## MUNDELEIN PARK & RECREATION DISTRICT REGULAR BOARD MEETING

Monday, June 12, 2017 7:30 p.m.

## **AGENDA**

Call To Order:	
Pledge of Allegiance:	
Roll Call:	Dolan, Frasier, Knudson, McGrath, Ortega
Approval of Minutes:	Committee Meeting May 22, 2017 Regular Meeting May 22, 2017 Executive Session May 22, 2017
Approval of Disbursements:	Warrants 052317, 052417, 052517, 052617, 053117, 060217, 060317, 060517, 060617, 061217= \$ 484,689.02
Correspondence:	Thank You Letter to Village of Mundelein Kelsey Langeler Thank You Card from Mike Flynn
Old Business:	
	17-06-01 Prevailing Wage Ordinance lit and Comprehensive Annual Financial Report

### **Board Business:**

Executive Session: Personnel 5 ILCS 120/2 (c)(1);

Purchase or Lease of Real Estate 5 ILCS 120/2 (c)(5); Imminent or Pending Litigation 5 ILCS 120/2 (c)(11)

Action on Items Discussed in Closed Session, if Necessary:

Visitors:

Adjournment:

#### **Rules for Public Comment:**

- A. At the start of the period for public comment the board President or acting chairperson will advise the public:
  - 1. The amount of time permitted for public comment;
  - 2. That all speakers state their names and addresses before addressing the Board;
  - 3. To avoid repetitive comments, testimony and general questions; and
  - 4. To appoint only one person to speak on behalf of a group.
- B. Each person will be permitted to speak one time only, unless the Chair determines the allowing a speaker to address the Board again will contribute new testimony or evident germane to an issue on the agenda for that meeting.
- C. Unless a representative spokesperson is appointed in the manner described in rule E, all comments from the public will be limited to no more than three (3) minutes per person.
- D. Groups may register a representative spokesperson by filing an appearance form no later than one (1) hour in advance of a meeting. The appearance form must designate (i) the number of people the designee represents for the purpose of making public comment; (ii) the subject matter of the public comment; and (iii) whether the subject matter is germane to an item on that meeting's agenda. Any person identified as being represented by a group spokesperson shall be deemed to have waived their opportunity to speak independently unless the Chair determines that allowing such a speaker to address the Board will contribute new testimony or evidence germane to an issue on the agenda for that meeting.
  - 1. A representative spokesperson who timely files a complete appearance form to speak on a matter germane to the agenda shall be permitted to speak for three (3) minutes for each person being represented, up to a maximum of fifteen (15) minutes.
  - 2. A representative spokesperson who timely files a complete appearance form to speck on a matter not germane to the agenda shall be permitted to speak for three (3) minutes for each person being represented, up to a maximum of nine (9) minutes.
- E. The Board shall not respond to questions posed during public comment. All questions shall be recorded by the Board secretary and a response shall be presented either during the next regular Board meeting or in writing before such meeting.
- F. All comments must be civil in nature. Any person who engages in threatening, slanderous or disorderly behavior when addressing the Board shall be deemed out-of-order by the presiding officer and his or her time to address the Board at said meeting shall end.

Approved 4/14/2014 Board Meeting

### Mundelein Park & Recreation District Committee of the Whole May 22, 2017

The Committee of the Whole meeting of the Board of Park Commissioners of the Mundelein Park and Recreation District was called to order at 7:00 p.m. by President DOLAN.

Present were Commissioners DOLAN, FRASIER KNUDSON, McGRATH and ORTEGA. Staff present included Executive Director RESNICK, Superintendent of Recreation KIPP, Golf Operations Manager BROLLEY, Golf Course Superintendent DORUFF, Superintendent of Buildings & Grounds SOLBERG and Superintendent of Business Services & Technology MILLER.

Executive Director RESNICK said Lori Ludwick is retiring after more than 22 years and a resolution will be presented to her this evening.

At the last meeting, a few Board members shared information from another Park District about a fact sheet produced to share with legislators that graphically demonstrate the reach of park districts. Executive Director RESNICK shared something similar with the Board that the District produces for sponsors after a special event. President DOLAN said this is similar to what they were suggesting, but would show annual attendance figures at facilities and events. Staff will produce this piece and share with our legislators.

