs have more indirect expenses, therefore their percentages maybe higher.

FULLY SUBSIDIZED	BASIC PUBLIC Mostly Subsidized 0-15% Net	PUBLIC Partially Subsidized 16-29% Net	EXTRA PUBLIC Partially Subsidized 30%+ Net	PRIVATE Program covers all direct expenses and a portion of indirect expenses
Parks/Playgrounds	Community Organization Use of Facilities	Dance	Day Camps Beach Camps	Children's Circle Daycare
Beach Concessions	Lifeguarded Beach	Fitness Programs	ELC (Preschool)	
Shelters/Washrooms	Boating Beach	Arts-Drama	Kids Club (Before and After School Care)	
Community Athletic Fields and Courts	Adult Programs	Fine Arts	Days Off Programs	
Glencoe Beach (Off season and when not guarded)	Athletic Affiliates Use of Fields and Courts	Martial Arts	Fine Arts Contractual	
Watts Ice Center	Teen Programs/Events	Travel Basketball	Hockey Lessons Skating Lessons	
Kids Concert Series	Special Events	Contractual Programs (Sports/Camp/ Youth/E.C.)	Facility Rentals	
Fourth of July	Open Gym	Lighted Field Rentals	Early Childhood Enrichments	
Free Special Events	Adult Programs		Youth Enrichments	
Public Skating and Hockey	Fitness Center		Youth Athletics	

The Board has found it necessary and desirable for the District to charge fees for participation in District recreation programs and the use of District facilities. This policy is designed to serve as a guide in establishing a fee structure for recreation programs and facility use.

- **Program Fee Structure.** It is the responsibility of the Glencoe Park District to offer diversified and quality park and recreation experiences. Seeking to meet the demands for new and expanded access to recreation activities, while experiencing the increases in operating expenses, it is the intent of the Park District to adopt a sound, consistent policy for the generation of supplementary revenue to tax dollars.
- All Park District programs will give primary concern to the residents' ability to participate. Activities will be planned with community demographics in mind.
- **Fees and Charges.** Fees and charges will be evaluated annually to make sure that tax revenues are being used efficiently to support basic public services available to all people. Basic public services will be supplemented to support the demand for quality leisure services by assessing fees and charges and pursuing supplementary sources of revenue.
- **Fee Approval.** All park program fees must be presented to the Executive Director for approval annually. The Recreation/Facility Staff will submit with the budget, a report to the Executive Director, which will include the activity name, along with new and old program resident/non-resident fees. The Manager will indicate changes, giving specific explanations for any increase over 5%. If new activity areas are implemented throughout the year, they should be submitted to the Executive Director for approval.
- **Waiving of Fees.** The Glencoe Park District wants to give all residents the opportunity to participate in its activities and facilities regardless of financial hardships. Persons requesting scholarships are required to complete an application form, and then submit the form in addition to other requested financial documents, to Family Services of Glencoe for eligibility status. (See Financial Assistance/Scholarship Policy for more details.) Applications will be reviewed on an individual basis.
- No fee may be reduced or waived without the consent of the Executive Director, and/or the respective department head, and/or Program Manager.
- **Fees and Charges Guidelines.** Fees and charges are developed to offset the expenses incurred through offering programs and activities. When developing fees for recreation activities, fees consider the financial objectives, market climate, and surrounding competitors.
- Fees and charges are recommended by staff to the Executive Director for approval. Fees should be set within the budget preparation process. When setting the fee, the following must be considered:

- Wages and Services
 - Operational Expenses (contractual fees and supplies)
 - Improvements/Renovations/Equipment
 - Categories of Glencoe Park District Services to determine how much of direct and indirect expenses must be recovered.
 - Direct expenses include all direct expenses associated with an activity including instructor fees, supplies and materials. Fees should be set to recover all of the expense for the program based on expenses times the minimum number of participants.
 - Indirect expenses include all expenses associated with an activity including facility rental, supervisory time, clerical, maintenance, building costs, marketing, etc. An established successful activity should recover the cost of operations including supervisory time, clerical, maintenance and building costs.
- **Resident/Nonresident Program Fees.** Since the facilities, programs, and activities are partially subsidized through taxes by residents of the Glencoe Park District, nonresidents will pay a maximum increased fee of 20% more than resident rates with the exception of the following unique activities and facilities:
 - No nonresident fee applied: select special events, select contractual programs.
 - Maximum 20% more than resident rates for Children's Circle
 - Due to the unique nature and demand for Glencoe Beach and Boating Beach in the Chicagoland area and the amount of subsidy by taxpayers, non-residents will pay the following maximum increase over resident rates:
 - 100% more than resident rates for Season Passes at Glencoe Beach
 - 100% more than resident rates for daily fees and trellis rentals at Glencoe Beach
 - 100% more than resident for sail boat/kayak/paddle board storage at Perlman Boating Beach
 - 50% more than resident for sail boat/kayak/paddle board rentals
 - *Due to IDNR and OSLAD Grant that the District received in 1996, the Nonresident rates/fees cannot exceed twice that charged to residents.
 - Non-residents will pay 50% more than residents for pass/daily fee to the Glencoe Fitness Area.
 - Occasionally, an activity may warrant a reduction in the non-resident fee in order for the activity to meet its minimum. The Director of Recreation/Facilities and Executive Director must approve fees and charges for these activities.
 - Non-resident fees will be established in regard to the effect on resident participation using the following criteria:
 - Size of class and limitations

