

# 2023

Forest Preserve District of Cook County, Illinois

## Executive Budget Recommendation

**Honorable Toni Preckwinkle, President**  
Forest Preserve District Board of Commissioners

For the programs and services of the Forest Preserve District of Cook County  
as submitted to the Finance Committee of the Forest Preserve District Board of Commissioners



*feel free*

# Executive Budget Recommendation

# 2023

**Honorable Toni Preckwinkle, President**  
Forest Preserve District Board of Commissioners

and

**Board of Forest Preserve District Commissioners**

Frank J. Aguilar	Bill Lowry
Alma E. Anaya	Donna Miller
Luis Arroyo, Jr.	Stanley Moore
Scott R. Britton	Kevin B. Morrison
John P. Daley	Sean M. Morrison
Dennis Deer	Peter N. Silvestri
Bridget Degnen	Deborah Sims
Bridget Gainer	Larry Suffredin
Brandon Johnson	

**Arnold Randall**  
General Superintendent

**Stephen Hughes**  
Chief Financial Officer

# Table of Contents

**INTRODUCTION ..... 1**

**Our Mission Statement ..... 1**

        The Forest Preserve District of Cook County Organizational Chart ..... 2

        Accounting & Budgetary Practices ..... 3

        The Budget Development Process ..... 4

        FY 2023 Proposed Budget Calendar ..... 5

        Reader’s Guide ..... 6

        Forest Preserves of Cook County Profile ..... 7

        Forest Preserves of Cook County Map ..... 8

**EXECUTIVE SUMMARY & EXECUTIVE BUDGET RECOMMENDATION..... 9**

    Executive Summary ..... 10

    Forest Preserve District Of Cook County, Illinois Annual Appropriation Ordinance ..... 12

    Attachment A ..... 14

    Attachment B - Corporate Fund Balance Policy ..... 15

    Position Summary ..... 16

**CORPORATE FUND ..... 17**

    Estimated Revenues and Available Sources ..... 17

    Budgeted Expenditures and Other Uses ..... 18

**Office of the General Superintendent ..... 19**

**Finance & Administration ..... 29**

**Human Resources ..... 37**

**Resource Management ..... 43**

**Conservation & Experiential Programming ..... 51**

**Permits, Rentals And Concessions ..... 57**

**Landscape Maintenance ..... 63**

**Facilities & Fleet Maintenance ..... 69**

<b>Legal</b>	<b>77</b>
<b>Law Enforcement</b>	<b>83</b>
<b>Planning &amp; Development</b>	<b>91</b>
<b>District Wide Services</b>	<b>99</b>
<b>CAPITAL AND RELATED FUNDING SOURCES</b>	<b>103</b>
Construction & Development Fund	104
Capital Improvement Fund	105
Real Estate Acquisition Fund	106
Resident Watchmen Fund	107
Bond & Interest Fund	108
<b>FIDUCIARY, AGENCY AND COMPONENT UNIT FUNDS</b>	<b>109</b>
Employee Annuity And Benefit Fund	110
Self-Insurance Fund	110
MFT Paving Project Fund	111
Grants Fund	111
America Rescue Plan Act Project Fund	112
Chicago Zoological Society Fund	113
Chicago Horticultural Fund	113
Chicago Zoological Society & Brookfield Zoo	115
Chicago Botanic Garden	127
<b>SUPPLEMENTARY INFORMATION</b>	<b>141</b>
Chart of Accounts	142
Budgetary Accounts	142
Glossary	150
Revenue Glossary	152
Major Funds Glossary	154

<b>Supplementary Schedules.....</b>	<b>155</b>
Schedule 1 – Non-Union Salary Schedule .....	155
Schedule 2 – Teamsters Local 700 Salary Schedule .....	157
Schedule 3 – Police Salary Schedule .....	159
Schedule 4 – “X” Grade Salary Schedule .....	160
Schedule 5 – Non-Union Hourly Rate Schedule .....	160
Schedule 6 – Tax Rates for Real Property .....	161
Schedule 7 – Property Tax Rates Comparison – City of Chicago .....	162
Schedule 8 – Property Tax Rates Comparison – Suburban Snapshot .....	163
Schedule 9 – Property Tax Distribution Net of Uncollectible / Refunds .....	165
Schedule 10 – Total Operating and Debt Service .....	166
Schedule 11 – Annual Appropriation Comparative Summary .....	167
Schedule 12 – Staffing History.....	168
Schedule 13 – Property Tax Levy Summary from 2016–2023 .....	169
Schedule 14 – Property Tax Levies and Collections .....	170
Schedule 15 – Direct and Overlapping Governmental Activities Debt .....	171
Schedule 16 – Legal Debt Margin Information .....	172
Schedule 17 – Picnic Permit Fee Schedule .....	173
Schedule 18 – Pool Fees and Other License and Permits .....	176
Schedule 19 – Pavilions and Facilities Fee Schedule .....	177
Schedule 20 – Golf Fee Schedule .....	178
Schedule 21 – Campground Fee Schedule .....	179
Schedule 22 – Boat Fee Schedule .....	181
Schedule 23 – Aerial Adventure Course Fee Schedule .....	181
Schedule 24 – Special Access/Construction Permit Fees .....	182
Schedule 25 – FY 2019 to 2025 Corporate Fund Analysis .....	183
<b>Photography Credits.....</b>	<b>185</b>





*feel free*

2023

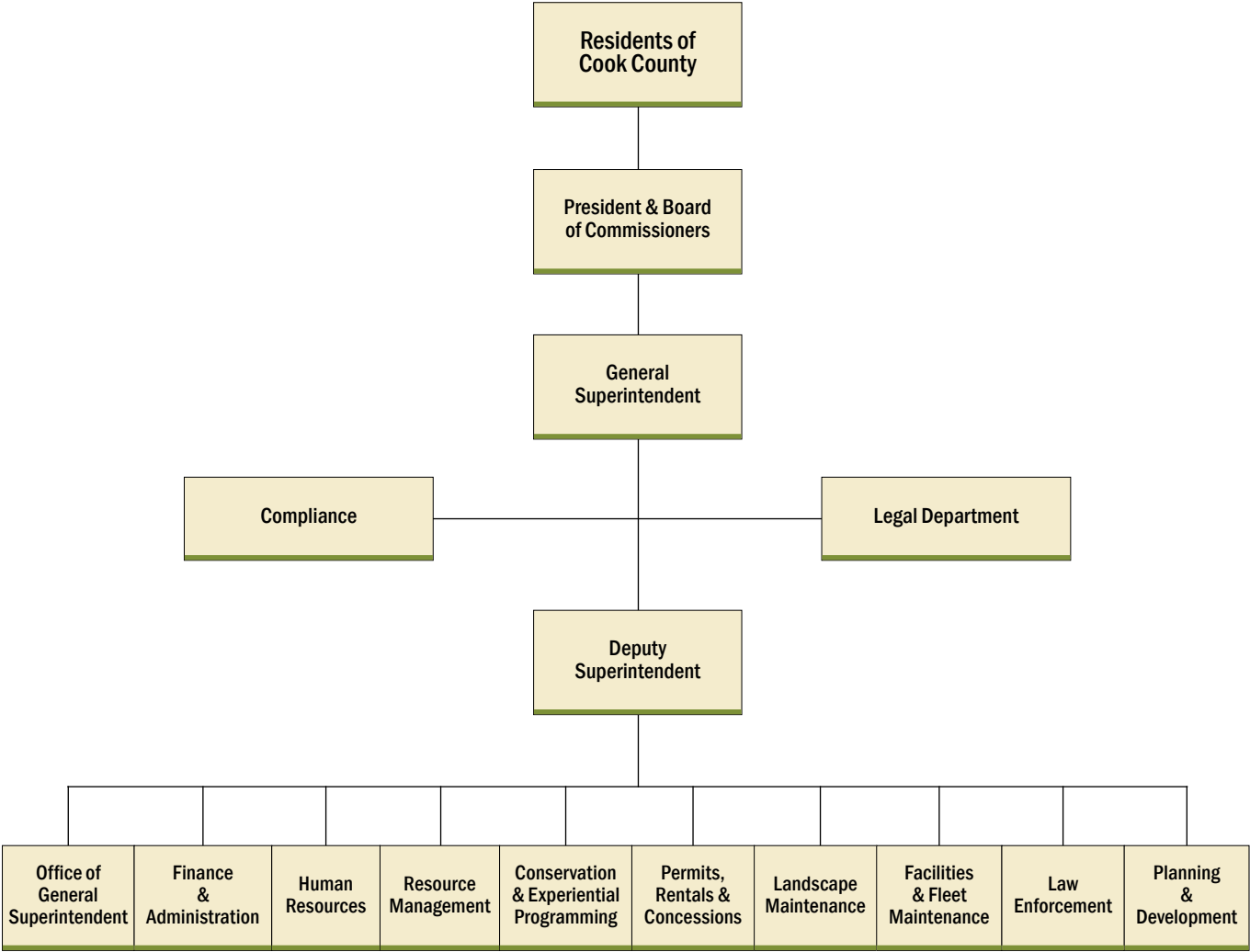


## Our Mission Statement

To acquire, restore and manage lands for the purpose of protecting and preserving public open space with its natural wonders, significant prairies, forests, wetlands, rivers, streams, and other landscapes with all of its associated wildlife, in a natural state for the education, pleasure and recreation of the public now and in the future.



The Forest Preserve District of Cook County Organizational Chart



## Accounting & Budgetary Practices

The accounts of the District are organized on a basis of funds and an account group to present the financial position and results of operations of each fund. The accounting system of the District is also designed to provide budgetary control over the revenues and expenditures of each fund. The accounting principles of the District conform to accounting principles generally accepted in the United States of America as applicable to governmental units or, in the case of the discretely presented component units, the Chicago Horticultural Society ("Chicago Botanic Garden") and Chicago Zoological Society ("Brookfield Zoo"), as applicable to not-for-profits. The accepted standard-setting body for establishing governmental accounting and financial reporting principles is the Governmental Accounting Standards Board (GASB) and for establishing not-for-profit accounting and financial reporting principles is the Financial Accounting Standards Board (FASB).

The District's budget is developed in accordance with Generally Accepted Accounting Principles (GAAP) as applied to government units. With respect to government-wide funds, expendable trust funds and agency funds, the District follows the modified accrual basis of accounting in which revenues are recognized when they become both measurable and available as net current assets. Available means collectible within the current period or 60 days thereafter to pay liabilities of the current period. Taxpayer assessed taxes, gross receipts and personal property replacement taxes are considered "measurable" when they are in the hands of intermediary collecting governments and are recognized as revenue at that time. Anticipated refunds of such taxes are recorded as liabilities and reductions of revenue when they are measurable and their validity seems certain. Revenues considered to be susceptible to accrual are: real estate taxes, personal property replacement taxes, land sale proceeds, concession receivables and interest receivables.



## The Budget Development Process

The Forest Preserve District of Cook County Board of Commissioners must adopt the annual operating budget before or within sixty (60) days after the commencement of any fiscal year, which begins January 1. The Annual Appropriation Ordinance includes proposed expenditures and the means of financing them.

The budget development process begins with each department submitting a detailed request for appropriations to the Director of Budget and Management. These requests are reviewed with the Chief Financial Officer and General Superintendent. Further review occurs during meetings among the President, General Superintendent and Finance Committee of the Board.

The President's Appropriation Ordinance recommendations are then submitted to the Board and referred to the Finance Committee. The Finance Committee holds public hearings throughout the County. The Finance Committee may offer amendments to the President's recommendations before submitting the Appropriation Ordinance to the Board for final approval.

The budget is available for public review for at least ten (10) days prior to the Board's passage of the Annual Appropriation Ordinance.

The Board must hold at least one public hearing on the budget prior to legally enacting it through the passage of the Annual Appropriation Ordinance.

The Chief Financial Officer is authorized to transfer budgeted amounts between various line items within any fund. The Board must approve any revisions increasing the total expenditures of any fund. The budget information referenced in the financial statements includes adjustments, if any, made during the year.

The level of control where expenditures may not exceed the budget is the fund level of activity. With the exception of unspent Capital Improvement, Construction and Development and Bond Funds, budgeted amounts lapse at year-end and are not carried forward to succeeding years. State statute permits the Capital Improvement Fund to remain open for five years. Unspent budgeted amounts for the Capital Improvement Fund are carried forward for four (4) succeeding years until the fund is closed.

A comparison of actual results of operations to the budget can be found in the District's Comprehensive Annual Financial Report under the section entitled "Required Supplementary Information."

## FY 2023 Budget Calendar

### Budget Kickoff

FPCC department heads and their deputies all gather together to learn about expectations for the upcoming budget year, along with sharing departmental accomplishments, goals, and challenges.

### Department Requests Submission

FPCC departments submit personnel, non-personnel, and other funds (if applicable) requests for FY 2023.

### Department Hearings

Departments are given the opportunity to further elaborate upon their requests with the General Superintendent, Deputy Superintendent, Chief Financial Officer, Comptroller and the rest of the Budget Team.

### Budget Introduction

The President of the Board of Commissioners introduces the recommended FY 2023 Budget.

### Public Hearings

These ensue two times before there is a vote on the Annual Appropriation Ordinance. At the hearings, the public can voice concerns and/or support for funding initiatives outlined in recommended appropriation for FY 2023.

### Vote on Annual Appropriation Ordinance

During the FPDCC President and Board of Commissioners' meeting, a vote takes place on whether or not to approve the Annual Appropriation Ordinance as amended (if applicable).

## BUDGET EVENTS

- **July 6**  
Budget Kickoff
- **August 12**  
Department Requests Submission
- **August 2-12**  
Department Hearings
- **August 31**  
Presentation to Conservation and Policy Council
- **October 7**  
Budget Introduction
- **October 18**  
Public Hearing
- **October 24**  
Departmental Review
- **November 15**  
Public Hearing (Reserved)
- **December 1**  
Vote on Annual Appropriation Ordinance

## Reader's Guide

This section is designed to introduce and explain the contents of the FY 2023 Annual Appropriation in the order of appearance in this document.

- **District Profile, Map and Organization Chart** This section examines the history of the District, its management and governance; the District map delineates the District by region; and the organization chart depicts the composition of the District.
- **Annual Appropriation Ordinance** This section contains the annual appropriation ordinance and corresponding attachments.
- **Executive Summary** This section provides an overview of the FY 2023 Budget. It addresses the current priorities of the District; resources to be allocated to achieve these goals; sources of funding; descriptions, charts, graphs and productivity analysis related to staffing, tax levy and distribution; and the budgetary process.
- **Corporate Fund Summary** These pages list estimated 2023 tax and non-tax Corporate Fund revenues; budgeted expenditures by department and other uses; position summary and salaries by department.
- **Corporate Fund Appropriations by Department** This section details each department by its duties and composition, prior year's accomplishments, 2023 goals, organization chart, positions and salaries, and non-personnel services.
- **Capital and Related Funding Sources** This section contains a description of and data related to the Capital Improvement Fund, Construction and Development Fund, Real Estate Acquisition Fund, Bond and Interest Fund and Monetary Awards (grants received).
- **Fiduciary, Agency and Component Unit Funds** This section summarizes appropriations for the Employee Annuity and Benefit Fund, the Self-Insurance Fund, the MFT Fund, the Grants Fund, the ARPA fund and the Zoological Fund and the Botanic Garden Fund.
- **Budgetary Chart of Accounts** This section identifies and explains the numbered account system under which all appropriations are represented including salaries and wages, professional contractual services, materials and supplies, utilities, self-insurance and employee benefits, equipment and fixtures, building and construction, and other expenses.
- **Glossary** This section defines budgetary terminology.
- **Funds and Accounting Practices** This section explains each budgetary fund and accounting practices of the District.
- **Position Classification and Compensation Schedule** This section describes District personnel practices and classification of positions and compensation. It includes position grading and step increases for full-time employees based on time of service, salary schedules of hourly employees, and salary schedules for law enforcement personnel.
- **Fee Schedule** This section delineates fee categories for public usage of District facilities including picnics, pools, snowmobiling, cross-country skiing, camping, horse and dog licensing, pavilion rentals, special usage fees (permits for special events and special use categories) and the golf fee schedule.
- **Revenue Glossary** This section identifies and explains revenue that is received by the District for various services rendered.

## Profile: Forest Preserves of Cook County

The Forest Preserves of Cook County, with nearly 70,000 acres, is a regional treasure and a critical resource for Cook County. The preserves help control floods in our neighborhoods, clean our water and air, provide an escape into nature, and improve the health and quality of life of millions of people. Healthy preserves also help attract business and investment in the region.

The Forest Preserves of Cook County is the oldest and largest forest preserve district in the United States, providing an escape into a world teeming with wildlife and rich with outdoor recreation and environmental education opportunities. Within its boundaries are rare habitats that offer plant and animal diversity on par with the rainforests of the world. Thanks to dedicated restoration and conservation efforts, native plants and wildlife—including North American river otters, blue spotted salamanders, native orchids, and birds such as bald eagles and bobolinks—continue to return to or flourish on our lands.

Each year, the Forest Preserves receives an estimated 62 million visits, as people use these lands and facilities to enjoy nature, bicycle, hike, fish, cross-country ski, picnic, canoe, or simply relax. Facilities located in the preserves include nature centers, boat rentals, equestrian stables, golf courses and driving ranges, and aquatic centers. Among the treasures of the Forest Preserves of Cook County are the Brookfield Zoo and the Chicago Botanic Garden, two world-class institutions located on FPCC land and supported by funding of the Forest Preserves.

More than 100 years ago, as our young metropolis was quickly expanding, civic leaders in Chicago had the wisdom and foresight to protect natural lands. The founders of our Forest Preserves predicted the explosive population growth and anticipated the wave of urban development that would sprawl far beyond the city limits of Chicago into the open prairie, forest, wetland and farm field.

They dreamed of a region that preserved its natural character and sense of place, where city and suburb flowed together along vast expanses of open land traversing Cook County.

In February 1915, the Board of Forest Preserve Commissioners held its first meeting, and the Forest Preserves acquired its first piece of property in 1916—500 acres in what is now known as the Deer Grove Forest Preserve.

While the District has experienced many changes over the decades, three central tenets were established more than 100 years ago which continue to guide our work today:

**Preservation:** The Forest Preserves acquire, restore and manage land to preserve public open space and the habitats that wildlife and plants need to thrive.

**Education:** The Forest Preserves provide environmental education programming for all ages, with a particular focus on offering information and experiences that will inspire the next generation to take responsibility for protecting the land, plants and wildlife of our region.

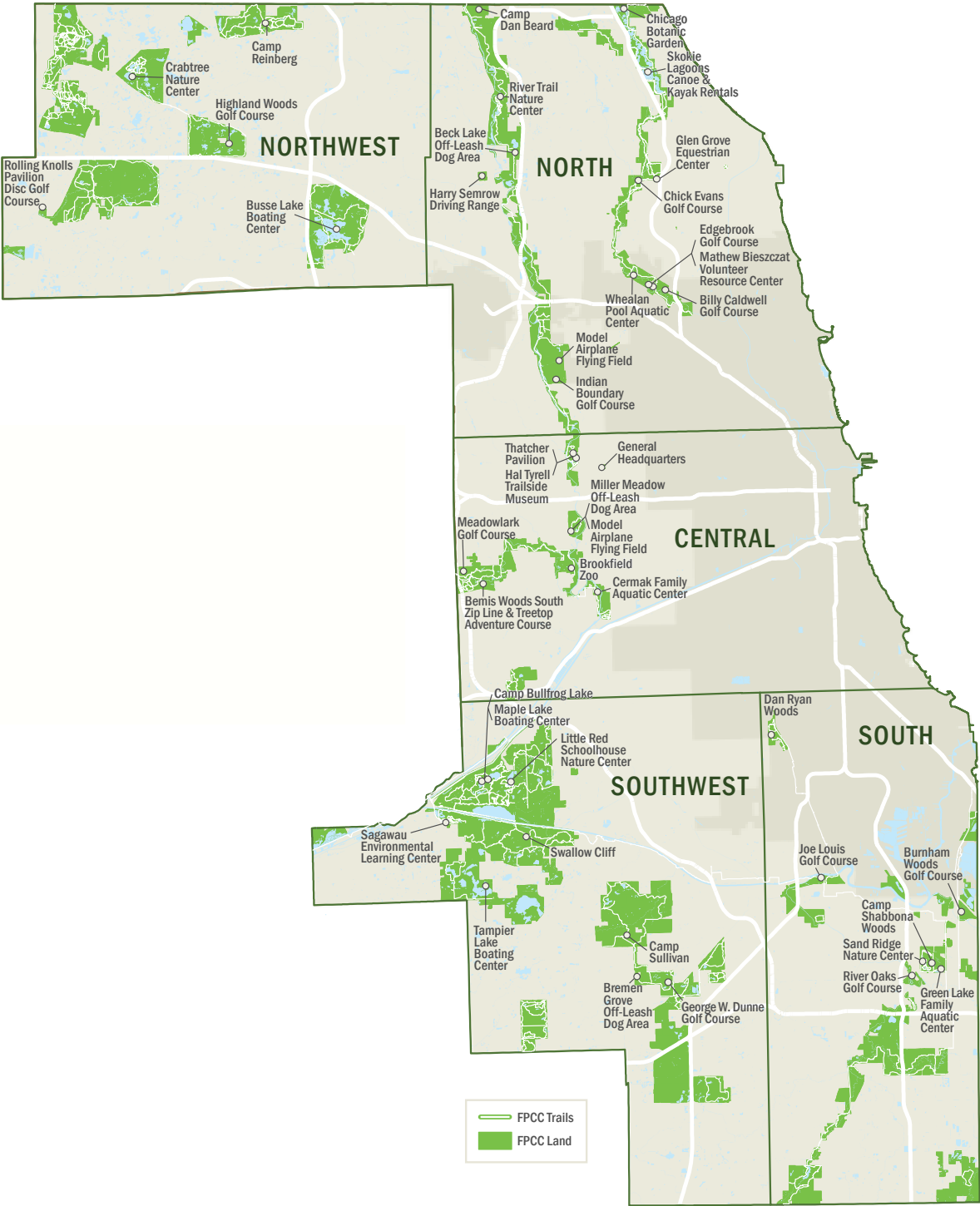
**Recreation:** Not only are the Forest Preserves close to home, but they are also fun and affordable, offering accessible recreation opportunities to all residents of Cook County.

The Forest Preserve District is a separate body and political subdivision of the State of Illinois. The Forest Preserves has independent taxing powers and its boundaries are the same as those of Cook County. It is governed by a President elected by voters across Cook County, and a Board of Commissioners elected by Cook County voters from 17 districts within the county. The President and Commissioners are elected for four-year terms. The President and Commissioners also serve on the Cook County Board in the same capacities.

The Forest Preserves of Cook County is administered by a General Superintendent and Department Heads from each of ten departments: Finance and Administration; Human Resources; Resource Management; Conservation and Experiential Programming; Permits, Rentals and Concessions; Landscape Maintenance; Fleet and Facilities Maintenance; Legal; Law Enforcement; and Planning and Development. The Office of the General Superintendent serves as an 11th Department.



Forest Preserves of Cook County Map



## Introduction

The proposed Forest Preserves of Cook County 2023 budget is the latest in a series of hold-steady budgets that allow the agency to maintain current operations and initiatives and to address the most pressing ecological restoration priorities and capital maintenance needs. Over these years, Forest Preserves leadership has been clear that the Preserves has a structural budget deficit and cannot maintain this level of budgeting.

In 2014, the Forest Preserves Board of Commissioners adopted the Next Century Conservation Plan (NCCP), a blueprint to restoring protected lands to ecological health, acquiring and protecting more land, and making the Preserves more accessible to the diverse people of Cook County.

Since the publication of the NCCP, the Forest Preserves and its many partners and volunteers have made steadfast progress towards its goals. Today, 15,000 acres of land are in restoration or active maintenance, more than twice as much as a decade ago. The Conservation Corps has doubled in participants and programs, and the Preserves offers hundreds of new educational and recreational events annually. A focused commitment on racial equity and inclusion includes a deeper emphasis on reaching out to BIPOC individuals and communities. Leadership has improved accountability and incorporated best practices to ensure programs and policies are efficient and effective.

However, the resources available are insufficient to scale up work as needed to achieve the Next Century Conservation Plan (NCCP) goals. As with the last two years, the current budget requires a significant draw on reserve funds (\$16 million in 2023) to address rising expenses and limited revenue.

In addition, the Forest Preserves continues to concentrate on its most urgent capital needs, in large part with support from grants and reserve funds. However, the Preserves still faces more than \$78 million in unfunded maintenance in the next five years, including more than \$70 million for boiler and other HVAC replacements, parking lot repaving, dam and shoreline repairs, accessibility upgrades at fishing and boating lakes, roof replacements at picnic shelters and other repairs that if left untended will create much more expensive problems in the future. The Forest Preserves' two key partners, Brookfield Zoo and the Chicago Botanic Garden, also have their own, additional critical capital needs.

The Forest Preserves also faces an annual pension fund shortfall of \$9.7 million due to the size of the current budget and state laws that limit the Preserves' annual contribution. Without changing this course, the fund will be depleted by 2041. This too is an unsustainable situation: The average

pension payment to a Forest Preserves retiree is \$35,619 per year, and most of these retirees do not receive Social Security.

To set the Forest Preserves on a sustainable fiscal path, Forest Preserves of Cook County Board of Commissioners unanimously voted at the July 2021 meeting to place a referendum on the ballot for the November 8, 2022 election. If passed, this referendum will increase the property tax limiting rate for the Forest Preserves by an additional one quarter of one tenth of 1% (0.025 %). For an average homeowner, the increase would about \$21 a year. If voters approve the referendum, the Forest Preserves will finally secure the long-term, sustainable resources it needs to meet the challenges it faces.

For FY2023, the Forest Preserves would receive an increase of \$43.5 million in revenue above and beyond this proposed budget if the referendum passes. A series of budget amendments would be presented to the Board of Commissioners for their consideration that reflect increased appropriations, by line items, and allocate corresponding revenue, as well. Increased appropriations would go toward meeting NCCP goals—land acquisition, ecological restoration, public engagement and programs, and improved amenities—and addressing capital needs at the Forest Preserves, Zoo and Garden. (For more information on the long-term allocation, visit [fdcc.com/referendum-facts](https://fdcc.com/referendum-facts).) The Board would review the amendments, modify as deemed necessary and hold a final vote on passage of the amended budget.

If the referendum does not pass, the Board of Commissioners will consider the budget as presented. Without the prospect of sufficient funding to address the ongoing structural budget deficit, the Forest Preserves would need to redirect resources to address the pension obligation, deferred maintenance, long-term capital needs, an aging fleet and energy-efficiencies. Forest Preserves leadership would use 2023 to determine priorities for a phased approach to changing operations in the coming years, including options such as reduction in services, increased fees, fewer programs and less land under ecological restoration.



## Executive Summary

The proposed 2023 budget allows the Forest Preserves of Cook County to continue ongoing initiatives and progress from 2022 while addressing inflationary pressures. The Forest Preserves of Cook County total budget request for all funds for FY2023 is \$140,769,225, which is an increase of \$3.8 million, or 2.8% from FY 2022. Revenues include property tax collections totaling \$102.1 million, personal property replacement taxes revenue totaling \$9.4 million and non-tax revenues totaling \$9.2 million.

The Corporate budget request, which funds the day-to-day operations of the Forest Preserves, is \$70.5 million, an increase of \$4.8 million from 2022. This increase is primarily allocated to higher costs for utilities, goods and services in a period of expected ongoing inflation and increases in wages to maintain a workforce in a challenging and competitive employment environment. Funds allocated to the Self Insurance Fund in 2023 are \$500,000 higher than last year, and \$500,000 less is allocated to the Capital Improvement Fund.

**Capturing Inflationary Growth.** Approximately 80% of the Forest Preserves' operating budget comes from property taxes. In this FY 2023 budget, the percentage allocated to the Forest Preserves on an individual's property tax bills will remain about the same—less than 1% of a homeowner's property tax bill. For the owner of a median-priced home, this equates to \$36 to \$47 per year, depending upon which municipality the home is located in.

The Forest Preserves has captured inflationary growth in each budget for the last decade or so. Despite an inflation rate of more than 5% last year, the Forest Preserves increased the tax levy by only 2.5%. For the 2023 budget, the proposed increase is limited to just 2.1%. This is necessary to maintain pace with cost-of-living adjustments and other inflationary costs.

**Other Increases in Revenue.** Personal property replacement taxes (PPRT)—revenues collected by the state of Illinois and paid to local governments—rose dramatically in 2022, providing approximately four times the amount of revenue expected from this source. Those funds have helped bolster reserve funds, and the FY2023 budget increases PPRT revenue by \$1.7 million (70%). In addition, bond refinancing in 2022 realized \$13.8 million in debt service savings spread over 15 years, providing \$918,000 in reduced costs in the 2023 budget. The Forest Preserves anticipates continued increase in income from fee-based amenities after the height of the pandemic, as well as more demand at golf facilities. Consequently, there are no increases in fee structures for permitted events, campgrounds and aquatic centers.

**Staff Levels.** Like many employers, the Forest Preserves has found it difficult to fill open positions under recent labor market conditions, particularly for sworn police officers and seasonal positions. In addition, the Forest Preserves has continued to maintain a steady workforce size. Across the Preserves, the FY 2023 budget includes only 11 fulltime equivalent positions (FTEs), an increase of just 1.7%, focusing on targeted needs such as an ADA accessibility coordinating manager, a senior Human Resources analyst and an IT manager to offer 24/7 tech support.

**Reserve funds.** For the 2022 budget, the Forest Preserves drew down \$17.1 million from the Corporate Reserve Fund for rising expenses, deferred maintenance, an aging fleet and available property for land acquisition. The Corporate Reserve Fund remained at \$36.9 million, more than four times the \$8.8 million required by the fund balance policy set by the Board of Commissioners.

For 2023, the Forest Preserves recommends transferring a total of \$16 million from the Corporate Reserve Fund: \$1 million to the Corporate Fund, \$7.5 million to the Self Insurance Fund, \$5.5 million for capital improvements and \$2 million to the Real Estate Fund. An additional \$3 million is allocated from the Real Estate Reserves to the Real Estate Fund.

**Pension fund contribution.** The Preserves will allocate \$4 million to pensions in 2023. This employer contribution does not provide the additional \$9.7 million per year needed to meet pension obligations in full within a 30-year timeline, nor do current state law formulas allow the Forest Preserves to increase its annual payment. The Forest Preserves has worked with state legislators to address the legislative issues, including passage of a bill allowing the Forest Preserves to use other sources of revenue towards the pension fund and a bill that passed the House to increase the annual limit the Preserves can contribute to the fund.

**Support for the Brookfield Zoo and the Chicago Botanic Garden.** The proposed FY2023 budget keeps steady the Forest Preserves' funding to these world-class institutional partners at \$23.4 million: \$14.44 million in Forest Preserves support to the Brookfield Zoo and \$8.96 million to the Chicago Botanic Garden.

## Awards

In the last five years, the Forest Preserves of Cook County and its staff and partners have received nearly 60 awards for Forest Preserves projects and management, including conservation leadership, good governance, public

programming, and efforts to advance racial equity and sustainability. Recognition has come from national, regional and local associations.

### 2021: October – December

The Chicago Wilderness Excellence in Ecological Restoration Program gave Platinum Accreditation to Cranberry Slough Nature Preserve, a 380-acre site distinguished by its peat bog, remnant woodland, oak savanna and natural prairie communities.

Chicago Wilderness provided a Force of Nature Award to the Greater Maywood Paddling Program. This award recognizes individuals and organizations that inspire with conservation, restoration, advocacy or educational activities.

The Illinois Association of Park Districts' Best of the Best Awards Program honored Kathy and Dave Branigan with its Outstanding Citizen Volunteer Award for their dedication and commitment to volunteering in many roles with the Forest Preserves.

The Special Districts Awards Program sponsored by AT&T and Government Technology magazine gave a Technology Innovation Award in the Citizen Category to the Forest Preserves' Interactive Web Map in recognition of innovation and leadership.

The American Institute of Architects in Illinois gave its Honor Award for Design Excellence in High-Performance Buildings to the Rolling Knolls building in Elgin. Co-sponsored by Illinois Green Alliance, the award recognizes buildings that exceed code-minimum energy performance.

The Cox Conserves Heroes program recognized long-time volunteer steward Jane Balaban as a Second Runner up for the Midwest Region. The program, a partnership between Cox Enterprises and The Trust for Public Land, recognizes volunteers nationwide who create, preserve or enhance shared outdoor spaces.

The Illinois Chapter of the American Society of Landscape Architects awarded its Jens Jensen Award to the Dan Ryan Nature Play Area. The award recognizes projects that incorporate native plants, ecological processes, and reconnecting people to the landscape with harmonious design.

### 2022: January – September

The American Academy for Park and Recreation Administration selected General Superintendent Arnold Randall as a "Legend" in the field of parks and recreation.

Crain's Chicago Business included General Superintendent Arnold Randall in a special editorial feature, "Notable Black Leaders and Executives," which recognized those who have demonstrated the ability to advance their industries, places of work and communities.

The National Association of County Park and Recreation Officials' honored the Palos Urban Night Sky Place with a Park & Recreation Facility - Class IV Award.

The National Recreation and Park Association recognized the Forest Preserves for its Palos Urban Night Sky Place with its Innovation in Conservation Award as a agency leading an innovative project that creates localized solutions for addressing global or regional environmental challenges.

The National Association of Counties gave the Greater Maywood Paddling Program an Achievement Award in the category of Parks and Recreation. The awards honor innovative, effective county government programs that strengthen services for residents.

Administration which recognizes outstanding contributions to the promotion and development of public parks and conservation in the United States.

## Forest Preserve District Of Cook County, Illinois Annual Appropriation Ordinance

For Fiscal Year Beginning January 1, 2023

**BE IT ORDAINED** by the Board of Commissioners of the Forest Preserve District of Cook County:

That this Ordinance be and the same is hereby termed the “Annual Appropriation Ordinance” of the Forest Preserve District of Cook County (the “District”) for the fiscal year beginning on the first day of January, A.D. 2023.

That the amounts herein set forth be and the same are hereby appropriated for the several objects and purposes specified herein for the fiscal year beginning on the first day of January, A.D. 2023.

That, for the purpose of administrative detail and accounting control, the appropriations herein specified are made in accordance with the standard classification of accounts as adopted by the Board of Commissioners of the District. The Chief Financial Officer and the heads of departments of the District shall administer the amounts appropriated in this Annual Appropriation Ordinance by accounts and by code numbers conforming to such standard classifications within the discretion of the Chief Financial Officer, if necessary.

That the salaries or rates of compensation of all officers and employees of the District as hereinafter named, when not otherwise provided by law, shall be in accordance with the salaries and rates of compensation of the officers and places of employment as fixed in the Resolutions adopted by the Board of Commissioners of the District prior to the adoption of the Annual Appropriation Ordinance and shall not be changed during the year for which the Appropriation is made, except that the Board of Commissioners may direct the officers of the District by Resolution to expend all or any portion of the appropriation herein contained entitled “Personnel Services Adjustments” according to prearranged plans of classification and/or salary adjustments, and except further that the Board of Commissioners may direct the officers of the District to expend all or any portion of the Appropriation herein contained reserved for wage adjustment for per diem or monthly employees to conform to prevailing rates.

That, whenever appropriations for salaries or wages of any office or place of employment are supported by detailed schedule, all expenditures against such appropriations shall be made in accordance with such schedule subject to modification by direction or approval of said position and classification plan by the Board of Commissioners of the District.

That, no payroll item shall be approved by the Comptroller or paid by the Treasurer for a sum exceeding the amount in said schedule, or modified schedule, except that the Board of Commissioners may direct the proper officials of the District to expend all or any part of the appropriation herein contained for scheduled salary adjustments in wages of employees, when approved by the Board of Commissioners of the District.

---

That the amounts appropriated under classification other than salaries and wages to any department of the District shall be fixed under the following conditions:

- A. Insofar as practicable, all contract and open market orders for purchases to be charged against such appropriation shall be based upon specifications for various classes of supplies, materials, parts or equipment already provided or hereinafter to be provided by the Board of Commissioners of the District.
- B. All open market orders issued by any department for supplies, materials, parts or equipment, for which specifications shall have been prescribed, shall contain a description of the goods ordered conforming to such standard specifications.
- C. The Purchasing Agent shall, in auditing claims for goods delivered on open market order, determine through inspection or otherwise, whether the goods to be delivered conform to such standard specifications.
- D. Before entering into contracts for goods or services for one hundred-fifty thousand dollars (\$150,000.00) or more, the proposed contract and specifications shall be submitted to the Board of Commissioners of the District for approval.

That the heads of departments are hereby prohibited from incurring any liabilities against any account in excess of the amount herein authorized for such account, except as otherwise approved by the Board of Commissioners of the District.

That for fiscal year 2023, estimates of assets, revenues and fees available for appropriation, and amounts appropriated, specifying purposes therefore are as detailed on **Attachment A**.

That the budgeted Fund Balance level for the corporate fund is in accordance with the Board- adopted Fund Balance policy. (See **Attachment B**)

That the Chief Financial Officer and the Comptroller are authorized to correct any factual errors in the Annual Appropriation Ordinance and to implement the adopted Amendments with any required internal modification.

**BE IT FURTHER ORDAINED** that this Ordinance shall take effect and be in full force and effect from and after its passage, approval and publication according to the terms of law.

**APPROVED:**

---

Toni Preckwinkle, President Board of Commissioners  
of the Forest Preserve District of Cook County, Illinois

---

Frank J. Aguilar	Bill Lowry
Alma E. Anaya	Donna Miller
Luis Arroyo, Jr.	Stanley Moore
Scott R. Britton	Kevin B. Morrison
John P. Daley	Sean M. Morrison
Dennis Deer	Peter N. Silvestri
Bridget Degnen	Deborah Sims
Bridget Gainer	Larry Suffredin
Brandon Johnson	

## Attachment A

### FOREST PRESERVE DISTRICT OF COOK COUNTY, ILLINOIS SUMMARY OF APPROPRIATION SOURCES, AND TAX LEVY FOR FISCAL YEAR BEGINNING JANUARY 1, 2023

Breakdown of Proposed Budget By Funding Source

Fund	Tax Levy	Uncollectible & Refunds	PPRT Tax	Non-Tax Revenue	Fund Balance	Fund Transfer	Budget Total
Corporate	\$57,628,544	(\$1,728,856)	\$4,598,862	\$8,973,211	\$1,000,000	(\$15,000,000)	70,471,761
Self Insurance	0	\$0	0	30,000	1,000,000	7,500,000	8,530,000
Construction & Development	7,700,000	(\$231,000)	0	0	0	0	7,469,000
Bond & Interest	12,582,674	0	3,561,737	0	0	0	16,144,411
Employee Annuity & Benefit	3,627,129	0	403,014	0	0	0	4,030,143
Zoological	14,284,927	(\$428,548)	586,439	0	0	0	14,442,818
Real Estate	0	0	0	0	3,000,000	2,000,000	5,000,000
Capital Improvement	0	0	0	0	0	5,500,000	5,500,000
Resident Watchman	0	0	0	223,000	0	0	223,000
Botanic Garden	8,948,070	(\$268,442)	278,465	0	0	0	8,958,093
<b>TOTAL</b>	<b>\$104,771,344</b>	<b>(\$2,656,846)</b>	<b>\$9,428,517</b>	<b>\$9,226,211</b>	<b>\$5,000,000</b>	<b>\$0</b>	<b>\$140,769,225</b>

## **Attachment B**

### **Corporate Fund Balance Policy**

#### **INTRODUCTION**

The District's Corporate Fund is used to fund and account for the general operations of the District, and is funded primarily by tax receipts and certain other non-tax revenues. In governmental accounting, the balance sheet shows the current financial resources and liabilities of the fund. Accordingly, the balance sheet of the District's Corporate Fund shows the current financial resources of the District together with its current liabilities. The difference between the current financial resources available in the Corporate Fund and its liabilities is the Fund Balance. The Fund Balance is generally divided into Reserved and Unreserved. This policy establishes a guideline for the Corporate unreserved fund balance, and how the guideline is implemented.

#### **UNRESERVED FUND BALANCE LEVEL**

The District will endeavor to have a sufficient unreserved fund balance for the Corporate Fund to mitigate the risk stemming from 1) revenue fluctuations, 2) unexpected emergency expenditures, and temporary periods of negative cash flow. To this end, a minimum fund balance shall be budgeted annually that is the total of the following percentages:<sup>1</sup>

1. Revenue Fluctuations: 5.5 percent of Corporate Fund Gross Revenues
2. Unexpected Expenditures: 1 percent of Corporate Fund Expenditures
3. Insufficient Operating Cash: 8 percent of Corporate Fund Expenditures

#### **IMPLEMENTATION OF THE FUND BALANCE POLICY**

The District's Chief Financial Officer (CFO) is responsible for implementing this policy and the District's designated Auditor must certify the necessary calculations. In any given year, the President may request that the Board waive this policy as operations demand. However, it is the intention of the President and the Board that this policy is adhered to in normal years. If, in any given year, the fund balance declines below the level specified by this policy, budgeted increases in the Fund Balance should be made over a maximum three-year period to bring the fund balance in accordance with the policy.

<sup>1</sup> These percentages assume an allowance for uncollectible receivables based on a moving 5-year average of uncollected receivables and a minimum employee turnover of 5 percent. Use of the Working Cash fund is also assumed.



## Position Summary

	2022 APPROPRIATION		2023 RECOMMENDATION	
	TOTAL FTEs	TOTAL SALARIES	TOTAL FTEs	TOTAL SALARIES
<b>Full-Time Employee Corporate</b>				
5110-Office of the General Superintendent (Office)	26	2,410,357	29	\$2,681,513
5120-Finance & Administration (Office)	20	1,916,682	21	2,065,583
5122-Human Resources (Office)	7	627,120	8	734,343
5131-Resource Management (Office)	59	4,109,498	59	4,405,222
5135-CEP (Office)	52	3,549,937	53	3,747,296
5140-Permits, Rentals & Concessions (Office)	12	875,801	12	914,314
5152-Landscape Maintenance (Office)	145	8,010,870	153	9,011,516
515354 - Facilities & Fleet Maintenance	58	4,384,719	61	4,783,601
5160-Legal (Office)	11	1,101,272	12	1,240,504
5170-Law Enforcement (Office)	134	9,667,608	136	9,758,814
5180-Planning & Development (Office)	18	1,634,134	18	1,688,037
<b>Full-Time Employee Total</b>	<b>542</b>	<b>38,287,998</b>	<b>562</b>	<b>\$41,030,742</b>
<b>Part Time/Seasonal Employee</b>				
5110-Office of the General Superintendent (Office)	2.4	80,402	2.9	\$113,782
5131-Resource Management (Office)	2.5	81,796	2.5	85,124
5135-CEP (Office)	33.8	1,086,206	31.5	1,027,402
5140-Permits, Rentals & Concessions (Office)	5.1	167,682	5.1	173,781
5152-Landscape Maintenance (Office)	44.5	1,791,806	37.0	1,635,670
515354 - Facilities & Fleet Maintenance	2.5	161,439	2.5	170,113
5180-Planning & Development (Office)	0.5	10,400	0.5	17,680
<b>Part-Time/Seasonal Total</b>	<b>91.3</b>	<b>3,379,731</b>	<b>82.0</b>	<b>\$3,223,552</b>
<b>Corporate Total</b>	<b>633.3</b>	<b>41,667,730</b>	<b>644.0</b>	<b>\$44,254,294</b>

## Estimated Revenues and Available Sources

### FOREST PRESERVE DISTRICT OF COOK COUNTY, ILLINOIS COMPARISON OF ESTIMATED CORPORATE FUND REVENUE AND AVAILABLE SOURCES FOR FISCAL YEAR BEGINNING JANUARY 1, 2023

<b><u>Tax Revenue</u></b>	<b><u>2022</u></b>	<b><u>2023</u></b>	<b><u>% Change</u></b>
411010-Property Tax Revenue	\$53,237,798	\$55,899,688	5%
411050-Property Replacement Tax	2,874,289	4,598,862	60%
<b>Total Tax Revenue</b>	<b>\$56,112,087</b>	<b>\$60,498,550</b>	<b>8%</b>
 <b><u>Non-Tax Revenues</u></b>			
411310-Concessions	\$167,300	\$411,700	146%
411330-Equestrian Licenses	45,000	45,000	0%
411070-Investment Earnings	336,000	403,200	20%
411210-Golf Revenue	655,547	1,180,000	80%
411230-Picnic Permits	1,617,507	1,625,500	0%
411270-Campgrounds	635,900	671,000	6%
411340-Winter Sports Activities	10,000	10,000	0%
411350-Pool Revenue	546,527	437,222	-20%
411360-Fees	2,832,281	2,730,699	-4%
411390-Fines	205,557	217,890	6%
411460-Other Revenue	1,359,642	1,241,000	-9%
<b>Total Non-Tax Revenue</b>	<b>\$8,411,261</b>	<b>\$8,973,211</b>	<b>7%</b>
 <b>Total Tax and Non Tax Revenues</b>	<b>\$64,523,348</b>	<b>\$69,471,761</b>	
 <b><u>Other Financing Sources</u></b>			
411490-Fund Balance Contributions	\$1,100,000	\$1,000,000	-9%
<b>Total All Revenues</b>	<b>\$65,623,348</b>	<b>\$70,471,761</b>	<b>7%</b>

## Budgeted Expenditures and Other Uses

### FOREST PRESERVE DISTRICT OF COOK COUNTY, ILLINOIS CORPORATE FUND BUDGETED EXPENDITURES AND OTHER USES FOR FISCAL YEAR BEGINNING JANUARY 1, 2023

Category / Department	Personnel Services*	Program Expenses**	Total
5110-Office of the General Superintendent	\$3,247,230	\$817,400	\$4,064,630
5120-Finance & Administration	2,480,114	208,400	2,688,514
5122-Human Resources	890,688	193,097	1,083,785
5131-Resource Management	5,518,586	258,546	5,777,132
5135-CEP	5,563,089	644,140	6,207,229
5140-Permits, Rentals & Concessions	1,345,013	442,500	1,787,513
5152-Landscape Maintenance	12,478,648	842,104	13,320,752
515354-Facilities & Fleet Maintenance	6,165,290	5,332,250	11,497,540
5160-Legal	1,569,721	341,000	1,910,721
5170-Law Enforcement	12,232,872	481,000	12,713,872
5180-Planning & Development	2,135,548	144,950	2,280,498
5199-District-Wide Services	327,156	6,812,422	7,139,578
<b>Total</b>	<b>\$53,953,952</b>	<b>\$16,517,809</b>	<b>\$70,471,761</b>

\* Includes Salary, Employee Transportation and Travel, Health Insurance, Life Insurance, Dental Plan, Vision Plan, and Vacancy/Turnover Adjustment.

\*\* Includes Professional Contractual Services, Material & Supplies, Utilities, Equipment and Fixtures, Building and Construction, and Other Expenses.



*feel free*

# 2023



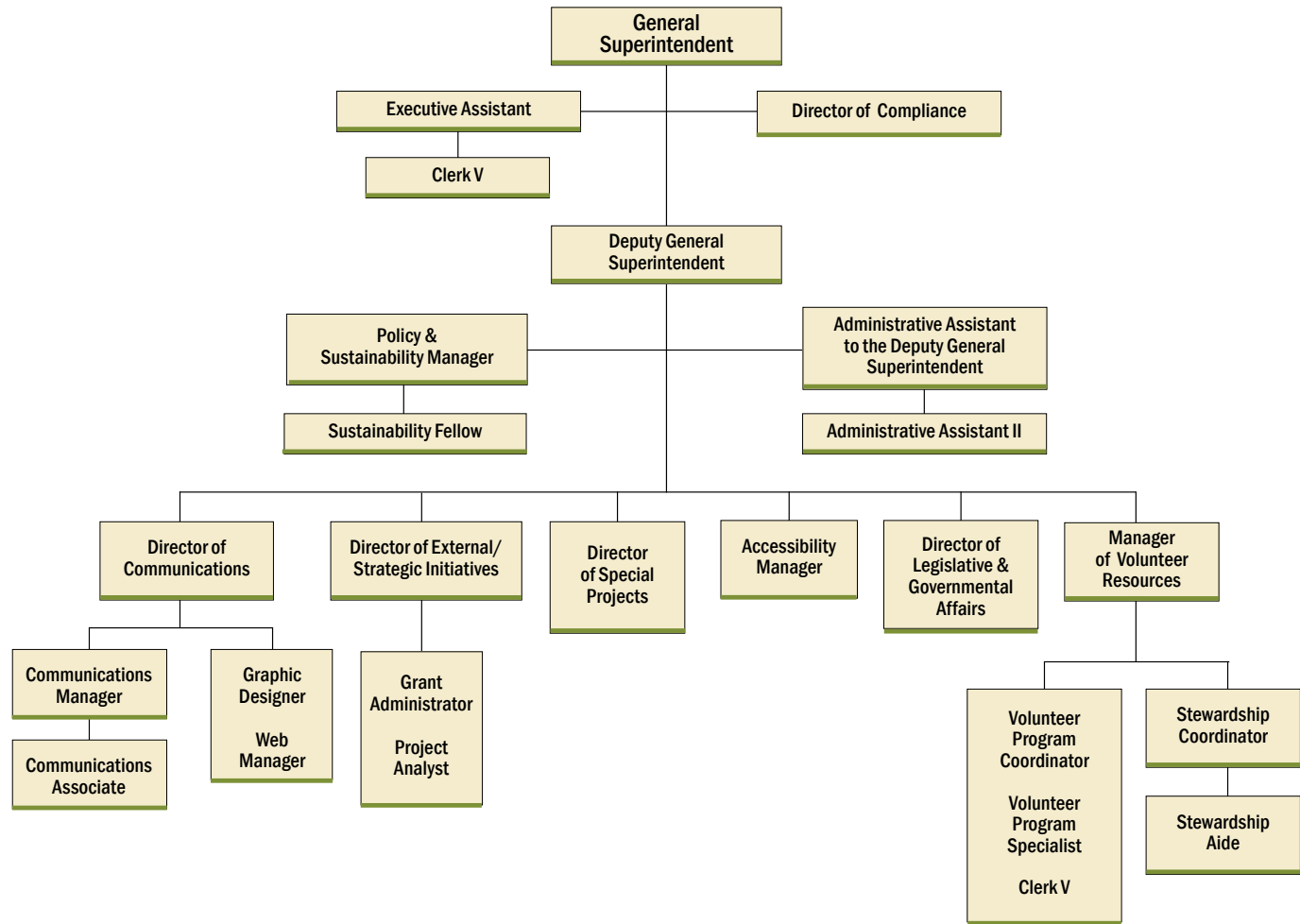
## Office of the General Superintendent

### MISSION:

To ensure that the overall mission of the Forest Preserve District is advanced through the plans, programs and activities of all departments.