The Board was reminded that the SRACLC Golf Outing will be held September 14<sup>th</sup> at Steeple Chase Golf Club. They were asked to let the Executive Director know if they would like to participate.

An Executive Session was requested to discuss potential real estate purchase and potential litigation.

Commissioner FRASIER moved to adjourn to Executive Session at 7:05 p.m., second by Commissioner ORTEGA. A roll call vote was taken with Commissioners FRASIER, ORTEGA, KNUDSON, McGRATH and DOLAN voting yes.

Secretary		

# MUNDELEIN PARK AND RECREATION DISTRICT BOARD OF PARK COMMISSIONERS, MUNDELEIN, LAKE COUNTY, ILLINOIS HELD MONDAY, MAY 22, 2017 AT 7:30 P.M. AT THE MUNDELEIN COMMUNITY CENTER ADMINISTRATION OFFICES, 1401 NORTH MIDLOTHIAN ROAD, MUNDELEIN, ILLINOIS

The regular scheduled meeting of the Board of Park Commissioners of the Mundelein Park and Recreation District, Mundelein, Lake County, Illinois, was called to order at 7:30 p.m. by President DOLAN and he asked the assemblage to rise and recite the Pledge of Allegiance.

He then directed the secretary to call the roll. Commissioners DOLAN, FRASIER, KNUDSON, McGRATH and ORTEGA were present. Staff present included Executive Director RESNICK, Superintendent of Recreation KIPP, Golf Operations Manager BROLLEY, Golf Course Superintendent DORUFF, Superintendent of Buildings & Grounds SOLBERG and Superintendent of Business Services & Technology MILLER.

Commissioner ORTEGA moved to approve the minutes of the Committee Meeting, Regular Meeting and Executive Session of May 8, 2017, second by Commissioner McGRATH. President DOLAN repeated the motion and asked if there were any corrections or additions and none were made. A roll call vote was taken with Commissioners ORTEGA, McGRATH, FRASIER, KNUDSON and DOLAN voting yes.

Commissioner FRASIER moved to approve Warrants 051017, 051517, 051617, 051917 and 052217 in the amount of \$469,083.91, he noted the typo on the agenda regarding warrant 051517, second by Commissioner KNUDSON. President DOLAN repeated the motion and asked if there were any questions and none were raised. A roll call vote was taken with Commissioners FRASIER, KNUDSON, McGRATH, ORTEGA and DOLAN voting yes.

Commissioner ORTEGA moved to place the April financials on file, second by Commissioner McGRATH. President DOLAN repeated the motion and asked if there were any questions and none were raised. A roll call vote was taken with Commissioners ORTEGA, McGRATH, FRASIER, KNUDSON and DOLAN voting yes.

Commissioner FRASIER moved to place the April police report on file, second by Commissioner KNUDSON. President DOLAN repeated the motion and asked if there were any questions and none were raised. A roll call vote was taken with Commissioners FRASIER, KNUDSON, McGRATH, ORTEGA and DOLAN voting yes.

President DOLAN said a letter was sent to Jon Lynn of the Kirk Players thanking them for their donation to the Mundelein Parks Foundation for scholarships for art programs. President DOLAN read Resolution 17-05-01 recognizing Lori Ludwick for 22 years of service to the Mundelein Park & Recreation District. Commissioner FRASIER moved to approve Resolution 17-05-01, second by Commissioner KNUDSON.

President DOLAN asked if there were any questions and none were raised. A voice vote was taken with all voting yes. Ms. Ludwick came forward to accept the resolution. She thanked the Park District for a wonderful career and complimented her co-workers on their dedication to the participants at the Learning Center and the early childhood programs.