- Ability to expand and grow
 - Special limited interest classes
 - Reciprocal agreements and shared activities
-
- **Missed Classes.** Some classes cancelled due to weather cannot be made up and are non-refundable.
 - **Prorated Fees to Activities.** At the discretion of the Program Manager and Director of Recreation/Facilities, if the nature of the activity permits, prorated class fees will be allowed and done a "per class basis".
 - **Discounts to Other Entities.** Full-time Village of Glencoe, Glencoe Library and District 35 staff shall be eligible to receive the resident rate on an individual Glencoe Fitness Center membership. (They must show a business card or staff ID.)
 - **Fiscal Year.** Categories of Glencoe Park District Services that determine the subsidy of program will be reviewed annually by the Glencoe Park District Board of Commissioners.

VII. Presentation of Employee Survey

Glencoe Park District
July 2024 Committee of the Whole Meeting

MEMORANDUM

TO: Board of Park Commissioners
FROM: John Cutrera, Director of Finance/HR
CC: Lisa Sheppard, Executive Director
SUBJECT: 2024 Employee Survey
DATE: June 26, 2024

I. Introduction

In March 2024, we conducted a survey of all full-time and year-round part-time staff members, excluding Weinberg seasonal staff. For a second consecutive year, the District utilized the services of an external vendor, Rec Star Consulting, led by Gabriel Castillo, a seasoned professional in the parks and recreation field. By continuing to use an external vendor, the intent was to reinforce the confidentiality and anonymity for survey participants.

Rec Star Consulting sent the survey via email link, QR code, and text message (new for 2024), and staff were given three weeks, with reminders, to complete the survey. In addition, employees could complete the survey in either English or Spanish. The survey was sent to 97 staff members (45 full-time and 52 part-time), and 60 employees completed the survey, representing a 62% response rate (up from 52% in the prior year). Our research shows this is a statistically valid survey, with industry-standard response rates in the 50% average range.

In the sections to come, you will find the following information:

- A summary of the 2024 employee survey results
- A conclusion section outlining the next steps to be taken by the Glencoe Park District

II. Summary of 2024 Glencoe Park District Employee Survey

Here you will find a summary of the 2024 employee survey. For the 2024 employee survey, we made the following changes –

- We removed question 11: “Are there policies or procedures Glencoe Park District should review to be a more diverse, equitable, and inclusive workplace?”. This question was asked in correlation to our 2023 policy manual review process.

In terms of takeaways from the 2024 employee survey, there are three major observations:

1. When you read the survey, especially Questions 4-10, 13-15, and 17-19, you will see that employees overwhelmingly selected the “Strongly Agree” or “Agree” response. On approximately half of these questions, we showed a year-over-year incremental increase in the percentage of employees who selected “Strongly Agree” or “Agree” survey responses.
2. Specific survey questions that showed a marked increase in the “Strongly Agree” or “Agree” response rate from 2023 to 2024 were Questions 15 and Questions 18. Question 15, “The District keeps me informed of changes to policies and initiatives,” had a nearly 9% increase in the “Strongly Agree” or “Agree” response rate from the 2023 to 2024 survey. Question 19, “I am satisfied with the educational and training opportunities offered by the District,” showed a nearly 11% increase in the “Strongly Agree” or “Agree” response rate from 2023 to 2024.

MEMORANDUM

3. The survey questions that show the most room for improvement were Questions 12 and 16. Question 12, “There is a strong feeling of teamwork and cooperation in my department,” showed a 9% decrease in the “Strongly Agree” or “Agree” response rates from the 2023 to 2024 survey. Question 16, “District-wide, employees communicate effectively from department to department,” actually had a nearly 9% increase in the “Strongly Agree” or “Agree” response rate from 2023 to 2024, however the percentage of employees who “Strongly Agree” or “Agree” is only 63.93%, well below most of the remaining survey questions. The conclusion section of this memorandum will list how the Glencoe Park District will seek to address these growth areas.

The full list of survey questions with responses is summarized below for review by the Board of Park Commissioners.

