

**URBANA PARK DISTRICT BOARD OF COMMISSIONERS
MINUTES – BOARD STUDY SESSION & EXECUTIVE SESSION
TUESDAY, APRIL 7, 2026
6:00 PM
PLANNING AND OPERATIONS FACILITY
1011 E. KERR AVENUE
URBANA, ILLINOIS 61802**

The Study Session meeting of the Urbana Park District Board of Commissioners was held Tuesday, April 7, 2026 at the Planning and Operations Facility, 1011 E. Kerr Avenue, Urbana, IL at 6:00 pm. The notice and agenda of the meeting were posted at the park district administrative office and at the location of the meeting. Copies of the notice and agenda were received by each Commissioner of the district and by local newspapers, radio, and television stations at least forty-eight hours before the meeting in compliance with the Open Meetings Act of the State of Illinois. A copy of the notice and agenda is attached to the minutes. Also available for inspection are all documents that were reviewed or approved at the meeting.

COMMISSIONERS	PRESENT	ABSENT
President Cedric Stratton	X	
Vice-President Meredith Blumthal	X	
Commissioner Laura Hastings		X
Commissioner Sarah Roper	X	
Commissioner Ashley Withers	X	

Also present were:
 Rachel Lenz, Executive Director;
 Corky Emberson, Superintendent of Recreation;
 Derek Liebert, Superintendent of Planning and Operations;
 Alex Ivanova, Human Resources Manager;
 Rachel Skaggs, MGT;
 Allison Jones served as Recorder.

I. Call to Order

President Stratton called the meeting to order at 6:03 PM.

A. Remote Attendance

There was no remote attendance requested.

II. Accept Agenda

COMMISSIONER ROPER MADE A MOTION WITH A SECOND BY COMMISSIONER BLUMTHAL TO ACCEPT THE AGENDA AS PRESENTED. A ROLL CALL VOTE WAS TAKEN, ALL SAID "AYE."

III. Public Comment

There were no comments from members of the public.

IV. Discussion

A. MGT Presentation of Compensation Study

Rachel Skaggs of MGT provided an analysis of the Compensation Study done for the Urbana Park District. She noted that the process included evaluating comparable peers in the market, evaluating salaries and ranges, providing options and recommendations for the compensation plan, and assisting with next steps and follow-up actions. Next, she reviewed the details of the proposed compensation plan, including market and CPI adjustments. She stated that there are grades 1-9 and steps A-P for each position, and ideally you want staff moving through the steps as they gain experience and skills over time.

Alex Ivanova reviewed the current use of the steps and ranges, and noted that there hasn't been any systematic step advancement in approximately 5 years due to implications from the pandemic. Corky Emberson stated that UPD has struggled with the issue of "compression", with starting salaries getting close to some current staff salaries and noted that this step process should help with that.

The Board and staff discussed the plan with Rachel Skaggs, asked questions, and presented ideas for implementation.

V. Comments from Commissioners

There were no additional comments from Commissioners.

VI. Adjourn to Executive Session

COMMISSIONER BLUMTHAL MADE A MOTION WITH A SECOND BY COMMISSIONER WITHERS, IN ACCORDANCE WITH SECTION 2 PART "C", EXCEPTION #1 OF THE ILLINOIS OPEN MEETINGS ACT, TO ADJOURN TO EXECUTIVE SESSION FOR THE LIMITED PURPOSE OF DISCUSSING THE APPOINTMENT, EMPLOYMENT, COMPENSATION, DISCIPLINE, PERFORMANCE, OR DISMISSAL OF SPECIFIC EMPLOYEES. A ROLL CALL VOTE WAS TAKEN, ALL SAID "AYE."

The Board entered Executive Session at 6:46 PM.

COMMISSIONER WITHERS MADE A MOTION WITH A SECOND BY COMMISSIONER ROPER TO ADJOURN THE EXECUTIVE SESSION. A ROLL CALL VOTE WAS TAKEN, ALL SAID "AYE."

The Board concluded the Executive Session at 7:56 PM.

VII. Reconvene Study Session Meeting

The Board reconvened the Study Session.

VIII. Adjourn

President Stratton adjourned the Study Session at 7:57 PM.

Cedric A. Stratton, President

Rachel D. Lenz, Secretary

(Seal)

Date Approved: May 12, 2026