Office of the General Superintendent Organizational Chart



# Office of the General Superintendent

The Office of the General Superintendent (OGS) is responsible for ensuring all programs, policies and department work plans are aligned with the Forest Preserves of Cook County's mission. OGS secures public and private resources to advance the mission and ensures that these resources are used effectively, efficiently and in full compliance with policies, procedures, and legal requirements. OGS oversees all communications provided to the public, facilitates broad civic stewardship of the preserves, and cultivates partnerships with government agencies, cultural institutions, universities, non-profit advocates, and a wide range of organizations that support biodiversity conservation, environmental education, and outdoor recreation.

The Office of the General Superintendent is comprised of the following functional areas: Executive Office, Communications, Compliance and Volunteer Resources.

The Executive Office oversees the entire Forest Preserves staff and guides efforts to implement the Next Century Conservation Plan (NCCP), an ambitious 25-year plan to protect and restore nature and make the preserves more welcoming and accessible to all residents of Cook County. The Executive Office provides strategic support to the Office of the President and Forest Preserves Board of Commissioners, as well as the Conservation and Policy Council, and provides direction on all plans, operations, and programs. The Executive Office works with staff from all departments and external entities to develop, coordinate, and advocate legislative proposals for the state legislature and Board of Commissioners, and serves as liaison for federal, state, and municipal leaders. The Executive Office also directs internal and external strategic initiatives, develops policies and procedures, oversees sustainability and climate

resiliency efforts, manages initiatives to make the preserves more accessible, coordinates efforts to promote racial equity and diversity and inclusion, secures grant funding, and serves as a partner to the Forest Preserve Foundation in efforts to raise additional resources to support the Forest Preserves.

**Communications** generates media coverage of activities, initiatives, and events by disseminating news to electronic, print and broadcast media. Communications serves as the official spokesperson to the media and provides information to the public via the Forest Preserves' website, social media, an electronic newsletter, quarterly event guides, on-site signage and other outlets.

**Compliance** ensures that the Forest Preserves is in full compliance with legal requirements and policies and procedures. Compliance provides annual training concerning the Employment Plan and Supplemental Policies Manual and serves as liaison to the Office of the Independent Inspector General. Finally, Compliance ensures that no political considerations are factored into employment actions for non-exempt employees.

**Volunteer Resources** provides meaningful volunteer opportunities for individuals and groups that enhance the health, safety, and beauty of the Forest Preserves. Volunteer Resources oversees programs, both independently and in collaboration with other local and national volunteer organizations, that focus on ecological stewardship, litter removal, visitor safety, community science, and more to support the restoration and maintenance of the Forest Preserves while making all visitors feel welcome.



## 2022 ACCOMPLISHMENTS

### Advancing Equity and Welcoming All Residents

- The Forest Preserves continues to work to advance equity in our workplace, with our partners, and throughout the preserves. Launched the Equity, Cultural Sensitivity and Inclusion (ECSI) Task Force, which reviewed research and developed a process to ensure that Forest Preserves site names do not commemorate an event or an individual whose actions perpetuated inequalities or supported the marginalization of people based on their race, ethnicity, gender, or ability.
- Continued racial equity staff training workshops and provided safe spaces for conversations around racial equity, diversity and inclusion.
- Created a new governance structure to further institutionalize the staff REDI Committee and ensure successful implementation of REDI initiatives (in progress).
- Hosted events to connect people with disabilities to accessible camping, paddling, fishing and bicycling opportunities.
- Hosted and participated in Cook County government's Racial Equity Week by leading a culturally relevant and healing hike.
- Worked with the Trickster Cultural Center, Illinois State Archeological Survey and others to produce a series of signs for a redesigned Crabtree Nature Center that accurately and respectfully depict Native Americans' ongoing relationship with the land.
- Partnered with Chicago Wilderness Alliance for Forest Preserves staff to attend a racial equity training series with Cream City Conservation and to contribute to the new equity roadmap.
- Organized a paddling task force with Forest Preserves' staff and partner organizations to identify paddling gaps, accessibility needs, potential new canoe launches, signage and wayfinding needs and programming opportunities.
- Completed a Racial Equity, Diversity and Inclusion (REDI) strategic plan to prioritize and guide the on-going implementation of these initiatives (in progress).
- Helped the Conservation and Policy Council complete the "Amplifying Diversity and Inclusion" position paper (in progress).
- Promoted opportunities to enjoy the preserves and culturally relevant events to a diverse audience with media events including Juneteenth at Sand Ridge Nature Center, Live Healthy/Discover Nature at Daley Plaza, and the launch and ongoing program for the Connecting People and Nature Challenge at Sauk Trail Woods, Caldwell Woods/Bunker Hill and Miller Meadow.
- Ran an advertising campaign to attract visitors to the Preserves. This included geographically targeted ads by zip code, of which 79 percent were in areas that have been historically impacted by racism, and nearly half of the ads were in Spanish or published via media outlets that primarily serve BIPOC audiences.

### Using Resources Efficiently and Effectively

- Pursued funding from federal, state, local and private agencies and worked closely with the Forest Preserve Foundation and partners to secure funding from the private sector and expand collaborations.
  - In 2021, the Forest Preserves raised \$11.4M in grants that supported restoration, sustainability, outdoor recreation development, programming and land acquisition projects. These funds included a \$9.1M grant through the Transportation Alternatives Program (TAP-L) in support of the Des Plaines River Trail reconstruction. The Forest Preserves also supported partners that secured \$3.8M in grants to advance the mission of the Forest Preserves.
  - In the first half of 2022, the Forest Preserves secured \$13.8M in American Rescue Plan Act (ARPA) funds to support land acquisition, riparian restoration and Conservation Corps projects. Each of these initiatives will benefit the people and nature of Cook County by creating healthier and more resilient natural and human communities.
- Refined and finalized key performance indicators (KPIs) for most departments and the Next Century Conservation Plan goals. KPIs help senior staff understand where and how each department invests time and resources, and how these investments strengthen and advance the Forest Preserves' mission.

- Drafted and successfully advocated for the passage of Public Act 102-0716 – conforming the Forest Preserves’ levy ordinance passage deadline with that of all other forest preserve districts in Illinois and streamlining the process to bring in new revenue if a November 2022 referendum is successful.
- With the Legal Team, negotiated a sweeping amendment to the Forest Preserves Ethics Ordinance and provided training to employees regarding the changes.
- Negotiated a prevailing wage construction agreement with 3rd party vendor (GoApe) at no additional cost to the Forest Preserves.
- Worked with students from the DSGN 384 Class from Northwestern University’s Segal Design Institute to develop and pilot a parking lot gate and vehicle counting device.
- Maintained and expanded the fpdcc.com website, which was visited 1.8 million times in the twelve months ending in August 2022.

### **Safeguarding the Forest Preserves for Generations to Come**

- Supported thousands of volunteers who work to restore the preserves to ecological health, improve trail safety, monitor threatened species and more. In 2021, volunteers logged 77,345 hours—equivalent to over 8 years of donated time and \$2 million.
- Continued work with the University of Illinois Prairie Research Institute to implement the Clean Energy Framework, which commits the Forest Preserves to mitigate the impacts of climate change by transitioning to 100% renewable electricity and a carbon neutral footprint for all Forest Preserves buildings.
- Hosted a CW café series on the use of unmanned aircraft vehicles (UAVs) for conservation and outdoor recreation and how public land agencies are implementing the federal and state rules regarding UAVs and ensuring the responsible use of drones in the air space above their lands.
- Implemented initiatives to improve impact on the natural world, including bird safe window treatments on multiple public buildings and nature centers, as well as developing an analytical tool to assess impacts to wildlife on trails.

## **2023 GOALS**

### **Advancing Equity and Welcoming All Residents**

- Launch six working groups to implement the REDI strategic plan.
- Work with a consultant to deepen partnerships with the Native American community and facilitate community discussions.
- Hire a full-time Accessibility Manager to ensure the full inclusion of people with disabilities into all aspects of the Forest Preserves programs, projects and activities.
- Create new episodes of Wild and Wonderful, an educational video series that teaches young children about the natural world in Cook County, in conjunction with Cook County’s Project Rainbow initiative.

### **Using Resources Efficiently and Effectively**

- Achieve passage of a pension funding reform bill and secure the resources needed to stabilize the Forest Preserves’ pension fund and successfully implement the Next Century Conservation Plan.
- Launch a public facing webpage dedicated to Key Performance Indicators (KPIs) to show the Forest Preserves’ progress in achieving its goals and objectives.

- Use KPI to refocus investments of time and resources on the highest level and most impactful initiatives.

### **Safeguarding the Forest Preserves for Generations to Come**

- Support the development of the next land acquisition plan, which will focus on the central or north region of the county, so native plants and animals can thrive, and people can enjoy the many benefits of being in nature.
- Continue to research, promote and implement nature compatible solutions to not only allow access for people to nature, but also to reduce or eliminate negative impacts to wildlife.
- Upgrade the on-line volunteer system and continue to offer a broad range of volunteer opportunities and to support thousands of volunteers who help restore and safeguard the preserves.
- Work with the County's Department of Environment and Sustainability to install EV charging stations at designated parking lots.
- Work with the County's Department of Environment and Sustainability and the Conservation and Policy Council to develop a strategy for solar energy generation to serve the Forest Preserves.



**01 - Corporate Fund****5110-Office of the General Superintendent (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
2507-Deputy Superintendent	24	1	170,352	1	177,229
2530-General Superintendent	24	1	189,431	1	197,079
6044-Director of Compliance	24	1	120,000	1	124,845
6878-Dir Legislative and Gov Affair	24	1	118,000	1	122,764
2513-Director of Communications/FPD	23	1	117,125	1	121,846
4382-Director of External & Strategic Initiatives	23	1	119,475	1	124,301
6877-Director of Special Projects	23	1	117,125	1	121,846
2512-Executive Assistant	22	1	115,357	1	119,995
2600-Grant Administrator	22	1	115,357	1	119,995
6018-Admin Asst to Deputy Supt	22	1	104,707	1	113,984
6014-Mgr of Volunteer Resources	20	1	95,264	1	99,112
9544-ADA Accessibility Coordinator	20	-	-	1	78,416
4626-Graphic Designer-FPD	19	1	79,102	1	86,216
5933-Stewardship Program Coordinat	19	1	86,653	2	161,616
6256-Web Manager and Developer	19	1	86,653	1	86,216
6518-Communications Manager-FPD	19	1	82,867	1	90,168
8824-Policy and Sustainability Manager	19	1	82,867	1	71,448
6654-Project Analyst-FPD	18	1	79,102	1	82,306
6234-Volunteer Program Coordinator	17	2	145,288	2	155,501
6274-Volunteer Program Specialist	15	3	178,630	3	172,286
9543-Communications Associate	15	-	-	1	52,728
6932-Administrative Asst II-FPD	14	1	60,382	1	49,067
6940-Clerk V-FPD	11	3	146,619	3	152,547
<b>Full Time Personnel Total</b>		<b>26</b>	<b>\$2,410,357</b>	<b>29</b>	<b>\$2,681,513</b>
6452-Stewardship Program Aide		1.0	43,285	0.5	22,516
7776-Sustainability Fellow		0.5	18,398	0.5	21,642
2439-Intern FPD		0.9	18,720	0.9	26,339
9287-Policy Fellow		-	-	0.5	21,642
9348-Communications Fellow		-	-	0.5	21,642
<b>Part-Time/Seasonal Personnel Total</b>		<b>2.4</b>	<b>\$80,402</b>	<b>2.9</b>	<b>\$113,782</b>
<b>Personnel Wages Total</b>		<b>28.4</b>	<b>\$2,490,759</b>	<b>31.9</b>	<b>\$2,795,295</b>



**01 - Corporate Fund**  
**10 - OFFICE OF THE GENERAL SUPERINTENDANT**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$2,410,357	\$2,724,798	\$314,441
501030-Turnover Adjustment	(149,446)	(83,859)	65,587
501135-Sal/Wages Seasonal Empl	80,402	70,497	(9,905)
501190-Schedule Salary Adj.	\$99,630	\$111,812	\$12,182
501511-Mandatory Medicare Cost	36,116	40,532	4,416
501590-Group Life Insurance	3,756	3,756	-
501610-Group Health Insurance	337,134	337,134	-
501640-Group Dental Insurance	8,239	8,239	-
501690-Vision Care	1,621	1,621	-
501836-Transp & Travel Expenses	11,000	13,000	2,000
<b>Total Personnel Services</b>	<b>\$2,838,809</b>	<b>\$3,227,530</b>	<b>\$388,721</b>
<b>Contractual &amp; Professional Services</b>			
520260-Postage	16,600	16,600	-
520610-Advertising & Promotions	475,000	450,000	(25,000)
520830-Professional Services	198,000	210,500	12,500
521313-Special or Coop Programs	96,600	109,600	13,000
501766-Professional Develop/Fees	19,700	19,700	-
501790-Prof /Tech Membership Fees	20,500	24,500	4,000
<b>Total Contractual &amp; Professional Services</b>	<b>\$826,400</b>	<b>\$830,900</b>	<b>\$4,500</b>
<b>Materials &amp; Supplies</b>			
530600-Office Supplies	5,800	5,800	-
530635-Books, Periodicals & Publish	250	400	150
<b>Total Materials &amp; Supplies</b>	<b>\$6,050</b>	<b>\$6,200</b>	<b>\$150</b>
<b>Department Total</b>	<b>\$3,671,259</b>	<b>\$4,064,630</b>	<b>\$393,371</b>







*feel free*

# 2023



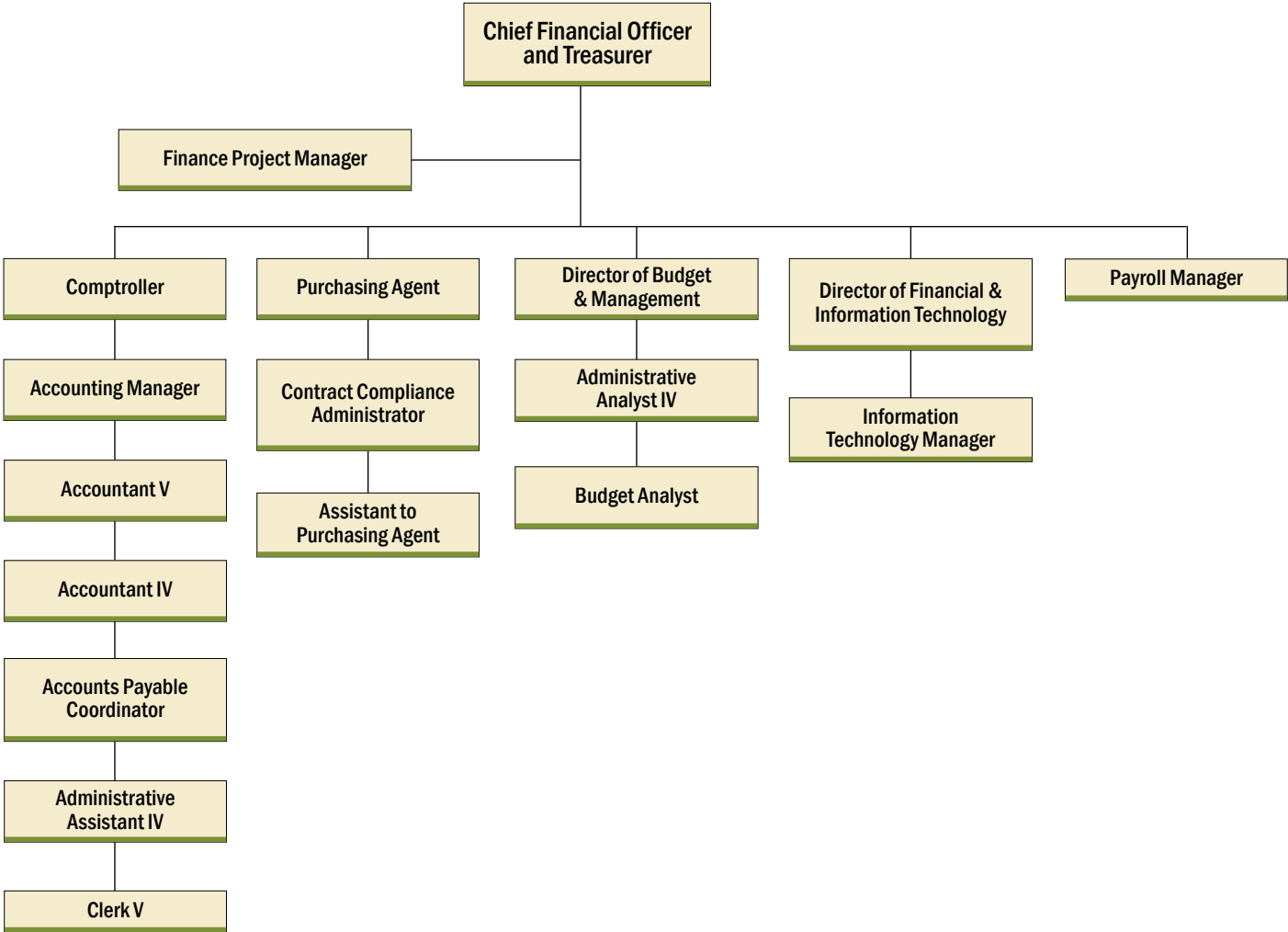
## Finance & Administration

### MISSION:

To oversee and manage all financial affairs and administrative functions related to financial accounting, internal and external auditing, and purchasing, with an increased emphasis on the implementation of controls, accountability, information technology and cross training.



Finance & Administration Organizational Chart



# Finance & Administration

The Finance & Administration (F&A) Department is responsible for the financial management and fiscal stewardship of the Forest Preserves of Cook County.

The F&A Department supports all Forest Preserves departments in achieving the goals of the Next Century Conservation Plan by implementing sound financial management principles through annual budgeting, accurate financial record keeping, payroll, competitively procured goods and services, and timely payment to vendors. The department maintains a database of potential vendors, including minority and women owned businesses to ensure the Forest Preserves' procurement process is competitive and open to all qualified vendors.

Additionally, the F&A Department's Information Technology (IT) team provides hardware, software, telecommunication and other technological tools to assist with daily operations. The IT team also manages surveillance systems at Forest Preserves locations to ensure the safety of visitors and staff.

The F&A Department has received a Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association annually since 2009.

## 2022 CONDITIONS

### Financial Management & Procurement

- Completed the refunding of the 2012B and 2012C Series Bonds to lower debt service costs.
- Received the Certificate of Achievement for Excellence in Financial Reporting from the Government Finance Officers Association for the 14th consecutive year.
- Worked with Cook County to create a website that features procurement opportunities for Cook County, Forest Preserves, Chicago Botanic Garden and Brookfield Zoo.
- Achieved 57 percent minority and women owned business (MWBE) participation for awarded contracts and made 43 percent of all contract payments to MWBEs in FY 2021. (2022 data is not available until the end of the year.)
- Completed a Disparity Study that analyzes inequities in procurement opportunities involving historically disadvantaged communities, as required under the MWBE enabling ordinance.
- Continued support of MWBEs to pursue contracting opportunities in roles as prime contractors and identified additional opportunities with Cook County and other government agencies.
- Initiated bi-monthly meetings with all Forest Preserves departments to identify expiring contracts and plan for future procurement opportunities.
- Increased the number of electronic ACH vendors from 62 to 105.
- Improved vendor payment processes with the goal of paying vendors within 30 days.
- Completed the Annual Comprehensive Financial Report ahead of reporting deadlines.

## Information Technology

- Created an inventory asset database on SharePoint, with access via computers and mobile devices.
- Deployed an iPhone app for the Law Enforcement Department's evidence management system to all Forest Preserves police officers.
- Implemented the LEADS Illinois State Police Criminal Justice Information Services integration.
- Managed the Law Enforcement Department's 911 call recording system cloud migration rollout.
- Implemented a cloud-based evidence and lost item collection system and rolled out an iPhone evidence app for to all Forest Preserves police officers.
- Installed new webcams and computers for video roll call support at Law Enforcement Department Headquarters.
- Implemented phase two of the AbacusNext cloud migration for the Legal Department.
- Managed the migration to Autodesk's AutoCAD cloud-based licensing and application management system for the Planning & Development Department.
- Increased and managed VPN connections from two to 130 to support remote work.
- Upgraded FuelMaster fuel pump management software for the Facilities & Fleet Department.
- Installed broadband phones at Forest Preserves campgrounds.
- Completed Cisco Jabber rollout for the Permits, Rentals & Concessions Department.
- Upgraded to Cisco VoIP phones systems at multiple Forest Preserves locations.
- Assisted with the rollout of body-worn cameras to Forest Preserves police officers.
- Implemented remote work technology (i.e. laptops, VPN, video conferencing, etc.) to support business operations in a hybrid work environment.
- Continued migrations to cloud-based migrations of legacy business applications that Forest Preserves employees depend on in the post-COVID world of remote work.
- Improved telecom connections of our remote work locations that are infrastructure restricted by using cost effective 5G signals.

## 2023 GOALS

### Financial Management & Procurement

- Establish a publicly available data portal to show financial information such as contract, payment and employee salary information.
- Issue general obligation bonds if necessary to support capital improvements at the district.
- Maintain or improve current bond ratings by addressing structural budget issues.
- Continue to expand the procurement web page to include solicitations posted for Cook County, Chicago Botanic Garden and Brookfield Zoo.
- Provide MWBE certification and/or certification expansion assistance to potential vendors and increase the participation of new MWBEs in the procurement process.

- Place procurement ads in local news outlets on a regular basis to increase awareness of purchasing opportunities for potential vendors.
- Continue to aspire to meet minority and women owned business (MWBE) goals for participation in awarded contracts.
- Create key performance metrics to evaluate and streamline the contracting process by contract categories (type and/or contract amount).
- Continue to increase the number of electronic ACH vendors to reduce the number of mailed physical checks.
- Create an accounting policies and procedures manual and continue to seek opportunities for process improvements.
- Continue improvement of the independent audit processes and audit cycle to shorten the length of time to produce the Annual Comprehensive Financial Report.
- Create an accounting policies and procedures manual and continue to seek opportunities for process improvements.
- Hold a multi-department training session refresher course on the purchasing dashboard.
- Cross train Finance staff to increase efficiency, expand duties and provide backup support.
- Continue working with user departments to increase timeliness of vendor invoice processing.
- Maintain meetings with department heads in regard to contract expirations.
- Improve the electronic document management process, particularly for contracts and certifications.

### **Information Technology**

- Centralize Forest Preserves data via SharePoint data management, migration and utilization in order to ensure effective use by all departments.
- Complete desktop to laptop conversion for all Forest Preserves departments to allow employees to work from remote locations.

**01 - Corporate Fund****5120-Finance & Administration (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
0120-Chief Financial Officer/Comptroller - CCC	24	1	152,598	1	158,759
2501-Comptroller	24	1	118,560	1	123,347
2504-Purchasing Agent FPD	24	1	118,617	1	123,407
6013-Director of Financial and Info Tech	24	1	115,440	1	120,101
1057-Information Technology Manager/FPD	22	2	206,253	3	313,664
2519-Accounting Manager I-FPD	22	1	117,666	1	122,408
6019-Contract Compliance Administrator	22	1	109,554	1	119,454
6788-Payroll Manager	22	1	114,816	2	189,114
6937-Accountant V-FPD	22	1	68,682	1	71,448
6812-Finance Project Manager	20	1	95,763	1	108,930
6948-Accounts Payable Coordinator-FPD	20	1	97,677	1	90,293
7049-Administrative Analyst IV-FPD	20	1	95,763	1	99,632
6705-Budget Analyst-FPD	20	1	75,379	1	94,557
1211-Assistant to the Purchasing Agent	19	2	170,934	2	142,896
6934-Administrative Assistant IV-FPD	18	1	80,704	1	74,963
6936-Accountant IV-FPD	17	1	64,230	1	60,778
7791-Finance Coordinator	17	1	64,230	-	-
6940-Clerk V-FPD	11	1	49,816	1	51,834
6012-Director of Budget and Management	22	-	-	-	-
<b>Full Time Personnel Total</b>		<b>20</b>	<b>\$1,916,682</b>	<b>21</b>	<b>\$2,065,583</b>
<b>Personnel Wages Total</b>		<b>20.0</b>	<b>\$1,916,682</b>	<b>21.0</b>	<b>\$2,065,583</b>



**01 - Corporate Fund  
20 - FINANCE & ADMINISTRATION**

	2022	2023	
Acct#/Description	Appropriation	Recommendation	Difference
Personnel Services			
501010-Sal/Wag Of Reg Employees	\$1,916,682	\$2,065,583	\$148,900
501030-Turnover Adjustment	(111,811)	(61,967)	49,844
501190-Schedule Salary Adj.	\$74,541	\$82,623	\$8,082
501511-Mandatory Medicare Cost	27,792	29,951	2,159
501590-Group Life Insurance	2,843	2,843	-
501610-Group Health Insurance	347,897	347,897	-
501640-Group Dental Insurance	11,025	11,025	-
501690-Vision Care	2,159	2,159	-
Total Personnel Services	\$2,271,128	\$2,480,114	\$208,986
Contractual & Professional Services			
520260-Postage	2,500	2,625	125
520830-Professional Services	5,500	95,000	89,500
520894-Auditing Services	88,500	92,925	4,425
501790-Prof /Tech Membership Fees	3,000	3,150	150
501805-Training Program Staff	6,000	6,300	300
Total Contractual & Professional Services	\$105,500	\$200,000	\$94,500
Materials & Supplies			
530170-Institutional Supplies	1,500	1,575	75
530600-Office Supplies	5,000	5,250	250
530635-Books, Periodicals & Publish	1,500	1,575	75
Total Materials & Supplies	\$8,000	\$8,400	\$400
Department Total	\$2,384,628	\$2,688,514	\$303,886





*feel free*

# 2023

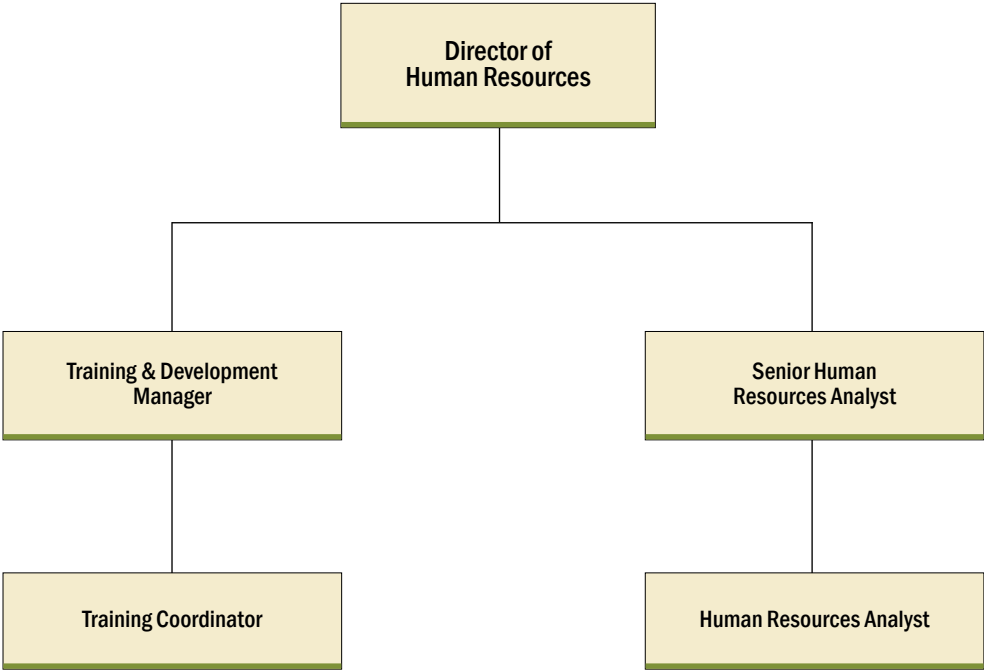


## Human Resources

### MISSION:

To develop and maintain a high functioning workforce through strategic, flexible, progressive and cost-effective human resource systems linked to the strategic goals of the District.

Human Resources Organizational Chart



# Human Resources

The Human Resources Department is responsible for the Forest Preserves' hiring, employee relations, change management, conflict resolution, labor relations, performance management and employee recognition.

**Personnel Services** establishes human resources policies and procedures, recommends staffing levels, and coordinates recruitment options. Personnel Services also implements equal employment opportunity practices, administers disciplinary procedures, and assists with internal investigations and compliance reviews.

**Employee/Staff Support** assesses organizational goals and individual development needs. This includes training programs, department performance evaluations, and opportunities for employees to participate in a variety of special programs, including charitable, civic, and social activities.

## 2022 ACCOMPLISHMENTS

- Amended the Employment Plan's sworn officers' hiring process to ensure a more efficient process and reflect changes in the law enforcement industry.
- Amended the Employment Plan to reflect racial equity, diversity and inclusion initiatives and recruitment needs.
- Continued on-going Shakman compliance with Employment Plan and Supplemental Policies Manual for HR related employment actions.
- Continued implementation of the District's COVID-19 Protocol, which included modifications during the year as required by changing public health guidelines.
- Supported districtwide departments with recruitment and retention during a challenging hiring environment.
- Helped to address employees' emotional health related to world-wide public health and violence issues.

## 2023 GOALS

- Create a districtwide employee recruitment and retention plan.
- Establish a salary analysis pilot program to ensure the Forest Preserves is able to continue to model fiscal responsibility while remaining competitive in the hiring market.
- Amend the Employment Plan and Supplemental Policies Manual as needed.
- Continue on-going Shakman compliance with Employment Plan and Supplemental Policies Manual for HR related employment actions.

**01 - Corporate Fund**  
**5122-Human Resources (Office)**

Title	GRADE	2022		2023	
		Appropriation		Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
1043-Director of Human Resources	24	1	126,672	1	131,786
5667-Training & Development Manager	21	1	104,707	1	109,429
9545-Senior Human Resources Analyst	21	-	-	1	86,216
6257-Human Resources AnalystFPD	19	4	334,381	4	340,081
7952-Training Coordinator	17	1	61,360	1	66,830
<b>Full Time Personnel Total</b>		<b>7</b>	<b>\$627,120</b>	<b>8</b>	<b>\$734,343</b>
<b>Personnel Wages Total</b>		<b>7.0</b>	<b>\$627,120</b>	<b>8.0</b>	<b>\$734,343</b>



**01 - Corporate Fund**  
**22 - HUMAN RESOURCES**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$627,120	\$734,343	\$107,223
501030-Turnover Adjustment	(37,627)	(22,030)	15,597
501190-Schedule Salary Adj.	\$25,085	\$29,374	\$4,289
501511-Mandatory Medicare Cost	9,093	10,648	1,555
501590-Group Life Insurance	1,056	1,056	-
501610-Group Health Insurance	133,064	133,064	-
501640-Group Dental Insurance	3,044	3,044	-
501690-Vision Care	628	628	-
501836-Transp & Travel Expenses	468	561	93
<b>Total Personnel Services</b>	<b>\$761,931</b>	<b>\$890,688</b>	<b>\$128,757</b>
<b>Contractual &amp; Professional Services</b>			
520490-Graphics & Reproduction Svcs	972	1,166	194
520610-Advertising & Promotions	972	1,166	194
520830-Professional Services	48,366	158,039	109,673
501790-Prof /Tech Membership Fees	1,872	2,246	374
501805-Training Program Staff	23,400	28,080	4,680
<b>Total Contractual &amp; Professional Services</b>	<b>\$75,582</b>	<b>\$190,697</b>	<b>\$115,115</b>
<b>Materials &amp; Supplies</b>			
530170-Institutional Supplies	2,000	2,400	400
<b>Total Materials &amp; Supplies</b>	<b>\$2,000</b>	<b>\$2,400</b>	<b>\$400</b>
<b>Department Total</b>	<b>\$839,513</b>	<b>\$1,083,785</b>	<b>\$244,272</b>



*feel free*

# 2023

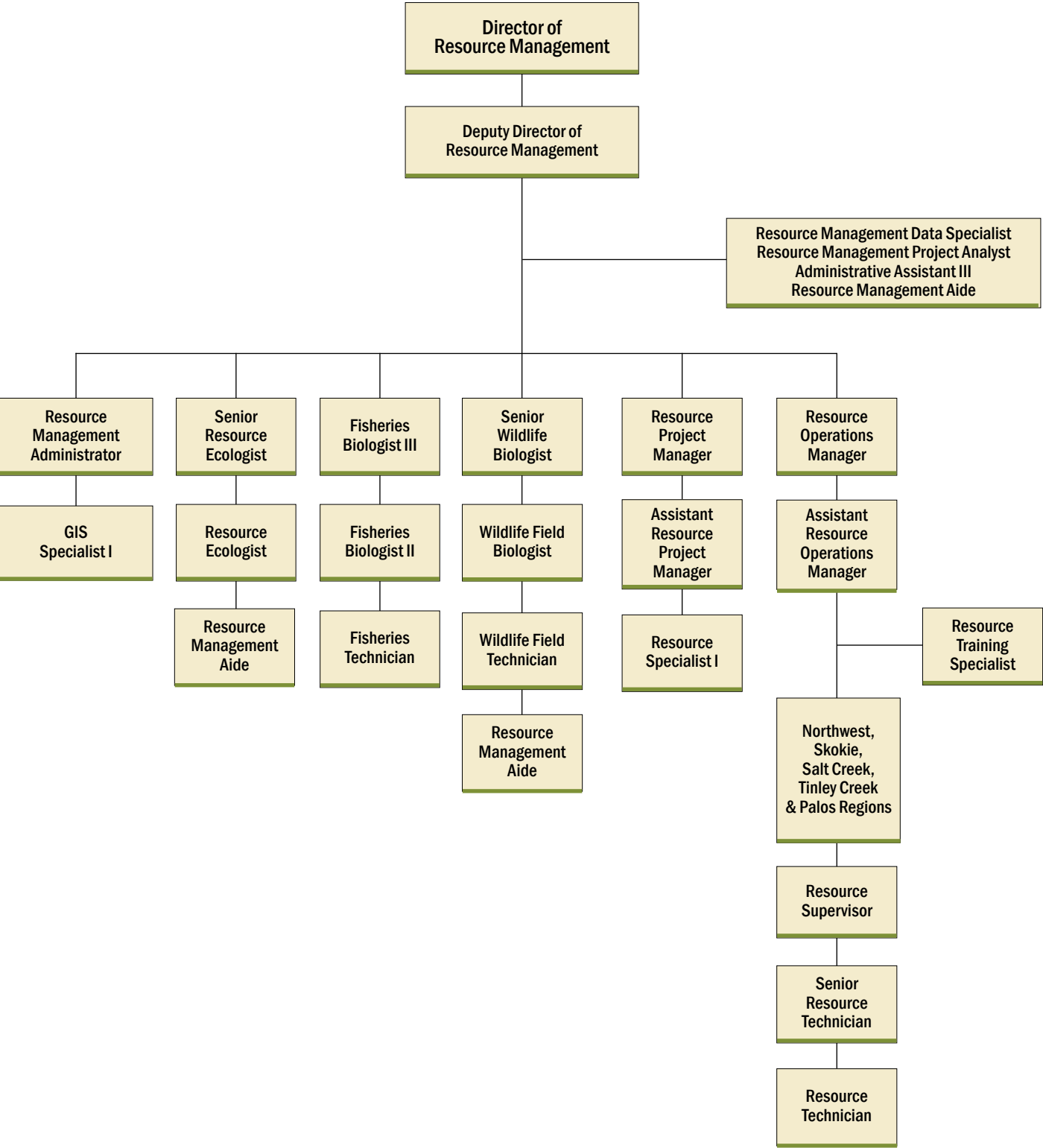


## Resource Management

### MISSION:

To protect, restore and preserve the biodiversity and beauty of the natural communities of the District as nearly as may be in their natural condition, for the education, pleasure and recreation of the public.

Resource Management Organizational Chart



# Resource Management

The Resource Management Department is responsible for the preservation, restoration, and protection of the Forest Preserves' natural areas. The department provides an environment for the region's native plants and wildlife to thrive in an urban landscape by conducting and administering contractual and cooperative agreements overseeing the restoration of the Forest Preserves of Cook County's many prairies, savannas, woodlands, wetlands and other significant habitats.

The **Resource Management General Office** section monitors all field locations in an administrative capacity, facilitating product requisition, contract development and work order processing. This section interfaces with the public and interacts with the Board of Commissioners, other Forest Preserves departments and outside agencies on behalf of the Resource Management Department.

The **Fisheries Management** section maintains 43 Forest Preserves lakes and ponds to provide recreational fishing opportunities for the public. This section conducts a variety of fishery and lake management programs, which include fish population analyses, water monitoring, nuisance aquatic vegetation control, brood stock propagation, fish stocking, invasive species monitoring and educational programming.

The **Resource Ecology** section recommends and designs ecological restoration projects. This section monitors habitats, assesses the ecological health of the Forest Preserves' holdings, and produces management plans to inform responsible land usage. Its staff work with other conservation organizations and agencies to protect and preserve the diverse habitats of the Forest Preserves, and with the Project Management section to help design restoration work done by Forest Preserves employees, private contractors, Conservation Corps and volunteers.

**Resource Management Crews** are responsible for the execution of large-scale land management, vegetation removal and trail maintenance projects. The primary functions of these five crews include hazardous tree removal, management of woody and herbaceous vegetation, and response to public work requests. They are also responsible for inspecting and maintaining more than 350 miles of trails, performing a variety of surface repair and drainage work. The Crews conduct prescription burns, utilize specialized machinery to mow and cut various types of vegetation, and control invasive vegetation through the application of herbicides.

The **Resource Project Management** section coordinates the work of private contractors and cooperative agencies to design and execute restoration, tree planting, agricultural, and vegetation removal projects. Additionally, this section assists other department sections with work coordination and monitoring.

The **Resource Programming** section administers and manages conservation-based job-training and internship programs to engage youth and adults in the Forest Preserves Conservation Corps, a key component of the Next Century Conservation Plan. This section coordinates programs with a variety of workforce, justice system, and community partner agencies. This section also works with other Resource Management sections, Forest Preserves departments, and volunteer stewardship leaders to coordinate appropriate habitat restoration projects and provide safety, work skills, and conservation-based training opportunities for staff and volunteers. The Resource Programming section provides science-related technical and general information to the public, partners, and staff to further the Forest Preserves' mission.

The **Wildlife Management** section is responsible for monitoring and collecting data on wildlife populations on Forest Preserves land, working directly with other Forest Preserves departments and Resource Management sections to respond to wildlife issues. This section works in conjunction with other governmental agencies, researchers and universities to investigate zoonotic disease transmittal and control programs. They work closely with the Illinois Department of Natural Resources, Cook County Department of Animal and Rabies Control, Chicago Zoological Society, the U.S. Department of Agriculture, and the Centers for Disease Control and Prevention to research white-tailed deer, otters, coyotes and other wildlife populations. Additionally, they conduct educational programs for the general public and scientific peer groups.

## 2022 ACCOMPLISHMENTS

### Restoration and Land Management

- Secured funding and completed planning for approximately \$9 million of ecological restoration work.
- Successfully conducted prescribed burns on 8,019 acres during the most recent spring and fall seasons in support of the health and ecological management of Forest Preserve properties.
- Expanded network of long-term vegetation monitoring plots by adding 15 new sites.
- Participated in a series of prescribed fire burn crew exchanges with local external agencies including the Forest Preserve District of DuPage County and the Illinois Department of Natural Resources to promote interagency collaboration, as well as the sharing of ideas and best practices.
- Produced over 130,000 walleye fry for supplemental stocking into Tampier Lake as part of the Forest Preserves' Walleye Propagation Program.
- Dedicated Poplar Creek as the Forest Preserves' 6th Illinois Land and Water Reserve, bringing the Forest Preserves' total state-protected lands to approximately 10,975 acres.
- Garnered Platinum Level Accreditation through the Chicago Wilderness Commission on Excellence in Ecological Restoration for Cranberry Slough Nature Preserve.
- Successfully hatched, reared and released 11 endangered Blanding's turtles back into the wild in partnership with the Forest Preserve District of DuPage County and Shedd Aquarium.
- Completed restoration design and initial program management for a riparian restoration project funded through the American Rescue Plan Act, which will restore 400 acres of woodlands and floodplain habitat and develop comprehensive hydrologic restoration plans for Forest Preserves in the Tinley Creek and Thorn Creek watersheds.

### Administration and Training

- More than doubled the amount of time the Greencorps Chicago Conservation Corps program dedicated to ecological restoration projects within the Forest Preserves, through the generous support of American Rescue Plan Act funds from Cook County's Bureau of Economic Development.
- Successfully recruited 92% of available positions for the Forest Preserve Experience program, an environmental education-based employment program for high-school aged youth, despite competition from the private sector that generally pays higher entry-level salaries.
- Conducted a training for all department staff in partnership with The Transgender Training Institute to promote a respectful and inclusive workplace.
- Completed a tree survey and management plan for half of all Forest Preserves picnic groves, creating a digital inventory of tree locations that will allow us to monitor tree health over time, improve tree diversity, maintain the tree canopy, and plan for future tree plantings.
- Added two additional vendors to the habitat enhancement contract and entered into new multi-year agreements for tree planting and landscape services, and aquatic vegetation control to increase work capacity and build a robust pool of contractors.
- Following a two-year hiatus due to the COVID-19 pandemic, reimplemented the Conservation Corps Conference professional networking event, which connects participants with prospective employers and experts in the conservation field.
- Completed revisions to the Forest Preserves' full set of prescribed burn plans to meet compliance with National Wildfire Coordinating Group standards.

## Research

- Launched the Urban River Otter Research Project in collaboration with Ohio State University, Cook County Animal Control and Max McGraw Wildlife Foundation to investigate the resurgence of river otters in our region and how they are adapting within an urbanized environment.
- Deployed over 200 passive integrated transponders (PIT tags) into various species and size classes of fish at Powderhorn Lake in partnership with the Illinois Natural History Survey to monitor fish movement and interspecies interactions after the completion of the Powderhorn-Wolf Lake connection project.
- Successfully banded and conducted health assessments of 15 osprey chicks, one of the best Forest Preserves efforts since the program began in the late 1980s, which has since become the most successful urban osprey program of its kind in North America.
- Launched an interactive bird banding map utilizing data collected by Forest Preserves biologists to demonstrate the way wildlife connect Cook County to other habitats and how collaborative research tracks zoonotic disease, ecosystem health and migration patterns.
- Partnered with the University of Illinois and the Chicago Zoological Society to co-host year one of a three-year veterinary residency program focused on wildlife health management, only the second American College of Zoological Medicine residency program of its kind nationwide.
- Implemented an intensive research study in collaboration with the University of Illinois and cooperated with federal and local health agencies following an unprecedented outbreak of Avian Influenza in wild birds at Baker's Lake Preserve.
- Hosted a veterinary summer fellowship program in partnership with Brookfield Zoo and the University of Illinois Wildlife Epidemiology Lab to investigate the health of soft-shell and musk turtles populations in the Forest Preserves.
- Collected baseline data on vegetation, woodland birds, and bats in the Red Gate Woods complex ahead of major restoration work beginning in 2023.
- Authored or contributed research to two scientific publications focused on the topics of aquatic toxicology and botany.

## 2023 GOALS

- Restoration and Land Management
- Work with the Prairie Research Institute to evaluate several preserves as new additions to the Illinois Natural Areas Inventory or dedication as Illinois Nature Preserves/Land and Water Reserves.
- Develop a collection database, storage solutions and strategies to increase seed collection to support significant scaling up of land management work anticipated within the next several years.
- Implement large-scale restoration work at the Red Gate Woods and Sauk Lake preserve complexes.
- Collaborate with the Illinois Department of Transportation to re-establish an annual draw-down of water levels at McGinnis Slough for the first time since 2014 to manage wetland habitat for the benefit of migratory waterfowl.
- Promote the installation of artificial habitat in Forest Preserves recreational fishing lakes to improve the health and carrying capacities of the lakes and their ecosystems.

## Administration and Training

- Formalize seed collection procedures and request processes within individualized site management plans.
- Develop a comprehensive electronic database of trail signage and “no-mow” areas for use by Resource Management and Landscape Maintenance staff.
- Scale up Conservation Corps programs with both more participants and more ecological restoration work through Cook County funding from the American Rescue Plan Act.
- Collaborate with the Chicago Area Mountain Bikers organization (CAMBr) to expand training and help develop regional coordination groups for safe and sustainable off-road cycling opportunities in the Forest Preserves.
- Expand the tree inventory to include all Forest Preserves picnic groves.
- Create and implement a contractor pool for hazardous tree removal to expedite projects and reduce turnaround time.
- Bid and execute a contract for comprehensive habitat enhancement services.