#### **Staff Reports**

#### Golf

Commissioner KNUDSON asked if the continued bad weather was having an effect on golf operations. Golf Operations Manager BROLLEY said it has. May of last year ended strong with good weather, but this year the bad weather was continuing past mid-month. President DOLAN asked if moving the Special Olympics outing to a Friday was beneficial. Golf Operations Manager BROLLEY said it appeared to help enrollment and will be scheduled for Friday again next year if the organizer would like that. Commissioner KNUDSON asked how the ash trees were holding up. Golf Couse Superintendent DORUFF said they were doing well. President DOLAN said he was surprised to see that the irrigation system was being used with all the rain. Golf Course Superintendent DORUFF said staff was hand watering areas that had been treated with chemicals.

#### **Parks**

Commissioner FRASIER suggested a letter be sent to the Village thanking them for their donation of trees to the Park District. Staff will take care of this. Commissioner ORTEGA asked when Barefoot Bay will open and was informed it will be open Memorial Day weekend. He asked what fall protection is. Superintendent of Buildings & Grounds SOLBERG said this is safety training for staff that are working at levels above the ground, such as scaffolding or ladders. President DOLAN suggested staff be recognized when they achieve additional certifications. Commissioner KNUDSON asked about the renovations at Kracklauer Dance Studio. Superintendent of Buildings & Grounds SOLBERG said one of the rooms was being renovated to allow more room for parents waiting while their children are in class. A TV monitor will be installed so they can watch their children in class from this room.

#### Recreation

President DOLAN asked how the dance recital went and was told it went very well. Commissioner FRASIER complimented the success of first time program Wild About Mom. Commissioner ORTEGA asked when certificates of insurance are required from renters. Superintendent of Recreation KIPP said there are specific activities that require these, such as an outside vendor.

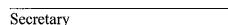
Commissioner KNUDSON asked about the Silver Sneakers program. Superintendent of Recreation KIPP said this is a cooperative program with Medicare that pays for senior's fitness memberships at a negotiated rate. President DOLAN said he had reservations about allowing outside Personal Floating Devices at Barefoot Bay but that if the staff supported it, he did also. Commissioner McGRATH asked how many requests there are for PFDs. Superintendent of Recreation KIPP said the District has 75 but some are getting old and need replacement. Many parents are more comfortable having a life vest on their child. She added that the District will have the right to refuse the use of any outside PFD if it doesn't meet US Coast Guard standards. President DOLAN asked if all the garden plots were sold and was told they were not. Commissioner FRASIER commented on the fact that Regent Center membership is down 19% over the last five years. He asked what is being done to address this. Superintendent of Recreation KIPP said that staff believe the program needs to be restructured. Even with an increase in marketing, membership continues to decline. There is discussion of having the facility open Monday, Wednesday and Friday to operate as a membership based center but to offer more non-member type adult programs on Tuesday and Thursday. She said she has been researching options through the Illinois Park & Recreation Associations' Senior Committee. Commissioner ORTEGA commented that this has been a topic of discussion for a very long time but nothing has changed. Superintendent of Recreation KIPP said we are trying to be respectful of long time members and make gradual changes. Commissioner KNUDSON asked about the success of Barefoot Bay's Groupon offer. Superintendent of Recreation KIPP said it was once again a big seller.

#### **Business Services**

President DOLAN asked how a phone would be installed at the Spray Park. Superintendent of Business Services & Technology MILLER said there was already a line there, but a switch needed to be added at the indoor pool to connect the line to our network. Commissioner ORTEGA asked if the District had virus protection on our network. Superintendent of Business Services & Technology MILLER said we do and a patch was recently applied because of the latest virus attack.

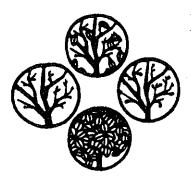
President DOLAN announced the following service anniversaries from April and May. April 2017, Bill Brolley 2000 (17); Ron Doruff 1998 (19); Linda Miller 2015 (2); Rosc Nudo-Semsak 2008 (9); Kristina Watanabe 2014 (3); Diane Woo 2004 (13); Steve Yeazell 1999 (18); May 2017, Michaelene Amedio 2006 (11); Dakota Duncanson 2014 (3); Mike Gerton 2010 (7); Brian Jeske 2014 (3); Jon Karl 2000 (17); Michael Krauleidis 2008 (9); Nathan Neuwirth 2009 (8); Scott Ragland 2013 (4).