Q1: Please select a department from the list below that best relates to your job at Glencoe Park District (if more than one department, check all that apply):

Q1: Prior Survey Results	2024	2023	2022
Administration	12%	15%	8%
Recreation	25%	23%	21%
Parks and Facilities Maintenance	19%	19%	8%
Early Childhood	34%	34%	52%
Prefer Not to Answer	8%	8%	10%
Other	1%	1%	1%

Q2: What type of employee are you?

Q2: Prior Survey Results	2024 (62% overall response rate)	2023 (52% overall response rate)	2022 (59% overall response rate)
Full-Time	45% (60% of FT)	61% (72% of FT)	43% (79% of FT)
Part-Time	43% (50% of PT)	37% (37% of PT)	49% (42% of PT)
Prefer not to answer:	12%	2%	8%

Q3: Please select the statement that describes your experience with the Glencoe Park District Employee Survey

Q3: Prior Survey Results	2024	2023	2022
This is my first time completing a survey:	27%	31%	39%
I have taken part in a previous survey:	68%	67%	57%
Prefer not to answer:	5%	2%	2%
Other:	0%	0%	2%

Q4: I am satisfied with my job responsibilities and current workload.

Q4: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	92%	90%	82%



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Q5: I have the tools and resources I need to perform my job effectively.

Q5: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	89%	94%	74%

Q6: Where I work is generally clean.

Q6: Prior Survey Results	2024	2023	2022
% Agree	83%	84%	87%

Q7: I feel safe at work.

Q7: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	90%	88%	94%

Q8: I am proud to work for the Glencoe Park District, and I would recommend Glencoe Park District as a place to work to my friends or family.

Q8: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	85%	94%	N/A

Q9: I am treated with courtesy, respect, and dignity by my co-workers.

Q9: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	88%	92%	94%

Q10: Everyone here is treated fairly regardless of race, gender, age, ethnicity, background, sexual orientation, or other differences.

Q10: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	85%	90%	89%

Q11: Are there policies or procedures Glencoe Park District should review to be a more diverse, equitable, and inclusive workplace?*

*Not asked on the 2024 survey

Q12: There is a strong feeling of teamwork and cooperation in my department.

Q12: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	73%	82%	74%

Q13: My relationships and interactions with my supervisor are positive and valuable.

Q13: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	89%	92%	87%

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Q14: I understand what my supervisor expects of me in order to be successful.

Q14: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	97%	92%	97%

Q15: The District keeps me informed of changes to policies and initiatives.

Q15: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	88%	80%	94%

Q16: District-wide, employees communicate effectively from department to department.

Q16: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	64%	55%	72%

Q17: I have opportunities to engage in a two-way dialogue with my supervisor.

Q17: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	95%	92%	91%

Q18: I am satisfied with the educational and training opportunities provided by the District.

Q18: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	92%	81%	82%

Q19: Overall, my work experience at the Glencoe Park District is positive.

Q19: Prior Survey Results	2024	2023	2022
% Strongly Agree or Agree	89%	91%	97%

III. Conclusion and Next Steps

One of the most important action steps when conducting an employee survey is ensuring that all employees have access to the results and have the opportunity to suggest solutions to any of the areas presented. The 2023 employee survey results were successfully shared through multiple means of communication; District leadership will ensure the 2024 survey results are shared in a similar manner—including an in-person presentation at a future District managers' meeting, a Friday update email, printed copies of survey results in the employee break rooms, and digital copies of survey results on the online employee self-service portal (ESS). Managers will also have team meetings with their respective staff to ensure they have received the results and to offer them an opportunity to provide additional input.

In developing our District's Comprehensive Plan, we have significantly emphasized incorporating the feedback gathered from our employee surveys and staff engagement sessions as part of our comprehensive plan. Recognizing the importance of our staff's perspectives, we reviewed and integrated their suggestions to ensure our plans reflected their needs and feedback.

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As a direct result of this approach, one of our five priority agency goals is **Creating a Dynamic and Inclusive Workplace**. This overarching goal includes nine recommended actions outlined in the comprehensive plan document, underscoring our commitment to fostering an environment where every team member feels valued, respected, and empowered to contribute their best. By prioritizing a dynamic and inclusive workplace, we aim to enhance employee satisfaction, boost morale, and ultimately drive our collective success.

To conclude, we believe that one of the District's most significant resources is its people, our staff. Employee surveys are thus an excellent tool for engaging with staff on what they view as our workplace's greatest strengths and areas of improvement. Overall, the results of this survey support the fact that Glencoe Park District offers an outstanding employment experience. With this information, we can continuously improve the workplace experience. We wish to express our deep appreciation and gratitude to all team members who participated in the 2024 employee survey, District Managers for their ongoing leadership, and our Board of Park Commissioners for their continuous support of workplace excellence.