**01 - Corporate Fund**  
**5131-Resource Management (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
6261-Senior Resource Technician	XF6261	5	311,538	5	341,245
4340-Resource Technician	XF4340	22	1,212,182	22	1,356,604
4315-Director of Resource Mgmt	24	1	120,020	1	124,866
4320-Dep Director of Resource Mgmt	22	1	117,666	1	113,984
4375-Senior Wildlife Biologist	21	1	107,286	1	111,634
6258-Resource Project Manager	21	1	99,798	1	103,834
6353-Resource Mgmt Administrator	21	1	104,707	1	108,930
6516-Resource Operations Manager	21	1	99,798	1	108,930
6988-Senior Resource Ecologist	21	1	99,798	1	108,930
9153-Assistant Resource Operations Manager	20	1	75,379	1	86,216
4365-Fisheries Biologist III - FPD	19	1	88,920	1	92,518
6259-Resource Supervisor	19	5	429,312	5	420,451
9075-Resource Management Data Specialist	19	1	82,867	1	86,216
6260-Assistant Resource Project Mgr	18	1	79,914	1	83,138
6862-Resource Mgmt Project Analyst	18	1	75,379	1	78,416
9301-Regional Ecologist	18	-	-	5	394,160
4360-Fisheries Biologist II - FPD	17	1	76,190	1	79,269
4385-Resource Ecologist II - FPD	17	3	225,659	-	-
9074-Wildlife Field Biologist	17	2	137,779	2	146,765
9539-Resource Management Training Specialist	17	-	-	1	60,778
2479-Resource Ecologist I	16	2	134,243	-	-
4310-GIS Specialist I	16	1	69,326	1	72,134
5780-Resource Specialist I	16	2	125,299	2	136,510
6933-Administrative Asst III-FPD	16	1	54,413	1	59,322
8672-Resource Mgmt Asst	16	1	59,738	-	-
9073-Wildlife Field Technician	16	1	62,546	1	68,224
2488-Fisheries Technician	14	1	59,738	1	62,150
<b>Full Time Personnel Total</b>		<b>59</b>	<b>\$4,109,498</b>	<b>59</b>	<b>\$4,405,222</b>
4345-Resource Management Aide -FPD		2.5	81,796	2.5	85,124
<b>Part-Time/Seasonal Personnel Total</b>		<b>2.5</b>	<b>\$81,796</b>	<b>2.5</b>	<b>\$85,124</b>
<b>Personnel Wages Total</b>		<b>61.5</b>	<b>\$4,191,294</b>	<b>61.5</b>	<b>\$4,490,346</b>



**01 - Corporate Fund**  
**31 - RESOURCE MANAGEMENT**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$4,109,498	\$4,405,222	\$295,724
501030-Turnover Adjustment	(251,478)	(224,517)	26,961
501135-Sal/Wages Seasonal Empl	81,796	85,124	3,328
501190-Schedule Salary Adj.	\$167,652	\$179,614	\$11,962
501511-Mandatory Medicare Cost	60,773	65,110	4,337
501590-Group Life Insurance	6,754	6,754	-
501610-Group Health Insurance	954,886	954,886	-
501640-Group Dental Insurance	26,624	26,624	-
501690-Vision Care	5,769	5,769	-
501836-Transp & Travel Expenses	14,000	14,000	-
<b>Total Personnel Services</b>	<b>\$5,176,274</b>	<b>\$5,518,586</b>	<b>\$342,312</b>
<b>Contractual &amp; Professional Services</b>			
521313-Special or Coop Programs	109,000	109,000	-
<b>Total Contractual &amp; Professional Services</b>	<b>\$109,000</b>	<b>\$109,000</b>	<b>-</b>
<b>Materials &amp; Supplies</b>			
530170-Institutional Supplies	66,000	66,000	-
<b>Total Materials &amp; Supplies</b>	<b>\$66,000</b>	<b>\$66,000</b>	<b>-</b>
<b>Operations &amp; Maintenance</b>			
540350-Property Maint & Operations	18,000	18,000	-
540370-Maintencae Of Facilities	65,546	65,546	-
<b>Total Operations &amp; Maintenance</b>	<b>\$83,546</b>	<b>\$83,546</b>	<b>-</b>
<b>Department Total</b>	<b>\$5,434,820</b>	<b>\$5,777,132</b>	<b>\$342,312</b>



*feel free*

# 2023



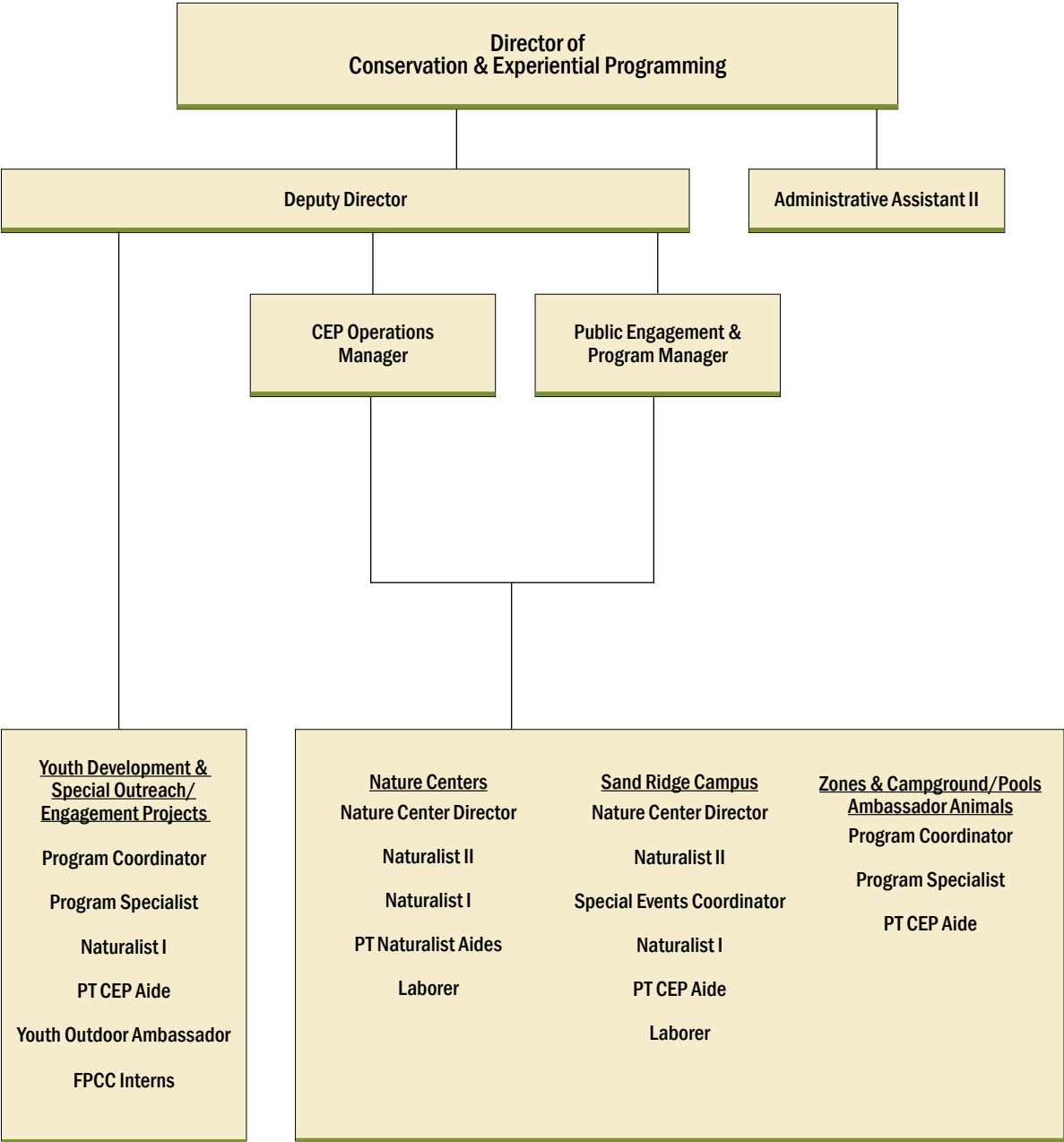
## Conservation & Experiential Programming

### MISSION:

To support the Forest Preserve's mission by connecting people to nature through educational and outdoor recreation through collaborative efforts.



Conservation & Experiential Programming Organizational Chart



# Conservation & Experiential Programming

The Conservation & Experiential Programming (CEP) Department connects diverse audiences to nature through a wide range of educational and outdoor recreation experiences, focused at six nature centers, three aquatic centers, five campgrounds and other sites throughout the Forest Preserves. The CEP Department provides the Forest Preserves' public programming: Education and outdoor recreation events and programs, outdoor adventures, camping, water fun and swim lessons, and cultural and seasonal special events.

The department also invests in communities through engagement strategies that inform, consult, involve, collaborate, empower, and support community connections to nature. The CEP Department works with partners at the local level on programming and building leaders to become long-term advocates, stewards and ambassadors of the Forest Preserves.

The CEP Department has aligned its public programming with the goals of the Forest Preserves' Next Century Conservation Plan. These goals include:

- Provide programs that emphasize the benefits of nature to help create healthy people and healthy communities.
- Invite, excite and engage diverse visitors to the Forest Preserves from all walks of life.
- Make the Forest Preserves accessible and welcoming to all.
- Educate visitors and the community about the Forest Preserves' natural treasures.

Together with allies, the CEP Department is focused on advancing these goals through community outreach processes, development of new partnerships, and the continuation of experiential programs delivered by staff and partners that expose the community to the benefits and wonders of nature.

## 2022 ACCOMPLISHMENTS

### Programming & Community Engagement

- Implemented community engagement open houses and pop-up activities and introduced new programming and partnership development as part of the Connecting People and Nature Challenge at Sauk Trail Woods, Miller Meadow and Caldwell Woods.
- Began community engagement strategy process for Eggers Woods.
- Hosted Beaubien Woods Youth Crew for second year.
- Reopened aquatic centers after two summers closed due to COVID-19.
- Continued to build community partner leadership training and gear library models, including adding Day Hike Leader Training and adopting virtual component to trainings.

### Programming & Improvement

- Created and began a strategic visioning plan for the CEP Department.
- Focused programming efforts around communicating the value of nature as a tool to support education, early childhood and youth development, team building, community safety and outdoor fun.
- Continued to develop standards, guidelines, processes and advocacy for outdoor classrooms and nature-based learning experiences that includes partners, training, and collaboration models.

- Recruited six schools and implemented and evaluated the Mighty Acorns environmental education program's new sustainable model.
- Reviewed Ambassador Animal program through talking with experts, benchmarking processes with other agencies, interviews with third party experts and through review of current procedures.
- Started overhaul and renovations at Crabtree Nature Center building and exhibits.

### **2023 GOALS**

- Continue to develop standards, guidelines, processes and advocacy for outdoor classrooms and nature-based learning experiences that includes partners, training and models of collaboration.
- Continue to standardize programming through interpretive guidelines and a racial equity, diversity and inclusion lens.
- Continue development of an inclusive program model that reflects the cultural and ethnic diversity of Cook County, including community engagement and programming that expand and diversify the Forest Preserves' users and advocates.
- Build on community engagement practices at Sauk Woods, Caldwell/Bunker Hill and Miller Meadow and develop new initiatives lead by community at those sites.
- Develop community engagement plan at Eggers Grove with support from Illinois Department of Natural Resources grant funds.
- Open updated Crabtree Nature Center building and new interpretive exhibits and displays.
- Complete the modifications to the Ambassador Animal program across all nature centers as outlined by the Ambassador Animal 2022 Report.
- Develop programming and partnership plan for the new Caldwell Woods Visitor Center without an increase in staff.
- Continue to implement the CEP strategic plan.

**01 - Corporate Fund  
5135-CEP (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
6946-Laborer-FPD	700	7	338,499	7	360,194
6332-Dir of Conser & Exper Program	24	1	117,667	1	122,418
6333-Dep Dir of Cons & Exp Program	22	1	90,896	1	94,557
7753-Public Engagement & Program Manager	21	1	86,778	1	94,557
9103-Conservation and Experiential Programming(CEP) Ops Mngr	21	1	104,707	1	108,930
6593-Nature Center Director	19	6	505,586	6	513,614
2543-Naturalist II	17	6	455,707	6	457,122
5917-Special Events Coordinator	17	1	74,755	1	77,771
6265-Program Coordinator/FPD	17	5	366,475	5	384,904
9541-Animal Ambassador	17	-	-	1	60,778
2542-Naturalist I	15	17	1,055,725	17	1,102,608
6438-Program Specialist-FPD	15	5	296,130	5	310,523
6932-Administrative Asst II-FPD	14	1	57,013	1	59,322
<b>Full Time Personnel Total</b>		<b>52</b>	<b>\$3,549,937</b>	<b>53</b>	<b>\$3,747,296</b>
8823-Conservation & Experiential (CEP) Aide Part Time		29.7	972,554	27.5	911,521
4386-Intern-FPD		4.0	113,652	4.0	115,881
<b>Part-Time/Seasonal Personnel Total</b>		<b>33.8</b>	<b>\$1,086,206</b>	<b>31.5</b>	<b>\$1,027,402</b>
<b>Personnel Wages Total</b>		<b>85.8</b>	<b>\$4,636,144</b>	<b>84.5</b>	<b>\$4,774,698</b>

**01 - Corporate Fund**  
**35 - CONSERVATION & EXPERIENTIAL PROGRAMMING**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$3,549,937	\$3,832,420	\$282,483
501030-Turnover Adjustment	(322,023)	(381,976)	(59,953)
501135-Sal/Wages Seasonal Empl	1,086,206	942,278	(143,929)
501190-Schedule Salary Adj.	\$184,013	\$190,988	\$6,975
501511-Mandatory Medicare Cost	67,224	69,233	2,009
501590-Group Life Insurance	6,022	6,022	-
501610-Group Health Insurance	862,812	862,812	-
501640-Group Dental Insurance	21,797	21,797	-
501690-Vision Care	4,515	4,515	-
501836-Transp & Travel Expenses	15,000	15,000	-
<b>Total Personnel Services</b>	<b>\$5,475,504</b>	<b>\$5,563,089</b>	<b>\$87,585</b>
<b>Contractual &amp; Professional Services</b>			
520610-Advertising & Promotions	185,000	180,000	(5,000)
520830-Professional Services	50,000	160,000	110,000
521313-Special or Coop Programs	130,000	130,000	-
501805-Training Program Staff	11,000	11,000	-
<b>Total Contractual &amp; Professional Services</b>	<b>\$376,000</b>	<b>\$481,000</b>	<b>\$105,000</b>
<b>Materials &amp; Supplies</b>			
530170-Institutional Supplies	161,349	155,940	(5,409)
530600-Office Supplies	7,200	7,200	-
<b>Total Materials &amp; Supplies</b>	<b>\$168,549</b>	<b>\$163,140</b>	<b>(\$5,409)</b>
<b>Department Total</b>	<b>\$6,020,053</b>	<b>\$6,207,229</b>	<b>\$187,176</b>



*feel free*

# 2023



Permits, Rentals  
and Concessions

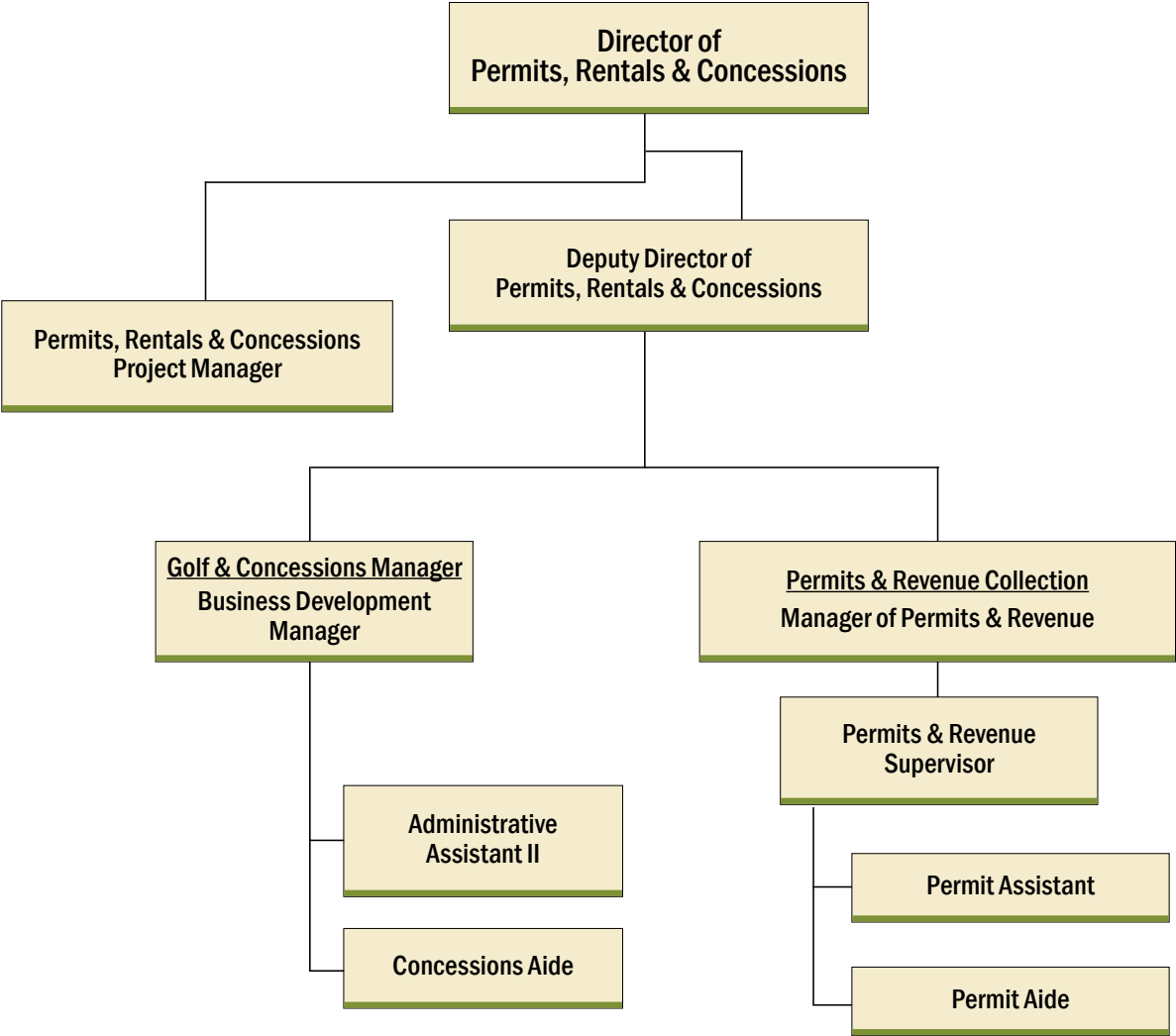
## Permits, Rentals and Concessions

### MISSION:

To support the Forest Preserve District's mission by connecting Cook County residents with their Preserves through appropriate recreational activities and permitted picnics.



**Permits, Rentals and Concessions Organizational Chart**



# Permits, Rentals and Concessions

The Permits, Rentals & Concessions (PRC) Department provides opportunities for new and returning visitors to enjoy the Forest Preserves of Cook County while also generating significant non-tax revenue. Each year the PRC Department issues thousands of permits for picnics, special events and athletic leagues in our indoor and outdoor spaces, and oversees a concessions portfolio that includes golf courses, boat rentals, a zipline and adventure park, and more. The PRC Department is comprised of the two functional areas: Permits & Rentals and Concessions.

**Permits** issues the permits for private use of Forest Preserves outdoor spaces, including 289 picnic groves, paved/unpaved trail systems, and athletic fields. Permits also administers the management of the membership programs for use of off-leash dog areas and trails by equestrians and snowmobiles and oversees nine model airplane fields located throughout the Forest Preserves.

**Rentals** issues permits for private use of the Forest Preserves' five indoor facilities throughout the County, which are managed by a third-party management company. This division oversees nearly 400 year-round events, including weddings, day camps, special events and family gatherings.

**Concessions** actively seeks out new opportunities to partner with concessionaires to provide visitors with access to outdoor recreational activities and other amenities. Concessions monitors the performance of golf management company to ensure full compliance with all contractual obligations in the operation of the Forest Preserves' ten golf courses. It is also responsible for monitoring and ensuring contract compliance for four canoe and kayak rental locations, a treetop adventure course, food and beverage concessions, outdoor recreational activity vendors and a tennis center.

## 2022 ACCOMPLISHMENTS

### Permits

- Offered permitholders the Approved Vendor List, resulting in process improvements for special-use items and amenities.
- Implemented a process to book permits via phone to reduce in-person reservations at Cummings Square and Dan Ryan.
- Launched "Off Leash Caretaker" volunteer program as an interdepartmental effort to enhance the operations of the Forest Preserves' three off-leash dog areas.
- Developed a new festival fee to more accurately charge large special events at the Forest Preserves.
- Assisted customers with permit reservations by sending/responding to 6,890 emails, serving more than 1,500 walk-in customers and returning nearly 2,900 voicemails for the 2022 permit season.
- Resumed conducting the Customer Service Survey program for all customers who book permits from Memorial Day through Labor Day. Notable results include continued high ratings even with changes in customer behavior such as higher demand to be able to digitally apply for permit, and an increase in return customers.

### Rentals

- Moved opening day to August 1st to allow customers additional time to book special events.
- Worked with the third-party vendor to increase utilization of the indoor room rental.
- Resumed rentals at the Swallow Cliff and Rolling Knolls Pavilions.
- Launched a new open-house program to promote the indoor room rental facilities to increase utilization.

## Concessions

- Launched the concessions permit program to create new opportunities for small businesses to offer food, beverages and recreational offerings in the Forest Preserves.
- Began a public process to get feedback on the future of several Forest Preserve golf sites with the assistance of a consultant.
- Created a request for proposal to oversee the day-to-day management of the Forest Preserves: golf facilities, eight 18-hole courses, two nine-hole courses, and one freestanding driving range and miniature golf course.
- Increased junior golf programming by 15 percent (as of August 1) over 2021.
- Worked with Go Ape vendor to launch two new amenities at the treetop adventure course to make it more competitive in the market and generate additional revenue.

## 2023 GOALS

### Permits

- Work with a consultant to reconfigure existing permit fees.
- Continue to improve processes to accommodate last-minute events to capture additional non-tax revenue.
- Streamline and use marketing and promotion of types of permits that few customers currently apply for to expand that market.
- Streamline the equestrian tag and license program.

### Rentals

- Reconfigure fees for the purposes of creative utilization of our indoor room rental facilities.

### Concessions

- Enter into a licensing agreement with a carrier to utilize our cell tower opportunities.
- Grow the new concessions permit program to create and support new opportunities for small businesses to offer food, beverages and recreational offerings in the Forest Preserves.
- Modify the sponsorship sales program to generate additional financial support for Forest Preserves programs, facilities and events.
- Bring a bicycle rental program to the Forest Preserves by partnership or a concessionaire.
- Expand other sources of non-tax revenue to increase the percentage of the Forest Preserves' operating budget derived from earned income.
- Finalize a plan for the future of select Forest Preserves golf courses, utilizing public input gleaned from a robust outreach effort.
- Review and select the vendor for the next golf course operating contract.



**01 - Corporate Fund**  
**5140-Permits, Rentals & Concessions (Office)**

Title	GRADE	2022		2023	
		Appropriation		Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
2482-Dir of Recreat Vol Res Permits	24	1	116,206	1	120,898
2535-Dep Dir of Rec Vol Res Permit	22	1	114,816	1	119,454
6273-Manager of Permits & Revenue	21	1	82,867	1	86,216
7653-Business Development Manager	21	1	82,867	1	86,216
6949-Perm Rntals & Conces Proj Mgr	20	1	95,763	1	99,632
7823-Permits & Revenue Supervisor	17	2	138,986	2	147,742
6932-Administrative Asst II-FPD	14	1	57,013	1	59,322
6437-Permit Assistant	13	4	187,283	4	194,834
<b>Full Time Personnel Total</b>		<b>12</b>	<b>\$875,801</b>	<b>12</b>	<b>\$914,314</b>
6262-Permit Aide		4.4	143,961	4.4	149,946
6451-Concession Aide		0.7	23,721	0.7	23,835
<b>Part-Time/Seasonal Personnel Total</b>		<b>5.1</b>	<b>\$167,682</b>	<b>5.1</b>	<b>\$173,781</b>
<b>Personnel Wages Total</b>		<b>17.1</b>	<b>\$1,043,483</b>	<b>17.1</b>	<b>\$1,088,094</b>

**01 - Corporate Fund**  
**40 - PERMITS RENTALS & CONCESSIONS**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$875,801	\$914,314	\$38,513
501030-Turnover Adjustment	(61,627)	(32,643)	28,984
501135-Sal/Wages Seasonal Empl	167,682	173,781	6,099
501190-Schedule Salary Adj.	\$41,085	\$43,524	\$2,439
501511-Mandatory Medicare Cost	15,130	15,777	647
501590-Group Life Insurance	1,236	1,236	-
501610-Group Health Insurance	217,630	217,630	-
501640-Group Dental Insurance	7,466	7,466	-
501690-Vision Care	1,428	1,428	-
501836-Transp & Travel Expenses	2,000	2,500	500
<b>Total Personnel Services</b>	<b>\$1,267,831</b>	<b>\$1,345,013</b>	<b>\$77,182</b>
<b>Contractual &amp; Professional Services</b>			
520490-Graphics & Reproduction Svcs	6,500	6,500	-
520610-Advertising & Promotions	2,500	2,500	-
520830-Professional Services	406,500	416,500	10,000
501805-Training Program Staff	4,000	4,000	-
<b>Total Contractual &amp; Professional Services</b>	<b>\$419,500</b>	<b>\$429,500</b>	<b>\$10,000</b>
<b>Materials &amp; Supplies</b>			
530170-Institutional Supplies	7,000	7,000	-
530600-Office Supplies	6,000	6,000	-
<b>Total Materials &amp; Supplies</b>	<b>\$13,000</b>	<b>\$13,000</b>	<b>-</b>
<b>Department Total</b>	<b>\$1,700,331</b>	<b>\$1,787,513</b>	<b>\$87,182</b>



*feel free*

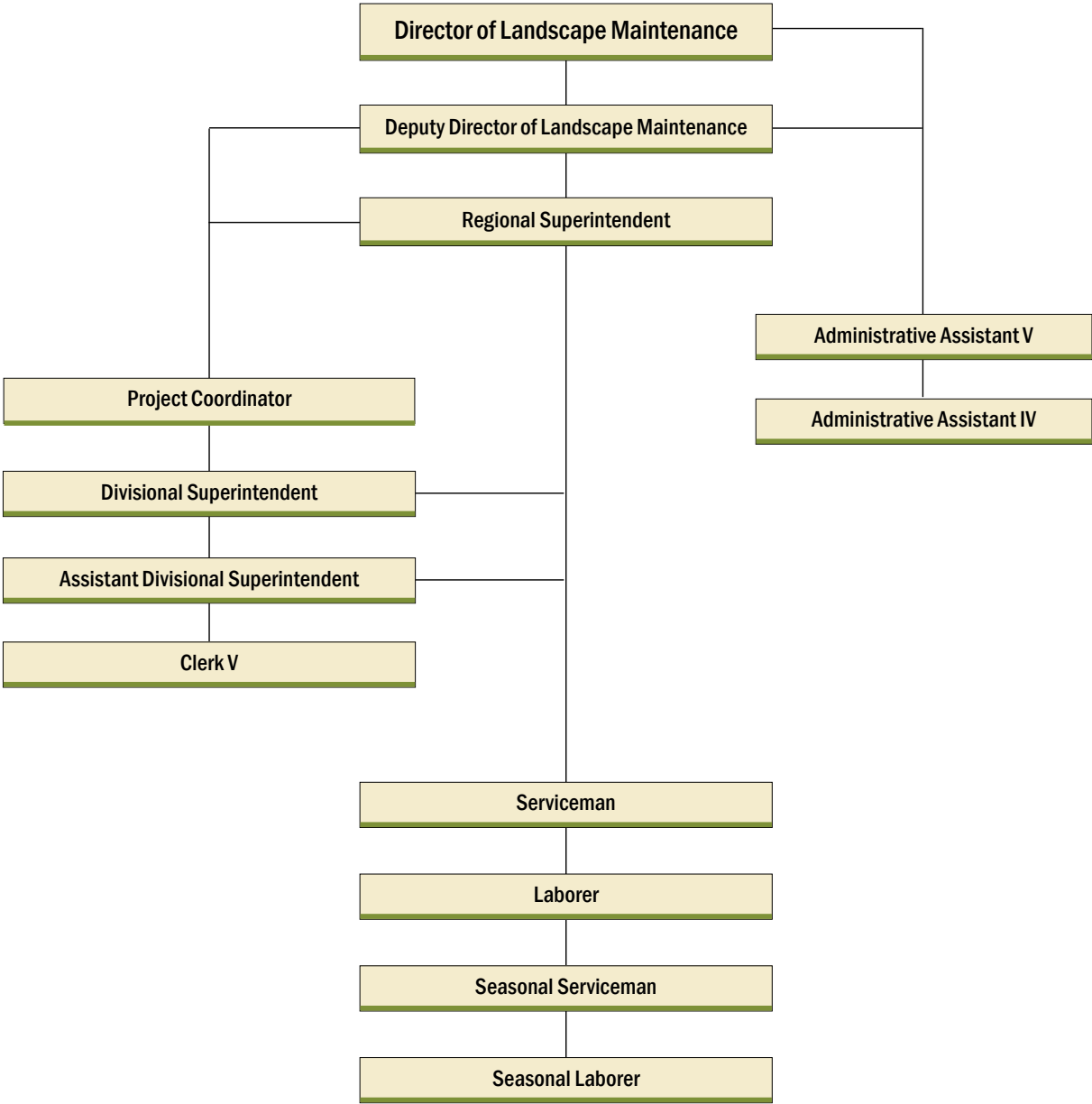
# 2023

## Landscape Maintenance

### MISSION:

To maintain the recreational areas throughout the  
Forest Preserve District.

Landscape Maintenance Organizational Chart



# Landscape Maintenance

The mission of the Landscape Maintenance Department is to provide a safe, clean, and aesthetically inviting environment for visitors to the Forest Preserves of Cook County, and to continually promote best practices for the preservation and public appreciation of outdoor and public spaces. The Landscape Maintenance Department is responsible for ground and facility maintenance, which includes the Forest Preserves General Headquarters and four regional areas with

eight operational divisions and two sub-divisions. Department responsibilities include maintaining picnic groves, mowing the grounds, repairing asphalt, landscape beautification, removing refuse, plowing parking lots, installing signage, and assisting in setting-up and breaking down special events at picnic groves and pavilions. In addition to maintenance operations, the department provides support to inter-departmental programming, activities, rentals, and special events.

## 2022 ACCOMPLISHMENTS

### Sustainability

- Continued to convert fleet toward green-powered fuel sources.
- Increased availability of blue recycling garbage cans at permit sites, lakes, events and trailheads, which increased the landfill diversion percentage rate.
- Increased employee participation at storm damage clean-ups, prescribed burns, buckthorn workdays and Green Challenge Days.
- Assisted nature centers/CEP with completion of Pollinator Gardens at Green Lake and Thatcher Woods.
- Utilized fine leaf-litter mulch obtained through the Chicago Botanical Garden for our major garden beds, saving costs to the Forest Preserves and providing solid nutrients to the plants.

### Ground Maintenance

- Provided “very good rated” service to permit holders despite a record shortage of seasonal hires.
- Maintained 11 landscaped sites through the Beautification program of specialty garden beds. Trained new seasonals on the maintenance of these sites and provided input on new renovation projects that will be installed in 2023.
- Completed paving repairs and projects requested by P&D and patron concerns on a necessity basis.
- Participated in the Gate Counter project with Northwestern University School of Engineering. Installed three counters at bike trails.



## 2023 GOALS

### Sustainability

- Continue to convert fleet towards more green sources.
- Modernize refuse removal system with fuel-efficient vehicles and “recycled and durable” receptacles to increase efficiency and recycling efforts.
- Continue to train field employees on buckthorn/restoration procedures.

### Ground Maintenance

- Provide trainings on field standards and professional development, as well as exposure and training on restoration and preservation, to provide excellent customer service and integrate to the organization’s core mission.
- Continue to identify and expand operations for paving and landscaping projects, as well as establishing set crews for both north and south operations.
- Continue to work with our Racial, Equity, Diversity and Inclusion Committee to participate in focus group sessions and train employees on policies and practices that promote a work culture that embraces diversity and is inclusive and welcoming to all.

**01 - Corporate Fund  
5152-Landscape Maintenance (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
2586-Serviceman II	XF2586	3	157,186	-	-
2585-Serviceman	XF2585	26	1,338,750	35	2,004,246
2397-Light Equipment Operator	XF2397	8	412,547	2	102,502
6946-Laborer-FPD	700	70	3,382,850	76	3,961,734
2577-Director of Maintenance	24	1	120,016	1	124,862
6879-Dep Dir of Landscape Maintenan	22	1	114,816	1	113,984
2508-Regional Superintendent	21	4	404,955	4	398,590
6935-Administrative Asst V-FPD	20	1	95,264	1	99,112
2572-Division Superintendent	19	8	649,355	9	759,200
6934-Administrative Asst IV-FPD	18	1	79,102	1	82,306
2571-Asst Div Superintendent	17	12	792,376	12	816,795
7056-Landscape Maint Project Coord	17	1	58,427	1	60,778
9542-Paving Project Coordinator	17	-	-	1	60,778
6940-Clerk V-FPD	11	9	405,226	9	426,629
<b>Full Time Personnel Total</b>		<b>145</b>	<b>\$8,010,870</b>	<b>153</b>	<b>\$9,011,516</b>
2399-Seasonal Laborer	700	40.0	1,598,272	32.0	1,397,094
7023-Seasonal Serviceman		4.5	193,534	5.0	238,576
<b>Part-Time/Seasonal Personnel Total</b>		<b>44.5</b>	<b>\$1,791,806</b>	<b>37.0</b>	<b>\$1,635,670</b>
<b>Personnel Wages Total</b>		<b>189.5</b>	<b>\$9,802,676</b>	<b>190.0</b>	<b>\$10,647,186</b>

**01 - Corporate Fund**  
**52 - LANDSCAPE MAINTENANCE**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$8,010,870	\$9,011,516	\$1,000,646
501030-Turnover Adjustment	(686,187)	(851,775)	(165,588)
501135-Sal/Wages Seasonal Empl	1,791,806	1,635,670	(156,135)
501190-Schedule Salary Adj.	\$392,107	\$425,887	\$33,780
501511-Mandatory Medicare Cost	142,139	154,384	12,245
501590-Group Life Insurance	12,176	12,716	540
501610-Group Health Insurance	2,027,867	2,027,867	-
501640-Group Dental Insurance	50,013	50,013	-
501690-Vision Care	12,369	12,369	-
<b>Total Personnel Services</b>	<b>\$11,753,160</b>	<b>\$12,478,648</b>	<b>\$725,488</b>
<b>Contractual &amp; Professional Services</b>			
520050-Refuse Disposal	220,420	242,462	22,042
520490-Graphics & Reproduction Svcs	500	500	-
520830-Professional Services	309,000	516,642	207,642
501805-Training Program Staff	5,000	5,000	-
501770-Seminar For Professional Empl.	5,000	5,000	-
<b>Total Contractual &amp; Professional Services</b>	<b>\$539,920</b>	<b>\$769,604</b>	<b>\$229,684</b>
<b>Materials &amp; Supplies</b>			
530100-Wearing Apparel	32,000	32,000	-
530170-Institutional Supplies	32,000	22,500	(9,500)
530600-Office Supplies	11,000	11,000	-
530635-Books, Periodicals & Publish	2,000	2,000	-
<b>Total Materials &amp; Supplies</b>	<b>\$77,000</b>	<b>\$67,500</b>	<b>(\$9,500)</b>
<b>Operations &amp; Maintenance</b>			
540250-Automotive Operation & Maint	5,000	5,000	-
<b>Total Operations &amp; Maintenance</b>	<b>\$5,000</b>	<b>\$5,000</b>	<b>-</b>
<b>Department Total</b>	<b>\$12,375,080</b>	<b>\$13,320,752</b>	<b>\$945,672</b>



*feel free*

# 2023

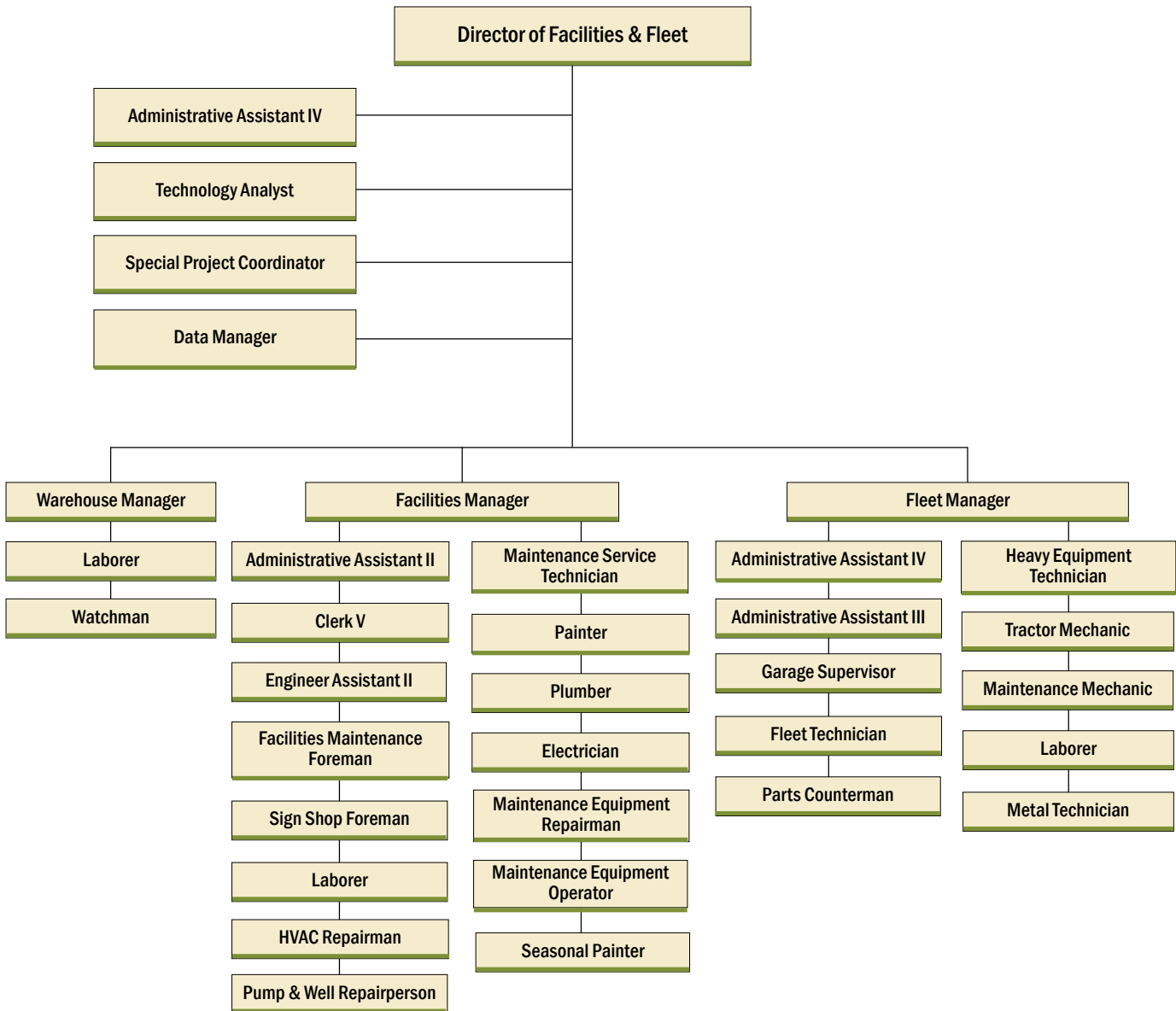


## Facilities & Fleet Maintenance

### MISSION:

To provide a variety of routine maintenance, repairs, renovations and services to help ensure properly maintained facilities, fleet, equipment, and infrastructures, while utilizing the latest energy efficient technologies, improving productivity and responsiveness.

## Facilities & Fleet Organizational Chart



# Facilities & Fleet

The Facilities & Fleet Department performs two main functions for the Forest Preserves of Cook County. The Facilities division maintains and repairs buildings, lighting, plumbing, in-house construction, and other trade services across the Forest Preserves. The Fleet division purchases, maintains, and repairs Forest Preserves vehicles and equipment. The department also procures, constructs, and distributes materials and supplies, including picnic tables.

While supporting other departments, the Facilities & Fleet Department researches and tests products, vehicles and equipment that will help the Forest Preserves achieve its vision of sustainability and climate resiliency. The Facilities

& Fleet Department also provides more proactive routine maintenance, repairs, renovations, and services while utilizing the latest energy-efficient technologies.

The Facilities & Fleet Department supports other departments by providing the tools, equipment, vehicles, and operational facilities needed to achieve the vision of the Next Century Conservation Plan. The Facilities & Fleet Department's sustainability initiatives include propane conversions, green cleaning solutions and LED lighting replacement. The LED lighting replacement continues to bring future energy and cost savings.

## 2022 ACCOMPLISHMENTS

### Green Initiatives

- Continued work on the Light Management Plan, which includes transitioning light fixtures to dimmable LED units to reduce and refocus light output throughout the preserves.
- Added 42 vehicles in the fleet aligned with green initiative goals.
- Purchased 10 propane gravely lawnmowers for Landscape Maintenance.

### Maintenance and Construction

- Extensive repairs at Whalen, Cermak and Green Lake aquatic centers after two-year operation hiatus.
- Repaired and re-stained the facade of Whalen Pool, bringing the building back to its historic look.
- Continued working on ADA-accessibility modifications and improvements throughout the Forest Preserves.
- Demolished seven structures that had exceed their useful life and where repairs were considered cost prohibitive at Horizon Farm and other properties. Removing these buildings supports the Forest Preserves ecological restoration initiatives.
- Installed bird-friendly window films at Rolling Knolls pavilion and Sagawau Nature Center to prevent deadly bird collisions.
- Conducted bridge and site restoration and repairs at Chicago Portage.
- Installed vastly improved water pump system at Swallow Cliff, eliminating well-water issues.
- Built out new employee training center at Salt Creek Resource Management location.
- Assisted with the ongoing renovation of Crabtree Nature Center.

## 2023 GOALS

### Green Initiatives

- Train Facilities Staff on solar power and energy-efficient building automation systems.
- Continue to invest in a mix of EV, hybrid and propane vehicles and equipment.
- Continue to meet and exceed industry standards for environmental and sustainable practices outlined in the Sustainability & Climate Resiliency Plan.

### Administration

- Complete Horizon Farm and Villa Santa Maria demolition projects.
- Assist with and train staff on the new HVAC system that will be installed at General Headquarters.
- Continue barrier removal in the preserves for ADA compliance repairs and enhancements.
- Design and remodel the office space for the CEP Department with new bathroom facilities.
- Remodel space for welding shop optimization.
- Upgrade fleet software to a flexible management software that provides intelligent data, the tools to stay compliant, power-up productivity and automate processes to work more efficiently.

**01 - Corporate Fund**  
**5153-Facilities Maintenance (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
6754-Sign Shop Foreman	XF6754	1	63,086	1	65,645
6269-Maintenance Facilities Foreman	XF6269	1	80,746	1	84,011
4805-Maintenance Service Technician	XF4805	3	196,560	4	277,867
2591-Maintenance Equipment Repair	XF2591	1	65,520	1	68,162
2590-Maintenance Equipment Operator	XF2590	3	237,931	3	245,170
2584-Pump and Well Repairman II	XF2584	1	57,678	1	60,008
2499-Watchman	XF2499	3	147,264	3	153,192
2489-HVAC Repairman	X	2	195,520	2	204,256
6943-Electrician-FPD	X	3	318,240	3	324,792
6944-Plumber-FPD	X	4	439,296	5	569,920
6945-Painter-FPD	X	2	205,088	2	209,248
6946-Laborer-FPD	700	2	97,698	3	157,061
6881-Director of Facilities & Fleet	24	1	116,206	1	116,206
7024-Facilities Manager-FPD	22	1	95,264	1	103,834
6247-Warehouse Manager-FPD	19	1	86,653	1	90,168
8993-Facilities Project Coordinator	19	1	72,051	1	78,416
6510-Technology Analyst	18	1	75,379	1	82,306
6934-Administrative Asst IV-FPD	18	1	79,102	1	82,306
6942-Engineering Assistant II-FPD	18	1	81,515	1	84,802
6933-Administrative Asst III-FPD	16	1	59,738	1	65,062
6932-Administrative Asst II-FPD	14	1	51,813	1	56,597
<b>Full Time Personnel Total</b>		<b>35</b>	<b>\$2,822,348</b>	<b>38</b>	<b>\$3,179,027</b>
2399-Seasonal Laborer	700	0.5	19,978	0.5	21,830
6681-Seasonal Painter	X	1.0	101,504	1.0	104,624
<b>Part-Time/Seasonal Personnel Total</b>		<b>1.5</b>	<b>\$121,482</b>	<b>1.5</b>	<b>\$126,454</b>
<b>Personnel Wages Total</b>		<b>36.5</b>	<b>\$2,943,831</b>	<b>39.5</b>	<b>\$3,305,480</b>



**01 - Corporate Fund**  
**5154-Fleet Maintenance (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
6508-Tractor Mechanic	XF6508	1	77,542	1	81,890
6356-Parts Counterman	XF6356	1	58,386	1	61,651
6267-Fleet Technician	XF6267	3	187,138	3	195,312
6266-Heavy Equipment Technician	XF6266	1	84,469	1	87,880
2586-Serviceman II	XF2586	1	55,848	1	54,517
2498-Maintenance Mechanic	700	5	384,238	5	375,606
4806-Maintenance Technician Metal	700	1	68,910	1	72,072
6268-Tow Truck Oper Tire Repairman	700	1	61,734	1	61,734
6946-Laborer-FPD	700	3	142,293	3	154,794
6509-Garage Supervisor	21	1	99,798	1	103,834
9039-Fleet Manager - FOP	21	1	82,867	1	86,216
9361-Facilities & Fleet Data Manager	21	-	-	1	86,216
2588-Equipment Supervisor I	19	1	87,173	-	-
6934-Administrative Asst IV-FPD	18	1	68,682	1	74,963
6933-Administrative Asst III-FPD	16	1	54,413	1	56,597
6940-Clerk V-FPD	11	1	48,880	1	51,293
<b>Full Time Personnel Total</b>		<b>23</b>	<b>\$1,562,371</b>	<b>23</b>	<b>\$1,604,574</b>
2399-Seasonal Laborer	700	1.0	39,957	1.0	43,659
<b>Part-Time/Seasonal Personnel Total</b>		<b>1.0</b>	<b>\$39,957</b>	<b>1.0</b>	<b>\$43,659</b>
<b>Personnel Wages Total</b>		<b>24.0</b>	<b>\$1,602,328</b>	<b>24.0</b>	<b>\$1,648,234</b>

# 01 - Corporate Fund

## 53 - FACILITIES MAINTENANCE

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$2,822,348	\$3,179,027	\$356,678
501030-Turnover Adjustment	(176,630)	(99,164)	77,466
501135-Sal/Wages Seasonal Empl	121,482	126,454	4,971
501190-Schedule Salary Adj.	\$117,753	\$132,219	\$14,466
501511-Mandatory Medicare Cost	42,685	47,929	5,244
501590-Group Life Insurance	4,235	4,235	-
501610-Group Health Insurance	785,122	785,122	-
501640-Group Dental Insurance	22,416	22,416	-
501690-Vision Care	4,077	4,077	-
501836-Transp & Travel Expenses	-	1,000	1,000
<b>Total Personnel Services</b>	<b>\$3,743,489</b>	<b>\$4,203,315</b>	<b>\$459,826</b>
<b>Contractual &amp; Professional Services</b>			
520830-Professional Services	600,000	725,000	125,000
501805-Training Program Staff	-	30,000	30,000
<b>Total Contractual &amp; Professional Services</b>	<b>\$600,000</b>	<b>\$755,000</b>	<b>\$155,000</b>
<b>Materials &amp; Supplies</b>			
530100-Wearing Apparel	9,000	9,000	-
530170-Institutional Supplies	480,000	528,000	48,000
530600-Office Supplies	6,000	-	(6,000)
530635-Books, Periodicals & Publish	65,000	-	(65,000)
<b>Total Materials &amp; Supplies</b>	<b>\$560,000</b>	<b>\$537,000</b>	<b>(\$23,000)</b>
<b>Operations &amp; Maintenance</b>			
540016-Water	250,000	275,000	25,000
540022-Utilities Electricity	850,000	1,000,000	150,000
540250-Automotive Operation & Maint	830,000	1,100,000	270,000
540350-Property Maint & Operations	510,000	565,000	55,000
<b>Total Operations &amp; Maintenance</b>	<b>\$2,440,000</b>	<b>\$2,940,000</b>	<b>\$500,000</b>
<b>Department Total</b>	<b>\$7,343,489</b>	<b>\$8,435,315</b>	<b>\$1,091,826</b>

**01 - Corporate Fund**  
**54 - FLEET MAINTENANCE**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$1,562,371	\$1,604,574	\$42,203
501030-Turnover Adjustment	(96,140)	(49,447)	46,693
501135-Sal/Wages Seasonal Empl	39,957	43,659	3,702
501190-Schedule Salary Adj.	\$64,093	\$65,929	\$1,836
501511-Mandatory Medicare Cost	23,234	23,899	665
501590-Group Life Insurance	1,618	1,618	-
501610-Group Health Insurance	263,423	263,423	-
501640-Group Dental Insurance	6,144	6,144	-
501690-Vision Care	1,175	1,175	-
501836-Transp & Travel Expenses	-	1,000	1,000
<b>Total Personnel Services</b>	<b>\$1,865,875</b>	<b>\$1,961,975</b>	<b>\$96,100</b>
<b>Contractual &amp; Professional Services</b>			
501805-Training Program Staff	-	45,000	45,000
<b>Total Contractual &amp; Professional Services</b>	<b>-</b>	<b>\$45,000</b>	<b>\$45,000</b>
<b>Materials &amp; Supplies</b>			
530170-Institutional Supplies	125,000	131,250	6,250
<b>Total Materials &amp; Supplies</b>	<b>\$125,000</b>	<b>\$131,250</b>	<b>\$6,250</b>
<b>Operations &amp; Maintenance</b>			
540250-Automotive Operation & Maint	880,000	924,000	44,000
<b>Total Operations &amp; Maintenance</b>	<b>\$880,000</b>	<b>\$924,000</b>	<b>\$44,000</b>



*feel free*

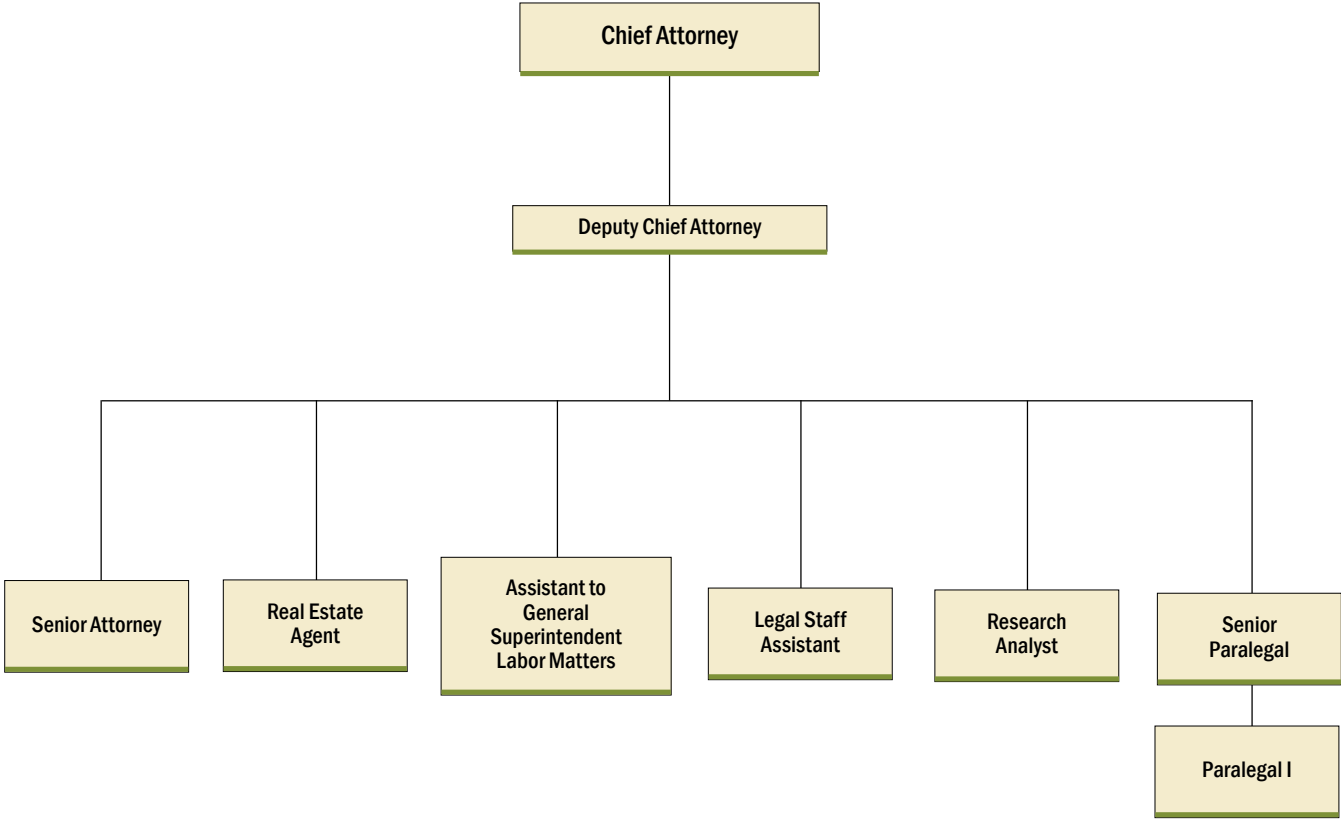
# 2023

## Legal

### MISSION:

To provide quality, timely, effective, and efficient legal services to the Forest Preserve District of Cook County.