There being no further business, Commissioner ORTEGA moved to adjourn at 8:12 p.m. second by Commissioner McGRATH. The motion was unanimously approved.



## MUNDELEIN PARK & RECREATION DISTRICT

1401 N. Midlothian Road • Mundelein, IL. 60060 • (847) 566-0650 • Fax (847) 566-8557



MUNDELEIN COMMUNITY CENTER 1401 North Midlothian Road (847) 566-0650

BAREFOOT BAY FAMILY AQUATIC CENTER 1461 North Midlothian Road (847) 566-8661

BIG & LITTLE CHILD DEVELOPMENT CENTER 1401 North Midlothian Road (847) 388-5440

DIAMOND LAKE RECREATION CENTER 1016 Diamond Lake Road (847) 566-5650

THE REGENT CENTER 1200 Regent Drive (847) 566-4790

PARK VIEW HEALTH & FITNESS CENTER 1401 North Midlothian Road (847) 388-5430

STEEPLE CHASE GOLF CLUB 200 North La Vista Drive (847) 949-8900 May 31, 2017

Ms. Kelsey Langeler Business Services Manager Village of Mundelein 440 East Crystal Street Mundelein, IL 60060

Dear Kelsey:

Thank you for thinking of the Mundelein Park & Recreation District for the Colorado spruce trees. The donation of these trees has helped improve the aesthetics at Asbury and Hanrahan Parks. As you know, these trees not only make the parks look better, they are key to keeping our ecosystem in balance by providing oxygen and wildlife habitats.

Over the years we have developed a wonderful working relationship with the Village and appreciate your continued support.

Sincerely,

Margaret Resnick Executive Director

cc: Mayor Lentz John Lobaito



Tender Thoughts.

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TEVC23085500H

@AGC, LLC



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## **MEETING REMINDER MONDAY, JUNE 12, 2017**

## 7:00 p.m. Committee Meeting 7:30 p.m. Regular Board Meeting

## **Action Items**

#### **Old Business**

#### **New Business**

- 1. Awarding of HVAC Unit Purchase
- 2. Approval of Ordinance 17-06-01 Prevailing Wage Ordinance
- 3. Acceptance of 2016 Audit and Comprehensive Annual Financial Report
- 4. Executive Session Minute Review

## **Updates**

- 1. Chalet Project
- 2. Water Tests

#### **New Business**

Bids for replacing two HVAC units at the Community Center. There were 12 bids received. Budget for this work is \$27,000.

Company	Total
Cahill Heating & Air, Lake Bluff IL	\$26,825.00
Pro Temp, Burr ridge IL	\$28,750.00
Northern Air Systems, Grayslake IL	\$29,604.00
YMI Group, Elk Grove Village IL	\$30,550.00
Riverside Mechanical, Frankfort IL	\$31,497.00
Jensen's Plumbing & Heating, Woodstock IL	\$32,250.00
R.J. Olmen Company, Glenview IL	\$35,000.00
Season Comfort Corp, Westmont IL	\$35,247.00
MG Mechanical Service, Woodstock IL	\$36,050.00
Core Mechanical, Chicago IL	\$36,790.00
Amber Mechanical, Alsip IL	\$37,600.00
Emcor Services, Buffalo Grove IL	\$41,842.00

Staff recommends accepting the low bid of \$26,825.00 from Cahill Heating & Air.

The District is required by State law to adopt a prevailing wage ordinance each year. This is the document that is shared with contractors when bids are awarded. The State did publish new rates this year and those are included in the Ordinance. Once adopted, this Ordinance is filed with the Illinois Department of Labor.

Staff recommends approving Prevailing Wage Ordinance 17-06-01.

Enclosed is the 2016 Audit completed by Lauterbach & Amen, L.L.P. Once again they found no major deficiencies. There are two recommendations in their Management Letter. The first pertains to the property tax refunds required for the Lemon and Landau Road de-annexations. This is the final year for the bond payment and will not occur again. The second recommendation is a reminder that in the fiscal year 2018, the District will be required to report post-employment benefit plans. A representative from Lauterbach & Amen will be at the Committee Meeting to answer any questions the Board may have. We will once again be submitting the Comprehensive Annual Financial Report to the Government Finance Officers Association to be considered for the Certificate of Achievement for Excellence in Financial Reporting.