Legal Organizational Chart



# Legal

The Legal Department represents the Forest Preserves of Cook County in lawsuits filed against or by the Forest Preserves, including lawsuits involving personal injuries to Forest Preserves visitors, disputes with adjoining landowners, employment matters and contract disputes. The Legal Department also is responsible for drafting and enforcing ordinances.

- Negotiating and closing real estate transactions.
- Responding to Freedom of Information Act requests.
- Facilitating the employee disciplinary process in conjunction with the Human Resources Department.

Additional responsibilities include, but are not limited to:

- Providing legal advice and legislative support to the President, members of the Board of Commissioners, the General Superintendent, and staff of the Forest Preserves.
- Reviewing, drafting, and negotiating license agreements, intergovernmental agreements, and various other contracts.

Additionally, the Legal Department handles employee complaints and litigation matters that involve administrative bodies such as the Equal Employment Opportunity Commission, the Illinois Labor Relations Board, and the Cook County Commission on Human Rights.

## 2022 ACCOMPLISHMENTS

### Policy

- Facilitated approval of amendments to the Forest Preserves' Code of Ordinances.
- Worked with departments on various policy matters.
- Provided Forest Preserves leadership with updates and legal advice with respect to application of COVID-19-related Executive Orders and guidance issued by State of Illinois, Cook County and the City of Chicago.

### Litigation & Dispute Resolution

- Provided legal advice and direction regarding grievances, discipline and other employment and labor matters, with particular focus on compliance of employment actions with the Forest Preserves' Employment Plan.
- Updated the litigation committee on litigated matters.
- Achieved favorable resolution of workers' compensation, property damage, labor and employment and personal injury claims.

### Negotiation

- Negotiated several intergovernmental agreements between the Forest Preserves and other governmental entities to address shared concerns.
- Negotiated renewal of collective bargaining agreements with five of seven collective bargaining units at the Forest Preserves.

### Real Estate

- Negotiated the purchase of and acquired:
  - Two Parcels Comprising 24 acres in Glenwood near Glenwood Woods.
  - Five Parcels Comprising 20.5 acres in Elgin near Bluff Springs Fen.

## 2023 GOALS

### Policy

- Facilitate approval of amendments to Forest Preserves' Code of Ordinances as requested by various departments.
- Continue to work with other departments on policy matters.

### Litigation & Dispute Resolution

- Continue to update the litigation committee on litigated matters.
- Manage outside counsel for litigated matters in a fiscally responsible way.
- Continue to achieve favorable resolution of workers' compensation, property damage, labor and employment, and personal injury claims.

### Negotiation

- Facilitate resolution of outstanding collective bargaining issues and renewal of collective bargaining agreements.

### Real Estate

- Negotiate to acquire active real estate targets.
- Continue to monitor and identify tax delinquent parcels suitable for Forest Preserves land and acquire them through the Cook County No Cash Bid Program.
- Continue to work with the Cook County Land Bank to convert properties acquired through the Land Bank's Flood Mitigation Buyout Program to Forest Preserves land.
- Continue to pursue opportunities to leverage existing real estate acquisition funds and identify alternative financing strategies to fulfill the land acquisition goals of the Next Century Conservation Plan.
- Update, revise and implement application processes and standards for land use requests.

**01 - Corporate Fund  
5160-Legal (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
0616-Chief Attorney FPD	24	1	162,505	1	169,066
0628-Deputy Chief Attorney	24	1	124,723	1	129,759
2483-Asst Gen Supt Labor Matters	24	1	114,000	1	118,603
4712-Real Estate Agent III	23	1	117,125	1	121,846
6941-Senior Attorney-FPD	23	2	199,971	3	297,336
4617-Research Analyst-FPD	19	1	88,067	1	91,624
7604-Senior Paralegal	19	1	82,867	1	90,168
5719-Paralegal-FPD	18	1	62,546	1	65,062
7605-Legal Staff Assistant	17	2	149,469	2	157,040
<b>Full Time Personnel Total</b>		<b>11</b>	<b>\$1,101,272</b>	<b>12</b>	<b>\$1,240,504</b>
<b>Personnel Wages Total</b>		<b>11.0</b>	<b>\$1,101,272</b>	<b>12.0</b>	<b>\$1,240,504</b>



**01 - Corporate Fund**  
**60 - LEGAL**

	2022	2023	
Acct#/Description	Appropriation	Recommendation	Difference
Personnel Services			
501010-Sal/Wag Of Reg Employees	\$1,101,272	\$1,240,504	\$139,232
501030-Turnover Adjustment	(66,076)	(37,215)	28,861
501190-Schedule Salary Adj.	\$44,051	\$49,620	\$5,569
501511-Mandatory Medicare Cost	15,968	17,987	2,019
501590-Group Life Insurance	2,124	2,124	-
501610-Group Health Insurance	284,616	284,616	-
501640-Group Dental Insurance	8,096	8,096	-
501690-Vision Care	1,489	1,489	-
501836-Transp & Travel Expenses	2,500	2,500	-
Total Personnel Services	\$1,394,040	\$1,569,721	\$175,681
Contractual & Professional Services			
520260-Postage	4,000	4,000	-
520490-Graphics & Reproduction Svcs	1,500	1,500	-
521054-Legal Services	270,000	270,000	-
501790-Prof /Tech Membership Fees	45,000	45,000	-
501805-Training Program Staff	12,500	12,500	-
Total Contractual & Professional Services	\$333,000	\$333,000	-
Materials & Supplies			
530170-Institutional Supplies	3,000	3,000	-
530600-Office Supplies	5,000	5,000	-
Total Materials & Supplies	\$8,000	\$8,000	-
Department Total	\$1,735,040	\$1,910,721	\$175,681



*feel free*

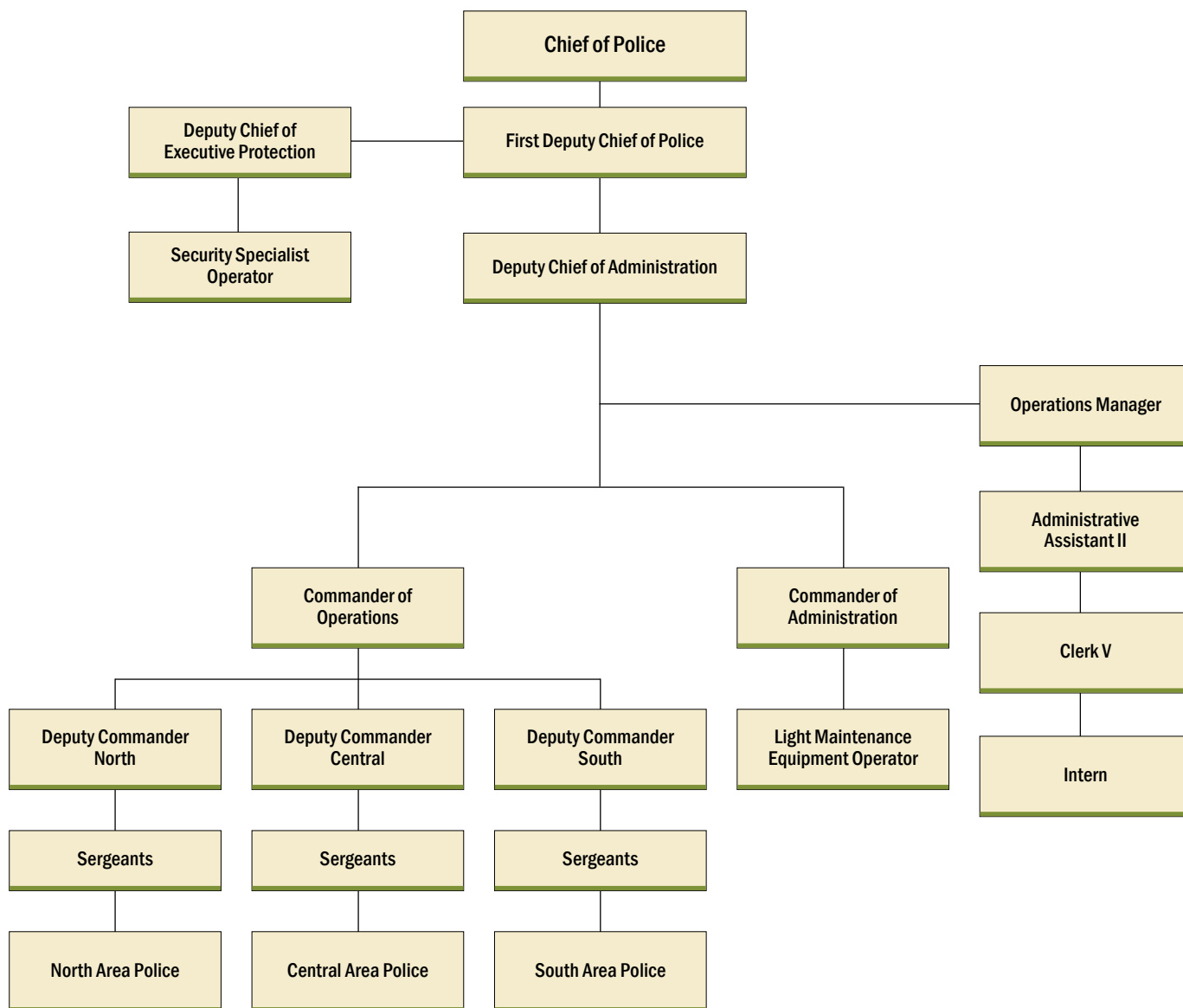
# 2023

## Law Enforcement

### MISSION:

To uphold and enforce all State, County and Forest Preserve District laws and ordinances in order to serve and protect citizens visiting the Forest Preserves, and protect the property and natural lands of the District.

## Law Enforcement Organizational Chart



# Law Enforcement

The Law Enforcement Department is charged with protecting the natural lands of the Forest Preserves of Cook County, as well as Forest Preserves buildings and structures situated on Forest Preserves property, and providing protection at all times for Forest Preserves employees and the scores of people who visit the Preserves each year.

Since 1981, Forest Preserves officers have been asked to perform a unique dual role that requires members of the patrol force to perform all of the conventional duties of a police officer while simultaneously performing many of the tasks and duties performed by conservation officers. The Law Enforcement Department operates 24 hours a day, seven days a week, deploying officers and sergeants on three shifts. This allows the Law Enforcement Department to provide equitable protection for Forest Preserves properties spread across the entire Cook County.

The patrol force is presently budgeted for 90 police officers, 18 sergeants, nine civilian personnel and its command staff. The Law Enforcement Department has deployed the use of Body Worn Cameras for the entire department ahead of the State of Illinois Mandate. Body Worn Cameras increases our transparency of our interactions with the public and are a tool to add safety to our officers as well as the public when interacting with our officers. The Department will continue to adapt new strategies to move toward more contemporary policing.

Each day, Forest Preserves officers engage in preventive patrols which include traditional vehicular patrol in marked police vehicles and various forms of alternative patrols, such as: foot patrol; bike patrol; all-terrain vehicle patrol; etc. While on patrol, and as needed, Forest Preserves officers rely on their lawful authority to enforce state statutes and county ordinances to ensure Forest Preserves properties are kept safe for all to enjoy for recreation, education and pleasure.

Forest Preserves police receive specialized training in conservation and ecology from the Illinois Department of Natural Resources. They perform conservation tasks like checking for fishing licenses, and help protect habitat and wildlife, including rare and endangered species, from threats that range from poaching to illegal dumping. They also prevent poaching of archaeological artifacts to maintain Cook County's important cultural heritage.

The Law Enforcement Department must meet the daily challenge of providing police coverage and protection, and at all times keeping pace with the expansion of Forest Preserves land holdings and the remarkable growth of Forest Preserves programs and activities.

## 2022 ACCOMPLISHMENTS

- Updated 84 policies and procedures as part of an on-going project to update the Law Enforcement Department policy manual to provide consistent responses to the many issues facing contemporary policing.
- Strengthened internal affairs process to improve transparency and timeliness.
- Developed a police fleet management strategy to replace older police vehicles with excessive mileage.
- Incorporated the adopted Ten Shared Principles into department's strategic plan and shared department-wide and on the Forest Preserves of Cook County website.
- Recruited sergeants and officers to update the Department's strategic plan, participate in policy updates and lead various initiatives.
- Trained and prepared sergeants to participate in hiring panels for new officers by the director of compliance.
- Certified seven department members as Taser instructors.
- Provided executive leadership training on officer wellness from the National Suicide Awareness for Law Enforcement Officers to the chief of police and the deputy chief of police.
- Appointed a sergeant as Mental Health Awareness Liaison, providing a point of contact and recommendations to officers for their duties and their own wellness.
- Continued to receive high ratings from the customer service surveys.

## 2023 GOALS

In 2023, the Law Enforcement Department will continue to implement priority initiatives identified in its Strategic Plan, a 5-year outline to address six initiatives.

### **Build trust and legitimacy with the community.**

- Convene annual meetings with permit holders to gather input and feedback.
- Launch programs for officers to interact with youth (such as Bike with a Cop, etc.)

### **Develop clear and comprehensive policies.**

- Train officers on key policies the police deal with frequently (such as what is or is not allowed on trails, drones, e-bikes, etc.).
- Continue to update policy manual to provide consistent responses to the many issues facing contemporary policing.

### **Promote positive organizational change and better communication across ranks.**

- Revise evaluation process for sworn personnel.
- Host monthly sergeants' meetings.
- Hold quarterly meetings between command staff and the presidents of the police officers and sergeants unions.

**Ensure officers have the technology, tools and equipment they need to do their jobs and to keep safe.**

- Procure and implement a UAV Program to enhance search-and-rescue capabilities.
- Train police officers and supervisors on the use of conducted energy weapons (CEWs), non-lethal weapons typically referred to as Tasers, which will provide an enhanced level of safety to our officers during their patrols.
- Implement a countywide automated citation management system, known as Dacra.
- Procure lidar handheld devices to promote bicycle safety on the bike trails.
- Partner with the Cook County Sheriff's Department to implement a Records Management System (RMS).

**Provide training and opportunities for advancement to all personnel throughout their careers.**

- Conduct a training needs assessment and develop a training strategy which includes Crisis Intervention Training.
- Continuation of cross-department meetings to improve collaboration.
- Establish a system that will require all sworn members to complete an Officer Stress Management course and a Mental Health refresher course provided by the Illinois Law Enforcement Training and Standards Board.

**Develop strategies to recruit officers who can succeed and grow at the Forest Preserves.**

- Develop a recruitment campaign and certify recruiters to allow for targeted outreach.
- Partner with HR to enhance the recruitment and hiring initiative.
- Develop partnerships with academic institutions to expand outreach and recruitment.
- Create a Law Enforcement Recruitment Team.
- Continue to establish a Law Enforcement Department that has a qualified and diverse staff that represents the population of Cook County.

**01 - Corporate Fund**  
**5170-Law Enforcement (Office)**

Title	GRADE	2022		2023	
		Appropriation		Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
2397-Light Equipment Operator	XF2397	1	52,270	1	52,270
2566-Police Sergeant-FPD	FPD02	18	1,438,713	18	1,396,540
2561-Police Officer-FPD	FPD01	92	6,142,236	92	6,054,408
1310-First Deputy Chief of Police	24	1	118,000	1	124,845
2562-Police Chief-FPD	24	1	147,000	1	152,935
5259-Deputy Chief of Police	24	1	111,000	1	122,764
6425-Chief of Executive Protection	24	1	120,000	-	-
9465-Deputy Chief for Executive Protection	24	-	-	1	124,845
2597-Police Commander/FPD	23	2	211,224	2	219,752
6245-Security Specialist Operator	22	6	601,349	6	617,136
2565-Police Deputy Commander	21	3	304,678	4	385,195
6986-Law Enforcement Operations Mgr	21	1	95,264	1	103,834
6932-Administrative Asst II-FPD	14	1	57,013	3	157,456
6940-Clerk V-FPD	11	6	268,861	5	246,834
<b>Full Time Personnel Total</b>		<b>134</b>	<b>\$9,667,608</b>	<b>136</b>	<b>\$9,758,814</b>
<b>Personnel Wages Total</b>		<b>134.0</b>	<b>\$9,667,608</b>	<b>136.0</b>	<b>\$9,758,814</b>

**01 - Corporate Fund**  
**70 - LAW ENFORCEMENT**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$9,667,608	\$9,758,814	\$91,206
501030-Turnover Adjustment	(657,644)	(878,293)	(220,649)
501190-Schedule Salary Adj.	\$375,797	\$975,881	\$600,084
501511-Mandatory Medicare Cost	140,180	141,503	1,323
501590-Group Life Insurance	13,392	13,392	-
501610-Group Health Insurance	2,141,680	2,141,680	-
501640-Group Dental Insurance	57,484	57,484	-
501690-Vision Care	12,411	12,411	-
501836-Transp & Travel Expenses	6,000	10,000	4,000
<b>Total Personnel Services</b>	<b>\$11,756,908</b>	<b>\$12,232,872</b>	<b>\$475,964</b>
<b>Contractual &amp; Professional Services</b>			
520260-Postage	6,000	6,000	-
520490-Graphics & Reproduction Svcs	9,000	9,000	-
520830-Professional Services	58,500	70,000	11,500
501805-Training Program Staff	80,000	80,000	-
<b>Total Contractual &amp; Professional Services</b>	<b>\$153,500</b>	<b>\$165,000</b>	<b>\$11,500</b>
<b>Materials &amp; Supplies</b>			
530100-Wearing Apparel	50,000	80,000	30,000
530170-Institutional Supplies	81,000	191,000	110,000
530600-Office Supplies	5,000	5,000	-
<b>Total Materials &amp; Supplies</b>	<b>\$136,000</b>	<b>\$276,000</b>	<b>\$140,000</b>
<b>Operations &amp; Maintenance</b>			
540250-Automotive Operation & Maint	40,000	40,000	-
<b>Total Operations &amp; Maintenance</b>	<b>\$40,000</b>	<b>\$40,000</b>	<b>-</b>
<b>Department Total</b>	<b>\$12,086,408</b>	<b>\$12,713,872</b>	<b>\$627,464</b>







*feel free*

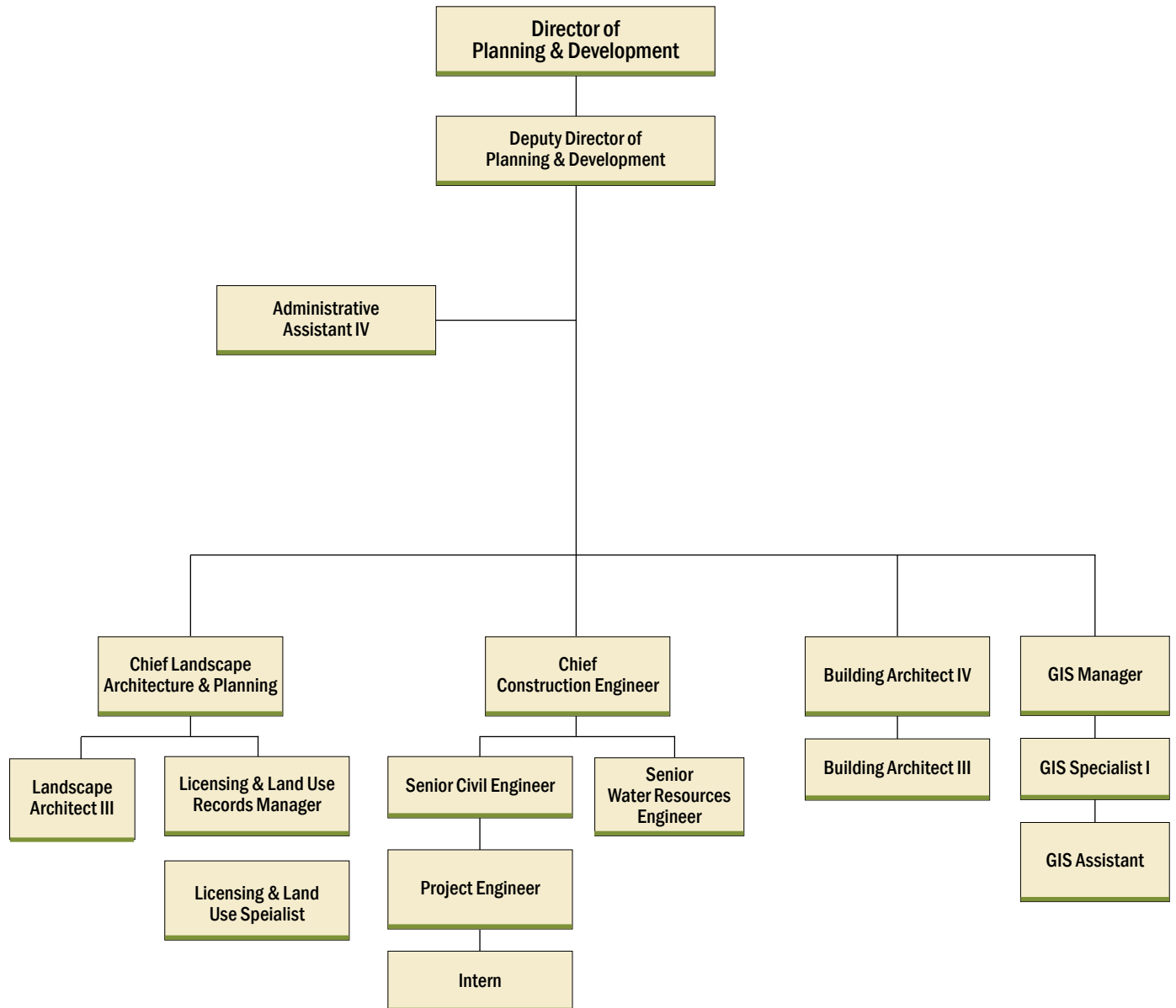
# 2023

## Planning & Development

### MISSION:

To plan, design and implement capital improvements and renovation programs to Forest Preserve District sites as well as oversee the District's land acquisition program to preserve and expand the District's lands and facilities.

## Planning & Development Organizational Chart



# Planning & Development

The Planning & Development (P&D) Department plans, designs and constructs capital improvements to make the Forest Preserves more accessible and welcoming to visitors. In recent years, the P&D Department has managed significant investments in campgrounds, trails and popular recreation sites, as well as major renovations of existing buildings and infrastructure to improve safety and accessibility.

The P&D Department also coordinates interdepartmental committees related to land acquisition, land-use licenses and third-party requests for new or improved trails and amenities. It maintains Forest Preserves maps, geographic information, real estate records, design standards for trails, signs and other structures, and information on the condition of buildings, parking lots, paved trails and other infrastructure.

For the 2023 budget year and the remaining four years of the 5-Year Capital Improvement Plan, needs are projected at a total of \$136 million. This includes \$19.1 million in grants for FY2023 projects for trail rehabilitation on several miles of the Des Plaines River Trail, trails at Swallow Cliff in the Palos Preserves, renovation of the Caldwell Woods warming shelter and rehabilitation of boating and fishing infrastructure at Beaubien Boat Launch.

Motor Fuel Tax funds provided through a 2020 agreement with Cook County Department of Transportation & Highways have funded the

rehabilitation of regional bike trails, access drives and adjacent parking areas at more than 50 locations in the past two years but are expected to be nearly exhausted by the end of 2023, with some significant paving rehabilitation needs remaining. Roughly \$14.5 million in new Build Illinois bond funds and IDNR OSLAD grant funds are important new funding sources for a few key projects.

Beyond 2023, there is still an unmet projected capital need. Early estimates for the annual update to the 5-Year Capital Improvement Plan show approximately \$93 million in capital expenses over the next four years. Of that figure, an estimated \$78 million remains unfunded, and over \$70 million is for repair, rehabilitation or replacement of existing facilities. That includes work on trails and bridges, dam and shoreline repairs, accessibility upgrades at multiple fishing and boating lakes, roof replacements at picnic shelters, and major building envelope repair and HVAC replacements.

The annual update to the 5-Year Capital Improvement Plan, expected to be submitted to the Board of Commissioners in November, will provide more details on unfunded needs, including information from re-inspection of parking lots, bridges and a group of older buildings. In addition, major investment in trail and building improvements is still needed to implement goals in the Forest Preserves Clean Energy Framework report (released in 2021) and the Trail Capital Plan & Guiding principles (adopted in 2022).

## 2022 ACCOMPLISHMENTS

### Welcome new visitors

- Completed new trails and trailheads at Horizon Farm and Spring Lake preserves in Barrington Hills and the Dan Ryan Woods-Major Taylor Trail 87th Street spur in Chicago (in progress).
- Coordinated with the villages of Western Springs and Skokie in creating new shared-use paths along Wolf Road in Bemis Woods and along Old Orchard Road in Harms Flatwoods.
- Designed new trailhead amenities (benches, bike racks, etc.) at major trailhead locations, including the John Husar I&M Canal Trail trailhead (in progress).
- Designed trail mile-markers and signs to be installed in 2022 at Caldwell Woods, Miller Meadow and Sauk Trail Woods as part of the Connecting People to Nature Challenge.

- Installed new stone entrance signs River Trail and Sand Ridge nature centers (in progress).
- Opened canoe and kayak launch on the Des Plaines River at Schuth's Grove in North Riverside, including green infrastructure upgrades to the parking lot funded by the Metropolitan Water Reclamation District.

### **Deferred Maintenance and Repairs**

- Awarded contracts and completed most of the work to repave roughly three miles of the Tinley Creek Bike Trail and five miles of the I&M Canal Trail, along with hiking trails at Camp Reinberg, Crabtree Nature Center, Sagawau Environmental Learning Center, and Sand Ridge Nature Center.
- Awarded contracts and completed most of the work to repave access drives and adjacent parking at 27 locations, as well as other site improvements such as repair to Caldwell Woods sledding hill stairs and replace docks at Tampier Lake and Busse Reservoir.
- Completed structural repairs to picnic shelters at Midlothian Meadows and King's Grove (in progress).
- Completed building envelope and energy efficiency projects, including replacing furnaces at Sand Ridge Nature Center, exterior masonry repairs, and window replacement at the Central Garage and Salt Creek Resource Management (in progress). Designed HVAC upgrades at General Headquarters.
- Assessed and permitted future repair of dewatering and dam structures at Saganashkee Slough.

### **New Plans, Policies and Standards**

- Completed Trail Capital Plan & Guiding Principles.
- Completed green building standards.

## **2023 GOALS**

### **Welcome new visitors**

- Complete major renovation of Crabtree Nature Center.
- Convert the Caldwell Warming Shelter into a new Caldwell Wellness Center.
- Award a contract for Beaubien Boat Launch visitor amenities, including new river-edge fishing and upgraded boat and paddling facilities, a new program shelter, and interpretive signs. Design a new trail connection, comfort station and underground utilities.
- Award contracts for repaving and accessibility upgrades to more than three miles of trails at Midlothian Meadows and to access drives, paths and parking areas at eight other locations.
- Add new wayfinding signs and improvements at trailheads at Camp Sullivan, Sauk Trail Woods, Eggers Grove and other locations.
- Update and reprint trail maps as needed.
- Oversee major rehabilitation and partial re-route of the Des Plaines River Trail from Devon south to Lawrence Avenue, including a new bridge over Lawrence Avenue, that is expected to be completed by IDOT contractors by 2024 as part of a larger effort with the Village of Rosemont and other partners.
- Award an IDOT construction contract for a new bridge on the Des Plaines Trail over Union Pacific Railroad tracks in the City of Des Plaines, east of Oakton Community College.

**Improve operational efficiency**

- Replace the Salt Creek Landscape Maintenance Headquarters office with a new energy-efficient garage.
- Continue to reduce the backlog of parking lots that are in poor condition and shrink pavement wherever possible. Substantially reduce pavement and install porous brick pavers at Possum Hollow Woods in west Cook County.
- Continue to reduce structural erosion issues on unpaved trail segments, allowing them to be maintained by in-house trail crews. Design improvements to unpaved trails in the Palos Preserves with new Build Illinois grant funds.
- Continue to evaluate and update trail design standards, safety upgrade priorities, and need for new policies and procedures.
- Collaborate with energy consultant to implement building energy efficiency recommendations, including replacement of aging boilers with high efficiency heating units at Forest Preserves General Headquarters and other energy efficient building upgrades, subject to funding.
- Update conditions assessment data to inform annual Capital Improvement Plan update.
- Develop new web-based land-use request dashboard to improve public information and transparency on pending requests.

**Planning**

- Continue transportation improvement partnership with Cook County Department of Transportation & Highways.
- Plan and design for extensive Palos Trail System rehabilitation funded by Build Illinois bond funding.
- Continue to update policies, criteria and public information for new licenses and land-use requests.
- Continue to plan for land acquisition, especially in Southeast Cook County (Deer Creek corridor).
- Draft master plans for special sites and corridors, including Spring Creek/Horizon Farm, the Caldwell Preserves, the Deer Creek Corridor and Sauk Trail Woods.
- Improve visitor data collection, including expanded deployment of trail counters.
- Complete feasibility study for Des Plaines River Trail crossing improvements at Milwaukee Avenue and start feasibility study for the 7-mile gap in the Tinley Creek trail system to Bartel Grasslands in South Cook County.

**01 - Corporate Fund**  
**5180-Planning & Development (Office)**

Title	GRADE	2022 Appropriation		2023 Recommendation	
		Total FTEs	Total Salaries	Total FTEs	Total Salaries
2509-Dir Planning and Devoptmt/FPD	24	1	118,999	1	123,804
2237-Building Architect IV	22	1	117,666	1	122,408
2517-Chief Landscape Architecture & Planning	22	1	117,666	1	94,557
3000-CHF CONSTRUCTION ENGINEER-FPD	22	1	117,666	1	122,408
6334-Dep Dir of Planning & Develop	22	1	90,896	1	113,984
2219-Civil Engineer IV	21	1	104,707	-	-
7810-Licensed Surveyor & Land Use Records Manager	21	1	82,867	1	90,293
9362-Senior Water Resources Engineer	21	-	-	1	86,216
2212-Civil Engineer III	20	1	90,896	-	-
2425-Geo Info Systems Manager	20	1	95,763	1	99,632
6017-Building Architect III	20	2	190,528	2	198,224
6442-Civil Engineer-FPD	20	-	-	1	99,112
2242-Landscape Architect III	19	2	177,840	2	185,037
7969-Project Engineer - FPD	19	1	72,051	1	78,416
7970-Licensing & Land Use Specialist - FPD	19	1	72,051	1	71,448
6934-Administrative Asst IV-FPD	18	1	68,682	1	78,416
4310-GIS Specialist I	16	1	68,682	1	71,448
8852-GIS Asst - Forest Preserve	14	1	47,174	1	52,635
<b>Full Time Personnel Total</b>		<b>18</b>	<b>\$1,634,134</b>	<b>18</b>	<b>\$1,688,037</b>
2439-Intern FPD		0.5	10,400	0.5	17,680
<b>Part-Time/Seasonal Personnel Total</b>		<b>0.5</b>	<b>\$10,400</b>	<b>0.5</b>	<b>\$17,680</b>
<b>Personnel Wages Total</b>		<b>18.5</b>	<b>\$1,644,534</b>	<b>18.5</b>	<b>\$1,705,717</b>

**01 - Corporate Fund**  
**80 - PLANNING & DEVELOPMENT**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$1,634,134	\$1,688,037	\$53,903
501030-Turnover Adjustment	(98,672)	(51,172)	47,500
501135-Sal/Wages Seasonal Empl	10,400	17,680	7,280
501190-Schedule Salary Adj.	\$65,781	\$68,229	\$2,448
501511-Mandatory Medicare Cost	23,845	24,733	887
501590-Group Life Insurance	2,781	2,781	-
501610-Group Health Insurance	372,973	372,973	-
501640-Group Dental Insurance	4,908	4,908	-
501690-Vision Care	1,871	1,871	-
501836-Transp & Travel Expenses	5,508	5,508	-
<b>Total Personnel Services</b>	<b>\$2,023,529</b>	<b>\$2,135,548</b>	<b>\$112,019</b>
<b>Contractual &amp; Professional Services</b>			
520490-Graphics & Reproduction Svcs	10,000	10,000	-
520830-Professional Services	51,453	50,000	(1,453)
501790-Prof /Tech Membership Fees	4,872	1,050	(3,822)
501805-Training Program Staff	4,050	4,050	-
<b>Total Contractual &amp; Professional Services</b>	<b>\$70,375</b>	<b>\$65,100</b>	<b>(\$5,275)</b>
<b>Materials &amp; Supplies</b>			
530170-Institutional Supplies	12,500	12,500	-
530600-Office Supplies	5,000	5,000	-
530635-Books, Periodicals & Publish	6,788	12,350	5,562
<b>Total Materials &amp; Supplies</b>	<b>\$24,288</b>	<b>\$29,850</b>	<b>\$5,562</b>
<b>Operations &amp; Maintenance</b>			
560019-Land Improvements	50,000	50,000	-
<b>Total Operations &amp; Maintenance</b>	<b>\$50,000</b>	<b>\$50,000</b>	<b>-</b>
<b>Department Total</b>	<b>\$2,168,192</b>	<b>\$2,280,498</b>	<b>\$112,306</b>







*feel free*

# 2023



## District Wide

### MISSION:

To acquire, restore and manage lands for the purpose of protecting and preserving public open space with its natural wonders, significant prairies, forests, wetlands, rivers, streams, and other landscapes with all of its associated wildlife, in a natural state for the education, pleasure and recreation of the public now and in the future.

## District Wide

The **District Wide Department** budgets for expenditures that are not associated with a specific department. It also allows for better control to monitor expenditures by requiring pre-approval by The Finance Department before an item or service is procured. Major account categories are Personnel Services, Contractual & Professional Services, Materials & Supplies, Operations & Maintenance and Other Expenses. The Districtwide budget recommendation for FY 2023 is \$7,139,578, a \$150,914 increase from last year.

**Personnel Services** budgets for anticipated cost of living increases, other required wage/salary/step increases, the employer required Medicare contribution and estimated employee health care contributions.

**Contractual & Professional Services** includes a variety of essential services; telecommunication services which includes landline and cell phones, printing and public services announcements. It also typically includes the budget to operate our five campgrounds and three aquatic centers. Due to COVID 19 the aquatic centers were not open 2020 or 2021 but were reopened in 2022 and are planned to be open again in 2023.

**Materials & Supplies** appropriates funds for computer equipment and software district wide. Money is also budgeted to support the use of body worn cameras for the Department of Law Enforcement. These funds are managed by Finance and Administrations IT Department.

**Operations & Maintenance** includes funds for partner organizations such as Neighbor Space, The Forest Preserve Foundation and for targeted, small scale land improvement projects.

**Other Expenses** includes funding paid to Cook County which supports business operations related to computer software, timekeeping and the Oracle ERP system which includes the following applications: HR, Payroll, Purchasing, Accounting, Accounts Payable, and Budgeting. It also reimburses the County for support services provided by Risk Management, the Inspector General, Board Secretary, Human Resources and ERP Department. Rent for three departments that work at 69 W. Washington is also budgeted here. An Intergovernmental Agreement between the Forest Preserve and Cook County is approved by the Board of Commissioners each year which spells out these services and reimbursement amounts.

**01 - Corporate Fund  
99 - District Wide**

Acct#/Description	2022	2023	Difference
	Appropriation	Recommendation	
<b>Personnel Services</b>			
501010-Sal/Wag Of Reg Employees	\$1,239,000	\$1,045,000	(\$194,000)
501226-Planned Benefit Adjustment	(\$728,000)	(\$733,000)	(\$5,000)
501511-Mandatory Medicare Cost	17,966	15,153	(2,814)
<b>Total Personnel Services</b>	<b>\$528,966</b>	<b>\$327,153</b>	<b>(\$201,814)</b>
<b>Contractual &amp; Professional Services</b>			
520150-Communication Services	630,000	668,000	38,000
520490-Graphics & Reproduction Svcs	53,000	55,000	2,000
520830-Professional Services	2,043,021	2,229,385	186,364
521313-Special or Coop Programs	50,000	50,000	-
<b>Total Contractual &amp; Professional Services</b>	<b>\$2,776,021</b>	<b>\$3,002,385</b>	<b>\$226,364</b>
<b>Materials &amp; Supplies</b>			
530635-Books, Periodicals & Publish	430,000	500,592	70,592
<b>Total Materials &amp; Supplies</b>	<b>\$430,000</b>	<b>\$500,592</b>	<b>\$70,592</b>
<b>Operations &amp; Maintenance</b>			
540130-Maint & Subscription Svcs	20,000	275,000	255,000
560019-Land Improvements	335,000	85,000	(250,000)
<b>Total Operations &amp; Maintenance</b>	<b>\$355,000</b>	<b>\$360,000</b>	<b>\$5,000</b>
<b>Other Expenses</b>			
	2,903,671	2,949,445	45,774
<b>Total Other Expenses</b>	<b>\$2,903,671</b>	<b>\$2,949,445</b>	<b>\$45,774</b>
<b>Department Total</b>	<b>\$6,993,658</b>	<b>\$7,139,575</b>	<b>\$145,917</b>





*feel free*

# 2023



## Capital and Related Funding Sources

## Construction & Development Fund

The Construction and Development Fund is funded from annual tax levies and other resources to be used for constructing improvements in the development of forests and lands to include construction, renovation or restoration of district facilities, the acquisition of heavy equipment and vehicles and major land conservation projects. An appropriation last for a period of 5 years and any unspent appropriation at the end of the 5 year period are transferred to the Corporate Fund.

### 51033-2023 Construction & Development Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b><u>Available Funding Sources</u></b>			
411010-Property Tax Revenue	\$7,469,000	\$7,469,000	\$0
<b>Total Funding Sources</b>	<b>\$7,469,000</b>	<b>\$7,469,000</b>	<b>\$0</b>
<b><u>Expenditures</u></b>			
520000-Contractual Service-31	\$4,463,360	\$4,463,360	\$0
560000-Contractual Services-53	\$618,860	\$618,860	0
520000-Contractual Services-80	\$1,974,280	\$1,974,280	0
560000-Capital Outlay Expenditures-52	\$412,500	\$412,500	0
<b>Total Expenditures</b>	<b>\$7,469,000</b>	<b>\$7,469,000</b>	<b>\$0</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Capital Improvement Fund

The purpose of this fund is to account for all capital expenditures of the District that are funded by debt issued prior to 2012, or other financing sources and that are not related to land acquisitions.

### 51009-Capital Improvement Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b>Available Funding Sources</b>			
411490-Operating Transfer In From Corporate	\$6,000,000	\$5,500,000	(\$500,000)
<b>Total Funding Sources</b>	<b>\$6,000,000</b>	<b>\$5,500,000</b>	<b>(\$500,000)</b>
<b>Expenditures</b>			
520000-Contracted Services - 53	\$500,000	\$500,000	\$0
520000-Contracted Services - 80	3,000,000	3,000,000	0
520000-Vehicle & Equipment - 54	1,500,000	1,500,000	0
520000-Contracted Services - 99	1,000,000	400,000	(600,000)
520000-Contracted Services - 70	0	100,000	100,000
<b>Total Expenditures</b>	<b>\$6,000,000</b>	<b>\$5,500,000</b>	<b>(\$500,000)</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



## Real Estate Acquisition Fund

The fund accounts for the District's land acquisition program. Sources available for appropriations for this fund are derived from debt proceeds, contributions, and grants. The District does not directly levy taxes for land acquisition, but may transfer funds from Corporate Fund. The District's land acquisition was initiated in 1916 and is limited by State statute to the acquisition of up to 75,000 acres.

### 51006-Real Estate Acquisition Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b><u>Available Funding Sources</u></b>			
411460-Operating Transfer in from Corporate	\$2,000,000	\$2,000,000	—
411490-Fund Balance Contributions	3,350,000	3,000,000	(350,000)
<b>Total Funding Sources</b>	<b>\$5,350,000</b>	<b>\$5,000,000</b>	<b>(350,000)</b>
<b><u>Expenditures</u></b>			
520000-Contractual Service	\$600,000	\$500,000	(\$100,000)
560000-Capital Outlay Expenditures	4,400,000	4,500,000	100,000
<b>Total Expenditures</b>	<b>\$5,000,000</b>	<b>\$5,000,000</b>	<b>\$0</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



## Resident Watchmen Fund

The purpose of this Cost Center is to allocate revenues collected from the Resident Watchman program to the maintenance and improvements of District Resident Watchmen Facilities.

### 54017-Resident Watchmen Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b><u>Available Funding Sources</u></b>			
411360-Fees	\$223,000	\$223,000	\$0
<b>Total Funding Sources</b>	<b>\$223,000</b>	<b>\$223,000</b>	<b>\$0</b>
<b><u>Expenditures</u></b>			
530000-Supplies & Materials	\$223,000	\$223,000	\$0
<b>Total Expenditures</b>	<b>\$223,000</b>	<b>\$223,000</b>	<b>\$0</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Bond & Interest Fund

Debt Service Schedule and Related Tax levy for Fiscal Year Beginning January 1, 2023

Period Ending	Levy Year	Series A 2022	Series B 2022	Series 2019 2019	Series A 2015	Series B 2015	Annual Debt Service
Funding Source:		Property Tax	PPRT	Property Tax	Property Tax	Property Tax	
12/31/2023	2022	3,366,039	3,561,737	907,695	8,156,889	152,051	16,144,411
12/31/2024	2023	3,359,500	3,562,750	906,380	8,161,958	153,585	16,144,173
12/31/2025	2024	3,978,500	3,562,750	444,485			7,985,735
12/31/2026	2025	3,978,000	3,563,250	445,350			7,986,600
12/31/2027	2026	3,972,250	3,559,000	445,925			7,977,175
12/31/2028	2027	3,981,250	3,560,000	446,210			7,987,460
12/31/2029	2028	3,979,000	3,560,750	446,205			7,985,955
12/31/2030	2029	3,980,750	3,561,000	445,910			7,987,660
12/31/2031	2030	3,976,000	3,560,500	445,325			7,981,825
12/31/2032	2031	3,979,750	3,564,000	444,450			7,988,200
12/31/2033	2032	3,976,250	3,561,000	448,285			7,985,535
12/31/2034	2033	3,980,500	3,561,500	446,685			7,988,685
12/31/2035	2034	3,981,750	3,565,000	444,795			7,991,545
12/31/2036	2035	3,974,750	3,561,000	447,615			7,983,365
12/31/2037	2036	3,979,500	3,559,500				7,539,000
<b>Total</b>		<b>58,443,789</b>	<b>53,423,737</b>	<b>7,165,315</b>	<b>16,318,847</b>	<b>305,636</b>	<b>135,657,324</b>



*feel free*

2023



## Fiduciary, Agency And Component Unit Funds

## Employee Annuity And Benefit Fund

Required Property Tax Levy and contribution from Personal Property Replacement Taxes in the year 2020, for the purpose of providing the amount necessary to be contributed by the Forest Preserve District as employer.

### 52004 - Employee Annuity And Benefit Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b>Available Funding Sources</b>			
411010-Property Tax Revenue	\$3,735,727	\$3,627,129	(\$108,598)
411050-Property Replacement Tax	415,081	403,014	(12,067)
<b>Total Funding Sources</b>	<b>\$4,150,808</b>	<b>\$4,030,143</b>	<b>(\$120,665)</b>
<b>Expenditures</b>			
700005-Other Expense	\$4,150,808	\$4,030,143	(\$120,665)
<b>Total Expenditures</b>	<b>\$4,150,808</b>	<b>\$4,030,143</b>	<b>(\$120,665)</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Self-Insurance Fund

The Internal Service Fund is established to account for the District's self-insurance related activities including accumulating a fund balance sufficient to meet future estimated claims and judgments, paying worker's compensation claims, tort judgments/settlements, and associated legal fees.

### 52011 - Self Insurance Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b>Available Funding Sources</b>			
411010-Operating Transfer in from Corporate	\$8,000,000	\$7,500,000	(\$500,000)
411070-Investment Earnings	30,000	30,000	0
411490-Fund Balance Contributions	0	1,000,000	1,000,000
<b>Total Funding Sources</b>	<b>\$8,030,000</b>	<b>\$8,530,000</b>	<b>\$500,000</b>
<b>Expenditures</b>			
501000-Personal Services	\$2,100,000	\$2,500,000	\$400,000
580000-Contingencies & Special Purp	5,430,000	5,500,000	70,000
700005-Other Expense	500,000	530,000	30,000
<b>Total Expenditures</b>	<b>\$8,030,000</b>	<b>\$8,530,000</b>	<b>\$500,000</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## MFT Paving Project Fund

The Motor Fuel Tax Fund (MFT) is funded via IGA w/CCDOTH to assist with completing and expediting transportation infrastructure projects to expand and maintain the District's comprehensive transportation network.

### 51029 - MFT 2020 Paving Project Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./((DEC.))
<b>Available Funding Sources</b>			
411460-Other Revenue	\$9,309,761	\$8,486,000	(\$823,761)
<b>Total Funding Sources</b>	<b>\$9,309,761</b>	<b>\$8,486,000</b>	<b>(\$823,761)</b>
<b>Expenditures</b>			
520000-Contractual Service	\$856,000	\$766,000	(\$90,000)
560000-Capital Outlay Expenditures	8,453,761	7,720,000	(733,761)
<b>Total Expenditures</b>	<b>\$9,309,761</b>	<b>\$8,486,000</b>	<b>(\$823,761)</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Grants Fund

The purpose of this fund is to advance funding for projects that are reimbursed by State, Federal, or Private grant awards.

### 52010 - Grants Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./((DEC.))
<b>Available Funding Sources</b>			
411460-Other Revenue	\$2,085,390	\$2,500,000	\$414,610
<b>Total Funding Sources</b>	<b>\$2,085,390</b>	<b>\$2,500,000</b>	<b>\$414,610</b>
<b>Expenditures</b>			
520000-Contractual Service	\$2,085,390	\$2,500,000	\$414,610
<b>Total Expenditures</b>	<b>\$2,085,390</b>	<b>\$2,500,000</b>	<b>\$414,610</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



The American Rescue Plan Act Project Fund (ARPA)

The American Rescue Plan Act Project Fund (ARPA) is funded via subaward of federal stimulus funds intended to promote national economic and health recovery caused by the COVID-19 pandemic, to be used for conservation, restoration, land acquisition, energy efficiency and administration.

51032 - The American Rescue Plan Act Project Fund (ARPA)

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b>Available Funding Sources</b>			
411490-Fund Balance Contributions	\$0	\$8,000,000	\$8,000,000
<b>Total Funding Sources</b>	<b>\$0</b>	<b>\$8,000,000</b>	<b>\$8,000,000</b>
<b>Expenditures</b>			
520000-Contractual Service	\$0	\$8,000,000	\$8,000,000
<b>Total Expenditures</b>	<b>\$0</b>	<b>\$8,000,000</b>	<b>\$8,000,000</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Chicago Zoological Society Fund

### 52005-Chicago Zoological Society Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b>Available Funding Sources</b>			
411010-Property Tax Revenue	\$13,856,379	\$13,856,379	\$0
411050-Property Replacement Tax	586,439	586,439	0
<b>Total Funding Sources</b>	<b>\$14,442,818</b>	<b>\$14,442,818</b>	<b>\$0</b>
<b>Expenditures</b>			
700005-Other Expense	\$14,442,818	\$14,442,818	\$0
<b>Total Expenditures</b>	<b>\$14,442,818</b>	<b>\$14,442,818</b>	<b>\$0</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

## Chicago Horticultural Fund

### 52008-Chicago Horticultural Fund

Account	2022 Appropriation	2023 Recommendation	Difference INC./(DEC.)
<b>Available Funding Sources</b>			
411010-Property Tax Revenue	\$8,679,628	\$8,679,628	\$0
411050-Property Replacement Tax	278,465	278,465	0
<b>Total Funding Sources</b>	<b>\$8,958,093</b>	<b>\$8,958,093</b>	<b>\$0</b>
<b>Expenditures</b>			
700005-Other Expense	\$8,958,093	\$8,958,093	\$0
<b>Total Expenditures</b>	<b>\$8,958,093</b>	<b>\$8,958,093</b>	<b>\$0</b>
	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>



# Chicago Zoological Society and Chicago Horticultural Society

No partnerships have been as important to the Forest Preserves of Cook County as the relationships with the Chicago Zoological Society (CZS), which operates the Brookfield Zoo, and the Chicago Horticultural Society (CHS), which operates the Chicago Botanic Garden.

The Forest Preserves and CZS opened Brookfield Zoo in 1934, and the Preserves and CHS opened the Chicago Botanic Garden in 1972. The Forest Preserves provides the land that houses the Zoo and Garden and contributes significant

financial support to these world-class institutions each year—nearly one fifth of the Forest Preserves current annual budget is dedicated to the operation of the Zoo and Garden.

These public-private partnerships have proved resilient over the years, sustaining these preeminent centers for learning and scientific research and growing them into two of the most popular attractions in Illinois.

## BROOKFIELD ZOO

- Set within a 285-acre nature park and accredited arboretum on Forest Preserves land, the Brookfield Zoo connects more than 2 million guests in a typical year to its diverse collection of wildlife living in cutting-edge naturalistic exhibits.
- The Chicago Zoological Society is not only at the forefront of animal welfare, it also is a leader in social innovation, developing award-winning conservation, education and community outreach initiatives that serve disadvantaged neighborhoods, veterans and individuals with cognitive, physical and intellectual differences.
- CZS teacher training and community-based education programs and events typically reach more than 200,000 people and encourage everyone, regardless of age and background, to understand the importance of wildlife, nature and the environment.

## CHICAGO BOTANIC GARDEN

- The Chicago Botanic Garden features 27 gardens, more than 100 acres of woodland, and 15 acres of re-created prairie habitat on 385 acres of Forest Preserves land. More than one million guests visit the Garden in a typical year to view this living museum's collection of 2.7 million plants.
- The Garden serves more than 270,000 people in registered and free programs in most years, including adult education classes, symposia, professional certificate programs, and a Science Career Continuum that trains Chicago Public Schools middle- and high-school students for careers in science.
- The Garden also helps improve employment opportunities and broaden access to fresh produce for low-income households through its youth and adult urban agriculture and jobs training programs at Windy City Harvest sites throughout Cook and Lake Counties.

## COLLABORATION WITH THE FOREST PRESERVES

- Both the Zoo and Garden remain close partners with the Forest Preserves, which helps support the institutions and shares their mission of preserving and providing education about the natural world. The Forest Preserves collaborates with both CZS and the Garden on ecological restoration, innovative research and public programming.
- The Forest Preserves and CZS have partnered to track walleye, badgers and river otters to help better understand their use of local habitats and inform future restoration projects. CZS also supports research efforts by helping Forest Preserves biologists perform health checks on native wildlife.
- Recent collaborations with the Garden include the Plants of Concern and Budburst citizen science projects, the Greencorps Chicago job-training program and amphibian-focused restoration research. The Forest Preserves and Garden also partner frequently on seed collecting, research and banking for restoration efforts.



*feel free*

# 2023

## Chicago Zoological Society & Brookfield Zoo

### MISSION:

The mission of the Chicago Zoological Society, which manages Brookfield Zoo, is to inspire conservation leadership by connecting people with wildlife and nature.

# The Chicago Zoological Society and Brookfield Zoo

## AN INTRODUCTION TO THE 2023 FOREST PRESERVES OF COOK COUNTY BUDGET DOCUMENT

*The mission of the Chicago Zoological Society is to inspire conservation leadership by engaging people and communities with wildlife and nature.*

Last year marked the 100-year anniversary of the Chicago Zoological Society. As we look back and marvel at how far we've come, we gratefully acknowledge the leadership of the people and organizations who brought us to this point. First and foremost, they include the Forest Preserves of Cook County. In 1921, commissioners of one of the oldest and largest forest preserve districts in the county joined with prominent citizens and chartered the Chicago Zoological Society to plan, build and operate a modern zoo on Forest Preserves land. This was the start of a rewarding relationship between the two organizations that demonstrates the important role public-private partnerships play in conservation.

As this partnership grew and the role of modern zoos evolved into conservation centers, our leaders recognized that a finite number of zoos and aquariums could not stave off the looming threats of biodiversity loss the planet is facing. However, as leaders of an institution that draws nearly 2 million visitors each year—more than most other cultural institutions—they saw a tremendous opportunity to inspire some of those millions to become engaged in conservation work at the zoo, in the forest preserves, in their communities, and across the world.

Over the past year, the Chicago Zoological Society has welcomed new leaders to the organization who are committed to building conservation leadership. In late 2021, President and CEO Dr. Stuart Strahl retired after 18 years leading the institution. Strahl instituted reforms and innovations that strengthened Brookfield Zoo and assured its continued survival and growth, even after the devastating COVID-19 pandemic. Strahl launched the Center for Conservation Leadership in 2006, which engages people in conservation by providing educational opportunities for teachers, students, and people in underserved communities. During his time, the Society also established the Center for the Science of Animal Care and Welfare, one of the first research centers in North America that brings together interdisciplinary teams to research the science of animal welfare. Community outreach and inclusion programming were priorities for Strahl. He championed the Zoo for All initiative, which made the zoo and zoo programming accessible to people of all abilities. Strahl

also strengthened the Society's partnership with the Forest Preserves of Cook County and forged new partnerships with groups that serve veterans and under-served communities. Existing exhibits underwent much-needed capital upgrades and new exhibits and attractions were constructed during his tenure, including Great Bear Wilderness, Hamill Family Wild Encounters, Hamill Family Nature Plaza, and the Carousel.

Following Strahl's retirement, the zoo welcomed Dr. Mike Adkesson, DVM, MBA, Dipl. ACZM & ECZM as the new President and CEO of the Chicago Zoological Society and Director of Brookfield Zoo. Dr. Adkesson is a graduate with highest honors from the University of Illinois, College of Veterinary Medicine and completed his residency in zoological medicine at the St. Louis Zoo and the University of Missouri. He holds veterinary board-certifications as a specialist in zoo and wildlife medicine from both the American College of Zoological Medicine and European College of Zoological Medicine. Dr. Adkesson began his career at Brookfield Zoo in 2008 as an associate veterinarian, and was promoted thereafter to Vice President of Clinical Medicine, where he oversaw the hospital operations of one of the most premier zoo veterinary programs globally, providing medical care for several thousand animals at Brookfield Zoo. As an adjunct clinical professor at the University of Illinois College of Veterinary Medicine, he has trained hundreds of vet students, interns, and residents.

Dr. Adkesson is a tireless advocate for the important role accredited zoos and aquariums play in today's society—they conserve wildlife, provide animals with excellent science-based care and welfare, educate local communities, preserve lands and waterways, and advance science. For the past decade, he has directed programs in Peru focusing on marine ecosystem conservation, which encompass research, education, and community engagement. Dr. Adkesson looks forward to building on the Society's rich history of success in animal care and conservation—including support for wildlife conservation efforts in Cook County and around the globe.

While the Chicago Zoological Society continues to be an international leader in conservation education and animal welfare, the capital needs of the Society remain large, with over \$170 million needed to maintain and rebuild Brookfield Zoo's 1920s-era infrastructure. With declining sources of government funding and limited private philanthropic support, it will remain a challenge to meet these infrastructure needs. In collaboration with the Forest Preserves of Cook County, we remain committed to pursuing additional funding opportunities or initiatives to address these capital concerns.

## INNOVATIONS AND EXCELLENCE IN CONSERVATION LEADERSHIP, COMMUNITY ENGAGEMENT AND ANIMAL CARE

Since the founding of the Chicago Zoological Society, the percentage of the world's population living in highly urbanized areas has doubled, and Americans are increasingly feeling disconnected from the natural world. In response to this, the Society developed centers for conservation and leadership, where humans could further connect with animals and the natural world and become inspired to champion environmental causes.

### Center for Conservation Leadership / Center for Community Engagement and Social Innovation

The Society's Center for Conservation Leadership touches the lives of thousands of people annually through community-based education and inclusion programs. The Center provides outreach and education initiatives that serve Chicago's diverse neighborhoods and suburbs, fostering the development of the science skills and conservation awareness that will ensure today's children and teens are career and college ready.

The King Conservation Leadership Academy high school career and college readiness program, the King Scholars, returned to hosting activities on-site at Brookfield Zoo after a two-plus-year hiatus due to the pandemic. The summer began with an onboarding session for over 30 King Scholars who, along with the 220 currently active King Scholars, spent their summer taking courses on a variety of topics, planning activities at Brookfield Zoo and in local communities, and sharing the mission of the Society with the public.

The King Academy also continues to serve under-resourced communities located in the Chicago area, providing informal science programs for children in early education through middle school who may have difficulty coming to Brookfield Zoo. The programs focus on empathy and hopeful environmental solutions to inspire conservation leadership. During the pandemic, community engagement staff produced weekly videos sent to nearly 200 families in our Zoo Adventure Passport, Zoo Explorers Club, and Nature Play programs in Fuller Park, Englewood, Cicero, Melrose Park, Pilsen and West Belmont. As COVID restrictions eased, the King Explorer program for middle school youth returned in person this Spring, creating a Monarch Conservation Fair to show how everyone can be engaged in monarch conservation. This free Science, Technology, Engineering, Art, and Math program serves four historically excluded communities in partnership with four community garden organizations. The program intentionally builds a community of King Explorers that see themselves as scientists and change-makers for our local and global environment, acting as a resource for their families and community members.

The Communities & Nature program, whose initiative is to create a bridge that enables people to connect to wildlife and nature in their own neighborhood, also engaged with several communities this year, including Brookfield, Berwyn, Blue Island, Evergreen Park, La Grange, Lansing, Maywood, Melrose Park, Morton Grove, Orland Park, and Riverside. In this program, Brookfield Zoo partners with public libraries and other community organizations to help them create healthy spaces for people and wildlife, and engage residents in those communities with nature-based programs.

Naturally Neighbors, one aspect of the Communities & Nature programming, offers hands-on workshops that engage children in conservation learning in their own communities. Workshops include topics like composting, seed planting and germination, and identifying species in their own backyard using apps like iNaturalist and Seek.

Another aspect of the program is the Pollination Station Network, which is part of a global conservation movement that aims to halt and reverse the alarming decline in the numbers of pollinators caused by habitat loss, pesticide use, and other factors. With the zoo's help, new pollinator gardens beautify the community and provide pollinators with more habitat and essential sources of food. Through programming hosted in the gardens, members of the community can participate in citizen-science experiments and nature observations.

These pollinator gardens also support the Chicago Zoological Society's mission and contribute to the Illinois Monarch Project's habitat restoration and conservation efforts. The Society is a strong supporter of the conservation of the monarch butterfly, partnering with the Illinois Monarch Project, a statewide coalition of agencies, organizations, and individuals that are working together to help monarchs and other pollinators thrive. The project is conducting a drive to add 150 million new milkweed stems and other nectar-producing plants to the Illinois landscape by 2038. To aid in this effort, Brookfield Zoo maintains several pollinator gardens onsite and in the community.

Zoo Camp also returned this year after a two-year hiatus. Over the course of the summer, Brookfield Zoo welcomed hundreds of campers for an experience that explored all 235 acres of the zoo, connecting participants to nature and animals in exciting ways. The Society is proud to be one of only 7% of American Camp Association accredited camps that provide an inclusive setting, allowing participants with and without disabilities to enjoy the experience together.

The Society's Advanced Inquiry Program, a conservation-focused learning experience combining web-based graduate courses through Project Dragonfly at Miami University in Ohio with experiential learning and field study at Brookfield Zoo served 81 master's degree students last year. Additionally,



the Institute of Science Teaching Excellence, an intensive professional development program that combines out-of-school Next Generation Science Standards-focused workshops with classroom mentoring and observation served over 100 Illinois teachers last year.

#### Center for the Science of Animal Care and Welfare

Inspiring our guests is one of the Society's top priorities, but we also seek to establish the best practices in animal care, behavioral research, nutrition, exhibit design and much more. Brookfield Zoo continues to be one of the world's most innovative training facilities for educators and veterinarians, who care for the nearly 2,500 animals representing 419 species living at the zoo.

Throughout its history, the Society has led efforts to raise the standard of care for animals in zoos and aquariums. Brookfield Zoo was the first zoo in the world to receive the American Humane Certified Seal after meeting the organization's rigorous standards for the care and welfare of animals. The zoo is also accredited by prestigious zoological organizations, such as the Association of Zoos and Aquariums and the Alliance of Marine Mammal Parks and Aquariums.

The Chicago Zoological Society remains a leader in zoological medicine and training. The zoo's state-of-the-art Animal Hospital is one of the top facilities of its kind in the country. To encourage optimal health and welfare through diet, the Society established one of the first Nutrition Services departments in a zoo to be staffed by full-time professional nutritionists, who create custom diets for each animal and monitor nutrition levels.

The Society's commitment to training the next generation of animal care experts persisted throughout the pandemic as well. The zoo accepted four new veterinary residents, and provided clinical rotations to 31 veterinary students. Over the past 15 years, over 330 students have completed a clinical rotation at Brookfield Zoo.

Earlier this year, this team of experts was called upon to care for Lucky, a 47-year old bottlenose dolphin, who was diagnosed with squamous cell carcinoma, a common type of skin and oral cancer. The accredited facility where he was living was not fully equipped to treat him, so Lucky was flown to Brookfield Zoo for health assessments and treatment at our state-of-the-art medical facility, which includes advanced medical diagnostic imaging equipment. Lucky is being treated with cryotherapy, which uses a topical cold application to freeze and destroy abnormal tissue on lesions in his mouth. He has regular follow up exams and diagnostic imaging to screen for metastasis of the cancer. Brookfield Zoo was Lucky's previous home and is now his permanent home, where he will continue to receive the best quality medical care for years to come.

With high quality care and welfare, the Society is continually welcoming new animals to the zoo, and this past year was no exception. Over the past year, Brookfield Zoo witnessed the following exceptional births:

- A tapir calf, the first born at Brookfield Zoo in nearly 30 years. Tapirs are South America's largest native land mammal. The population has been declining due to loss of habitat, hunting, and competition with domestic livestock. The Society provides support for the Tapir Specialist Group, which is a unit of the IUCN Species Survival Commission. Projects by the organization have included a variety of field research in Argentina, Brazil, Colombia, Ecuador and French Guiana, to better understand tapir biology and how to save the species in its native habitat.
- A litter of endangered Mexican grey wolf pups, some of which were successfully cross-fostered into a den and released into the wild.
- The hatching of Brookfield Zoo's first ever short beaked echidna—a rare egg-laying mammal from Australia. This “puggle” as they are called is only the ninth hatching among Association of Zoos and Aquariums institutions in the last 20 years and was born to Waddles, a 47-year-old mother.
- The Society remains deeply committed to the African white bellied tree pangolin conservation program that aims to establish a sustainable population of this endangered species. Earlier this year, Brookfield Zoo welcomed the birth of a new male, and just recently saw the birth of a young female, who represents a new milestone as a second-generation birth within the zoo's population.
- A litter of six Asian small clawed otters. The number of Asian small clawed otters has been falling due to human encroachment, pollution, and the destruction of their native habitat in China, India, Southeast Asia, Indonesia and the Philippines. The pairing of the two otters at Brookfield Zoo was based on a recommendation from the Association of Zoos and Aquariums Asian Small-clawed Otter Species Survival Plan. The Chicago Zoological Society and Brookfield Zoo participate in this and other SSPs, which are cooperative population management and conservation programs for select species in accredited North American zoos and aquariums. Each plan manages the breeding of a species to maintain a healthy and self-sustaining population that is both genetically diverse and demographically stable.
- Several curl-crested aracari chicks fledged this year. This small toucan-like species is notorious for being difficult to

breed, but through the dedicated and careful care provided by our animal care staff, this was the second time we have accomplished success here at Brookfield Zoo.

The Society's research extends across the state and internationally. This year, zoo veterinary staff conducted an assessment of Ornate Box Turtles at Nachusa Grasslands in western Illinois. This fieldwork aims to understand the population health of this state-threatened species to aid in conservation efforts to protect one of its last remaining populations. Field research continues in Sarasota Bay, Florida with bottlenose dolphins, and internationally at Punta San Juan, Peru with Humboldt penguins.

Just recently, the Chicago Zoological Society helped publish an innovative and cutting-edge Cetacean Welfare Study, which took more than six years to complete, and involved 237 cetaceans in 43 accredited zoos and aquariums in the U.S., Mexico, Jamaica, Spain, Portugal, Singapore, and China. The overarching goals of the study were to better understand the factors that contribute to the welfare of cetaceans in zoos and aquariums and to develop tools and information that can be used for the continuous improvement of their care and welfare. Our scientists published a series of nine manuscripts that presented the study's findings, and were hailed as groundbreaking achievements by marine mammal specialists and animal welfare organizations. The study strove to create common and novel indicators of health and welfare in cetaceans, including hormone levels and other biomarkers, like blood cell counts. The data from this study suggests that behavioral diversity (the range of natural and species-specific behaviors that an individual animal engages in) is a positive indicator of welfare. The study found that enrichment programs and social management are much more closely related to those behaviors that are likely indicative of animal welfare compared to habitat characteristics like the size and depth of the habitat. Ultimately, studies like these allow zoos and aquariums to use evidence-based diagnostic tools and decision-making practices to provide the best possible welfare for the animals in their care.

## LOOKING TO THE FUTURE

Today, more than ever, guests visiting Brookfield Zoo find a place where they can learn, a place of inspiration and spiritual connection, a place for families to make memories and have fun. The Chicago Zoological Society continues to be a global leader in animal care and welfare, education and conservation. In communities throughout the region, we are collectively working to build a diverse and inclusive conservation movement that speaks to and hears from every community and person, regardless of income level or ability.

While the Chicago Zoological Society is starting to recover from the hardships of the pandemic, the zoo's infrastructure

needs will continue to pose a challenge into the future. Brookfield Zoo's 80 buildings and 150 structures, many first built in the 1920s, are in desperate need of repair. Over \$170 million of deferred capital maintenance must be addressed in order to avoid exhibit closures, with an additional \$10 million required annually for maintenance and repairs. The Society will continue to work to leverage funding from all sources to keep the zoo open and accessible, and stands ready to work in collaboration with the Forest Preserves of Cook County and our sister institution the Chicago Botanic Garden to pursue funding opportunities to address our common needs.

The Society and its Board of Trustees continues to move forward with a strategic planning process focused on updating Brookfield Zoo's Master Site plan and identifying long term goals and objectives for the Forest Preserve land located within the boundaries of the zoo. As we move into the future, the Society will continue to set higher standards as an international leader in conservation and the care and welfare of animals, to strengthen its relevance in the Chicago-area community, and to empower residents to drive positive change. These successes would not be possible without the support of the Forest Preserves, its President, Commissioners and the General Superintendent, and we look forward to working together for the benefit of all Cook County residents.

**CHICAGO ZOOLOGICAL SOCIETY  
COMPARISON OF ESTIMATED REVENUE  
AND AVAILABLE SOURCES FOR FISCAL YEAR BEGINNING JANUARY 1, 2022**

<b><u>Tax Revenue</u></b>	<b><u>FY 2022</u></b>	<b><u>FY 2023</u></b>	<b><u>% CHANGE</u></b>
Gross Tax Levy for Chicago Zoological Society	14,284,927	14,284,927	0%
Reserves for Deferred Collections & Refunds	(528,548)	(528,548)	0%
Deferred Collections (Prior Year Taxes)	100,000	100,000	0%
Personal Property Replacement Tax (PPRT)	586,439	586,439	0%
Reserves against PPRT	0	0	N/A
<b>Total Tax Revenue</b>	<b><u>\$14,442,818</u></b>	<b><u>\$14,442,818</u></b>	<b><u>0%</u></b>
<b><u>Non-Tax Revenues</u></b>			
Merchandise & Concessions Commission	3,779,060	5,003,508	32%
General Admissions & Parking	7,390,268	9,103,937	23%
Membership & Animal Adoption	13,722,170	15,985,133	16%
Unrestricted Contributions & Sponsorships	7,978,732	7,988,357	0%
Special Attractions & In-Park Transportation	1,645,142	2,466,895	50%
Special Events	441,486	673,754	53%
Education & Other Income	1,068,403	995,671	-7%
Endowment Investment Income	1,869,000	1,107,000	-41%
Release of Restricted Program Contributions	2,858,197	4,748,083	66%
<b>Total Non-Tax Revenue</b>	<b><u>\$40,752,458</u></b>	<b><u>\$48,072,338</u></b>	<b><u>18%</u></b>
<b><i>Total Tax and Non-Tax Revenues</i></b>	<b><i>\$55,195,276</i></b>	<b><i>\$62,515,156</i></b>	
<b>Total All Revenues</b>	<b><u><u>\$55,195,276</u></u></b>	<b><u><u>\$62,515,156</u></u></b>	<b><u><u>13%</u></u></b>

**CHICAGO ZOOLOGICAL SOCIETY  
BUDGETED EXPENDITURES AND OTHER USES  
FOR FISCAL YEAR BEGINNING 2022**

<b>CATEGORY / DEPARTMENT</b>	<b>SERVICES</b>	<b>EXPENSES</b>	<b>TOTAL</b>
Animal Programs	\$12,972,246	\$5,644,220	\$18,616,466
Buildings & Grounds	7,308,833	3,262,500	\$10,571,333
Education and Community Programs	4,246,497	1,531,150	\$5,777,647
Administration & Security	6,404,960	3,244,449	\$9,649,409
Guest Services	2,861,719	2,495,575	\$5,357,294
Marketing, Public Relations & Design	1,956,129	4,136,868	\$6,092,997
Development, Membership & Government Relations	3,489,703	2,960,306	\$6,450,009
<b>Total</b>	<b>\$39,240,088</b>	<b>\$23,275,068</b>	<b>\$62,515,156</b>



## CHICAGO ZOOLOGICAL SOCIETY PROGRAMS

**ANIMAL PROGRAMS**

DESCRIPTION	FY22 ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$8,394,669	\$8,455,745	\$9,649,152	1,193,407
Benefits	2,535,265	3,020,405	3,323,094	302,689
<b>Total Personnel Services</b>	<b>\$10,929,934</b>	<b>\$11,476,150</b>	<b>\$12,972,246</b>	<b>\$1,496,096</b>
<b>Program Expenses</b>				
Supplies	619,994	789,609	740,302	(49,307)
Operating Expenses	1,188,130	1,213,603	1,699,973	486,370
Equipment	207,579	186,154	314,576	128,422
Animal Food & Transport	1,221,084	1,203,994	1,313,356	109,362
Utilities	1,471,382	1,433,615	1,576,013	142,398
<b>Total Program Expenses</b>	<b>\$4,708,169</b>	<b>\$4,826,975</b>	<b>\$5,644,220</b>	<b>\$817,245</b>
<b>Program Total</b>	<b>\$15,638,103</b>	<b>\$16,303,125</b>	<b>\$18,616,466</b>	<b>\$2,313,341</b>

**BUILDINGS & GROUNDS**

DESCRIPTION	FY22 ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$4,353,132	\$5,260,123	\$5,490,220	230,097
Benefits	1,307,790	1,758,334	1,818,613	60,279
<b>Total Personnel Services</b>	<b>\$5,660,922</b>	<b>\$7,018,457</b>	<b>\$7,308,833</b>	<b>\$290,377</b>
<b>Program Expenses</b>				
Supplies	684,748	778,230	849,997	71,767
Operating Expenses	504,409	797,156	672,154	(125,002)
Equipment	1,183,871	1,175,090	1,552,777	377,687
Utilities	176,663	171,252	187,572	16,320
<b>Total Program Expenses</b>	<b>\$2,549,691</b>	<b>\$2,921,728</b>	<b>\$3,262,500</b>	<b>\$340,772</b>
<b>Program Total</b>	<b>\$8,210,613</b>	<b>\$9,940,185</b>	<b>\$10,571,333</b>	<b>\$631,149</b>

## CHICAGO ZOOLOGICAL SOCIETY PROGRAMS (CONTINUED)

### EDUCATION AND COMMUNITY PROGRAMS

DESCRIPTION	FY22 ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$2,370,004	\$2,671,088	\$3,177,786	506,698
Benefits	706,400	896,549	1,068,711	172,162
<b>Total Personnel Services</b>	<b>\$3,076,404</b>	<b>\$3,567,638</b>	<b>\$4,246,497</b>	<b>\$678,859</b>
<b>Program Expenses</b>				
Supplies	106,877	217,873	308,804	90,931
Operating Expenses	695,618	445,614	1,039,438	593,824
Equipment	26,521	79,517	127,544	48,027
Utilities	40,532	49,877	55,364	5,487
<b>Total Program Expenses</b>	<b>\$869,548</b>	<b>\$792,881</b>	<b>\$1,531,150</b>	<b>\$738,269</b>
<b>Program Total</b>	<b>\$3,945,952</b>	<b>\$4,360,519</b>	<b>\$5,777,647</b>	<b>\$1,417,128</b>

### ADMINISTRATION & SECURITY

DESCRIPTION	FY22 ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$4,358,097	\$3,885,497	\$4,674,682	789,185
Benefits	1,412,315	1,570,164	1,730,278	160,114
<b>Total Personnel Services</b>	<b>\$5,770,412</b>	<b>\$5,455,661</b>	<b>\$6,404,960</b>	<b>\$949,299</b>
<b>Program Expenses</b>				
Supplies	218,319	202,080	152,727	(49,353)
Operating Expenses	1,364,583	1,881,202	1,934,845	53,643
Equipment	756,288	902,316	1,125,895	223,579
Utilities	45,085	61,152	30,982	(30,170)
<b>Total Program Expenses</b>	<b>\$2,384,275</b>	<b>\$3,046,750</b>	<b>\$3,244,449</b>	<b>\$197,699</b>
<b>Program Total</b>	<b>\$8,154,687</b>	<b>\$8,502,411</b>	<b>\$9,649,409</b>	<b>\$1,146,999</b>

## CHICAGO ZOOLOGICAL SOCIETY PROGRAMS (CONTINUED)

### GUEST SERVICES

DESCRIPTION	FY22 ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$1,741,041	2,217,632	2,463,997	246,365
Benefits	266,289	347,791	397,722	49,931
<b>Total Personnel Services</b>	<b>\$2,007,330</b>	<b>\$2,565,423</b>	<b>\$2,861,719</b>	<b>\$296,296</b>
<b>Program Expenses</b>				
Supplies	33,977	37,369	46,820	9,451
Operating Expenses	1,700,338	1,370,224	1,587,028	216,804
Equipment	18,935	18,355	44,688	26,333
Utilities	643,811	777,782	817,039	39,257
<b>Total Program Expenses</b>	<b>\$2,397,061</b>	<b>\$2,203,730</b>	<b>\$2,495,575</b>	<b>\$291,845</b>
<b>Program Total</b>	<b>\$4,404,391</b>	<b>\$4,769,153</b>	<b>\$5,357,294</b>	<b>\$588,141</b>

### MARKETING, PUBLIC RELATIONS & DESIGN

DESCRIPTION	FY22 ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$1,324,356	\$1,297,776	\$1,464,099	166,323
Benefits	390,549	457,667	492,030	34,363
<b>Total Personnel Services</b>	<b>\$1,714,905</b>	<b>\$1,755,442</b>	<b>\$1,956,129</b>	<b>\$200,687</b>
<b>Program Expenses</b>				
Supplies	205,078	389,526	310,673	(78,853)
Operating Expenses	2,117,846	3,215,363	3,667,374	452,011
Equipment	86,307	43,934	38,488	(5,446)
Utilities	111,240	137,736	120,333	(17,403)
<b>Total Program Expenses</b>	<b>\$2,520,471</b>	<b>\$3,786,559</b>	<b>\$4,136,868</b>	<b>\$350,309</b>
<b>Program Total</b>	<b>\$4,235,376</b>	<b>\$5,542,001</b>	<b>\$6,092,997</b>	<b>\$550,996</b>

## CHICAGO ZOOLOGICAL SOCIETY PROGRAMS (CONTINUED)

### DEVELOPMENT, MEMBERSHIP & GOVERNMENT RELATIONS

DESCRIPTION	FY22 ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$2,692,119	2,414,010	2,593,742	179,732
Benefits	784,228	\$865,302	\$895,961	30,659
<b>Total Personnel Services</b>	<b>\$3,476,347</b>	<b>\$3,279,311</b>	<b>\$3,489,703</b>	<b>\$210,392</b>
<b>Program Expenses</b>				
Supplies	432,204	507,537	419,925	(87,612)
Operating Expenses	1,952,837	1,842,886	2,399,125	556,239
Equipment	130,062	129,035	129,959	924
Utilities	14,666	19,112	11,297	(7,815)
<b>Total Program Expenses</b>	<b>\$2,529,769</b>	<b>\$2,498,570</b>	<b>\$2,960,306</b>	<b>\$461,736</b>
<b>Program Total</b>	<b>\$6,006,116</b>	<b>\$5,777,881</b>	<b>\$6,450,009</b>	<b>\$672,128</b>

### ZOOLOGICAL FUND

The District levies, collects and remits taxes to the Zoological Society which operates Brookfield Zoo. Brookfield Zoo opened in 1934 on 216 acres. The District owns the land and facilities. The total 2022 estimated expenditures of the Zoological Fund is projected to be \$55.1 million. The Zoological Fund represents xx percent of the total proposed 2022 Appropriation.

Zoological Summary of Appropriations				
2019	2020	2021	2022	2023 Recommendation
71,257,146	71,476,819	52,103,615	55,195,276	62,515,156
Zoological Summary of Tax Levies				
2019	2020	2021	2022	2023 Recommendation
14,384,927	14,284,927	14,284,927	14,284,927	14,284,927

### BROOKFIELD ZOO ATTENDANCE

Year	Attendance
2019	1,999,114
FY21 (15 month)*	937,547
FY22	1,610,677
Projected FY23	1,721,630

\* CZS migrated to a new fiscal period during 2020. This change resulted in the 15-month audit reporting period of January 2020 through March 31, 2021.





*feel free*

2023

Chicago Botanic Garden

## Chicago Botanic Garden

### MISSION:

The mission of the Chicago Botanic Garden is to promote the enjoyment, understanding and conservation of plants and the natural world.

## CHICAGO BOTANIC GARDEN OVERVIEW-SEPTEMBER, 2022

The Chicago Botanic Garden opened 50 years ago as a beautiful place to visit, and it has matured into one of the world's great living museums and conservation science and learning centers. In caring for plants, we believe that both people and plant thrive. As green space shrinks and lives grow ever more stressful, the Chicago Botanic Garden's role in connecting people to plants is more important than ever.

Our mission is clear: We cultivate the power of plants to sustain and enrich life. Our work is grounded in three core beliefs:

**We believe:** People live better, healthier lives when they can create, care for, and enjoy gardens and green space. **We believe:** Beautiful gardens and natural environments are fundamentally important to the mental and physical well-being of all people.

**We believe:** the future of life on Earth depends on how well we understand, value, and protect plants, other wildlife, and natural habitats that sustain our world.

**The Garden:** Every year, nearly 1.2 million people visit the Garden's 28 gardens and four natural areas situated on 385 acres on and around nine islands. From its Elizabeth Hubert Malott Japanese Garden to North American landscapes, from its Sensory Garden to the rolling hills of its Nature Play Garden, from its restored oak woodland to its Dixon Prairie, these landscapes are a major draw in every season of the year as people seek to relax, unwind, and reconnect with nature. The Garden has more than 59,000 members – one of the largest memberships of any U.S. botanic garden and is one of only 17 public gardens accredited by the American Association of Museums. The Garden is one of the treasures of the Forest Preserves of Cook County.

The Chicago Botanic Garden opened to the public in 1972. The Garden traces its origins back to the Chicago Horticultural Society, founded in 1890. Using the motto *Urbs in Horto*, meaning "city in a garden," the Society hosted nationally recognized flower and horticultural shows, its third was the World's Columbian Exposition Chrysanthemum Show, held in conjunction with the world's fair in October 1893. The Garden today is a successful public-private partnership between the Forest Preserves of Cook County, which owns the land, and the Chicago Horticultural Society, which operates the Garden as an independent nonprofit organization.

In addition to the Garden itself, the organization is known for its science, horticulture, and learning programs that are dedicated to shaping how people value, perceive, and care for the environment.

**Plant Science and Conservation:** Conserving plants is one of the most significant challenges of our time and a major focus of the Negaunee Institute for Plant Conservation Science and Action at the Chicago Botanic Garden. From studying soil to banking seeds, from restoring habitats and protecting

endangered plant species to developing new ones, Negaunee Institute scientists are fighting plant extinction, pollution, and climate change.

**Learning and Public Engagement:** The Chicago Botanic Garden leads public gardens in the scope and depth of its learning programs, which reach more than 100,000 people a year. Our Regenstein Learning Campus is a center of inspiration, education, and training for nature-lovers and the next generation of plant scientists, educators, and land stewards. It functions as a hub of social and education activity for civic engagement, plant-based intergenerational learning, hands-on coursework, and a range of health and wellness activities.

**Urban Agriculture:** Windy City Harvest, the Chicago Botanic Garden's urban agriculture education and jobs-training program, helps build local food systems, healthier communities, and a greener economy through its network of 15 farms, most of which are in the city of Chicago. The teams also provide advice and training to urban agriculture programs around the country.

**Horticultural Therapy Services:** The Chicago Botanic Garden is a leader in providing therapeutic horticulture experiences both at the Garden and in facilities throughout the Chicago area.

**Horticulture and Plant Production:** The state-of-the art plant production facility at the Kris Jarantoski Campus honors our horticultural excellence, supports plant conservation research, and educates people, from preschool to graduate school, about the importance of plants.

**Collections:** The Garden is accredited by the American Alliance of Museums and is a member of the American Public Gardens Associations. Its living collection includes more than 13, 000 taxa and more than 2.6 million plants. It has a renowned Bonsai Collection. Its Lenhardt Library contains 150,000 volumes, including one of the nation's best collections of rare botanical books.

## CHICAGO BOTANIC GARDEN 2021-2022 INSTITUTIONAL ACCOMPLISHMENTS AS OF SEPTEMBER 2022

The Chicago Botanic Garden celebrates its 50th birthday this year. What began as an "impossible dream" is now 28 gardens and four natural areas in Glencoe, 15 farm sites in Chicago, a world-class horticulture and garden design, an internationally recognized plant conservation science research program, and best-in-class nature-based learning programs. Our anniversary also marks our longstanding partnership with the Forest Preserves. As we celebrate our accomplishments, it could not have happened without the steadfast support from the Forest Preserves to help create the living museum, plant conservation center, and world class botanic garden that we are today.



The Garden and the Forest Preserves share a common goal: to restore and protect habitats and plant diversity and provide much-needed green spaces so people can thrive. The Garden partners with the Forest Preserves in many ways.

The Garden has reexamined how we approach our work and has adopted equity, diversity, inclusion, and accessibility into the institution's culture and activities in every department and at every level in order for meaningful, long-term change to occur.

#### **Collaborative conservation work with the Forest Preserves:**

The Garden is among a network of gardens dedicated to protecting threatened and endangered plants. Otherwise, we risk losing 25 percent of the plant species that exist today in the United States. Of the millions of acres of native Midwest prairie that existed many years ago, only a tiny fraction remains today. These fragments are in danger of disappearing entirely, and with them, the birds, insects, and other animals that depend on them.

Our work in partnership with the Forest Preserves is an example of how to protect these plants. We work more closely with the restoration team to identify the priorities native plants needed for restoration work. The Garden is engaged in 11 ongoing projects and completed three projects in the last couple of years.

**Plants of Concern (POC):** The Garden's longest running program in partnership with the Forest Preserves is Plants of Concern (POC). POC engages and trains community scientists to monitor rare plant populations in northeastern Illinois in a number of Forest Preserves. Since the program began in 2001, POC has trained over 900 community scientists to collect data on over 400 of the Midwest's rarest plants. POC volunteers observe and learn how to identify native and invasive plants and how to assess rare plant population health and threats. POC staff then works with Forest Preserves' staff to develop the best conservation and management practices to sustain rare plant populations.

**Native seed growing to support restoration:** To support restoration in the Forest Preserves, the Garden is propagating native plants that are needed for restoration at a number of sites including Eggers Grove, Popular Creek, and along the North Branch trail. In 2021, the Garden produced and delivered more than 15,000 plugs of 33 native species. This work is an investment in the region's plant diversity and one which is expected to continue in the years to come.

Previously, the Garden planted two native species and added a third at the Garden's Windy City Harvest sites located primarily in the city of Chicago. Seeds will be harvested this fall and given to the Forest Preserves to support its restoration work. Discussion continues about the possibility of developing a full native seed farm to produce seeds as part of the Next Century Conservation Plan, in particular work at the Forest Preserves' Salt Creek facility.

**Plant Genetic Diversity:** The Garden is collecting seeds and cuttings for several woody species identified as a high priority for population augmentation by the Forest Preserves. The Garden is propagating these plants and returning them to be planted in the preserves. In 2021, this work expanded to include native orchids. The Garden's scientists work with Forest Preserves ecologists and others to determine the best approaches for these species.

In addition, the Garden has accessioned woody species and spring ephemerals from the Forest Preserves to our collections, where they are protected and studied as part of our ongoing research into plant genetic diversity.

**Understanding soil seed banks:** Garden ecologist presented results of research on soil seed banks in the Forest Preserves' Somme Woods, Cipilly Woods, Harms Woods, McDonald Woods, LaGrange Park, and Possum Hollow Woods as part of a region-wide online seminar for Forest Preserves staff and published in *Restoration Ecology* in 2021. The findings suggest low passive restoration potential following invasive wood species removal in oak woodlands

**Mowing and seeding testing:** The Garden is studying mowing and seeding testing and effectiveness as different management techniques for aggressive native species. This work is in established plots at Bartel Grassland and Boblink Meadow Land and Water Reserve.

**Improving pollinator and native species diversity:** Since 2019, plots located in Turnbull Woods were mowed and burned by the Forest Preserves. The Garden introduced competitive native species mixes into experimental plots and is conducting vegetation surveys and pollinator observations to determine whether this low-input approach can help provide valuable ecosystem services at sites that are old fields. In 2020 and 2021, there was evidence that some species sown in the seed mixes have become established.

**Understory Vegetation responses to Rapid Canopy Loss:** As part of the Garden's Synthesis Center for Conservation and Restoration, research was conducted to understand the impact of rapid canopy loss on the understory of vegetation of woodlands in the Great Lake region, and the influence of management activities on supporting species diversity following rapid canopy loss. Forest Preserves sites have been included through the Conservation Trends Assessment Dataset and results will be shared with Forest Preserves ecologists.

**Testing herbicides to control invasive plant *Ficaria verna*:** In 2021, garden scientists discussed possible locations to establish an experimental plot to test effectiveness of different herbicides on an aggressive invasive species, which is rapidly expanding in this region. Since then, Garden scientist began work to establish plots and apply herbicide treatments. Data will be collected through 2023, testing their effectiveness, and results will be shared.



### **Understanding the legacies of past land-use influences**

**current restoration outcomes:** Garden scientists are conducting field work at seven Forest Preserves sites, including McDonald Woods and preserves along the North Branch of the Chicago River. Scientist will be collecting data on plant communities, soil properties, and land management history.

### **Continued work on diversity of audience, staff, vendors, and board members:**

Looking at 2021, the Garden hosted 1,139,448 visits, of which 60 percent were by residents of Cook County, 40 percent were by non-Cook residents.

Of the Garden's 550 employees, 189 or 34 percent identified as BIPOC, with 7.1 percent identifying as Black or African American and 23 percent identifying as Hispanic or Latino. In the last year, the Garden's staff diversity has increased by 3.1 percent.

The Garden spent \$2.56 million, or 18 percent of qualifying expenditures with MBE/WBE businesses, of which 6 percent was with MBE businesses and 12 percent with WBE businesses. In 2013, when the Garden first began to track expenditures, we reached 13.3 percent. Separately, we have 13 percent of the Garden's endowment invested with MBE/WBE firms, in line with our own investment policy. Garden Senior Staff meet quarterly to review expenditures and adjust strategies to make improvements continuously.

**Staff initiative:** Equity, Diversity, Inclusion, and Accessibility (EDIA) initiatives continue to be a top priority for the Garden. EDIA must be instilled into the institution's culture and activities in every department and at every level in order for meaningful change to occur and be sustained over the long-term. In 2020, the Garden created a new leadership position—director of EDIA—which was filled by Beatriz Cañas, who previously served as manager of the Garden's Science Career Continuum, and who has led EDIA staff initiatives since the summer of 2020. The Garden's approach, which prioritizes internal EDIA work at the staff, board, and visitor experience levels, has the goal of becoming an organization where community members, both internally and externally, have a sense of fulfillment, joy, and belonging. This goal will be accomplished through a process of addressing biases, equitable distribution of resources, representation of diverse perspective and inclusive decision-making.

**Staff Work:** An EDIA employee advisory group, led by Cañas, has been assessing organizational culture, identifying learning resources for staff, and facilitating dialogues exploring concepts like intersectionality and bias. The employee advisory group also created the framework for our EDIA work including identifying priorities, goals, and projects for the next three years. All staff had opportunities to participate in workshops, a community culture survey, and more. Learning opportunities included affinity groups, where staff are invited to reflect on the

intersection of their social identities, and workshops that explored different topics such as LGBTQIA inclusive language and terms. In 2021, 70 managerial and executive staff, plus the EDIA employee advisory group members, participated in a nine-hour Conscious Ambassador certification through Hansra Consulting and Advisory Services, where they learned methods to consider the contextual identities of colleagues in workplace situations.

**Board work:** The Garden's Board of Directors completed *Facing Change: Advancing Museum Board Diversity & Inclusion*, a program of the American Alliance of Museums. At its April 2021 meeting, the Board approved and is now working toward a three-year diversity and inclusion plan, which includes the goal of reaching Board representation that is at least 25 percent who identify as Black, Indigenous, and people of color (BIPOC). Currently, the Garden's Board Members includes 16 percent of voting directors who identify as BIPOC. Looking at those who have joined the Board since 2018, 30 percent identify as BIPOC.

**Visitorship:** The Garden's director of interpretation, along with a cross-departmental staff team, is developing a new interpretive framework that is rooted in EDIA. This roadmap will help the Garden become a more inclusive, accessible cultural institution that engages visitors equitably, personally, meaningfully, and memorably. Communications, interpretive signage and exhibits, staff and visitor interactions, public programs, and myriad other facets of the visitor experience will be impacted by this work. Through partnerships with organizations that represent communities that the Garden strives to better engage, new exhibitions will be developed to share stories in ways that are informative, authentic, and accessible to visitors with diverse perspectives and experiences. As part of this work, the Garden has engaged a consultant to conduct audience research on populations who are currently under-represented among visitors and on-site program participants, results will inform future strategies for engagement.

**Global Access to the Garden:** In light of the change to a per-person admission fee for non-members, the Garden now offers 52 free days across all seasons. Year-round, free admission is offered for: LINK (Department of Human Services) and WIC (Women, Infants, and Children) cardholders, Active-duty military personnel and their families, U.S. military reservists and former POWs, Illinois primary and secondary educators, and Chicago Public Library Kids' Museum Passport Holders. Further, in 2021 the Garden committed to piloting an Equitable Admissions plan to ensure that the Glencoe campus is physically, financially, and culturally accessible year-round for our many partner organizations. The plan includes free memberships, admissions, and meeting spaces, with a focus on providing access for groups who historically have been impacted by barriers to the outdoors and cultural institutions. This will include free memberships for graduates and alumni of

select Garden Learning and Community Engagement programs, such as Science Career Continuum and Windy City Harvest. Free admission and meeting space will be offered for community partners of Learning & Public Programs, and invitations will be extended to LGBTQIA+, Disability led and BIPOC affinity groups or organizations for free visits to our Glencoe campus. Staff will analyze visitor data from free days, the use of free admission, and community partner visits to make informed decisions about future phases of this plan.

## POSSIBLE CHALLENGES IN 2023

- **Financial risks:** Ongoing impact of COVID-19 operating restrictions include loss of earned revenue, loss of attendance, increased operating costs, rising employee health-care expenses, and continued declines in financial support from government. Additionally, we anticipate turnover of long-serving employees in the coming years, and additional changes in our workforce.
- **Living Collections risks:** At the Garden, there are a number of living collections risks, including numerous negative impacts from invasive exotic organisms and soil-related issues. Examples of the former include zebra mussels (which require ongoing monitoring and repairs to irrigation systems and pumps), boxwood blight (the local appearance of which necessitated establishing protocols banning boxwood from being brought on-site, and quarantine procedures for developing and maintaining our living collections), and numerous species of invasive plants (including purple loosestrife, buckthorn, and garlic mustard) that threaten all of our cultivated and natural areas. Examples of soil-related issues include oak wilt (killing red oaks in our woodlands), Southern blight, Fusarium (in Hosta collections) and Phytophthora, all of which are naturally occurring soil pathogens that are becoming more virulent with our warming climate. We also suffer from soil issues that stem, in part, from original site construction and heavy visitor traffic. These include water retention, soil compaction, and a depauperate soil microorganism community. These all contribute to the premature loss of a surprisingly large number of large trees. All this increases the need for costly plant health care intervention, removals (often involving outside contractors such as tree care companies), and replacement plants.
- **Traffic, deferred and preventive maintenance needs:** These include the serious ongoing traffic safety hazard, which on busy days can occur from the Garden's Lake Cook Road entrance to all the way onto the northbound lane of the Edens Expressway before the exit ramp. A project to increase the resilience of our potable water system, if a supply line should break, is expected to be complete in August 2022. A separate project, expanding restroom facilities and creating a new picnic area and entrance plaza will be completed in Q2 2023. The Garden continues to address repairs to deteriorated roads, paths, parking lots, and garden structures such as fences, walls, arbors, and masonry features. Injuries to visitors resulting from outdoor hazards (such as trips and falls) are an ongoing concern. We are currently developing both short- and long-term strategies to fund these needs and to make repairs to public greenhouses, building systems, envelopes, and infrastructure that have exceeded their expected lifespan. With limited funding available for major capital projects like these, we are hopeful that the Vote Yes for Clean Air, Clean Water, and Wildlife in Cook County will be successful.
- **Natural disaster/extreme weather conditions/climate change:** These conditions can cause damage to facilities and the living collections; and threaten human safety and create business and residual risk issues. Extreme weather conditions including tornadoes, floods, droughts, and life-threatening cold are an increasing concern. The Garden has not had a severe flood since July 2017. Still, and despite being built to sustain such events, flooding can cause potential health issues, require the replacement of drowned plants, exacerbate shoreline erosion, damage infrastructure (such as walls, bulkheads, paths and roadways), and force the closing of the Garden resulting in a loss of revenue. Other extreme weather event pose similar risk.
- **Information systems risks:** These risks include those resulting from comprehensive information systems interruption and/or failure, the loss or breaching of information (member, donor, student, customer, etc.) obtained via the increasing use of online activities, and residual risk (negative publicity and damage to reputation).
- **Food safety risks:** These include food-borne illnesses resulting from produce grown or distributed via Garden activities (Windy City Harvest and the Fruit & Vegetable Garden) or illnesses resulting from consumption of toxic plants on the Garden grounds, which would be problematic.

## CHICAGO BOTANIC GARDEN 2023 GOALS

The Chicago Botanic Garden's 2023 goals align with our Strategic Plan 2019-2023 and reflect the reality of the COVID-19 pandemic.

Our mission—we cultivate the power of plants to sustain and enrich life—is evergreen, and the core experience—our Garden in Glencoe—is the foundation from which all else builds. In all our work, we are guided by the Garden's long-standing, core beliefs. We believe that

- People live better, healthier lives when they can create, care for, and enjoy gardens and green space.
- Beautiful gardens and natural environments are fundamentally important to the mental and physical well-being of all people.
- The future of life on Earth depends on how well we understand, value, and protect plants, other wildlife, and the natural habitat that sustain our world.

We align our annual goals and operating plans with the five strategic imperatives within our Strategic Plan:

- Elevate, leverage, and sustain the beauty of our Garden to ensure that it is a vibrant, thriving cultural institution for future generations.
- Advance the Garden's role as a leading center for learning in plant science and conservation, horticulture, and education, shaping the way individuals and communities value, perceive, and care for the environment.
- Expand the Garden's reach to engage more people in the full breadth and depth of our work.
- Make certain that our people and our processes are capable of meeting the needs of a large, forward-thinking, and evolving organization.
- Grow and diversify revenue to secure our financial future.