Staff recommends the Board accept the 2016 Audit so that it may be filed with the State Comptroller's Office and the Lake County Clerk's Office.

Meeting Reminder June 12, 2017 Page 3

All sealed Executive Session Minutes were reviewed. Attached is a list of all minutes and the topics indicating which minutes should remain sealed due to confidentiality and which can be released.

Staff recommends releasing Executive Session minutes that are no longer confidential: April 28, 2008 and April 13, 2009.

#### **Updates**

The Chalet project is coming along nicely. The old structure was removed June 1<sup>st</sup> and footings were poured that same day. Staff is developing proposals for naming rights for the building and specific areas in the building. A decision on the name of the building will be needed by the fall so that the letters can be fabricated.

We took samples of all water fountains and have the results for about 60% so far. While all passed the threshold currently set by the State, there will be new regulations soon for facilities that have pre-schools and/or day care centers. One of the two fountains at the Beach may exceed the new guidelines and we will need to determine if new plumbing is needed or if a water management plan (i.e. running the water for 10 minutes first thing each day) will alleviate any problems. When the remainder of the tests are back, I'll update the Board again.

STATE OF ILLINOIS	)
	)
COUNTY OF LAKE	)

I, MARGARET RESNICK, Secretary of the Board of Park Commissioners of Mundelein Park and Recreation District, in the County and State aforesaid, do hereby certify that I am the duly qualified and acting Secretary of the Board of Park Commissioners of said Park District, and as such official, I do further certify that I have the care and custody of all official records of the Board of Park Commissioners of said Park District.

I further certify that the foregoing ORDINANCE OF THE MUNDELEIN PARK AND RECREATION DISTRICT, LAKE COUNTY, ILLINOIS, ASCERTAINING THE PREVAILING RATE OF WAGES FOR LABORERS, WORKERS AND MECHANICS EMPLOYED ON PUBLIC WORKS OF SAID DISTRICT, attached hereto, is a true, correct, and compared copy of the original thereof now on file in my office.

IN WITNESS WHEREOF, I have hereunto affixed my hand and the Corporate Seal of Mundelein Park and Recreation District, Lake County, Illinois, this 12<sup>th</sup> day of June, 2017.

Secretary, Board of Park Commissioners

#### **ORDINANCE NO. 17-06-01**

# AN ORDINANCE ADOPTING PREVAILING WAGE RATES TO BE PAID TO LABORERS, MECHANICS AND OTHER WORKERS PERFORMING CONSTRUCTION OF PUBLIC WORK FOR MUNDELEIN PARK DISTRICT, LAKE COUNTY, ILLINOIS

**WHEREAS**, the State of Illinois has enacted the Prevailing Wage Act, approved June 26, 1941, as amended, being 820 ILCS 130/0.01 through 130/12 (the "Act"); and

WHEREAS, the Act requires that during the month of June of each calendar year the Board of Commissioners of the Mundelein Park District investigate and ascertain the prevailing rate of wages, as defined in said Act, in the "locality" of the Park District for laborers, mechanics, and other workers performing construction of public works for the Park District.

NOW, THEREFORE, BE IT ORDAINED by the Board of Commissioners of the Mundelein Park District, Lake County, Illinois, as follows:

SECTION 1: To the extent and as required by Act, the general prevailing rate of wages in this locality for laborers, mechanics and other workers engaged in the construction of public works coming under the jurisdiction of the Park District is hereby ascertained to be the same as the prevailing rate of wages for construction work in Lake County as determined by the Department of Labor of the State of Illinois (the "Department") as of June 1, 2002, a copy of that determination being attached hereto and incorporated herein by reference. As required by said Act, any and all revisions of the prevailing rate of wages by the Department shall supersede the Department's June determination and apply to any and all public works construction undertaken by the Park District. The definition of any terms appearing in this Ordinance which are also used in the Act shall be the same as the definitions specified in the Act.

**SECTION 2:** Nothing herein is intended to apply or shall be construed to apply said prevailing rate of wages as herein ascertained to any work or employment performed on behalf of this Park District except public works construction to the extent required by the Act.

SECTION 3: The Park District Secretary shall publicly post or keep available for

inspection by any interested party in the park district office this determination of prevailing rate

of wages. A copy of this determination or of the current revised determination f prevailing rate

of wages then in effect shall be attached to all contract specifications.

**SECTION 4:** The Park District Secretary shall promptly file a certified copy of this

Ordinance with the Secretary of State of Illinois in Springfield.

**SECTION 5:** Within thirty (30) days after filing a certified copy of this Ordinance with

the Secretary of State, the Park District Secretary shall cause to be published in a newspaper of

general circulation within the area a notice that this determination is effective and constitutes the

determination of this public body.

**SECTION 6:** The Park District Secretary shall mail a copy of this Ordinance to any

employer, to any association of employers, and to any person or association of employees, who

have filed their names and addresses requesting copies of any determination stating the particular

rates and the particular class of workers whose wages will be affected by such rates.

**SECTION 7:** If any section, paragraph, clause, or provision of this Ordinance shall be

held invalid, the invalidity thereof shall not affect any of the other provisions of this Ordinance.

**SECTION 8:** All Ordinances in conflict herewith are hereby repealed to the extent of

such conflict.

SECTION 9: This Ordinance shall be in full force and effect from after its passage,

approval and publication as provided by law.

PASSED THIS 12<sup>TH</sup> DAY OF JUNE, 2017

**AYES:** 

NAYS:

ABSENT:

PRESIDENT

ATTEST:

SECRETARY

This schedule contains the prevailing wage rates required to be paid for work performed on or after Monday, June 5, 2017 on public works projects in this County. Pursuant to 820 ILCS 130/4, public bodies in this County that have active public works projects are responsible for notifying all contractors and subcontractors working on those public works projects of the change (if any) to rates that were previously in effect. The failure of a public body to provide such notice does not relieve contractors or subcontractors of their obligations under the Prevailing Wage Act, including the duty to pay the relevant prevailing wage in effect at the time work subject to the Act is performed.

Training 0.45 0.40 0.85 0.63 0.50 0.54 0.00 0.71 0.30 0.58 0.85 0.65 Vacation 0.00 0.00 0.00 2.13 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 Pension 18.13 15.30 17.60 20.38 12.38 12.59 10.09 14.06 11.06 10.12 15.07 9.40 0.0 11.43 10.25 11.79 10.00 10.55 11.62 6.97 0.00 5.25 5.00 5.25 5.00 5.25 OSH 2.0 2.0 2.0 2.0 2.0 0.0 2.0 1.5 1.5 2.0 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 0.0 1.5 1.5 Ϋ́E 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 1.5 2.0 1.5 0.0 Foreman Wage 40.95 37.95 55.15 53.29 55.15 51.48 55.15 39.96 51.30 49.37 47.35 45.25 37.81 0.00 Wage 45.36 45.35 40.59 32.50 48.59 40.40 37.46 47.07 44.88 43.25 35.85 30,33 37.81 0.00 Class λMΗ ¥MH λMΗ BLD BLD BLD ₹ ₹ ALL ₹ ₹ Region ₹ ₹ ₹ ₹ ₹ ₹ ₹ ₹ ₹ ₹ ₹ ₹ ₹ RATES EFFECTIVE JUNE **CERAMIC TILE FNSHER ELECTRIC PWR EQMT ELECTRIC PWR EQMT** ASBESTOS ABT-MEC **PREVAILING WAGE ASBESTOS ABT-GEN** COMMUNICATION **CEMENT MASON** BOILERMAKER **ELECTRIC PWR ELECTRIC PWR BRICK MASON ELECTRIC PWR ELECTRIC PWR** LAKE COUNTY CARPENTER GRNDMAN GRNDMAN TradeTitle LINEMAN LINEMAN 5, 2017