The full strategic plan is posted on the Garden's website and can be found at [chicagobotanic.org/strategic\\_plan](https://chicagobotanic.org/strategic_plan)

## 2023 GOALS

- Post-pandemic Reset
  - o Continue to ensure safe operations under the state of Illinois' guidance
  - o Maintain ability to flex up or down and adjust as new guidance is issued
  - o Leverage increased interest in gardens and green space
- Host more than 1 million visitors and provide each with an outstanding and safe experience with a day-time attendance goal of 800,000
- Meet targeted goals in earned and raised revenues of \$52M operating budget
  - o Meet targeted growth goals in membership and paid attendance
  - o Host Orchid Show, Night of 1,000 Jack-o'-Lanterns, and Lightscape
  - o Deliver a single major fundraising event for the Garden via Lightscape Preview.
- Ongoing implementation of Equity, Diversity, Inclusion and Accessibility agenda
  - o Deliver all work through EDIA lens so that the Garden becomes a more welcoming and inclusive institution for staff and visitors.
  - o Assure free and reduced-price access to the Garden
  - o Meet 35% MBE/WBE target on qualifying purchases.
  - o Activate "A Garden for You" Interpretive Framework
  - o Advance Board of Directors Inclusion Plan goals

**Elevate, leverage, and sustain the beauty of our Garden to ensure that it is a vibrant, thriving cultural institution for future generations.**

- New Welcome Plaza completed
- New Stone Family Picnic Glade opens
- Replace heating system in public greenhouses
- Complete agreed workplan for annual capital/maintenance expenditures
- Complete AAM re-accreditation process

- 3-year plan in place for high-season program
- Update Strategic Plan
- Conduct accessibility review of Glencoe campus and programs, set priorities

**Advance the Garden's role as a leading center for learning in plant science and conservation, horticulture, and education.**

- Maintain offerings at the School of the Botanic Garden, including adult education, Nature Preschool, and student programs.
- Maintain and protect our living collection and natural areas.
- Shift Budburst, our community science project, to high school and higher education audience.
- Maintain full capacity of Windy City Harvest at our 16 farms and VeggieRx, targeting expansion with key regional partners; continue integration of horticultural therapy program into the Windy City Harvest portfolio.
- Expand Plants of Concern community science project into Southern and Northwest Illinois.
- Continue research, academic programs, and an applied science agenda at the Garden's Negaunee Institute for Plant Science Conservation and Action.
  - o Undertake applied research integrating new data on plants, including their roots, and the soil fungal and microbial community to advance restoration of natural and agricultural ecosystems as part of a national, multi-institutional NSF grant-funded project.
  - o Continue plant science conservation M.A./ PhD program with Northwestern University.
  - o Transition natural areas seasonal ecologist program to job training internship program.
  - o Support conservation and restoration efforts at agreed sites within the Forest Preserves of Cook County and assure protection of region's endangered and threatened plants through seed collection, seed banking, and growing and re-introducing young plants into the Preserves.

**Expand the Garden's reach to engage more people in the full breadth and depth of our work.**

- Fully embed Purpose work; brand re-set underway
- Free admissions program reaches 200,000 guests (day-time attendance)
- Assure safe environment for staff and guests
  - o Annual review of emergency response plan
  - o Annual tabletop exercise
  - o Comprehensive review of security operations
- Post-Covid re-set for volunteer program

**Make certain that our people and our processes are capable of meeting the needs of a large, forward- thinking, and evolving organization.**

- Maintain competitive compensation for all staff
- Complete financial protocols
- Complete technology assessment and roadmap
  - Advance priority projects with emphasis on revenue generating systems
  - Upgrade legacy systems to maximize performance
- Digital transformation planning commences

**Grow and diversify revenue to secure our financial future.**

- Meet targeted goals in earned and raised revenues of \$52M operating budget
- Complete debt review
- Update Tributes, donor recognition policies, working capital reserve plan
- Complete 403b provider review
- Complete 3-year budget projects
- Implement outcome of Vote Yes referendum

**CHICAGO HORTICULTURAL SOCIETY  
COMPARISON OF ESTIMATED REVENUE  
AND AVAILABLE SOURCES FOR  
FISCAL YEAR BEGINNING JANUARY 1, 2023**

<b><u>Tax Revenue</u></b>	<b><u>FY 2022</u></b>	<b><u>FY 2023</u></b>	<b><u>% CHANGE</u></b>
Gross Tax Levy for Chicago Horticulture Society	\$8,948,070	\$8,948,070	0.0%
Reserves for Deferred Collections & Refunds	(268,442)	(268,442)	0.0%
Personal Property Replacement Tax (PPRT)	278,465	278,465	0.0%
Reserves against PPRT	0	0	#DIV/0!
<b>Total Tax Revenue</b>	<b>\$8,958,093</b>	<b>\$8,958,093</b>	<b>0.0%</b>
 <b><u>Non-Tax Revenues</u></b>			
Unrestricted Contributions	\$7,645,000	\$8,046,565	5.3%
Government Grants and Contracts	2,944,305	\$2,841,756	-3.5%
Membership	5,850,000	\$6,305,868	7.8%
Parking and Admissions	3,823,114	\$3,749,759	-1.9%
Restricted Program Contributions	4,519,142	\$4,594,543	1.7%
Sponsorships	840,000	\$875,000	4.2%
Investment Income	4,655,405	\$4,576,493	-1.7%
Education Fees	2,360,375	\$2,134,757	-9.6%
Visitor Program & Events	7,070,405	\$9,990,141	41.3%
Miscellaneous	274,300	\$311,625	13.6%
<b>Total Non-Tax Revenue</b>	<b>\$39,982,046</b>	<b>\$43,426,507</b>	<b>8.6%</b>
<b>Total Tax and Non-Tax Revenues</b>	<b>\$48,940,139</b>	<b>\$52,384,600</b>	
<b>Total All Revenues</b>	<b>\$48,940,139</b>	<b>\$52,384,600</b>	<b>7.0%</b>

**CHICAGO HORTICULTURAL SOCIETY  
BUDGETED EXPENDITURES AND OTHER USES  
FOR FISCAL YEAR BEGINNING JANUARY 1, 2023**

<b>CATEGORY / DEPARTMENT</b>	<b>PERSONNEL SERVICES*</b>	<b>PROGRAM EXPENSES</b>	<b>TOTAL</b>
Administration & Information Services	\$3,445,312	\$4,406,529	\$7,851,841
Horticulture & Collections	7,438,815	1,376,604	8,815,419
Science & Conservation	4,028,449	1,340,171	5,368,620
Facilities & Planning	2,730,256	2,158,543	4,888,799
Communications	1,972,671	1,397,432	3,370,103
Institutional Advancement	3,237,294	1,837,617	5,074,911
Education	2,131,463	1,186,694	3,318,157
Visitor Services	3,758,143	6,607,265	10,365,408
Outreach/Community Programs	2,578,086	753,256	3,331,342
<b>Total</b>	<b>\$31,320,489</b>	<b>\$21,064,110</b>	<b>\$52,384,600</b>

\* Includes Salary, Wages, & Benefits

**CHICAGO HORTICULTURAL SOCIETY PROGRAMS  
BUDGETED EXPENDITURES AND OTHER USES  
FOR FISCAL YEAR BEGINNING JANUARY 1, 2023**

<b>CATEGORY / DEPARTMENT</b>	<b>PERSONNEL SERVICES*</b>	<b>PROGRAM EXPENSES</b>	<b>TOTAL</b>
Administration & Information Services	\$3,445,312	\$4,406,529	\$7,851,841
Horticulture & Collections	7,438,815	1,376,604	8,815,419
Science & Conservation	4,028,449	1,340,171	5,368,620
Facilities & Planning	2,730,256	2,158,543	4,888,799
Communications	1,972,671	1,397,432	3,370,103
Institutional Advancement	3,237,294	1,837,617	5,074,911
Education	2,131,463	1,186,694	3,318,157
Visitor Services	3,758,143	6,607,265	10,365,408
Outreach/Community Programs	2,578,086	753,256	3,331,342
<b>Total</b>	<b>\$31,320,489</b>	<b>\$21,064,110</b>	<b>\$52,384,600</b>

\* Includes Salary, Wages, & Benefits

## CHICAGO HORTICULTURAL SOCIETY PROGRAMS (CONTINUED)

### FACILITIES & PLANNING

DESCRIPTION	FY 2022 ESTIMATED ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./((DEC.))
<b>Personnel Services</b>				
Salaries and Wages	\$1,837,907	\$1,903,857	\$2,165,164	261,307
Benefits	467,510	577,833	565,092	(12,742)
<b>Total Personnel Services</b>	<b>\$2,305,417</b>	<b>\$2,481,690</b>	<b>\$2,730,256</b>	<b>\$248,565</b>
<b>Program Expenses</b>				
Operating Expenses	3,040,686	1,923,677	2,137,443	213,766
Equipment Expenses	21,059	21,100	21,100	0
<b>Total Program Expenses</b>	<b>\$3,061,745</b>	<b>\$1,944,777</b>	<b>\$2,158,543</b>	<b>\$213,766</b>
<b>Program Total</b>	<b>\$5,367,162</b>	<b>\$4,426,467</b>	<b>\$4,888,799</b>	<b>\$462,332</b>

### COMMUNICATIONS

DESCRIPTION	FY 2022 ESTIMATED ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./((DEC.))
<b>Personnel Services</b>				
Salaries and Wages	\$1,534,025	\$1,525,389	\$1,647,924	122,535
Benefits	315,265	332,208	324,748	(7,460)
<b>Total Personnel Services</b>	<b>\$1,849,290</b>	<b>\$1,857,597</b>	<b>\$1,972,671</b>	<b>\$115,075</b>
<b>Program Expenses</b>				
Operating Expenses	804,624	1,390,461	1,397,432	6,971
Equipment Expenses	200	1,647	-	(1,647)
<b>Total Program Expenses</b>	<b>\$804,824</b>	<b>\$1,392,108</b>	<b>\$1,397,432</b>	<b>\$5,324</b>
<b>Program Total</b>	<b>\$2,654,114</b>	<b>\$3,249,705</b>	<b>\$3,370,103</b>	<b>\$120,398</b>

### INSTITUTIONAL ADVANCEMENT

DESCRIPTION	FY 2022 ESTIMATED ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./((DEC.))
<b>Personnel Services</b>				
Salaries and Wages	\$2,480,352	\$2,627,098	\$2,670,496	43,398
Benefits	553,448	621,254	566,799	(54,455)
<b>Total Personnel Services</b>	<b>\$3,033,800</b>	<b>\$3,248,352</b>	<b>\$3,237,294</b>	<b>(\$11,058)</b>
<b>Program Expenses</b>				
Operating Expenses	1,230,022	1,532,045	1,787,617	255,572
Equipment Expenses	0	0	50,000	50,000
<b>Total Program Expenses</b>	<b>\$1,230,022</b>	<b>\$1,532,045</b>	<b>\$1,837,617</b>	<b>\$305,572</b>
<b>Program Total</b>	<b>\$4,263,822</b>	<b>\$4,780,397</b>	<b>\$5,074,911</b>	<b>\$294,514</b>



## CHICAGO HORTICULTURAL SOCIETY PROGRAMS (CONTINUED)

### EDUCATION

DESCRIPTION	FY 2022 ESTIMATED ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$1,721,932	\$1,739,876	\$1,775,776	35,899
Benefits	363,493	433,878	355,687	(78,191)
<b>Total Personnel Services</b>	<b>\$2,085,425</b>	<b>\$2,173,755</b>	<b>\$2,131,463</b>	<b>(\$42,292)</b>
<b>Program Expenses</b>				
Operating Expenses	1,111,114	1,171,841	1,173,794	1,953
Equipment Expenses	11,159	21,500	12,900	(8,600)
<b>Total Program Expenses</b>	<b>\$1,122,273</b>	<b>\$1,193,341</b>	<b>\$1,186,694</b>	<b>(\$6,647)</b>
<b>Program Total</b>	<b>\$3,207,698</b>	<b>\$3,367,096</b>	<b>\$3,318,157</b>	<b>(\$48,939)</b>

### VISITOR SERVICES

DESCRIPTION	FY 2022 ESTIMATED ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$3,115,511	\$2,197,460	\$3,056,869	859,409
Benefits	672,670	951,228	701,275	(249,953)
<b>Total Personnel Services</b>	<b>\$3,788,181</b>	<b>\$3,148,688</b>	<b>\$3,758,143</b>	<b>\$609,455</b>
<b>Program Expenses</b>				
Operating Expenses	6,602,355	5,304,155	6,588,815	1,284,660
Equipment Expenses	26,968	16,811	18,450	1,639
<b>Total Program Expenses</b>	<b>\$6,629,323</b>	<b>\$5,320,966</b>	<b>\$6,607,265</b>	<b>\$1,286,299</b>
<b>Program Total</b>	<b>\$10,417,504</b>	<b>\$8,469,654</b>	<b>\$10,365,408</b>	<b>\$1,895,754</b>

### OUTREACH/COMMUNITY PROGRAMS

DESCRIPTION	FY 2022 ESTIMATED ACTUALS	FY 2022 APPROPRIATION	FY 2023 RECOMMENDATION	DIFFERENCE INC./(DEC.)
<b>Personnel Services</b>				
Salaries and Wages	\$2,053,440	\$2,290,604	\$2,096,770	(193,835)
Benefits	472,581	579,336	481,316	(98,020)
<b>Total Personnel Services</b>	<b>\$2,526,021</b>	<b>\$2,869,941</b>	<b>\$2,578,086</b>	<b>(\$291,855)</b>
<b>Program Expenses</b>				
Operating Expenses	1,059,932	952,359	742,256	(210,103)
Equipment Expenses	9,718	10,983	11,000	17
<b>Total Program Expenses</b>	<b>\$1,069,650</b>	<b>\$963,342</b>	<b>\$753,256</b>	<b>(\$210,086)</b>
<b>Program Total</b>	<b>\$3,595,671</b>	<b>\$3,833,283</b>	<b>\$3,331,342</b>	<b>(\$501,940)</b>

## CHICAGO HORTICULTURAL SOCIETY PROGRAMS (CONTINUED)

### BOTANIC GARDEN FUND

The District levies, collects and remits taxes to the Chicago Horticultural Society which operates the Botanic Garden on a 385 acre site. The District owns the land and facilities. The total 2023 estimated expenditures of the Botanic Garden Fund are projected to be \$52.4 million. The Botanic Garden Fund's share of the 2023 tax levy appropriation represents approximately 18 % of the total proposed 2022 tax levy appropriation for all funds.

#### Botanic Garden Summary of Appropriations

2019	2020	2021	2022	2023 Recommendation
37,767,737	38,382,114	48,940,139	48,940,139	52,384,600

#### Botanic Garden Summary of Tax Levies

2019	2020	2021	2021	2023 Recommendation
8,948,070	8,948,070	8,948,070	8,948,070	8,948,070

### BOTANIC GARDEN ATTENDANCE

Year	Annual Attendance
2019	1,276,000
2020	815,000
2021	1,139,000
Projected 2022	1,100,000





*feel free*

2023



## Supplementary Information

## Chart of Accounts

This detailed description of classification and coding by object and purpose of account has been prepared to assist the departments in planning for appropriation request as guided by their individual needs and expenditure history. By appropriate fiscal planning, and use of these account descriptions, departments can best determine the allocation of resources and assist the Forest Preserve District of Cook County in accurately planning for the distribution of funds to all elements of the District.

The Department of Finance and Administration has prepared these descriptions to establish guidelines for account usage in the budgeting, accounting and purchasing functions. This Department and its staff will assist departments of the District with questions concerning the Chart of Accounts, or the guidelines, and can recommend placement of funding requests.

This Chart of Accounts offers a detailed description of classifications and coding by object and purpose of accounts as a guideline for appropriate account usage in budgeting functions for the Forest Preserve District of Cook County.

## Budgetary Accounts

### SALARIES AND WAGES

The category of accounts designated as Salaries and Wages include accounts from which payment is made for the District's employee expenses.

ORACLE	DESCRIPTION
501010	<b><u>Salaries and Wages:</u></b> Full Time amounts paid to permanent District employees as identified in the approved and adopted budget. This amount includes gross salary for personal services including authorized amounts which are components of the base salary.
501010	<b><u>Salaries and Wages (Part Time):</u></b> Amounts paid to part-time District employees as identified in the approved and adopted budget.
501610	<b><u>Health Insurance:</u></b> Payments made to providers of health care coverage on behalf of eligible District employees.
501590	<b><u>Life Insurance:</u></b> Payments made to carriers for life insurance coverage on behalf of eligible District employees.
501640	<b><u>Dental Care Plan:</u></b> Payments for insurance coverage on behalf of eligible District employees.
501690	<b><u>Vision Care Plan:</u></b> Payments for insurance coverage on behalf of eligible District employees.
501190	<b><u>Personnel Service Adjustment:</u></b> Estimated reserve amounts for anticipated salary and wage increases which may occur during the course of the fiscal year but are not.
501010	<b><u>Vacancy/Turnover Adjustment:</u></b> Amount calculated by the Finance and Administration Department to offset personnel expenses; estimated based upon a combination of historic and target vacancy rates.
501511	<b><u>Employer Medicare Tax Cont:</u></b> Payments made to reimburse the cost of Medicare.
501836	<b><u>Employee Trans &amp; Travel:</u></b> Payment of cost associated with the travel expenses of employees to other District facilities, work locations, training seminars and meetings. These costs may include reimbursement for automobile usage, public transportation or private carriers and are either a strict reimbursement for costs incurred or (in the instance of personal vehicle mileage) paid at a rate determined by the Federal government.
501660	<b><u>Unemployment Insurance:</u></b> Payments made to the State of Illinois to reimburse the cost of employment benefits made to eligible former District employees.

## PROFESSIONAL CONTRACTUAL SERVICES

The category of accounts designed as Professional Contractual Services includes accounts funded for payment of services that by their nature can be performed only by persons or firms with specialized skills and knowledge.

Included are services that support the various policy-making and managerial activities of the District, professional services supporting various District facilities, and services that are not regarded as professional but that require basic scientific knowledge or specialized skills. Expenditures for operation, maintenance and repair of equipment or facilities are not included in these categories.

ORACLE	DESCRIPTION
520000	<b><u>Contractual Services:</u></b> Expenditures for general specialized services including Intergovernmental Services.
521054	<b><u>Legal Services:</u></b> Charges for the services of law firms or attorneys to represent or advise the District in matters relating to labor law, statutory compliance and union negotiation.
521054	<b><u>Legal Services:</u></b> Charges for the services of law firms or attorneys to represent or advise the District in matters relating to labor law, statutory compliance and union negotiation.
520894	<b><u>Annual Reports/Audit:</u></b> Fees paid to outside auditors for the performance of the District's financial annual audit, as well as other possible one-time audits for grants, etc.
501805	<b><u>Professional Training:</u></b> Payments for training of District employees including classes, seminars etc. related to staff functions.
520830	<b><u>Other Professional Services:</u></b> Charges for general specialized services that are not part of the regular contractual services.
521313	<b><u>Ecological Stewardship:</u></b> Expenses related to management of the Volunteer Resources Stewardship program.
521313	<b><u>Restoration Intern Program:</u></b> Hiring of interns for ecological management.
521313	<b><u>Mighty Acorn (YELAR):</u></b> Funds set aside for the MIGHTY ACORN project educational program.
521313	<b><u>Next Gen. Youth Ambassadors (YELAR):</u></b> Funds set aside for the Next Generation Youth Ambassadors project educational program.
521313	<b><u>YELARY-Youth Education L/Acquisition:</u></b> Funds from license fees that are set aside for Youth Education, Land Acquisition and Restoration.
521313	<b><u>Grant Match Funding:</u></b> Funds set aside to match grants.
521313	<b><u>Certified Arborist Training:</u></b> Payments for professional training and certification of resource management staff responsible for tree care.
521313	<b><u>Volunteer Resources Program:</u></b> Expenditure for support of volunteer program.
521313	<b><u>Wildlife Management Program:</u></b> Payments for projects involving observation and management of wild animals.
521313	<b><u>Fisheries Management Program:</u></b> Payments for projects involving fish management.

521313	<b><u>Resource Ecology Program:</u></b> Expenditures for resource ecology.
521313	<b><u>Trails Management Program:</u></b> Payments for projects regarding trails maintenance and management initiatives.
521313	<b><u>Special Events &amp; Special Programs:</u></b> Expenditure for materials and supplies needed for festivals and programs.
520830	<b><u>General Consulting Services:</u></b> Payments for Habitat enhancement projects.
520830	<b><u>Law Enforcement Pre-Employment Processing:</u></b> Expenditures related to screening candidates for employment in Law Enforcement.
520675	<b><u>Security Contract Services:</u></b> Professional service contract for off-duty security.
521313	<b><u>Conservation Corps Program:</u></b> Expenditures related to the administration of the Conservation Corp.
520830	<b><u>Permit Services Contract:</u></b> Expenditures related to picnic and other event permit services.
520490	<b><u>Printing:</u></b> Expenditures for printing and publishing of District records such as bound volumes of Board Proceedings, printing of forms, stationery, business cards, stamps, seals and labels. Expenditures for print advertising should not be charged to this account.
520490	<b><u>Publication:</u></b> Volunteer Steward program, advertising and promotions.
520490	<b><u>Stationery and Office Forms:</u></b> Payments for purchases related to off-the-shelf forms, and stationery needed for official duties.
501790	<b><u>Dues and Subscriptions:</u></b> Charges for professional membership dues and subscriptions to newspapers and magazines.
520610	<b><u>Special Events &amp; Special Programs:</u></b> Expenditure for materials and supplies needed for festivals and programs.
520610	<b><u>Publications, Advertising and Promotion:</u></b> Expenditures for the publishing of District bids and promotion of special events.

## MATERIALS AND SUPPLIES

These accounts represent line item expenses related to office support materials, and those items needed for the maintenance of the building such as water, plumbing, heating, electrical supply and other sundry items. These are not the actual utility but those things needed for the upkeep.

ORACLE	DESCRIPTION
530188	<u>Capital Maintenance Outlays:</u> Expenditures for toilet facilities products and other materials and supplies.
530605	<u>Office Supplies:</u> Payments for work related office supplies utilized by employees of the District.
531670	<u>Computer Supplies:</u> Payments for purchases related to computers and computer supplies.
520260	<u>Postage:</u> Cost of United States postage stamps for general office and institutional use, including postage meter setting payments, stamped envelopes, stamped post cards, postal permit deposits, overnight/ express mail and postal registry.
530790	<u>Medical Supplies:</u> Payments for medical supplies and first aid kits mandated by EPA, USDA and other regulatory authorities.
530228	<u>Materials and Supplies:</u> Payments for office support materials.
530259	<u>Chemical Supplies:</u> Payments for the chemicals used for pool maintenance and herbicides for invasive species management.
530259	<u>Chemical Supplies:</u> Payments for the chemicals used for pool maintenance and herbicides for invasive species management.
530259	<u>Janitorial Supplies:</u> Payments for toilet paper and other cleaning supplies for the District's rest rooms.
530188	<u>Plumbing/Electrical/Heating:</u> Payments for the materials and supplies used for plumbing, electrical, and heating activities.
530259	<u>Propane Gas and Heating:</u> Payments for propane gas.
530259	<u>Nature Center Supplies:</u> Payments related to the supplies used manage the operations of the Nature Centers.
530259	<u>Campground Program Supplies</u> Payments related to the supplies used manage the operations of the Campgrounds.
530228	<u>Other Materials and Supplies:</u> Charges for other items which do not fit other categories and/or expenditures anticipated to be too small to warrant their own category.
530228	<u>ID Cards and Film:</u> Charges for materials and supplies for employee and patron identification cards.
530105	<u>Uniforms:</u> Expenditures for purchases related to uniforms to be worn by employees of the District who need them in order to perform their mission.



530188	<b><u>Engineering Equipment and Supplies:</u></b> Payments for supplies and equipment used for engineering purposes.
540130	<b><u>Office Equipment &amp; Fixtures:</u></b> Payments for professionally performed repairs on the District's equipment.
531670	<b><u>Computer Supplies &amp; Services</u></b> Payments for purchases related to computers and computer software and licenses.
540129	<b><u>Equipment Purchases &amp; Repairs:</u></b> Charges for costs related to purchasing and repairing District equipment.
540350	<b><u>Building Repair Services:</u></b> Charges for the cost of repairing District buildings.
530259	<b><u>Resident Watchmen Facilities Contractual Services:</u></b> Professional services to repair Resident Watchmen facilities.
530228	<b><u>Resident Watchman Buildings and Supplies:</u></b> Materials and supplies purchased for staff to repair Resident Watchman facilities.

## UTILITIES

These accounts are used to track the line item expenditures set aside for the payment of utility bills various governmental and publicly-regulated utilities. It also includes expenses for repairing utility-related equipment.

ORACLE	DESCRIPTION
540022	<b><u>Electricity and Natural Gas - Electricity:</u></b> Charges made by utility companies to provide electric and gas services to District facilities. The cost of special wiring or equipment installed and maintained by these companies should be charged to appropriate accounts in the same manner as such services or equipment would be charged if provided by any other contractor or vendor.
540028	<b><u>Electricity and Natural Gas – Natural Gas:</u></b> Charges made by utility companies to provide electric and gas services to District facilities. The cost of special wiring or equipment installed and maintained by these companies should be charged to appropriate accounts in the same manner as such services or equipment would be charged if provided by any other contractor or vendor.
540010	<b><u>Gas &amp; Oil for Auto &amp; Equip.:</u></b> Payments related to District-wide consumption of gas and oil for vehicles and heavy machinery, as well as equipment such as gas tanks.
520150	Telephone Services: Expenditures for telephone services of the District.
540016	<b><u>Water/Sanitary Services:</u></b> Charges for water and sewer services for District facilities.
520050	<b><u>Refuse Disposal:</u></b> Payments for refuse pick-up and disposal throughout the District.

## SELF INSURANCE AND EMPLOYEE BENEFITS

These categories are used to identify the District's self-insured obligations.

ORACLE	DESCRIPTION
580140	<u>Self Insurance:</u> Insurance charges related to the District's self-insurance program.
580110	<u>Workman Compensation Claims/Judgment:</u> Payments of Temporary Total Disability Benefits to employees for work related injuries, payments to medical providers, and payments of awards or settlements mandated by the Industrial Commission of the State of Illinois.

## EQUIPMENT AND FIXTURES

This account category represents payments related to depreciable fixed assets.

ORACLE	DESCRIPTION
530605	<u>Office Equipment &amp; Furniture:</u> Charges for small office equipment.
540129	<u>Equipment Maintenance Service:</u> Charges for the maintenance and repair of office equipment such as copiers and similar office equipment. The costs may include any charges for usage, parts, labor, travel, etc., as billed by the vendor or provider of the maintenance or repair service. Charges for accessories, non-replacement parts or "upgrade" purchased from any supplier or vendor, which include or exclude installation, should not be charged to this account but to the appropriate supply or equipment account.
530259	<u>Equipment &amp; Tools:</u> Charges for the acquisition of new tools and new equipment.
540250	<u>Equipment &amp; Vehicle Modifications:</u> Charges for the acquisition of new vehicles/new equipment & modifications of existing vehicles & equipment.
540250	<u>Vehicle Licenses &amp; Registration:</u> Charges for the licensing of existing District vehicles and for those planned new vehicles.
540250	<u>Equipment Supplies &amp; Maintenance Service:</u> Expenditures related to professional services on the maintenance of existing equipment and the supplies needed for the effective functionality of District vehicles.
530259	<u>Police Supply &amp; Equipment Services:</u> Payments for radio maintenance.

## BUILDING AND CONSTRUCTION

This account category is used to affect expenditures related to non-depreciable long-term assets, and the repairs affecting those assets.

ORACLE	DESCRIPTION
560105	<u>Buildings</u> : Payment for construction and maintenance of building structures.
520830	<u>General Consulting Services</u> : Funds set aside for the acquisition of specialized skills from vendors with those capabilities.
521313	<u>Habitat Enhancement</u> : Payments for the maintenance, restoration and rehabilitation of wildlife habitats and natural landscapes.
560019	<u>Neighborhood Space</u> : Planned expenditures for Intergovernmental projects.
560105	<u>Buildings &amp; Facilities</u> : Charges for the cost of renovating, upgrading or constructing District buildings and facilities.
560019	<u>Site Amenities</u> : Payments for fences, gates and concrete units; parking projects; sewer & water lines; and site identification/signage.
560019	<u>Trails</u> : Planned expenditures for the construction of new and existing trails systems, bridges and culverts.

## CAPITAL EXPENDITURES

These accounts are used for payment of Real Estate expenditures.

ORACLE	DESCRIPTION
560010	<u>Land Acquisition</u> : Payments for the acquisition of new land.
560010	<u>Land Acquisition Professional Services</u> : Fees paid to independent appraisers and court costs associated with the acquisition of land.
560010	<u>Land Acquisition Property Tax</u>

## OTHER EXPENSES

This category is used to manage payments related to appropriation adjustment, payment of costs associated with the travel expense of employees to other County facilities, work locations, training seminars and meetings. These costs may include reimbursement for automobile usage, public transportation or private carriers and are paid at a rate determined by the Department of Finance and Administration.

### ORACLE DESCRIPTION

700005	<u>Intergovernmental Services:</u> Various small intergovernmental expenditures.
700005	<u>Office of Inspector General:</u> Inspector General Expenditures.
700005	<u>State's Attorney Service</u>
700005	<u>Intergovernmental Affairs:</u> Intergovernmental Affairs Expenditures.
700005	<u>Board Secretary Services:</u> Board Secretary Services Expenditures.
700005	<u>Bureau of Technology:</u> Charges for IT administrative support, network connectivity, telecommunications and Internet services.
700005	<u>Copy Equipment Rental:</u> Charges for copiers, scanning and fax equipment.
700005	<u>Office Rental – 69 W Washington:</u> Operating expense charges for administrative office space at 69 West Washington for Legal, Finance and the Office of the General Superintendent.
700005	<u>UIC Extension:</u> Funding for programs run through a partnership with the University of Illinois-Chicago Agricultural Extension Office.
700005	<u>911 Telecommunications:</u> Charges for emergency communications services.
700005	<u>Office Rental – 1140 Lake St:</u> Operating expense charges for administrative office space at 1140 Lake Street for Conservation & Experiential Program.
700005	<u>Forest Preserve Foundation:</u> Partnership Agreement payment.
700005	<u>Board of Commissioners' Services</u>
700005	<u>Internal Audit:</u> Internal Audit Expenditures.

## Glossary

<b>Appropriation</b>	An amount of money in the budget, authorized by the Forest Preserve District's Board of Commissioners, for expenditure by departments for a specific purpose. Appropriations are made by account group within each department and fund.
<b>Assessed Valuation</b>	The value placed on all taxable property within the boundaries of Cook County. The Assessed Valuation is used as the basis for computing the Property Tax Levy.
<b>Bonded Debt</b>	The portion of an issuer's total indebtedness represented by outstanding bonds.
<b>Bond</b>	The document or documents representing action of the issuer authorizing the Resolution issuance and sale of general obligation bonds.
<b>Budget</b>	A plan of financial operations embodying an estimate of proposed expenditures and revenues for a period of twelve (12) months.
<b>Corporate Fund</b>	A fund used to account for resources other than those accounted for in other funds.
<b>Debt Service</b>	The payment of principal and interest on borrowed funds. The District has debt service for general obligation bonds and Cook County Tender Note Program.
<b>Encumbrances</b>	Commitments related to unperformed (executory) contracts for goods and services.
<b>Equalizer</b>	The equalizer for the County is the ratio of the state-mandated assessment level to the median level of assessment for the County for the preceding three years as determined by the Illinois Department of Revenue.
<b>Equalized</b>	The assessed value of the property multiplied by the equalizer Assessed gives the Equalized Assessed Value. The Equalized Assessed Value is the property tax base.
<b>Fiscal Year (FY)</b>	In the Forest Preserve District, the fiscal year is January 1 through December 31.
<b>Full-Time Equivalent (FTE)</b>	A part-time position converted to the decimal equivalent of a full-time position upon 2,080 hours of work per year. For example, a part-time naturalist aide working 20 hours per week would be equivalent to half of a full-time position.
<b>Fund</b>	An independent accounting entity containing self-balancing accounts used to record revenue and expenditures.
<b>Fund Balance</b>	The difference between revenue and expenditures. A negative fund balance is sometimes referred to as a deficit.



<b>General Fund</b>	See Corporate Fund.
<b>Non-Personnel</b>	Expenditures within this classification are included with budgetary Service accounts 6200 thru 6999.
<b>Personnel Service</b>	Expenditures within this classification are included with budgetary accounts 6110 thru 6126. Expenditures included are cost related to salaries, wages, benefits and other personnel costs.
<b>Property Tax</b>	A tax levied on the equalized assessed value of real property in Cook County. The Tax is collected by Cook County with assistance from the Illinois Department of Revenue. Authorization for the Forest Preserve property tax occurs through annual appropriation.
<b>Revenues</b>	Amount of monies collected from taxes, fines and fees for the purpose of financing governmental operations and services.
<b>Tax Levy</b>	Amount of estimated revenue to be generated from the property tax that will be used to finance government operations and services.
<b>Tax Rate</b>	The rate that will be necessary to generate the amount of revenue from property tax levies. The rate will be levied for each \$100 of assessed valuation.

## Revenue Glossary

<b>Aerial Adventure</b>	Lease fee from Go Ape for the operation of the aerial adventure and zip-line course Course and Zip-Line at Bemis Woods South.
<b>Aquatic Center Concessions</b>	Revenue collected from the sale of various items at the aquatic center concession stands.
<b>Boat House Concessions</b>	Monthly lease payments received from T&M Lakes and Chicago Canoe and Kayak in exchange for operating the Busse and Tampier Boat Houses.
<b>Campgrounds</b>	Rental fees are for: cabins, tent pads and RV locations per night (5 camp ground sites) and banquet hall at Camp Reinberg.
<b>Camp Ground Concessions</b>	Operated by Billy Casper Golf campground concessions include: grab and go operating the snacks and drinks, camping equipment sales and rentals, fishing equipment, and firewood
<b>Chicago Canoe &amp; Kayak</b>	Revenue collected from the monthly lease payments for Chicago Canoe and Kayak to operate canoe and kayak rentals at Skokie Lagoons.
<b>Cross-Country Skiing</b>	Fees for rental of equipment (ski boots, ski poles and skis).
<b>Dog Fees</b>	Off-Leash Dog Area fees collected at Beck Lake, Bremen Grove, and Miller Meadow for letting visitors to allow their dogs enjoy the preserves without a leash. All fees collected are used for capital improvements and procuring supplies for the off leash dog areas.
<b>Stable Fees</b>	Revenue collected from the vendor at Glen Grove for leasing of the equestrian stable in Morton Grove. Glen Grove pays the FPCC a flat monthly rate in exchange for the leasing of the FPCC's stable.
<b>Horse Fees</b>	Equestrian tag and membership fees collected for the purposes of patrons utilizing their horses along FPCC trails. All fees collected are used for capital improvements and procuring supplies to improve trails and installing equestrian hitching posts.
<b>Ice Cream Vendors</b>	Revenue collected from the annual permits given to third party ice cream vendors to sell ice cream on FPCC property.
<b>License Agreements</b>	The fee for licenses issued under Ordinance No. 05-0-12-07-03 that is determined by multiplying the acres used by the cost per acre. All fees due are paid in a lump- sum up-front one-time payment.
<b>Mobile Food</b>	Revenue received from vendors that operate mobile concessions within the District at

<b>Concessions</b>	high volume locations.
<b>Nature Center Program Fees</b>	Nature Centers charge a nominal fee averaging between one and five dollars for program fees.
<b>Oak Park Tennis</b>	Bi-annual fee collected in exchange for the Oak Park Tennis Center to operate the tennis facility at Cummings Square in River Forest.
<b>Pavilions &amp; Facilities</b>	Facility rental fees collected from three indoor rental locations, the Mathew Bieszczat Volunteer Resource Center, Thatcher Pavilion, and Dan Ryan Pavilion; along with two additional spaces, Swallow Cliff and Rolling Knolls which will be in service for 2016.
<b>Permit Fees</b>	Fees collected from patrons for the use of FPCC land, athletics fields and other special event activities.
<b>Aquatic Center Fees</b>	Admission to the three (3) FPCC aquatic centers, fees can vary between seasonal passes and individual day admission.
<b>Snowmobile</b>	Snowmobile decal fees collected to allow patrons to snowmobile at five (5) designated locations throughout the FPCC during the winter months.
<b>Troon</b>	Troon operates, manages and collects fees at the FPCC's ten (10) golf courses and four (4) driving ranges.
<b>Recreation Vendors</b>	Revenue received from recreation instructors that perform classes on District property.
<b>Pay &amp; Display</b>	Revenue received from daily commuter parking at FPCC facilities.



## Major Funds Glossary

### Corporate

The Corporate Fund is the District's general operating fund. It supports the various departments and other District operations and services. The majority of the tax receipts received by the District, excluding receipts for the Brookfield Zoo and Chicago Botanic Garden, and almost all non-tax revenues go into this fund.

### Construction and Development

The Construction and Development Fund is established to account for annual tax levies and certain other revenues to be used for the acquisition or construction of major capital facilities. The proceeds of taxes levied must be expended over a five-year period and any unspent proceeds at the end of the five-year period are transferred to the Corporate Fund.

### Capital Improvement

The Capital Improvement Fund accounts for all capital expenditures of the District that are funded by debt or other financing sources and that are not related to land acquisitions or accounted for in another fund.

### Real Estate Acquisition

The Real Estate Acquisition Fund accounts for the District's land acquisition program. Sources available for appropriations for this fund are derived from debt proceeds, contributions and grants. The District does not levy taxes for land acquisition. Only expenses directly related to the acquisition of land are charged to this fund.

### Resident Watchman

The Resident Watchman Fund is the fund which allocates revenues collected from the Resident Watchman program to the maintenance and improvements of the District's Resident Watchmen Facilities.

### Bond and Interest

The debt service and corresponding tax levy for this fund is for scheduled debt service payments for the 2004, 2012 and 2018 Series bonds. A tax levy pledge of approximately \$4 million for Personal Property Replacement Tax (PPRT) - backed bonds will be abated when the total amount is available for payment of the debt service.

### Employee Annuity and Benefit

The Employee Annuity and Benefit Fund is the amount to be levied and received in Personal Property Replacement Taxes (PPRT) as required for the purpose of providing the amount necessary to be contributed to meet FPCC Employer Pension Obligations.

### Self-Insurance

The Self-Insurance Fund was established to account for the District's self-insurance related expenditures including all worker's compensation claims, tort judgments/settlements, and associated legal fees. It is actually funded on a biannual basis.

### Zoological

The Zoological Fund is the fund from which appropriations are made to the Chicago Zoological Society for the operation of Brookfield Zoo.

### Botanic Garden

The Botanic Garden Fund is the fund from which appropriations are made to the Chicago Horticultural Society for the operation of the Chicago Botanic Garden.

# Schedule 1A – Non-Union Salary Schedule

Schedule 1A  
(Effective July 1, 2022)

		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years at 5th Step	After 1 Yr at 1st Longevity Rate & 10 Yrs Servc	After 1 Yr at 2nd Longevity Rate & 15 Yrs Servc	After 1 Yr at 3rd Longevity Rate & 20 Yrs Servc
9	Hourly	16.53	17.31	18.18	19.07	19.99	20.93	21.35	21.57	21.78
	Bi-Weekly	1,322.18	1,384.53	1,454.49	1,525.24	1,598.84	1,674.79	1,707.86	1,725.96	1,742.24
	Annual	34,377	35,998	37,817	39,656	41,570	43,544	44,404	44,875	45,298
10	Hourly	17.75	18.58	19.48	20.47	21.47	22.47	22.69	22.92	23.14
	Bi-Weekly	1,419.94	1,486.62	1,558.23	1,637.72	1,717.39	1,797.49	1,814.89	1,833.86	1,851.09
	Annual	36,919	38,652	40,514	42,581	44,652	46,735	47,187	47,680	48,128
11	Hourly	19.07	19.99	20.93	21.94	23.04	24.21	24.45	24.66	24.92
	Bi-Weekly	1,525.24	1,598.84	1,674.79	1,755.14	1,843.38	1,936.64	1,955.69	1,973.01	1,993.62
	Annual	39,656	41,570	43,544	45,634	47,928	50,353	50,848	51,298	51,834
12	Hourly	20.47	21.47	22.47	23.59	24.77	25.92	26.16	26.41	26.69
	Bi-Weekly	1,637.72	1,717.39	1,797.49	1,887.54	1,981.58	2,073.28	2,093.03	2,112.94	2,135.54
	Annual	42,581	44,652	46,735	49,076	51,521	53,905	54,419	54,937	55,524
13	Hourly	21.94	23.04	24.21	25.35	26.53	27.85	28.10	28.38	28.67
	Bi-Weekly	1,755.14	1,843.38	1,936.64	2,028.34	2,122.56	2,227.85	2,247.68	2,270.37	2,293.66
	Annual	45,634	47,928	50,353	52,737	55,186	57,924	58,440	59,030	59,635
14	Hourly	23.59	24.77	25.92	27.21	28.52	29.88	30.20	30.51	30.81
	Bi-Weekly	1,887.54	1,981.58	2,073.28	2,176.94	2,281.45	2,390.30	2,416.36	2,440.61	2,464.77
	Annual	49,076	51,521	53,905	56,600	59,318	62,148	62,825	63,456	64,084
15	Hourly	25.35	26.53	27.85	29.23	30.69	32.13	32.44	32.75	33.10
	Bi-Weekly	2,028.34	2,122.56	2,227.85	2,338.52	2,455.24	2,570.07	2,595.26	2,620.29	2,648.00
	Annual	52,737	55,186	57,924	60,801	63,836	66,822	67,477	68,128	68,848
16	Hourly	27.21	28.52	29.88	31.28	32.80	34.35	34.68	35.02	35.37
	Bi-Weekly	2,176.94	2,281.45	2,390.30	2,502.70	2,623.75	2,748.10	2,774.08	2,801.61	2,829.50
	Annual	56,600	59,318	62,148	65,070	68,218	71,451	72,126	72,842	73,567
17	Hourly	29.22	30.69	32.13	33.64	35.28	37.01	37.39	37.75	38.11
	Bi-Weekly	2,337.74	2,455.24	2,570.07	2,691.03	2,822.57	2,960.68	2,990.90	3,020.35	3,048.84
	Annual	60,781	63,836	66,822	69,967	73,387	76,978	77,764	78,529	79,270
18	Hourly	31.28	32.80	34.35	36.04	37.70	39.57	39.97	40.37	40.77
	Bi-Weekly	2,502.70	2,623.75	2,748.10	2,883.18	3,016.10	3,165.56	3,197.51	3,229.47	3,261.51
	Annual	65,070	68,218	71,451	74,963	78,419	82,305	83,135	83,966	84,799
19	Hourly	34.35	36.04	37.70	39.57	41.45	43.35	43.60	44.05	44.48
	Bi-Weekly	2,748.10	2,883.18	3,016.10	3,165.56	3,315.89	3,467.73	3,488.25	3,523.65	3,558.36
	Annual	71,451	74,963	78,419	82,305	86,213	90,161	90,694	91,615	92,517
20	Hourly	37.70	39.57	41.45	43.41	45.46	47.65	47.90	48.36	48.85
	Bi-Weekly	3,016.10	3,165.56	3,315.89	3,472.76	3,636.87	3,812.33	3,832.06	3,869.20	3,908.15
	Annual	78,419	82,305	86,213	90,292	94,559	99,120	99,634	100,599	101,612
21	Hourly	41.45	43.41	45.46	47.65	49.92	52.37	52.61	53.13	53.67
	Bi-Weekly	3,315.89	3,472.76	3,636.87	3,812.33	3,993.58	4,189.81	4,208.77	4,250.23	4,293.34
	Annual	86,213	90,292	94,559	99,120	103,833	108,935	109,428	110,506	111,627
22	Hourly	45.46	47.65	49.92	52.37	54.80	57.43	57.69	58.27	58.85
	Bi-Weekly	3,636.87	3,812.33	3,993.58	4,189.81	4,383.88	4,594.13	4,615.60	4,661.82	4,708.39
	Annual	94,559	99,120	103,833	108,935	113,981	119,447	120,006	121,207	122,418
23	Hourly	47.65	49.92	52.37	54.80	57.43	58.00	58.58	59.17	59.76
	Bi-Weekly	3,812.33	3,993.58	4,189.81	4,383.88	4,594.13	4,640.01	4,686.49	4,733.32	4,780.75
	Annual	99,120	103,833	108,935	113,981	119,447	120,640	121,849	123,066	124,300

## Schedule 1B – Non-Union Salary Schedule

Schedule 1B  
(Effective July 1, 2023)

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	After 2 Years at 5th Step	After 1	After 1	After 1
								Yr at 1st Longevity Rate & 10 Yrs Servc	Yr at 2nd Longevity Rate & 15 Yrs Servc	Yr at 3rd Longevity Rate & 20 Yrs Servc
9	Hourly	16.94	17.74	18.64	19.54	20.49	21.46	21.88	22.11	22.32
	Bi-Weekly	1,355.24	1,419.14	1,490.86	1,563.37	1,638.81	1,716.66	1,750.56	1,769.11	1,785.80
	Annual	35,236	36,898	38,762	40,648	42,609	44,633	45,515	45,997	46,431
10	Hourly	18.19	19.05	19.96	20.98	22.00	23.03	23.25	23.50	23.72
	Bi-Weekly	1,455.44	1,523.79	1,597.19	1,678.67	1,760.32	1,842.42	1,860.26	1,879.70	1,897.36
	Annual	37,841	39,618	41,527	43,645	45,768	47,903	48,367	48,872	49,331
11	Hourly	19.54	20.49	21.46	22.49	23.62	24.81	25.06	25.28	25.54
	Bi-Weekly	1,563.37	1,638.81	1,716.66	1,799.02	1,889.47	1,985.06	2,004.58	2,022.34	2,043.46
	Annual	40,648	42,609	44,633	46,775	49,126	51,611	52,119	52,581	53,130
12	Hourly	20.98	22.00	23.03	24.18	25.39	26.56	26.82	27.07	27.36
	Bi-Weekly	1,678.67	1,760.32	1,842.42	1,934.73	2,031.12	2,125.12	2,145.35	2,165.77	2,188.93
	Annual	43,645	45,768	47,903	50,303	52,809	55,253	55,779	56,310	56,912
13	Hourly	22.49	23.62	24.81	25.99	27.20	28.54	28.80	29.09	29.39
	Bi-Weekly	1,799.02	1,889.47	1,985.06	2,079.05	2,175.62	2,283.55	2,303.87	2,327.13	2,351.00
	Annual	46,775	49,126	51,611	54,055	56,566	59,372	59,901	60,505	61,126
14	Hourly	24.18	25.39	26.56	27.89	29.23	30.63	30.96	31.27	31.58
	Bi-Weekly	1,934.73	2,031.12	2,125.12	2,231.36	2,338.49	2,450.06	2,476.77	2,501.62	2,526.39
	Annual	50,303	52,809	55,253	58,015	60,801	63,701	64,396	65,042	65,686
15	Hourly	25.99	27.20	28.54	29.96	31.46	32.93	33.25	33.57	33.93
	Bi-Weekly	2,079.05	2,175.62	2,283.55	2,396.98	2,516.62	2,634.32	2,660.15	2,685.80	2,714.20
	Annual	54,055	56,566	59,372	62,321	65,432	68,492	69,164	69,831	70,569
16	Hourly	27.89	29.23	30.63	32.07	33.62	35.21	35.54	35.90	36.25
	Bi-Weekly	2,231.36	2,338.49	2,450.06	2,565.26	2,689.35	2,816.80	2,843.43	2,871.65	2,900.23
	Annual	58,015	60,801	63,701	66,697	69,923	73,237	73,929	74,663	75,406
17	Hourly	29.95	31.46	32.93	34.48	36.16	37.93	38.32	38.70	39.06
	Bi-Weekly	2,396.18	2,516.62	2,634.32	2,758.31	2,893.13	3,034.70	3,065.68	3,095.85	3,125.06
	Annual	62,301	65,432	68,492	71,716	75,221	78,902	79,708	80,492	81,251
18	Hourly	32.07	33.62	35.21	36.94	38.64	40.56	40.97	41.38	41.79
	Bi-Weekly	2,565.26	2,689.35	2,816.80	2,955.26	3,091.51	3,244.70	3,277.45	3,310.20	3,343.04
	Annual	66,697	69,923	73,237	76,837	80,379	84,362	85,214	86,065	86,919
19	Hourly	35.21	36.94	38.64	40.56	42.48	44.43	44.69	45.15	45.59
	Bi-Weekly	2,816.80	2,955.26	3,091.51	3,244.70	3,398.78	3,554.43	3,575.46	3,611.74	3,647.32
	Annual	73,237	76,837	80,379	84,362	88,368	92,415	92,962	93,905	94,830
20	Hourly	38.64	40.56	42.48	44.49	46.60	48.85	49.10	49.57	50.07
	Bi-Weekly	3,091.51	3,244.70	3,398.78	3,559.57	3,727.79	3,907.64	3,927.86	3,965.93	4,005.85
	Annual	80,379	84,362	88,368	92,549	96,923	101,599	102,124	103,114	104,152
21	Hourly	42.48	44.49	46.60	48.85	51.17	53.68	53.92	54.46	55.01
	Bi-Weekly	3,398.78	3,559.57	3,727.79	3,907.64	4,093.42	4,294.56	4,313.99	4,356.49	4,400.67
	Annual	88,368	92,549	96,923	101,599	106,429	111,658	112,164	113,269	114,417
22	Hourly	46.60	48.85	51.17	53.68	56.17	58.86	59.14	59.73	60.33
	Bi-Weekly	3,727.79	3,907.64	4,093.42	4,294.56	4,493.47	4,708.98	4,730.99	4,778.36	4,826.10
	Annual	96,923	101,599	106,429	111,658	116,830	122,434	123,006	124,237	125,479
23	Hourly	48.85	51.17	53.68	56.17	58.86	59.45	60.05	60.65	61.25
	Bi-Weekly	3,907.64	4,093.42	4,294.56	4,493.47	4,708.98	4,756.01	4,803.65	4,851.65	4,900.27
	Annual	101,599	106,429	111,658	116,830	122,434	123,656	124,895	126,143	127,407

# Schedule 2A- Teamsters Local 700 Salary Schedule

Schedule 2A  
(Effective July 1, 2022)

	1st Step	2nd Step	3rd Step	4th Step	5th Step	1st long (Step 6)	2nd long (Step 7)	3rd long (Step 8)	4th long (Step 9)
Facilities Maintenance Foreman (Hourly)	39.01	39.20	39.41	39.60	39.79	40.39	40.79	41.20	41.62
Bi-Weekly	3,121.13	3,136.18	3,152.54	3,167.73	3,183.52	3,231.22	3,263.31	3,295.91	3,329.51
Annual	81,149.25	81,540.64	81,965.98	82,361.08	82,771.41	84,011.81	84,846.18	85,693.61	86,567.20
Fleet Technician (Hourly)	30.73	30.88	31.04	31.20	31.35	31.82	32.13	32.44	32.77
Bi-Weekly	2,458.58	2,470.24	2,483.58	2,495.90	2,507.92	2,545.51	2,570.69	2,595.09	2,621.41
Annual	63,923.01	64,226.18	64,573.16	64,893.43	65,205.81	66,183.20	66,837.96	67,472.26	68,156.58
Garage Attendant (Hourly)	28.64	28.78	28.92	29.07	29.21	29.64	29.95	30.25	30.55
Bi-Weekly	2,291.07	2,302.73	2,313.79	2,325.96	2,336.67	2,371.41	2,395.63	2,420.03	2,444.34
Annual	59,567.81	59,870.98	60,158.64	60,475.05	60,753.33	61,656.71	62,286.46	62,920.76	63,552.79
Heavy Equipment Technician (Hourly)	41.42	41.63	41.83	42.04	42.25	42.89	43.31	43.75	44.19
Bi-Weekly	3,313.43	3,330.42	3,346.68	3,363.38	3,379.74	3,431.44	3,464.60	3,500.19	3,535.17
Annual	86,149.23	86,590.79	87,013.64	87,447.87	87,873.21	89,217.43	90,079.72	91,005.03	91,914.42
Laborer (Hourly)	\$24.65	\$24.77	\$24.88	\$25.00	\$25.12	\$25.47	\$25.71	\$25.97	\$26.21
Bi-Weekly	1,972.00	1,981.60	1,990.40	2,000.00	2,009.60	2,037.60	2,056.80	2,077.60	2,096.80
Annual	51,272.00	51,521.60	51,750.40	52,000.00	52,249.60	52,977.60	53,476.80	54,017.60	54,516.80
Light Equipment Operator (Hourly)	24.51	24.65	24.77	24.88	25.01	25.38	25.63	25.88	26.14
Bi-Weekly	1,961.10	1,971.72	1,981.38	1,990.08	2,000.78	2,030.68	2,050.41	2,070.79	2,091.25
Annual	50,988.63	51,264.65	51,515.78	51,742.03	52,020.31	52,797.65	53,310.77	53,840.49	54,372.49
Maintenance Equip OP (Hourly)	39.01	39.20	39.41	39.60	39.79	40.39	40.79	41.20	41.62
Bi-Weekly	3,121.13	3,136.18	3,152.54	3,167.73	3,183.52	3,231.22	3,263.31	3,295.91	3,329.51
Annual	81,149.25	81,540.64	81,965.98	82,361.08	82,771.41	84,011.81	84,846.18	85,693.61	86,567.20
Maintenance Equip Repair (Hourly)	30.73	30.88	31.04	31.20	31.35	31.82	32.13	32.44	32.77
Bi-Weekly	2,458.58	2,470.24	2,483.58	2,495.90	2,507.92	2,545.51	2,570.69	2,595.09	2,621.41
Annual	63,923.01	64,226.18	64,573.16	64,893.43	65,205.81	66,183.20	66,837.96	67,472.26	68,156.58
Maintenance Foreman II (Hourly)	30.99	31.15	31.29	31.46	31.61	32.07	32.39	32.72	33.05
Bi-Weekly	2,478.94	2,491.91	2,503.56	2,516.62	2,529.01	2,565.88	2,591.15	2,617.47	2,643.70
Annual	64,452.42	64,789.56	65,092.52	65,432.06	65,754.26	66,712.92	67,369.96	68,054.27	68,736.32
Maintenance Mechanic (Hourly)	38.02	38.21	38.40	38.59	38.79	39.37	39.76	40.16	40.57
Bi-Weekly	3,041.24	3,056.82	3,072.22	3,086.84	3,103.20	3,149.47	3,180.59	3,212.69	3,245.83
Annual	79,072.32	79,477.29	79,877.75	80,257.84	80,683.17	81,886.11	82,707.32	83,529.83	84,391.48
Maintenance Service Tech (Hourly)	\$33.66	\$33.81	\$33.98	\$34.12	\$34.28	\$34.77	\$35.10	\$35.42	\$35.77
Bi-Weekly	2,692.80	2,704.80	2,718.40	2,729.60	2,742.40	2,781.60	2,808.00	2,833.60	2,861.60
Annual	70,012.80	70,324.80	70,678.40	70,969.60	71,302.40	72,321.60	73,008.00	73,673.60	74,401.60
Maintenance Tech Metal (Hourly)	34.31	34.47	34.65	34.81	34.99	35.50	35.86	36.21	36.57
Bi-Weekly	2,744.64	2,757.65	2,772.19	2,784.80	2,799.34	2,840.27	2,868.94	2,896.67	2,925.79
Annual	71,360.70	71,699.02	72,076.85	72,404.90	72,782.73	73,847.09	74,592.39	75,313.49	76,070.55
Parts Counterman (Hourly)	28.64	28.78	28.92	29.07	29.21	29.64	29.95	30.25	30.55
Bi-Weekly	2,291.07	2,302.73	2,313.79	2,325.96	2,336.67	2,371.41	2,395.63	2,420.03	2,444.34
Annual	59,567.81	59,870.98	60,158.64	60,475.05	60,753.33	61,656.71	62,286.46	62,920.76	63,552.79
Pump & Well Repairman II (Hourly)	28.85	28.99	29.14	29.27	29.42	29.86	30.17	30.48	30.76
Bi-Weekly	2,307.60	2,319.26	2,331.27	2,341.54	2,353.98	2,388.90	2,413.67	2,438.17	2,460.86
Annual	59,997.68	60,300.84	60,613.08	60,880.03	61,203.56	62,111.40	62,755.42	63,392.50	63,982.47
Resource Tech (Hourly)	\$29.25	\$29.38	\$29.52	\$29.65	\$29.81	\$30.20	\$30.48	\$30.77	\$31.06
Bi-Weekly	2,340.00	2,350.40	2,361.60	2,372.00	2,384.80	2,416.00	2,438.40	2,461.60	2,484.80
Annual	60,840.00	61,110.40	61,401.60	61,672.00	62,004.80	62,816.00	63,398.40	64,001.60	64,604.80
Senior Resource Tech (Hourly)	\$31.97	\$32.10	\$32.26	\$32.38	\$32.53	\$32.95	\$33.22	\$33.51	\$33.79
Bi-Weekly	2,557.60	2,568.00	2,580.80	2,590.40	2,602.40	2,636.00	2,657.60	2,680.80	2,703.20
Annual	66,497.60	66,768.00	67,100.80	67,350.40	67,662.40	68,536.00	69,097.60	69,700.80	70,283.20
Serviceman (Hourly)	\$27.40	\$27.53	\$27.66	\$27.79	\$27.92	\$28.29	\$28.55	\$28.83	\$29.09
Bi-Weekly	2,192.00	2,202.40	2,212.80	2,223.20	2,233.60	2,263.20	2,284.00	2,306.40	2,327.20
Annual	56,992.00	57,262.40	57,532.80	57,803.20	58,073.60	58,843.20	59,384.00	59,966.40	60,507.20
Sign Maker (Hourly)	25.40	25.53	25.66	25.79	25.91	26.29	26.55	26.82	27.09
Bi-Weekly	2,031.76	2,042.38	2,053.08	2,063.27	2,073.13	2,102.97	2,124.30	2,145.73	2,167.15
Annual	52,825.74	53,101.75	53,380.04	53,645.06	53,901.28	54,677.13	55,231.86	55,788.86	56,345.86
Sign Shop Foreman (Hourly)	30.94	31.10	31.24	31.40	31.56	32.03	32.34	32.66	32.99
Bi-Weekly	2,475.11	2,487.64	2,499.21	2,511.83	2,524.45	2,562.03	2,587.30	2,613.06	2,639.37
Annual	64,352.87	64,678.67	64,979.57	65,307.62	65,635.68	66,612.89	67,269.92	67,939.45	68,623.70
Tow Truck Operator/Tire Repairmen (Hourly)	30.73	30.88	31.04	31.20	31.35	31.82	32.13	32.44	32.77
Bi-Weekly	2,458.58	2,470.24	2,483.58	2,495.90	2,507.92	2,545.51	2,570.69	2,595.09	2,621.41
Annual	63,923.01	64,226.18	64,573.16	64,893.43	65,205.81	66,183.20	66,837.96	67,472.26	68,156.58
Tractor Mechanic (Hourly)	38.02	38.21	38.40	38.59	38.79	39.37	39.76	40.16	40.57
Bi-Weekly	3,041.24	3,056.82	3,072.22	3,086.84	3,103.20	3,149.47	3,180.59	3,212.69	3,245.83
Annual	79,072.32	79,477.29	79,877.75	80,257.84	80,683.17	81,886.11	82,707.32	83,529.83	84,391.48
Watchman (Hourly)	23.65	23.77	23.88	24.00	24.12	24.47	24.71	24.97	25.21
Bi-Weekly	1,891.82	1,901.81	1,910.13	1,920.32	1,929.65	1,957.67	1,977.20	1,997.57	2,017.10
Annual	49,187.27	49,446.94	49,663.34	49,928.21	50,171.01	50,899.41	51,407.08	51,936.82	52,444.49

## Schedule 2B- Teamsters Local 700 Salary Schedule

Schedule 2B  
(Effective July 1, 2023)

	1st Step	2nd Step	3rd Step	4th Step	5th Step	1st long (Step 6)	2nd long (Step 7)	3rd long (Step 8)	4th long (Step 9)
Facilities Maintenance Foreman (Hourly)	\$ 39.99	\$ 40.18	\$ 40.39	\$ 40.59	\$ 40.79	\$ 41.40	\$ 41.81	\$ 42.23	\$ 42.66
Bi-Weekly	\$ 3,199.15	\$ 3,214.58	\$ 3,231.35	\$ 3,246.93	\$ 3,263.10	\$ 3,312.00	\$ 3,344.90	\$ 3,378.31	\$ 3,412.75
Annual	\$83,177.98	\$83,579.16	\$84,015.13	\$84,420.11	\$84,840.69	\$86,112.11	\$86,967.33	\$87,835.95	\$88,731.38
Fleet Technician (Hourly)	\$ 31.50	\$ 31.65	\$ 31.82	\$ 31.98	\$ 32.13	\$ 32.61	\$ 32.94	\$ 33.25	\$ 33.59
Bi-Weekly	\$ 2,520.04	\$ 2,531.99	\$ 2,545.67	\$ 2,558.30	\$ 2,570.61	\$ 2,609.15	\$ 2,634.96	\$ 2,659.96	\$ 2,686.94
Annual	\$65,521.09	\$65,831.83	\$66,187.49	\$66,515.77	\$66,835.96	\$67,837.78	\$68,508.91	\$69,159.07	\$69,860.49
Garage Attendant (Hourly)	\$ 29.35	\$ 29.50	\$ 29.65	\$ 29.80	\$ 29.94	\$ 30.38	\$ 30.69	\$ 31.01	\$ 31.32
Bi-Weekly	\$ 2,348.35	\$ 2,360.30	\$ 2,371.64	\$ 2,384.11	\$ 2,395.08	\$ 2,430.70	\$ 2,455.52	\$ 2,480.53	\$ 2,505.45
Annual	\$61,057.01	\$61,367.75	\$61,662.61	\$61,986.93	\$62,272.16	\$63,198.12	\$63,843.62	\$64,493.78	\$65,141.61
Heavy Equipment Technician (Hourly)	\$ 42.45	\$ 42.67	\$ 42.88	\$ 43.09	\$ 43.30	\$ 43.97	\$ 44.39	\$ 44.85	\$ 45.29
Bi-Weekly	\$ 3,396.27	\$ 3,413.68	\$ 3,430.35	\$ 3,447.46	\$ 3,464.23	\$ 3,517.23	\$ 3,551.22	\$ 3,587.70	\$ 3,623.55
Annual	\$88,302.96	\$88,755.56	\$89,188.98	\$89,634.07	\$90,070.04	\$91,447.87	\$92,331.71	\$93,280.15	\$94,212.28
Laborer (Hourly)	\$ 25.27	\$ 25.39	\$ 25.50	\$ 25.63	\$ 25.75	\$ 26.11	\$ 26.35	\$ 26.62	\$ 26.87
Bi-Weekly	\$ 2,021.30	\$ 2,031.14	\$ 2,040.16	\$ 2,050.00	\$ 2,059.84	\$ 2,088.54	\$ 2,108.22	\$ 2,129.54	\$ 2,149.22
Annual	\$52,553.80	\$52,809.64	\$53,044.16	\$53,300.00	\$53,555.84	\$54,302.04	\$54,813.72	\$55,368.04	\$55,879.72
Light Equipment Operator (Hourly)	\$ 25.13	\$ 25.26	\$ 25.39	\$ 25.50	\$ 25.64	\$ 26.02	\$ 26.27	\$ 26.53	\$ 26.79
Bi-Weekly	\$ 2,010.13	\$ 2,021.01	\$ 2,030.91	\$ 2,039.83	\$ 2,050.80	\$ 2,081.45	\$ 2,101.67	\$ 2,122.56	\$ 2,143.53
Annual	\$52,263.35	\$52,546.27	\$52,803.68	\$53,035.58	\$53,320.82	\$54,117.59	\$54,643.54	\$55,186.50	\$55,731.80
Maintenance Equip OP (Hourly)	\$ 39.99	\$ 40.18	\$ 40.39	\$ 40.59	\$ 40.79	\$ 41.40	\$ 41.81	\$ 42.23	\$ 42.66
Bi-Weekly	\$ 3,199.15	\$ 3,214.58	\$ 3,231.35	\$ 3,246.93	\$ 3,263.10	\$ 3,312.00	\$ 3,344.90	\$ 3,378.31	\$ 3,412.75
Annual	\$83,177.98	\$83,579.16	\$84,015.13	\$84,420.11	\$84,840.69	\$86,112.11	\$86,967.33	\$87,835.95	\$88,731.38
Maintenance Equip Repair (Hourly)	\$ 31.50	\$ 31.65	\$ 31.82	\$ 31.98	\$ 32.13	\$ 32.61	\$ 32.94	\$ 33.25	\$ 33.59
Bi-Weekly	\$ 2,520.04	\$ 2,531.99	\$ 2,545.67	\$ 2,558.30	\$ 2,570.61	\$ 2,609.15	\$ 2,634.96	\$ 2,659.96	\$ 2,686.94
Annual	\$65,521.09	\$65,831.83	\$66,187.49	\$66,515.77	\$66,835.96	\$67,837.78	\$68,508.91	\$69,159.07	\$69,860.49
Maintance Foreman II (Hourly)	\$ 31.76	\$ 31.93	\$ 32.08	\$ 32.24	\$ 32.40	\$ 32.88	\$ 33.20	\$ 33.54	\$ 33.87
Bi-Weekly	\$ 2,540.91	\$ 2,554.20	\$ 2,566.15	\$ 2,579.53	\$ 2,592.24	\$ 2,630.03	\$ 2,655.93	\$ 2,682.91	\$ 2,709.80
Annual	\$66,063.73	\$66,409.30	\$66,719.83	\$67,067.86	\$67,398.12	\$68,380.74	\$69,054.20	\$69,755.63	\$70,454.72
Maintenance Mechanic (Hourly)	\$ 38.97	\$ 39.17	\$ 39.36	\$ 39.55	\$ 39.76	\$ 40.35	\$ 40.75	\$ 41.16	\$ 41.59
Bi-Weekly	\$ 3,117.27	\$ 3,133.24	\$ 3,149.03	\$ 3,164.01	\$ 3,180.78	\$ 3,228.20	\$ 3,260.11	\$ 3,293.00	\$ 3,326.97
Annual	\$81,049.12	\$81,464.23	\$81,874.69	\$82,264.28	\$82,700.25	\$83,933.26	\$84,762.85	\$85,618.08	\$86,501.27
Maintenance Service Tech (Hourly)	\$ 34.50	\$ 34.66	\$ 34.83	\$ 34.97	\$ 35.14	\$ 35.64	\$ 35.98	\$ 36.31	\$ 36.66
Bi-Weekly	\$ 2,760.12	\$ 2,772.42	\$ 2,786.36	\$ 2,797.84	\$ 2,810.96	\$ 2,851.14	\$ 2,878.20	\$ 2,904.44	\$ 2,933.14
Annual	\$71,763.12	\$72,082.92	\$72,445.36	\$72,743.84	\$73,084.96	\$74,129.64	\$74,833.20	\$75,515.44	\$76,261.64
Maintenance Tech Metal (Hourly)	\$ 35.17	\$ 35.33	\$ 35.52	\$ 35.68	\$ 35.87	\$ 36.39	\$ 36.76	\$ 37.11	\$ 37.49
Bi-Weekly	\$ 2,813.26	\$ 2,826.60	\$ 2,841.49	\$ 2,854.42	\$ 2,869.32	\$ 2,911.28	\$ 2,940.66	\$ 2,969.09	\$ 2,998.94
Annual	\$73,144.72	\$73,491.50	\$73,878.77	\$74,215.02	\$74,602.30	\$75,693.27	\$76,457.20	\$77,196.32	\$77,972.32
Parts Counterman (Hourly)	\$ 29.35	\$ 29.50	\$ 29.65	\$ 29.80	\$ 29.94	\$ 30.38	\$ 30.69	\$ 31.01	\$ 31.32
Bi-Weekly	\$ 2,348.35	\$ 2,360.30	\$ 2,371.64	\$ 2,384.11	\$ 2,395.08	\$ 2,430.70	\$ 2,455.52	\$ 2,480.53	\$ 2,505.45
Annual	\$61,057.01	\$61,367.75	\$61,662.61	\$61,986.93	\$62,272.16	\$63,198.12	\$63,843.62	\$64,493.78	\$65,141.61
Pump & Well Repairman II (Hourly)	\$ 29.57	\$ 29.72	\$ 29.87	\$ 30.00	\$ 30.16	\$ 30.61	\$ 30.93	\$ 31.24	\$ 31.53
Bi-Weekly	\$ 2,365.29	\$ 2,377.24	\$ 2,389.55	\$ 2,400.08	\$ 2,412.83	\$ 2,448.62	\$ 2,474.01	\$ 2,499.13	\$ 2,522.39
Annual	\$61,497.62	\$61,808.36	\$62,128.41	\$62,402.03	\$62,733.65	\$63,664.19	\$64,324.31	\$64,977.31	\$65,582.04
Resource Tech (Hourly)	\$ 29.98	\$ 30.11	\$ 30.26	\$ 30.39	\$ 30.56	\$ 30.96	\$ 31.24	\$ 31.54	\$ 31.84
Bi-Weekly	\$ 2,398.50	\$ 2,409.16	\$ 2,420.64	\$ 2,431.30	\$ 2,444.42	\$ 2,476.40	\$ 2,499.36	\$ 2,523.14	\$ 2,546.92
Annual	\$62,361.00	\$62,638.16	\$62,936.64	\$63,213.80	\$63,554.92	\$64,386.40	\$64,983.36	\$65,601.64	\$66,219.92
Senior Resource Tech (Hourly)	\$ 32.77	\$ 32.90	\$ 33.07	\$ 33.19	\$ 33.34	\$ 33.77	\$ 34.05	\$ 34.35	\$ 34.63
Bi-Weekly	\$ 2,621.54	\$ 2,632.20	\$ 2,645.32	\$ 2,655.16	\$ 2,667.46	\$ 2,701.90	\$ 2,724.04	\$ 2,747.82	\$ 2,770.78
Annual	\$68,160.04	\$68,437.20	\$68,778.32	\$69,034.16	\$69,353.96	\$70,249.40	\$70,825.04	\$71,443.32	\$72,040.28
Serviceman (Hourly)	\$ 28.09	\$ 28.22	\$ 28.35	\$ 28.48	\$ 28.62	\$ 29.00	\$ 29.26	\$ 29.55	\$ 29.82
Bi-Weekly	\$ 2,246.80	\$ 2,257.46	\$ 2,268.12	\$ 2,278.78	\$ 2,289.44	\$ 2,319.78	\$ 2,341.10	\$ 2,364.06	\$ 2,385.38
Annual	\$58,416.80	\$58,693.96	\$58,971.12	\$59,248.28	\$59,525.44	\$60,314.28	\$60,868.60	\$61,465.56	\$62,019.88
Sign Maker (Hourly)	\$ 26.03	\$ 26.17	\$ 26.31	\$ 26.44	\$ 26.56	\$ 26.94	\$ 27.22	\$ 27.49	\$ 27.77
Bi-Weekly	\$ 2,082.55	\$ 2,093.43	\$ 2,104.41	\$ 2,114.85	\$ 2,124.95	\$ 2,155.54	\$ 2,177.41	\$ 2,199.37	\$ 2,221.33
Annual	\$54,146.38	\$54,429.30	\$54,714.54	\$54,986.19	\$55,248.81	\$56,044.06	\$56,612.66	\$57,183.58	\$57,754.51
Sign Shop Foreman (Hourly)	\$ 31.71	\$ 31.87	\$ 32.02	\$ 32.18	\$ 32.34	\$ 32.83	\$ 33.15	\$ 33.48	\$ 33.82
Bi-Weekly	\$ 2,536.99	\$ 2,549.83	\$ 2,561.69	\$ 2,574.63	\$ 2,587.56	\$ 2,626.08	\$ 2,651.99	\$ 2,678.38	\$ 2,705.36
Annual	\$65,961.70	\$66,295.63	\$66,604.06	\$66,940.32	\$67,276.57	\$68,278.21	\$68,951.67	\$69,637.94	\$70,339.29
Tow Truck Operator/Tire Repairmen (Hourly)	\$ 31.50	\$ 31.65	\$ 31.82	\$ 31.98	\$ 32.13	\$ 32.61	\$ 32.94	\$ 33.25	\$ 33.59
Bi-Weekly	\$ 2,520.04	\$ 2,531.99	\$ 2,545.67	\$ 2,558.30	\$ 2,570.61	\$ 2,609.15	\$ 2,634.96	\$ 2,659.96	\$ 2,686.94
Annual	\$65,521.09	\$65,831.83	\$66,187.49	\$66,515.77	\$66,835.96	\$67,837.78	\$68,508.91	\$69,159.07	\$69,860.49
Tractor Mechanic (Hourly)	\$ 38.97	\$ 39.17	\$ 39.36	\$ 39.55	\$ 39.76	\$ 40.35	\$ 40.75	\$ 41.16	\$ 41.59
Bi-Weekly	\$ 3,117.27	\$ 3,133.24	\$ 3,149.03	\$ 3,164.01	\$ 3,180.78	\$ 3,228.20	\$ 3,260.11	\$ 3,293.00	\$ 3,326.97
Annual	\$81,049.12	\$81,464.23	\$81,874.69	\$82,264.28	\$82,700.25	\$83,933.26	\$84,775.00	\$85,618.08	\$86,501.27
Watchman (Hourly)	\$ 24.24	\$ 24.37	\$ 24.47	\$ 24.60	\$ 24.72	\$ 25.08	\$ 25.33	\$ 25.59	\$ 25.84
Bi-Weekly	\$ 1,939.11	\$ 1,949.35	\$ 1,957.88	\$ 1,968.32	\$ 1,977.90	\$ 2,006.61	\$ 2,026.63	\$ 2,047.51	\$ 2,067.52
Annual	\$50,416.95	\$50,683.12	\$50,904.92	\$51,176.42	\$51,425.29	\$52,171.89	\$52,692.25	\$53,235.24	\$53,755.60

## Schedule 3 – Police Salary Schedule

Schedule 3A  
Effective 1/1/2020

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	After 10 Years Service	After 15 Years Service	After 20 Years Service	After 25 Years Service
FPD-1	Hourly	26.019	28.962	30.116	31.313	32.559	33.853	35.210	36.602	38.061	39.583
Police	Bi-Weekly	2,081.52	2,316.96	2,409.28	2,505.04	2,604.71	2,708.26	2,816.77	2,928.13	3,044.88	3,166.67
Officer	Annually	54,120	60,241	62,641	65,131	67,722	70,415	73,236	76,131	79,167	82,333

Schedule 3B  
(Effective 1/1/2020)

Grade		1st Step	2nd Step	3rd Step	4th Step	5th Step	6th Step	After 10 Years Service	After 15 Years Service	After 20 Years Service	After 25 Years Service
FPD-2	Hourly	29.941	32.195	33.702	35.289	37.012	38.823	39.220	40.8	42.433	44.130
Sergeant	Bi-Weekly	2,395.28	2,575.60	2,696.16	2,823.12	2,960.96	3,105.84	3,137.60	3,264.00	3,394.64	3,530.40
	Annually	62,277	66,966	70,100	73,401	76,985	80,752	81,578	84,864	88,261	91,790

## Schedule 4 – “X” Grade Salary Schedule

Title	Hourly Rate	Bi-Weekly Salary	Annual Salary
Electrician	52.05	4,164.00	108,264.00
Plumber	54.80	4,384.00	113,984.00
Painter	50.30	4,024.00	104,624.00
HVAC Repairman	49.10	3,928.00	102,128.00

## Schedule 5A & 5B – Non-Union Hourly Rate Schedule

Schedule 5A  
(Effective July 1, 2022)

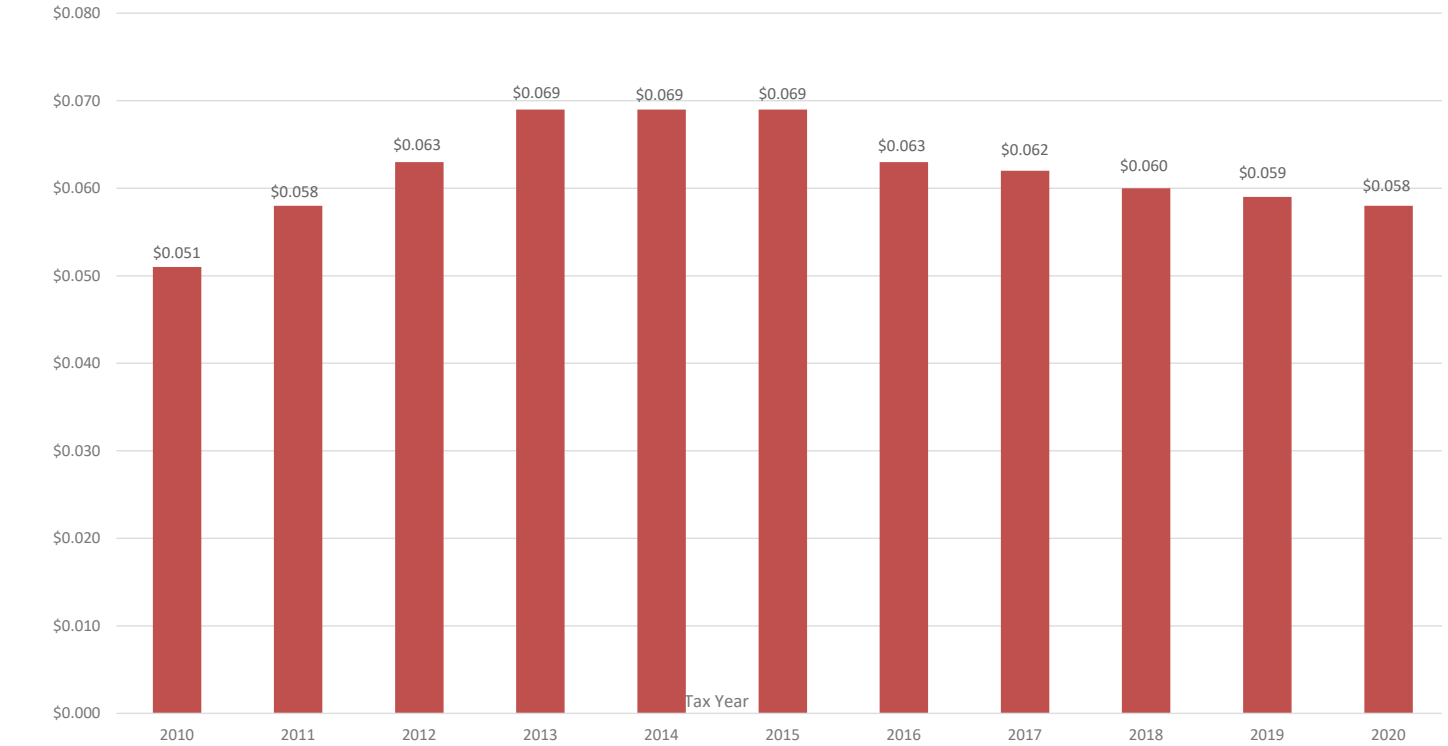
Title	Hourly
	Rate
CEP Aide	\$ 16.37
Permit Aide/Seasonal Permit Aide	\$ 16.37
Seasonal Concession Aide	\$ 16.37
Event Aide	\$ 15.15
Project Manager	\$ 29.27
Stewardship Program Aide	\$ 21.65
Resource Management Aide	\$ 16.37
Seasonal Laborer	\$ 20.99
Seasonal Serviceman	\$ 22.94
Intern (Seasonal)	\$ 15.15
YOA (Seasonal)	\$ 14.07
Sustainability Fellow	\$ 20.81
GIS Assistant	\$ 17.31
Communications Fellow	\$ 20.81
Policy Fellow	\$ 20.81

Schedule 5B  
(Effective July 1, 2023)

Title	Hourly
	Rate
CEP Aide	\$ 16.78
Permit Aide/Seasonal Permit Aide	\$ 16.78
Seasonal Concession Aide	\$ 16.78
Event Aide	\$ 16.78
Project Manager	\$ 30.00
Stewardship Program Aide	\$ 22.19
Resource Management Aide	\$ 16.78
Seasonal Laborer	\$ 21.51
Seasonal Serviceman	\$ 23.51
Intern (Seasonal)	\$ 15.53
YOA (Seasonal)	\$ 14.42
Sustainability Fellow	\$ 21.33
GIS Assistant	\$ 17.74
Communications Fellow	\$ 21.33
Policy Fellow	\$ 21.33

## Schedule 6 – Tax Rates for Real Property

(Per \$100 Equalized Assessed Valuation)



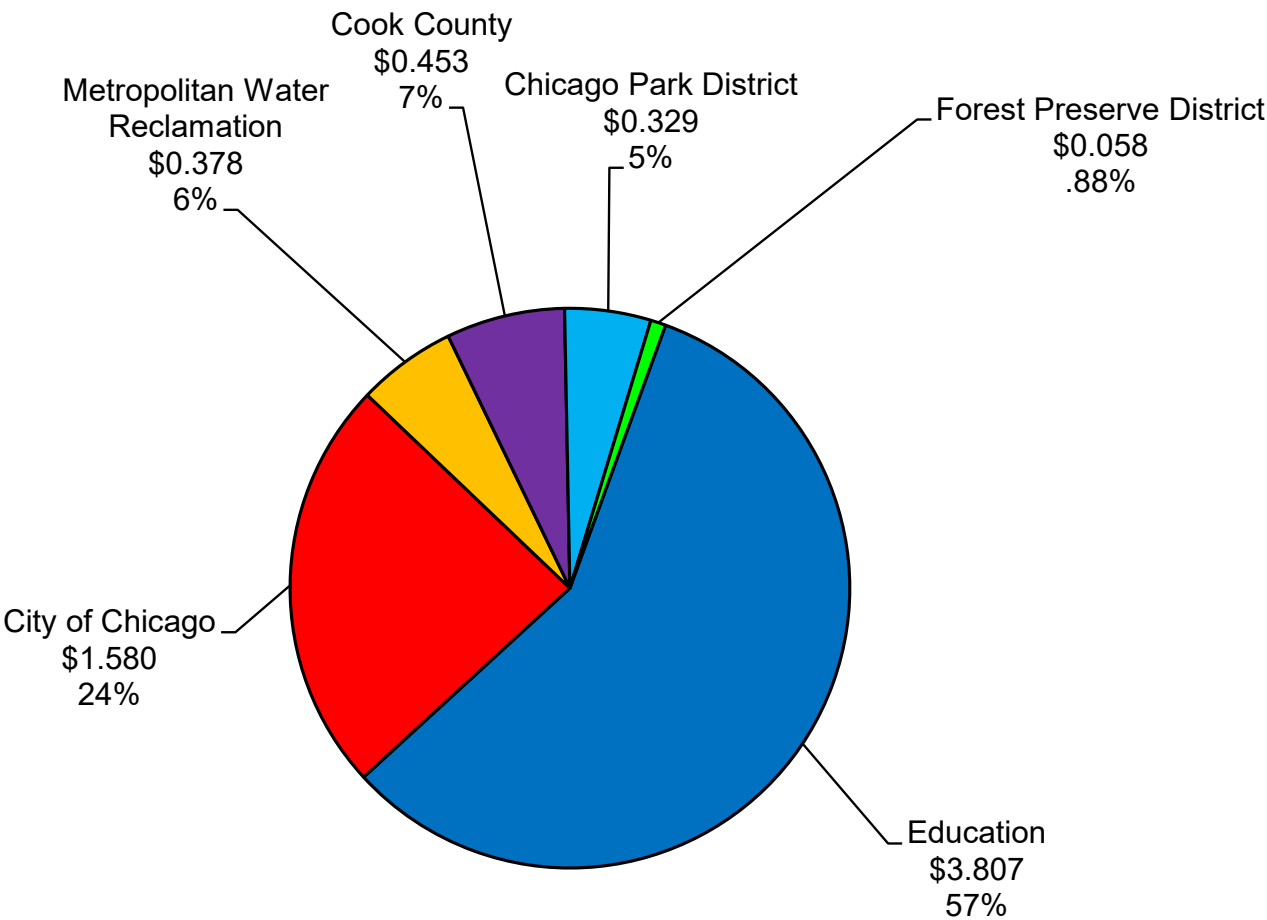
\*Projected based on 2020 Actual Agency Tax Rate





**Schedule 7 – Property Tax Rates Comparison – City of Chicago**

Per \$100 of equalized Assessed Valuation



Source: Office of the Clerk of Cook County (2021/2022 Rates Not Available)

## Schedule 8 – Property Tax Rates Comparison – Suburban Snapshot

(Per \$100 of Equalized Assessed Value)

Village of Maywood		
Entity	Per \$100 EAV	Percentage
Village of Maywood	\$9.74	46.9%
Education	\$9.65	46.4%
Cook County	\$0.45	2.2%
Metropolitan Water Reclamation	\$0.38	1.8%
Park District	\$0.23	1.1%
Proviso Township	\$0.27	1.3%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.3%</b>
Miscellaneous	\$0.01	0.1%
<b>TOTAL</b>	<b>\$20.78</b>	<b>100%</b>

Village of Burnham		
Entity	Per \$100 EAV	Percentage
Education	\$28.30	74.9%
Village of Burnham	\$7.05	18.7%
Thornton Township	\$0.83	2.2%
Park District	\$0.69	1.8%
Cook County	\$0.45	1.2%
Metropolitan Water Reclamation	\$0.38	1.0%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.2%</b>
Miscellaneous	\$0.02	0.0%
<b>TOTAL</b>	<b>\$37.78</b>	<b>100%</b>

Village of Steger		
Entity	Per \$100 EAV	Percentage
Education	\$14.50	80.1%
Village of Steger	\$2.09	11.6%
Cook County	\$0.45	2.5%
Bloom Township	\$0.35	1.9%
Steger S. Chicago Heights District	\$0.25	1.4%
Metropolitan Water Reclamation	\$0.38	2.1%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.3%</b>
Miscellaneous	\$0.02	0.1%
<b>TOTAL</b>	<b>\$18.10</b>	<b>100%</b>

Village of Evergreen Park		
Entity	Per \$100 EAV	Percentage
Education	\$8.53	44.6%
Village of Evergreen Park	\$9.60	50.1%
Cook County	\$0.45	2.4%
Metropolitan Water Reclamation	\$0.38	2.0%
Worth Township	\$0.10	0.5%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.3%</b>
Miscellaneous	\$0.02	0.1%
<b>TOTAL</b>	<b>\$19.14</b>	<b>100%</b>

Village of Robbins		
Entity	Per \$100 EAV	Percentage
Education	\$20.43	79.3%
Village of Robbins	\$3.62	14.0%
Park District	\$0.56	2.2%
Cook County	\$0.45	1.8%
Metropolitan Water Reclamation	\$0.38	1.5%
Bremen Township	\$0.15	0.6%
Worth Township	\$0.10	0.4%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.2%</b>
Miscellaneous	\$0.02	0.1%
<b>TOTAL</b>	<b>\$25.76</b>	<b>100%</b>

Village of Harwoods Heights		
Entity	Per \$100 EAV	Percentage
Education	\$12.33	82.2%
Village of Harwoods Heights	\$0.71	4.7%
Norwood Park Fire District	\$0.67	4.4%
Cook County	\$0.45	3.0%
Metropolitan Water Reclamation	\$0.38	2.5%
Norwood Park Township	\$0.07	0.4%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.4%</b>
Park District	\$0.34	2.2%
<b>TOTAL</b>	<b>\$15.00</b>	<b>100%</b>

Source: Office of the Clerk of Cook County

## Schedule 8 – Property Tax Rates Comparison – Suburban Snapshot (Cont.)

(Per \$100 of Equalized Assessed Value)

Village of Bedford Park		
Entity	Per \$100 EAV	Percentage
Education	\$23.46	80.7%
Village of Bedford Park	\$2.87	9.9%
Lyons Township	\$0.16	0.5%
Stickney Township	\$0.54	1.9%
Cook County	\$0.45	1.6%
Metropolitan Water Reclamation	\$0.38	1.3%
Park District	\$1.15	4.0%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.2%</b>
Miscellaneous	\$0.01	0.0%
<b>TOTAL</b>	<b>\$29.08</b>	<b>100%</b>

Village of South Barrington		
Entity	Per \$100 EAV	Percentage
Education	\$17.54	71.0%
South Barrington	\$2.08	8.4%
Cook County	\$0.45	1.8%
Park District	\$0.89	3.6%
Palatine Township	\$0.13	0.5%
Hanover Township	\$0.41	1.7%
Barrington Township	\$0.03	0.1%
Fire District	\$2.71	11.0%
Metropolitan Water Reclamation	\$0.38	1.5%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.2%</b>
Miscellaneous	\$0.01	0.0%
<b>TOTAL</b>	<b>\$24.69</b>	<b>100%</b>

City of Berwyn		
Entity	Per \$100 EAV	Percentage
Education	\$10.35	63.6%
City of Berwyn	\$4.07	25.0%
Cook County	\$0.45	2.8%
Park District	\$0.73	4.5%
Metropolitan Water Reclamation	\$0.38	2.3%
Berwyn Township	\$0.24	1.5%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.4%</b>
<b>TOTAL</b>	<b>\$16.28</b>	<b>100%</b>

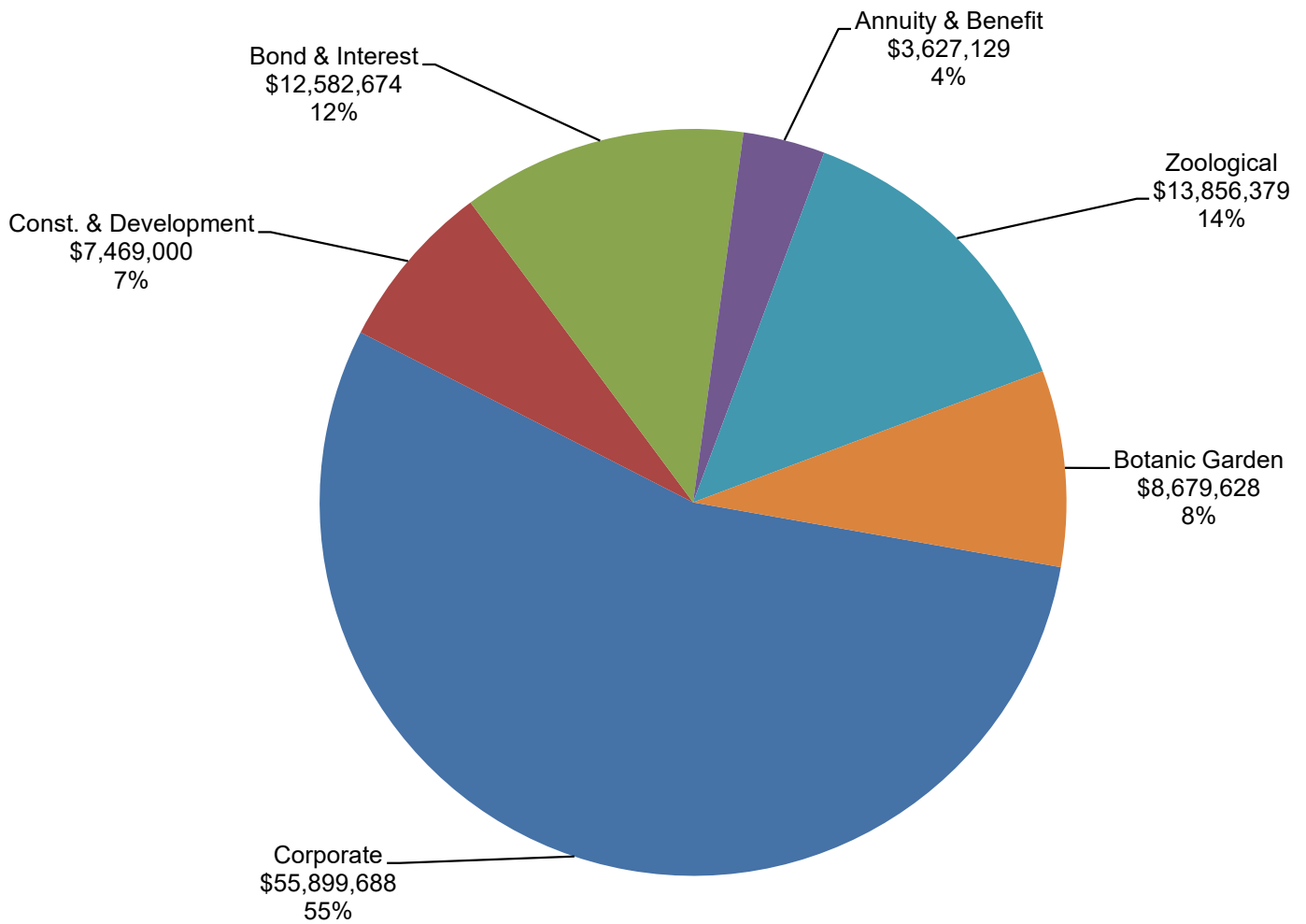
Village of Skokie		
Entity	Per \$100 EAV	Percentage
Education	\$36.05	88.8%
Village of Skokie	\$2.06	5.1%
Cook County	\$0.45	1.1%
Park District	\$1.53	3.8%
Metropolitan Water Reclamation	\$0.38	0.9%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.1%</b>
Niles Township	\$0.05	0.1%
Miscellaneous	\$0.01	0.0%
<b>TOTAL</b>	<b>\$40.60</b>	<b>100%</b>

Village of Schaumburg		
Entity	Per \$100 EAV	Percentage
Education	\$17.44	73.7%
Park District	\$1.85	7.8%
Village of Schaumburg	\$2.72	11.5%
Cook County	\$0.45	1.9%
Elk Grove Township	\$0.08	0.3%
Hanover Township	\$0.41	1.7%
Palatine Township	\$0.13	0.5%
Schaumburg Township	\$0.14	0.6%
Metropolitan Water Reclamation	\$0.38	1.6%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.2%</b>
Miscellaneous	\$0.01	0.0%
<b>TOTAL</b>	<b>\$23.67</b>	<b>100%</b>

Village of Burr Ridge		
Entity	Per \$100 EAV	Percentage
Education	\$8.92	78.6%
Pleasant View Fire District	\$0.73	6.4%
Cook County	\$0.45	4.0%
Metropolitan Water Reclamation	\$0.38	3.3%
Lyons Township	\$0.16	1.4%
Park District	\$0.53	4.7%
Village of Burr Ridge	\$0.11	0.9%
<b>Forest Preserve District</b>	<b>\$0.06</b>	<b>0.5%</b>
Miscellaneous	\$0.01	0.1%
<b>TOTAL</b>	<b>\$11.35</b>	<b>100%</b>

Source: Office of the Clerk of Cook County

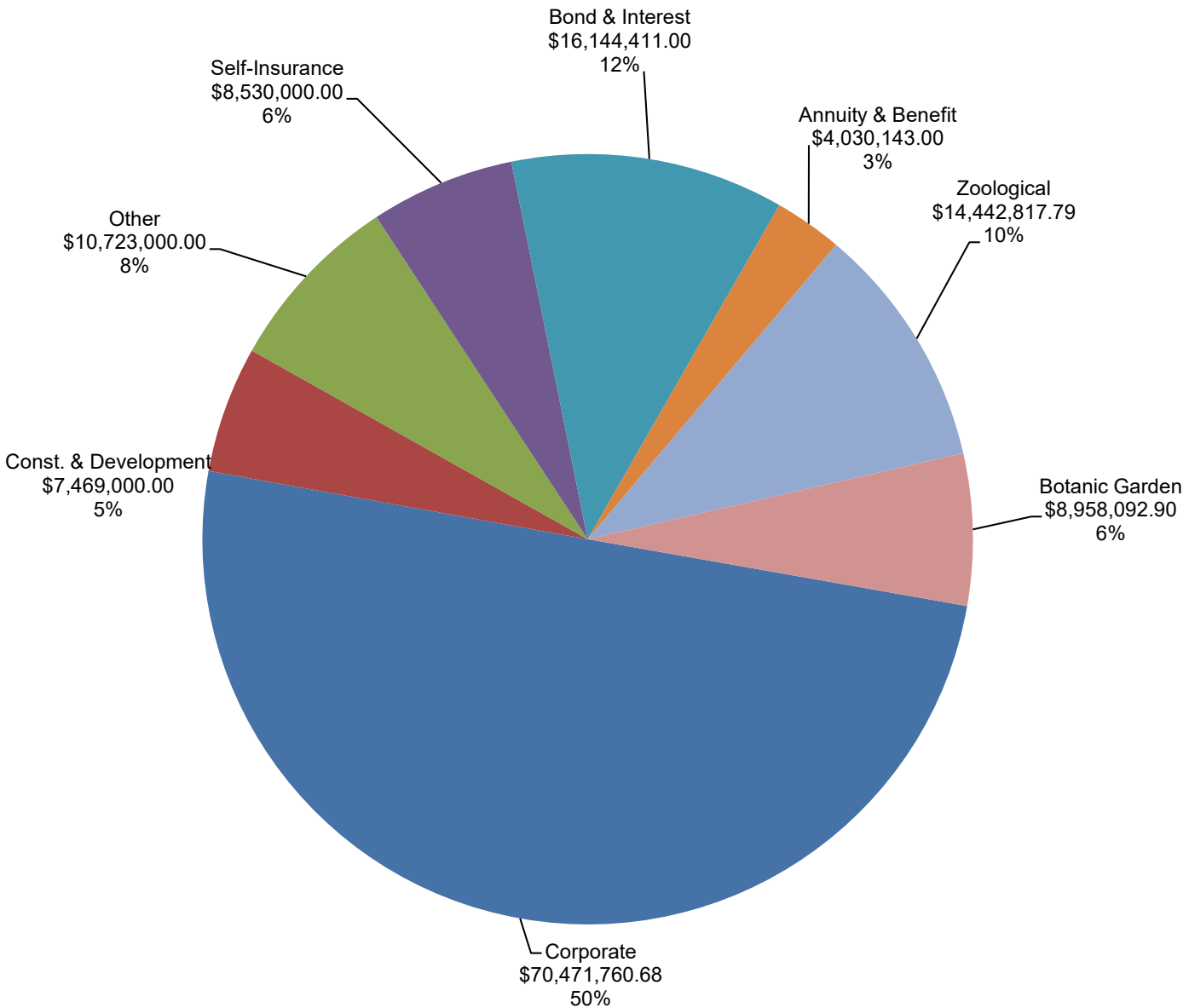
## Schedule 9 – Property Tax Distribution Net of Uncollectible / Refunds



**TOTAL: \$102,114,498**



Schedule 10 – Total Operating and Debt Service



TOTAL: \$140,769,225

\*See Attachment A (Page 14)

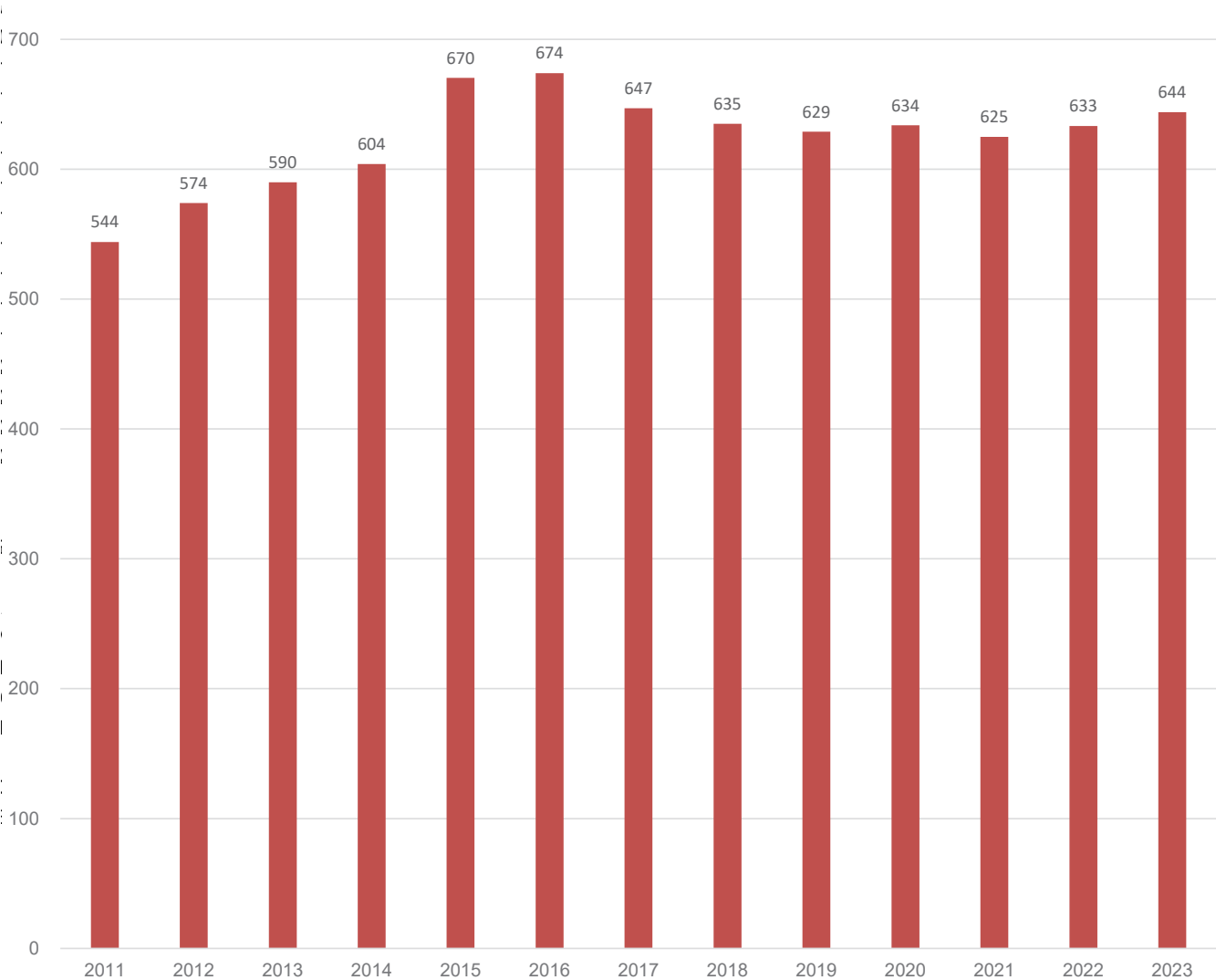
## Schedule 11 – Annual Appropriation Comparative Summary

Fund	FY 2022 Appropriation	FY 2023 Recommendation	Difference	% Change
<b>Operating and Debt Service</b>				
Corporate	\$65,623,346	\$70,471,760.7	\$4,848,415	7.39%
Self Insurance	8,030,000	\$8,530,000.0	500,000	6.23%
Bond and Interest	17,064,135	\$16,144,411.0	(919,724)	-5.39%
Employee Annuity and Benefit	4,150,808	\$4,030,143.0	(120,665)	-2.91%
Resident Watchmen	223,000	\$223,000.0	-	0.00%
Real Estate Acquisition	5,000,000	\$5,000,000.0	-	0.00%
Zoological	14,442,818	\$14,442,817.8	(0)	0.00%
Botanic Garden	8,958,093	\$8,958,092.9	(0)	0.00%
<b>Total for Operations</b>	<b>\$123,492,200</b>	<b>\$127,800,225.4</b>	<b>\$4,308,025</b>	<b>3.49%</b>
<b>Capital Improvement</b>				
Construction and Development	\$7,469,000	\$7,469,000	\$0	0.00%
Capital Improvement	6,000,000	5,500,000	(500,000)	-8.33%
<b>Total for Capital</b>	<b>\$13,469,000</b>	<b>\$12,969,000</b>	<b>(\$500,000)</b>	<b>-3.71%</b>
<b>Total Recommendations</b>	<b>\$136,961,200</b>	<b>\$140,769,225</b>	<b>\$3,808,025</b>	<b>2.78%</b>

\*FY 2022 Includes corporate reserves from prior year cost of living increases still under negotiations.

# Schedule 12 – Staffing History

Number of Full-Time Equivalents



NOTE: Part-Time and Seasonal hours are converted to a Full-Time Equivalent

## Schedule 13 – Property Tax Levy Summary from 2016 – 2023

Following the approval of the Annual Appropriation Ordinance, the Forest Preserve District Board of Commissioners authorizes the raising of revenue by direct taxes on real property. This is known as the Property Tax Levy.

Once property taxes are collected and remitted to the District, they are distributed to six funds: Corporate, Construction & Development, Bond & Interest, Employee Annuity & Benefit, Zoological and Botanic Garden.

Fund	2017	2018	2019	2020	2021	2022	2023
Corporate	49,812,175	49,812,175	51,612,175	52,562,375	53,545,686	54,884,328	57,628,544
Const. & Development	3,750,000	6,000,000	6,240,000	7,000,000	7,000,000	7,700,000	7,700,000
Bond & Interest	11,850,948	12,144,905	12,151,712	12,834,300	12,784,219	13,064,635	12,582,674
Bond & Interest Abatement	(1,500,000)	(500,000)	0	0	0	0	
Annuity & Benefit	3,242,300	3,724,926	3,860,832	3,659,331	3,533,384	3,735,727	3,627,129
Zoological	14,884,927	14,284,927	14,284,927	14,284,927	14,284,927	14,284,927	14,284,927
Botanic Garden	9,348,070	8,948,070	8,948,070	8,948,070	8,948,070	8,948,070	8,948,070
<b>Total</b>	<b>91,388,420</b>	<b>94,415,003</b>	<b>97,097,716</b>	<b>99,289,003</b>	<b>100,096,286</b>	<b>102,617,687</b>	<b>104,771,344</b>



## Schedule 14 – Property Tax Levies and Collections

Last Ten Fiscal Years

Levy Year	Taxes Levied for the Fiscal Year (1)	Collected within the Fiscal Year of the Levy		Collections in Subsequent Years	Total Collections to Date	
		Amount	Percentage of Levy		Amount	Percentage of Levy
2020	99,752,173	92,362,356	92.59%	\$ -	\$ 92,362,356	92.59%
2019	98,376,002	90,475,576	91.97%	\$ 1,232,850	\$ 91,708,426	93.22%
2018	95,192,235	93,117,248	97.82%	\$ 377,856	\$ 93,495,104	98.22%
2017	93,655,716	91,288,667	97.47%	\$ (205,402)	\$ 91,083,265	97.25%
2016	91,388,420	88,535,413	96.88%	\$ (149,844)	\$ 88,385,569	96.71%
2015	89,682,876	86,136,131	96.05%	\$ (190,834)	\$ 85,945,297	95.83%
2014	88,093,777	82,811,764	94.00%	\$ 306,575	\$ 83,118,339	94.35%
2013	86,508,573	84,977,230	98.23%	\$ 535,779	\$ 85,513,009	98.85%
2012	85,790,895	83,976,813	97.89%	\$ 3,154,858	\$ 87,131,671	101.56%
2011	86,944,154	83,493,356	96.03%	\$ 2,765,985	\$ 86,259,341	99.21%

(1) Tax levied for Fiscal Year 2011-2020 includes levy for Forest District and Series 2012, 2015 & 2019 General Obligation Bonds.

Sources: Cook County Clerk, Tax Extension Division & Cook County Treasurer Department

## Schedule 15 – Direct and Overlapping Governmental Activities Debt

As of December 31, 2021

<u>Direct Debt</u>	<u>General Obligation Debt Outstanding</u>	<u>Overlapping Percentage</u>
Forest Preserve District	\$ 119,775,000	0.5%
<b><u>Overlapping Debt<sup>(1)(6)</sup></u></b>		
Governmental Unit		
Cook County Government <sup>(4)</sup>	2,989,281,750	13.3%
City of Chicago <sup>(2)</sup>	7,093,076,000	31.5%
City Colleges <sup>(2)</sup>	8,651,378,500	38.4%
Chicago Board of Education <sup>(2)(3)</sup>	581,370,000	2.6%
Chicago Park District <sup>(2)(3)</sup>	295,955,000	1.3%
Metropolitan Water Reclamation District <sup>5</sup>	2,807,592,000	12.5%
Subtotal, overlapping debt	22,418,653,250	99.5%
<b>Total direct and overlapping debt</b>	<b>\$ 22,538,428,250</b>	<b>100.0%</b>

### Selected Debt Statistics<sup>(2)</sup>

2021 Estimated Population	5,173,146
2020 Equalized Assessed Valuation	\$ 173,853,470,000
2019 Estimated Fair Market Value	(7) \$ 634,876,256,616

	<u>Per Capita<sup>(5)</sup></u>	<u>% of Equalized Assessed Valuation</u>	<u>% of Estimated Fair Market Value</u>
Direct Debt	\$ 23.15	0.07%	0.02%
Direct and Overlapping Debt <sup>(5)</sup>	\$ 4,356.81	12.96%	3.55%

### Notes:

- (1) Debt of Overlapping Taxing Districts
- (2) Excludes Outstanding Tax Anticipation Notes and Warrants
- (3) Includes "Alternate Bonds"; which are secured by a dedicated pledge of Revenues and the general obligation taxing ability of the issuer
- (4) Excludes short-term cash flow notes
- (5) Includes Loans Payable to the Illinois Environmental Protection Agency
- (6) Excludes Municipalities and Districts outside of the City of Chicago
- (7) 2021 Estimated Fair Market Value not available

Source: Forest Preserves 2021 CAFR

## Schedule 16 – Legal Debt Margin Information

Last Ten Years

### Legal Debt Margin Calculation for Fiscal Year 2021

Assessed value	\$ 173,853,469,818	(1)
Debt limit (.345% assessed value)	\$ 599,794,471	
Debt applicable to limit:		
General obligation bonds	119,775,000	
Less: Amount set aside for repayment of general obligation debt	(11,260,000)	
Total net debt applicable to limit	108,515,000	
Legal debt margin	\$ 491,279,471	

Fiscal Year	Debt Limit	Total Net Debt Applicable to Limit	Legal Debt Margin	Total Net Debt Applicable to Limit as a Percentage of Debt Limit
2021	\$ 599,794,471	\$ 108,515,000	\$ 491,279,471	82%
2020	575,865,760	119,775,000	456,090,760	79%
2019	547,115,023	130,570,000	416,545,023	76%
2018	547,115,023	132,990,000	414,125,023	76%
2017	520,318,918	143,220,000	377,098,918	72%
2016	457,866,234	151,010,000	306,856,234	67%
2015	457,866,234	150,260,000	307,606,234	67%
2014	434,406,194	165,330,000	269,076,194	62%
2013	469,807,284	172,535,000	297,272,284	63%
2012	524,638,228	179,655,000	344,983,228	66%

(1) Assessed valuation for 2021 not available

Sources: Annual Financial Reports 2012 - 2021 and Cook County Clerk's Office, Tax Extension Division

## Schedule 17 – Picnic Permit Fee Schedule

### PERMITS \*\*

#### PICNIC PERMITS WITH SMALL GROVE

Category	Size	Rate
Non-Shelter	25 - 99 people	\$64
Shelter	25 - 99 people	\$85
Non-Shelter	100 - 200 people	\$106
Shelter	100 - 200 people	\$128

#### PICNIC PERMITS WITH LARGE GROVE

Category	Size	Rate
Non-Shelter	25 - 99 people	\$138
Shelter	25 - 99 people	\$158
Non-Shelter	100 - 200 people	\$168
Shelter	100 - 200 people	\$200
Non-Shelter	201 - 399 people	\$190
Shelter	201- 399 people	\$227

#### SPECIAL/ATHLETIC EVENT PERMITS

Size	Rate	Application Fee
25 - 99 people	\$243	\$25
100 - 200 people	\$296	
201 - 399 people	\$349	
400 - 999 people	\$751	
1000+ people	\$1,287	

#### FILMING/PHOTOGRAPHY PERMIT

Size	Rate	Application Fee
Filming - Commerical/TV (Hourly)	\$162	\$25
Still Photography (Hourly)	\$76	
Low Budget Films (Hourly)	\$137	
Feature Films (Hourly)	\$216	

#### DAY CAMP PERMITS

25 - 99 people	\$44	\$25
100 - 200 people	\$55	
201 - 399 people	\$66	

#### OVERFLOW PARKING

Category	Rate	Application Fee
Monday - Friday	\$34	\$25
Saturday - Sunday	\$243	

\*\*Permits: one grove per permit, large groups may require multiple permits and/or security deposit.

## Schedule 17 – Picnic Permit Fee Schedule (Cont.)

### OTHER LICENSES AND PERMITS

Horses and Dogs	Fee
Resident Annual Equestrian Membership*	\$35
Non-Resident Annual Equestrian Membership*	\$50
Resident Annual Horse Tag	\$30
Non-Resident Annual Horse Tag	\$45
Riders License (Annual Per Person)	\$5
Day Pass	\$5

Resident Annual Dog License**	\$60 per dog
Non-Resident Annual Dog License**	\$120 per dog
Membership Card Deposit	\$10

\*Annual Equestrian Memberships include the Annual Horse Tag and Rider License

\*\*25% discount on Annual Memberships after the first dog or horse in household

\*\*\*50% off for the last 3 months of the season

Snowmobile	Fee
Resident Permit	\$50
Non-Resident Permit	\$100

Cross-Country Skiing	Fee
Ski Rental	\$15
Ski Rental - Senior	\$10
Ski Rental - Family (Up to 4 members)	\$40
Ski Rental - Group	\$5 per person
Lesson and Ski Rental	\$30
Lesson	\$20

#### Other Fees

Maximum Vending Fee	\$500 per vendor
Model Airplane Event	\$44 per hour + \$25 Application Fee
Special Use Permit	\$25 + \$10 per item
Permit Change Fee	\$5
Youth Field Permit (soccer, football, etc.)	\$18 per hour + \$25 Application Fee
Adult Field Permit (soccer, football, etc.)	\$29 per hour + \$25 Application Fee
Administration Fee*	\$25
Monthly Fitness Instructor	\$55 per month + \$25 Application Fee
Portable Toilet Rental (1 to 7 units)	\$250 per unit
Portable Toilet Rental (8 or more units units)	\$245 per unit
Accessible Portable Toilet Rental	\$325 per unit
District Police Security Fee	\$45 per hour per officer

## Schedule 17 – Picnic Permit Fee Schedule (Cont.)

\*Non-profit organizations and veteran organizations, with proper documentation as stated in Section 2-4-2 of this Code, may qualify for a reduced rate of fifty (50) percent on base fees for Picnic, Special/Athletic Event, Hourly Athletic Field, Monthly Fitness Instructor, Model Airplane, Day Camp, Overflow Parking, Filming/Photography and Indoor Room Rental permits. Picnics and Special/Athletic Event fees for permits booked for use Monday through Thursday (excluding Holidays) are eligible for a 25-percent discount.

Additional discounts or reduced promotional fees may be applied as stated in this Code or the then current Annual Appropriations Ordinance, or as made available by the General Superintendent or District concessionaires.

Any applicable discount does not apply to application fees, cost of District provided security, special use fees, security deposits, and vending.

\*Picnics and Special/Athletic Event fees for permits booked for use Monday through Thursday (excluding Holidays) are eligible for a 25% discount. Any applicable discount does not apply to application fees, cost of District provided security, special use fees, security deposits and vending.

\*Additional ten percent Non-County Resident Premiums apply to base permit fees for Picnic, Special/Athletic Event, Hourly Athletic Field, Monthly Fitness Instructor, Model Airplane, Day Camp, Overflow Parking, and Filming/Photography. Additional Non-County Resident Premiums may apply as stated in this Code or the then current Annual Appropriations Ordinance.

\*Special/Athletic Events, Model Airplane Events, Day Camps, Overflow Parking, Hourly Athletic Field, Monthly Fitness Instructor, Filming/Photography and Indoor Room Rentals, plus basic picnics with special use items, require a certificate of liability insurance with the endorsement attached naming the Forest Preserve District of Cook County as an additional insured in the amount of \$1,000,000.00 per occurrence, or other proof of insurance as may be required by the District. Events with 1,000+ attendees require \$2,000,000.00 per occurrence.

\*A standard security deposit ranging from \$100.00-\$2,000.00 is required for Special/Athletic Events, Model Airplane Events, Day Camps, Overflow Parking, Filming/Photography and Indoor Room Rentals based on the size and nature of the event. Security deposits are intended to protect the District in the event of damage to the site or to address permit violations. Events with a previous history of causing damage to the District or potential to cause greater degree of damage may be charged a higher security deposit. Additional Security Deposits may apply as stated in this Code or the then current Annual Appropriations Ordinance.

## Schedule 18 – Pool Fees and Other License and Permits

Fee Type	Fee
<b>SINGLE DAY ADMISSION</b>	
Child 3 and Under	Free
Child 4 - 12 Years	\$5.00
Adult 13 and Older	\$7.00
Groups of 10 or more (Purchased in Advance)	\$5.00/person**
<b>SEASON PASSES</b>	
Individual Season Pass	\$43.00
Family up to 4 and fewer	\$160.00
Family up to 5	\$191.00
Family of 6 or more	\$223.00
<b>SPECIAL SERVICES</b>	
All Day Private Tube Rental	\$5.00
All Day Private Double Tube Rental	\$7.00
Cooler fee	\$15.00
<b>PARTY RENTALS</b>	
Semi-Private Pool Rental	\$250.00
Semi-Private Pool Rental Plus food package	\$400.00
Private Pool Rental	\$590.00
Cabana Rental Monday-Thurs.	\$55.00
Cabana Rental Friday-Sunday	\$64.00

\*Swim lessons, aqua fit, water rehabilitation and other class fees start at \$5 for one class and will not exceed \$175 for a series of classes.

\*\*Regular fee if purchased on location.

\*\*\*All pool rentals with over 25 guests require \$90 security fee.

## Schedule 19 – Pavilions and Facilities Fee Schedule

All pavilion reservations will be subject to an additional \$25.00 Application fee.

Thatcher Woods - Pavilion				
Type	Capacity	Days	Cook County Residents & Businesses	Non-Cook County Residents & Businesses
East Room	80	Mon-Thur	\$82/Hr.	\$108/Hr.
East Room	80	Fri-Sun	\$113/Hr.	\$140/Hr.
West Room	40	Mon-Thur	\$66/Hr.	\$98/Hr.
West Room	40	Fri-Sun	\$98/Hr.	\$125/Hr.

Dan Ryan Woods				
Type	Capacity	Days	Cook County Residents & Businesses	Non-Cook County Residents & Businesses
Pavilion	100	Mon-Thur	\$82/Hr.	\$108/Hr.
Pavilion	100	Fri-Sun	\$113/Hr.	\$140/Hr.

Swallow Cliff				
Type	Capacity	Days	Cook County Residents & Businesses	Non-Cook County Residents & Businesses
Pavilion	40	Mon-Thur	\$48/Hr.	\$74/Hr.
Pavilion	40	Fri-Sun	\$69/Hr.	\$96/Hr.

Rolling Knolls				
Type	Capacity	Days	Cook County Residents & Businesses	Non-Cook County Residents & Businesses
Small Room	25	Mon-Thur	\$23/Hr.	\$55/Hr.
Small Room	25	Fri-Sun	\$39/Hr.	\$76/Hr.
Large Room	100	Mon-Thur	\$82/Hr.	\$108/Hr.
Large Room	100	Fri-Sun	\$103/Hr.	\$130/Hr.

Matthew Bieszcza Volunteer Resource Center				
Type	Capacity	Days	Cook County Residents & Businesses	Non-Cook County Residents & Businesses
Community Room*	100	Mon-Thurs	\$71/Hr.	\$98/Hr.
Community Room*	100	Fri-Sun	\$103/Hr.	\$130/Hr.
Classroom	40	Mon-Thurs	\$23/Hr.	\$55/Hr.
Classroom	40	Fri-Sun	\$48/Hr.	\$76/Hr.

Sagawau Environmental Learning Center				
Type	Capacity	Days	Cook County Residents & Businesses	Non-Cook County Residents & Businesses
Pavilion	100	Mon-Thur	\$138/Hr	\$167/Hr
Pavilion	100	Fri-Sun	\$153/Hr	\$182/Hr

\*Edgebrook golf outings are available Monday through Friday at the Mathew Bieszcza Volunteer Resource Center. 40 golfers or less per two hours is \$135. Between 40 and 144 golfers per two hours is \$277.

\*All pavilion rentals require a 4-hour minimum rental.



## Schedule 20 – Golf Fee Schedule

<u>Golf Course</u>	Maximum Golf Course Green Fees (Weekdays)					
	18 - Holes		9 - Holes		Twilight	
	Public	Golf Card	Public	Golf Card	Public	Sr./Jr. Golf Card
Billy Caldwell	-	-	\$20	\$17	\$17	\$14
Burnham Woods	\$26	\$21	\$18	\$16	\$19	\$17
Chick Evans	\$32	\$27	\$22	\$20	\$25	\$22
Edgebrook	\$27	\$22	\$18	\$17	\$20	\$18
George W. Dunne National	\$51	\$46	\$35	\$29	\$31	\$26
Highland Woods	\$40	\$35	\$27	\$25	\$28	\$26
Indian Boundary	\$32	\$27	\$22	\$20	\$25	\$22
Joe Louis "The Champ"	\$28	\$23	\$19	\$18	\$21	\$19
Meadowlark	-	-	\$20	\$17	\$17	\$14
River Oaks	\$27	\$22	\$18	\$17	\$20	\$18

	Maximum Golf Course Green Fees (Weekend)					
	18 - Holes		9 - Holes		Twilight	
	Public	Golf Card	Public	Golf Card	Public	Golf Card
Billy Caldwell	-	-	\$22	\$19	\$17	\$14
Burnham Woods	\$31	\$25	\$20	\$17	\$20	\$17
Chick Evans	\$32	\$26	\$24	\$21	\$27	\$24
Edgebrook	\$31	\$26	\$21	\$18	\$21	\$18
George W. Dunne National	\$57	\$52	\$36	\$30	\$35	\$27
Highland Woods	\$45	\$40	\$29	\$26	\$29	\$26
Indian Boundary	\$40	\$29	\$24	\$21	\$27	\$24
Joe Louis "The Champ"	\$32	\$27	\$22	\$19	\$22	\$19
Meadowlark	-	-	\$22	\$19	\$17	\$14
River Oaks	\$31	\$26	\$21	\$18	\$21	\$18

### Maximum Driving Range Fee

	Public	Golf Card	SM	M	L	XL
Burnham Woods	\$7	\$6	-	-	-	-
George Dunn	\$7	\$6	-	-	-	-
High Land Woods	\$7	\$6	-	-	-	-
Harry Semrow*	-	-	\$6.50	\$9.50	\$11.50	\$15.50

\*Plus \$2.00 for grass tees

### All Courses

Identification Cards	2023
Standard - Resident	\$37
Standard - Non-Resident	\$42

### Cart Fees - Per Rider

18 - Holes	\$18
9 - Holes	\$12

Golf Card rate available with purchase of Golf Card. Weekdays (Mon-Fri); Weekends (Sat-Sun); Holidays (Officially Observed). Seniors age 62 and over; Junior age 17 and under. Add 9% Chicago city sales tax on green fee and 8% Chicago city sales tax on cart fee for Indian Boundary, Edgebrook and Billy Caldwell. Senior/Junior rate only available for Golf Card.

## Schedule 21 – Campground Fee Schedule

Type	Capacity	Months	Nights	Resident*	Non-Resident*
Tent or RV Electric	6	Nov - Mar	All Nights	\$28	\$37
Tent or RV Electric	6	Apr - Oct	Sun - Wed	\$37	\$47
Tent or RV Electric	6	Apr - Oct	Thurs - Sat	\$52	\$62
Tent or RV Non-Electric	6	Nov - Mar	All Nights	\$22	\$32
Tent or RV Non-Electric	6	Apr - Oct	Sun - Wed	\$32	\$42
Tent or RV Non-Electric	6	Apr - Oct	Thurs - Sat	\$37	\$47
Small Cabin	8	Nov - Mar	All Nights	\$43	\$53
Small Cabin	8	Apr - Oct	Sun - Wed	\$53	\$64
Small Cabin	8	Apr - Oct	Thurs - Sat	\$85	\$95
Large Cabin	10	Nov - Mar	All Nights	\$104	\$116
Large Cabin	10	Apr - Oct	Sun - Wed	\$104	\$116
Large Cabin	10	Apr - Oct	Thurs - Sat	\$129	\$143
Small Bunkhouse	16	Nov - Mar	All Nights	\$121	\$133
Small Bunkhouse	16	Apr - Oct	Sun - Wed	\$121	\$133
Small Bunkhouse	16	Apr - Oct	Thurs - Sat	\$173	\$184
Large Bunkhouse	36	Nov - Mar	All Nights	\$158	\$168
Large Bunkhouse	36	Apr - Oct	Sun - Wed	\$158	\$168
Large Bunkhouse	36	Apr - Oct	Thurs - Sat	\$264	\$273
Group sites (tents only)	30-60	Year Round	All Nights	\$22	\$32
Gear Library	32	Year Round	All Nights	\$104	\$104

### Camp Shabonna and Dan Beard

Type	Capacity	Months	Nights	Resident*	Non-Resident*
Tent or RV Non-Electric	6	Nov - Mar	All Nights	\$22	\$32
Tent or RV Non-Electric	6	Apr - Oct	Sun - Wed	\$32	\$42
Tent or RV Non-Electric	6	Apr - Oct	Thurs - Sat	\$37	\$47
Small Cabin	8	Nov - Mar	All Nights	\$43	\$54
Small Cabin	8	Apr - Oct	Sun - Wed	\$54	\$63
Small Cabin	8	Apr - Oct	Thurs - Sat	\$84	\$95
Large Cabin	10	Nov - Mar	All Nights	\$90	\$100
Large Cabin	10	Apr - Oct	Sun - Wed	\$90	\$100
Large Cabin	10	Apr - Oct	Thurs - Sat	\$106	\$116
Group sites (tents only)	30-60	Apr - Oct	All Nights	\$22	\$32

\*Camp Shabbona is a seasonal site and opens April - October.

\*All November - March Fees are specifically for Camp Dan Beard.

\*A security deposit of \$100 is required at the time of reservation for all cabin and bunkhouse reservations.

\*Non-profit organizations, individual veterans and veteran organization with proper documentation may qualify for a reduced rate of 50% for all Cabin and Bunkhouse reservations for use Sunday through Thursday night and qualify for a reduced rate of 50% on stated Tent or RV non-electric fees, anytime. These reduced rates only apply to sites being occupied by the qualifying veteran or organizations.

## Schedule 21 – Campground Fee Schedule, continued

Exclusive use includes all campsites, pavilions, dining hall and barn, as applicable based on campground site.

### RESIDENT

Camp	Capacity	Sun	Mon-Wed Night	Thurs - Sat Night
Bullfrog	340	\$3,147	\$3,881	\$4,720
Reinberg	205	\$2,622	\$3,357	\$4,195
Sullivan	314	\$4,720	\$5,455	\$6,293
Dan Beard	248	\$1,068	\$1,783	\$2,622
Shabbona	159	\$1,068	\$1,783	\$2,622

### NON-RESIDENT

Camp	Capacity	Sun	Mon-Wed Night	Thurs - Sat Night
Bullfrog	340	\$3,671	\$4,405	\$5,244
Reinberg	205	\$3,147	\$4,909	\$4,627
Sullivan	314	\$5,244	\$5,979	\$6,817
Dan Beard	248	\$1,574	\$2,307	\$3,147
Shabbona	159	\$1,574	\$2,307	\$3,147

Exclusive use fees are on a daily basis

\* All campground exclusive use rentals are subject to a security deposit \$100 per bunkhouse, cabin, pavilion, barn and dining hall as is applicable to each site

### OTHER CAMPGROUND FEES

Dining Hall Rental		Capacity	Mon - Thurs	Fri - Sat
Reinberg*	Resident	103	\$52	\$77
Reinberg*	Non-Resident	103	\$72	\$98
Barn Rental				
Sullivan Barn**	Resident	109	\$52	\$77
Sullivan Barn**	Non-Resident	109	\$72	\$98

\* Rental includes exclusive use of the dining hall with tables and chairs with access to a kitchen with stove and refrigerator.

\*\* Rental fee excludes the use of climbing wall and includes the exclusive use of Sullivan Barn upper level with kitchen, tables and chairs.

All campground facility rentals are subject to a minimum \$100 to maximum \$500 security deposit

### Camp Sullivan

RESIDENT			
Event	Capacity	Mon - Thurs	Fri - Sun
	up to 20 climbers (max 40)	\$327	\$370
camp & climbing wall day event*	21 - 40 climbers (max 80)	\$401	\$443
camp & climbing overnight event**	-	\$258	\$298
NON - RESIDENT			
Event	Capacity	Mon - Thurs	Fri - Sun
	up to 20 climbers (max 40)	\$370	\$433
camp & climbing wall day event*	21 - 40 climbers (max 80)	\$453	\$515
camp & climbing overnight event**	-	\$309	\$370

\*Includes exclusive use for 2 hours on upper level of barn, tables, chairs, 2 hours staff led climbing activities. Bring your own food and drink, use of upper deck and use of the kitchen

\*\*Includes overnight camping plus exclusive use for 2 hours on upper level of barn, tables, chairs, 2 hours staff led climbing wall activities, bring your own food and drink, use of upper deck and use of kitchen. Reservation must include separate rental of campsite large enough to accommodate number of campers plus two additional.

Fee for Camp Sullivan Camp & Climb overnight event includes an additional campsite fee.

## Schedule 22 – Boat Fee Schedule

TYPE	Hourly Rate	Discount Hourly Rate
Row Boat	\$25	\$20
Single Kayak	\$20	\$16
Tandem Kayak	\$30	\$24
Canoe	\$25	\$20
Paddle Boat	\$20	\$16
Electric Motor Boat	\$25	\$20

\*Discount days apply to Mondays during the season

\*Veterans, students and seniors, with proper documentation, may qualify for a reduced rate of 10% on stated Boat House rental fees

\*Fees listed above represent not to exceed fees that the District's vendor may charge

## Schedule 23 – Aerial Adventure Course & Zipline Fee Schedule

TYPE	Rate
Tree Top Adventure Course (Adults Ages 16+)	\$64.95
Tree Top Adventure Course (Child Ages 10-15)	\$48.95
Tree Top Discovery (Adults Ages 16+)	\$39.95
Tree Top Discovery (Child Ages 10-15)	\$34.95
Tree Top Junior Course (All Ages)	\$32.95
Stand Alone Zipline (All Ages)	\$29.95
Treetop Nets PACKAGED (Price paid if packaged with full price TTA or TTA)	\$24.95 2/hr package 19.95 1/hr package \$12.95/30min package
Tree Top Nets	\$29.95 2 hr stand alone \$22.95 1 hr stand alone 14.95 30 min Stand alone
Axe-Throwing (1/2 hour)	\$9.95
Axe-Throwing (1 hour)	\$19.95
Axe-Throwing Add-on to TTA/TTJ (1/2 hour)	\$7.95
Axe-Throwing Add-on to TTA/TTJ (1 hour)	\$9.95
Forest Escape	\$19.95

\*Fees listed above represent not to exceed fees that the District's vendor may charge

## Schedule 24 – Special Access/Construction Permit Fees

Using the Per Acre License Fee for a Per Acre 1 Year Permit Fee

Year	Permit Fee/Acre	Per Acre/Per Day	Per Day/Per SF	30 Day Permit <b>Low</b> Impact					
				100	500	1,000	2,000	10,000	20,000
				S.F.	S.F.	S.F.	S.F.	S.F.	S.F.
2019	\$86,000.00	\$235.62	0.00541	\$16.23	\$81.14	\$162.27	\$324.54	\$1,622.70	\$3,245.41
2020	\$88,000.00	\$241.10	0.00553	\$16.60	\$83.02	\$166.04	\$332.09	\$1,660.44	\$3,320.88
2021	\$90,000.00	\$246.58	0.00566	\$16.98	\$84.91	\$169.82	\$339.64	\$1,698.18	\$3,396.35
2022	\$92,000.00	\$252.05	0.00579	\$17.36	\$86.80	\$173.59	\$347.18	\$1,735.91	\$3,471.83
2023	\$94,000.00	\$257.53	0.00591	\$17.74	\$88.68	\$177.37	\$354.73	\$1,773.65	\$3,547.30

Year	Permit Fee/Acre	Per Acre/Per Day	Per Day/Per SF	30 Day Permit <b>High</b> Impact (4 times Low Impact)					
				100	500	1,000	2,000	10,000	20,000
				S.F.	S.F.	S.F.	S.F.	S.F.	S.F.
2019	\$344,000.00	\$942.47	0.02164	\$64.91	\$324.54	\$649.08	\$1,298.16	\$6,490.81	\$12,981.62
2020	\$352,000.00	\$964.38	0.02214	\$66.42	\$332.09	\$664.18	\$1,328.35	\$6,641.76	\$13,283.52
2021	\$360,000.00	\$986.30	0.02264	\$67.93	\$339.64	\$679.27	\$1,358.54	\$6,792.71	\$13,585.42
2022	\$368,000.00	\$1,008.22	0.02315	\$69.44	\$347.18	\$694.37	\$1,388.73	\$6,943.66	\$13,887.32
2023	\$376,000.00	\$1,030.14	0.02365	\$70.95	\$354.73	\$709.46	\$1,418.92	\$7,094.61	\$14,189.21

## Schedule 25A – FY 2019 to 2025 Corporate Fund Analysis

	2019	2020	2021	2022	2023	2024	2025
	Actual*	Actual*	Actual*	Approved Budget**	Proposed Budget***	Forecast Budget	Forecast Budget
<b>REVENUES</b>							
Property Taxes	\$ 52,979,836	\$ 54,928,730	\$ 56,895,983	\$ 53,237,798	\$ 55,899,688	\$ 58,135,676	\$ 60,170,424
Personal Property Replacement Tax	\$ 4,797,541	\$ 3,048,279	\$ 10,587,446	\$ 2,874,289	\$ 4,598,862	\$ 4,736,828	\$ 4,878,933
Fees	\$ 5,792,058	\$ 4,206,278	\$ 5,855,663	\$ 4,906,315	\$ 4,672,671	\$ 4,812,851	\$ 4,957,237
Fines	\$ 76,212	\$ 153,968	\$ 95,931	\$ 205,557	\$ 217,890	\$ 226,606	\$ 235,670
Concessions	\$ 445,067	\$ 183,146	\$ 358,493	\$ 167,300	\$ 411,700	\$ 428,168	\$ 445,295
Winter Sport Activities	\$ 16,601	\$ 4,070	\$ 13,410	\$ 10,000	\$ 10,000	\$ 10,150	\$ 10,302
Golf Course Revenue	\$ 657,502	\$ 915,106	\$ 1,576,604	\$ 655,547	\$ 1,180,000	\$ 1,215,400	\$ 1,251,862
Equestrian License	\$ 47,011	\$ 52,707	\$ 48,495	\$ 45,000	\$ 45,000	\$ 45,900	\$ 46,818
Campgrounds	n/a	n/a	\$ 641,625	\$ 635,900	\$ 671,000	\$ 684,420	\$ 698,108
Damage Restitution	\$ 37,469	\$ 2,472	\$ 58,948	\$ 35,000	\$ -	\$ -	\$ -
Special Events	\$ 120,609	\$ 8,242	\$ 18,812	\$ 115,000	\$ 120,750	\$ 126,788	\$ 133,127
Miscellaneous	\$ 901,440	\$ 1,908,442	\$ 773,758	\$ 1,299,642	\$ 1,241,000	\$ 1,278,230	\$ 1,316,577
Investment Income	\$ 1,145,243	\$ 355,375	\$ 23,550	\$ 336,000	\$ 403,200	\$ 415,296	\$ 427,755
<b>Total Revenues</b>	\$ 67,016,589	\$ 65,766,815	\$ 76,948,718	\$ 64,523,348	\$ 69,471,761	\$ 72,116,312	\$ 74,572,107
<b>EXPENDITURES</b>							
General Office	\$ 3,189,590	\$ 3,234,909	\$ 3,395,854	\$ 3,671,259	\$ 4,064,630	\$ 4,206,892	\$ 4,333,099
Finance, Administration & Human Resources	\$ 2,872,446	\$ 3,109,346	\$ 3,212,889	\$ 3,224,141	\$ 3,772,299	\$ 3,904,329	\$ 4,021,459
Resource Management	\$ 5,126,710	\$ 5,422,478	\$ 5,598,946	\$ 5,434,820	\$ 5,777,132	\$ 5,979,332	\$ 6,158,712
General Maintenance	\$ 19,300,399	\$ 18,722,059	\$ 20,639,891	\$ 22,589,444	\$ 24,818,289	\$ 25,686,929	\$ 26,457,537
Permits, Revenue and Concessions	\$ 1,635,442	\$ 1,331,722	\$ 1,383,933	\$ 1,700,331	\$ 1,787,513	\$ 1,850,076	\$ 1,905,578
Public Safety	\$ 11,641,837	\$ 11,899,832	\$ 11,538,208	\$ 12,086,409	\$ 12,713,872	\$ 13,222,427	\$ 13,751,324
Legal Department	\$ 1,406,213	\$ 1,449,817	\$ 1,456,687	\$ 1,735,040	\$ 1,910,721	\$ 1,977,596	\$ 2,036,924
Planning and Development	\$ 1,761,244	\$ 1,809,123	\$ 1,860,201	\$ 2,168,192	\$ 2,280,498	\$ 2,360,315	\$ 2,431,125
Conservation and Experiential Programming	\$ 5,331,360	\$ 5,514,592	\$ 5,534,933	\$ 6,020,052	\$ 6,207,229	\$ 6,424,482	\$ 6,617,216
District Wide Services	\$ 6,666,989	\$ 4,082,157	\$ 3,943,932	\$ 6,993,660	\$ 7,139,578	\$ 7,389,463	\$ 7,648,094
<b>Total Expenditures</b>	\$ 58,932,230	\$ 56,576,035	\$ 58,565,474	\$ 65,623,348	\$ 70,471,761	\$ 73,001,842	\$ 75,361,069
Revenue Over (Under) Expenditures	\$ 8,084,359	\$ 9,190,780	\$ 18,383,244	\$ (1,100,000)	\$ (1,000,000)	\$ (885,530)	\$ (788,961)
<b>OTHER FINANCIAL USES</b>							
Transfers In	\$ -	\$ -	\$ -	\$ 1,100,000	\$ 1,000,000	\$ 885,530	\$ 788,961
Transfers Out	\$ (1,000,000)	\$ (3,500,000)	\$ (17,500,000)	\$ (16,000,000)	\$ (15,000,000)	\$ (3,500,000)	\$ (3,500,000)
Net Change in Fund Balance	\$ 7,084,359	\$ 5,690,780	\$ 883,244	\$ (17,100,000)	\$ (16,000,000)	\$ (4,385,530)	\$ (4,288,961)
FUND BALANCE - Beginning of Year	\$ 40,337,416	\$ 47,421,775	\$ 53,112,555	\$ 53,995,799	\$ 36,895,799	\$ 20,895,799	\$ 16,510,269
FUND BALANCE - End of Year	\$ 47,421,775	\$ 53,112,555	\$ 53,995,799	\$ 36,895,799	\$ 20,895,799	\$ 16,510,269	\$ 12,221,307

\* Annual Comprehensive Financial Reports (FY 2019 - FY 2021)

\*\* FY 2022 Appropriation Ordinance

\*\*\* FY 2023 Executive Budget Recommendation

Schedule 25A shows the Corporate budget without increasing our pension contribution. The most recent actuarial reports show that the Preserves should contribute \$9.7M more per year to meet its pension obligations to retirees.

## Schedule 25 B – FY 2019 to 2025 Corporate Fund Analysis

	CORPORATE FUND						
	2019	2020	2021	2022	2023	2024	2025
	Actual*	Actual*	Actual*	Approved Budget**	Proposed Budget***	Forecast Budget	Forecast Budget
<b>REVENUES</b>							
Property Taxes	\$ 52,979,836	\$ 54,928,730	\$ 56,895,983	\$ 53,237,798	\$ 55,899,688	\$ 58,135,676	\$ 60,170,424
Personal Property Replacement Tax	\$ 4,797,541	\$ 3,048,279	\$ 10,587,446	\$ 2,874,289	\$ 4,598,862	\$ 4,736,828	\$ 4,878,933
Fees	\$ 5,792,058	\$ 4,206,278	\$ 5,855,663	\$ 4,906,315	\$ 4,672,671	\$ 4,812,851	\$ 4,957,237
Fines	\$ 76,212	\$ 153,968	\$ 95,931	\$ 205,557	\$ 217,890	\$ 226,606	\$ 235,670
Concessions	\$ 445,067	\$ 183,146	\$ 358,493	\$ 167,300	\$ 411,700	\$ 428,168	\$ 445,295
Winter Sport Activities	\$ 16,601	\$ 4,070	\$ 13,410	\$ 10,000	\$ 10,000	\$ 10,150	\$ 10,302
Golf Course Revenue	\$ 657,502	\$ 915,106	\$ 1,576,604	\$ 655,547	\$ 1,180,000	\$ 1,215,400	\$ 1,251,862
Equestrian License	\$ 47,011	\$ 52,707	\$ 48,495	\$ 45,000	\$ 45,000	\$ 45,900	\$ 46,818
Campgrounds	n/a	n/a	\$ 641,625	\$ 635,900	\$ 671,000	\$ 684,420	\$ 698,108
Damage Restitution	\$ 37,469	\$ 2,472	\$ 58,948	\$ 35,000	\$ -	\$ -	\$ -
Special Events	\$ 120,609	\$ 8,242	\$ 18,812	\$ 115,000	\$ 120,750	\$ 126,788	\$ 133,127
Miscellaneous	\$ 901,440	\$ 1,908,442	\$ 773,758	\$ 1,299,642	\$ 1,241,000	\$ 1,278,230	\$ 1,316,577
Investment Income	\$ 1,145,243	\$ 353,375	\$ 23,550	\$ 336,000	\$ 403,200	\$ 415,296	\$ 427,755
<b>Total Revenues</b>	\$ 67,016,589	\$ 65,766,815	\$ 76,948,718	\$ 64,523,348	\$ 69,471,761	\$ 72,116,312	\$ 74,572,107
<b>EXPENDITURES</b>							
General Office	\$ 3,189,590	\$ 3,234,909	\$ 3,395,854	\$ 3,671,259	\$ 4,064,630	\$ 4,206,892	\$ 4,333,099
Finance, Administration & Human Resources	\$ 2,872,446	\$ 3,109,346	\$ 3,212,889	\$ 3,224,141	\$ 3,772,299	\$ 3,904,329	\$ 4,021,459
Resource Management	\$ 5,126,710	\$ 5,422,478	\$ 5,598,946	\$ 5,434,820	\$ 5,777,132	\$ 5,979,332	\$ 6,158,712
General Maintenance	\$ 19,300,399	\$ 18,722,059	\$ 20,639,891	\$ 22,589,444	\$ 24,818,289	\$ 25,686,929	\$ 26,457,537
Permits, Revenue and Concessions	\$ 1,635,442	\$ 1,331,722	\$ 1,383,933	\$ 1,700,331	\$ 1,787,513	\$ 1,850,076	\$ 1,905,578
Public Safety	\$ 11,641,837	\$ 11,899,832	\$ 11,538,208	\$ 12,086,409	\$ 12,713,872	\$ 13,222,427	\$ 13,751,324
Legal Department	\$ 1,406,213	\$ 1,449,817	\$ 1,456,687	\$ 1,735,040	\$ 1,910,721	\$ 1,977,596	\$ 2,036,924
Planning and Development	\$ 1,761,244	\$ 1,809,123	\$ 1,860,201	\$ 2,168,192	\$ 2,280,498	\$ 2,360,315	\$ 2,431,125
Conservation and Experiential Programming	\$ 5,331,360	\$ 5,514,592	\$ 5,534,933	\$ 6,020,052	\$ 6,207,229	\$ 6,424,482	\$ 6,617,216
District Wide Services	\$ 6,666,989	\$ 4,082,157	\$ 3,943,932	\$ 6,993,660	\$ 7,139,578	\$ 7,389,463	\$ 7,648,094
Pension Payment Increase (estimate)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000,000	\$ 6,000,000
<b>Total Expenditures</b>	\$ 58,932,230	\$ 56,576,035	\$ 58,565,474	\$ 65,623,348	\$ 70,471,761	\$ 76,001,842	\$ 81,361,069
Revenue Over (Under) Expenditures	\$ 8,084,359	\$ 9,190,780	\$ 18,383,244	\$ (1,100,000)	\$ (1,000,000)	\$ (3,885,530)	\$ (6,788,961)
<b>OTHER FINANCIAL USES</b>							
Transfers In	\$ -	\$ -	\$ -	\$ 1,100,000	\$ 1,000,000	\$ 3,885,530	\$ 6,788,961
Transfers Out	\$ (1,000,000)	\$ (3,500,000)	\$ (17,500,000)	\$ (16,000,000)	\$ (15,000,000)	\$ (3,500,000)	\$ (3,500,000)
Net Change in Fund Balance	\$ 7,084,359	\$ 5,690,780	\$ 883,244	\$ (17,100,000)	\$ (16,000,000)	\$ (7,385,530)	\$ (10,288,961)
FUND BALANCE - Beginning of Year	\$ 40,337,416	\$ 47,421,775	\$ 53,112,555	\$ 53,995,799	\$ 36,895,799	\$ 20,895,799	\$ 13,510,269
FUND BALANCE - End of Year	\$ 47,421,775	\$ 53,112,555	\$ 53,995,799	\$ 36,895,799	\$ 20,895,799	\$ 13,510,269	\$ 3,221,307

\* Annual Comprehensive Financial Reports (FY 2019 - FY 2021)

\*\* FY 2022 Appropriation Ordinance

\*\*\* FY 2023 Executive Budget Recommendation

**Schedule 25B** illustrates the impact on the budget if pension contributions begin to ramp up in FY 2024 without additional revenue streams. The most recent actuarial reports show that the Preserves should contribute \$9.7M more per year to meet its pension obligations to retirees.

## Photography Credits:

Page/Tab	Photographer	Caption
Cover	Frank Grubich	"Maple Lake "
Our Mission Statement	Janet Haugen	"Juvenile Black-crowned Night Heron"
Office of the General Superintendent	Edward Boe	"Warbling Vireo"
Finance & Administration	Anne Zarzycki	"Great Spangled Fritillary & Hummingbird Clearwing "
Human Resources	Derek Jordan	"Sandhill Cranes"
Resource Management	Roberta Appleby	"Great Blue Heron on Desplaines River"
Conservation & Experiential Programming	Danielle Green	"Dickcissel, Somme Prairie"
Permits, Rentals & Concessions	Matthew Zuro	"Cerulean Warbler"
Landscape Maintenance	Michelle Wendling	"Blazing Star and Goldenrod"
Facilities & Fleet	Alan Kwak	"Great Egret touching down at Longjohn Slough"
Legal	Howard Greenblatt	"Wolf Road Prairie"
Law Enforcement	Jim Miner	"Indigo Bunting, Crabtree Nature Center"
Planning & Development	Maria Sacha	"Prairie Trillium"
District Wide	Anne Zarzycki	"Eastern Tailed-blue Butterfly"
Capital & Related Funding Sources	Matthew Zuro	"Scarlet Tanager"
Fiduciary, Agency & Component Unit Funds	Edward Boe	"Acorn Weevil"
Chicago Zoological Society/Brookfield Zoo	Madeline Lauritson	"Green Crested Basilisk "
Chicago Botanical Garden	Keith MacIsaac	"The Heritage Garden, September 2018"
Supplemental Information	Henry Gamboa	"Townsend's Warbler"





Forest Preserve District of Cook County, Illinois

# Executive Budget Recommendation

**Honorable Toni Preckwinkle, President**

Forest Preserve District Board of Commissioners

and

**Board of Forest Preserve District Commissioners**

Frank J. Aguilar

Alma E. Anaya

Luis Arroyo, Jr.

Scott R. Britton

John P. Daley

Dennis Deer

Bridget Degnen

Bridget Gainer

Brandon Johnson

Bill Lowry

Donna Miller

Stanley Moore

Kevin B. Morrison

Sean M. Morrison

Peter N. Silvestri

Deborah Sims

Larry Suffredin

Arnold Randall  
General Superintendent

Stephen Hughes  
Chief Financial Officer

# 2023



*feel free*