<b>ELECTRIC PWR TRK</b>												
DRV	Ŧ	₹		30.34	51.48	1.5	1.5	5.0	2.00	9.40	0.00	0.30
<b>ELECTRIC PWR TRK</b>												
DRV	All	НΜΥ		31.40	53.29	1.5	1.5	2.0	2.00	9.73	00.00	0.31
ELECTRICIAN	¥	BLD		40.00	44.00	1.5	1.5	5.0	14.10	17.49	4.00	0.65
ELEVATOR												
CONSTRUCTOR	ΑÏ	BLD		51.94	58.43	2.0	2.0	2.0	14.43	14.96	4.16	0.90
FENCE ERECTOR	¥	₹		38.34	40.34	1.5	1.5	2.0	13.15	13.10	00.00	0.40
GLAZIER	¥	BLD		41.70	43.20	1.5	2.0	2.0	13.94	18.99	0.00	0.94
HT/FROST INSULATOR	All	BLD		49.95	52.45	1.5	1.5	2.0	11.62	12.26	00.00	0.72
IRON WORKER	Αij	W		44.20	46.20	2.0	2.0	5.0	13.65	21.14	00.00	0.35
LABORER	H	₹		40.20	40.95	1.5	1.5	2.0	14.23	11.57	00.00	0.50
LATHER	Ħ	W		44.35	46.35	1.5	1.5	2.0	16.39	13.75	00.00	0.63
MACHINIST	₹	BLD		45.35	47.85	1.5	1.5	2.0	7.26	8.95	1.85	0.00
MARBLE FINISHERS	₩	Η		33.45	33.45	1.5	1.5	5.0	10.25	14.44	00.00	0.46
MARBLE MASON	₹	BLD		44.13	48.54	1.5	1.5	2.0	10.25	14.97	0.00	0.59
MATERIAL TESTER I	₹	¥		30.20	30.20	1.5	1.5	2.0	14.23	11.57	00.00	0.50
MATERIALS TESTER II	₩	Ħ		35.20	35.20	1.5	1.5	2.0	14.23	11.57	0.00	0.50
MILLWRIGHT	¥	₩		45.35	47.35	1.5	1.5	2.0	11.79	17.60	0.00	0.63
OPERATING ENGINEER	Ħ	BLD	⊣	49.10	53.10	2.0	2.0	2.0	18.05	13.60	1.90	1.30
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OPERATING ENGINEER	¥	BLD	4	43.50	53.10	2.0	2.0	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	¥	BLD	2	52.85	53.10	2.0	2.0	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	Ħ	BLD	9	50.10	53.10	2.0	2.0	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	₹	BLD	7	52.10	53.10	2.0	2.0	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	₹	FLT	⊣	54.75	51.30	1.5	1.5	2.0	17.65	12.65	1.90	1.35
OPERATING ENGINEER	₹	FLT	7	53.25	54.75	1.5	1.5	2.0	17.65	12.65	1.90	1.35
OPERATING ENGINEER	₹	FT	m	47.40	51.30	1.5	1.5	5.0	17.65	12.65	1.90	1.35
OPERATING ENGINEER	₹	FLT	4	39.40	54.75	1.5	1.5	2.0	17.65	12.65	1.90	1.35
OPERATING ENGINEER	ΑII	FLT	Ŋ	56.25	54.75	1.5	1.5	2.0	17.65	12.65	1.90	1.35

OPERATING ENGINEER	₩	FLT	9	37.00	54.75	1.5	1.5	5.0	17.65	12.65	1.90	1.35
OPERATING ENGINEER	₽	Т₩	Н	47.30	51.30	1.5	1.5	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	₹	HWY	7	46.75	51.30	1.5	1.5	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	₹	ЬМН	က	44.70	51.30	1.5	1.5	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	₹	HWY	4	43.30	51.30	1.5	1.5	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	Ħ	ΑMΗ	2	42.10	51.30	1.5	1.5	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER	₹	ΑMΗ	9	50.30	51.30	1.5	1.5	2.0	18.05	13.60	1.90	1.30
OPERATING ENGINEER ORNAMNTL IRON	ΑII	HWY	7	48.30	51.30	1.5	1.5	2.0	18.05	13.60	1.90	1.30
WORKER	₹	₹		45.75	48.25	2.0	2.0	2.0	13.65	18.99	0.00	0.75
PAINTER	₹	₹		44.55	49.30	1.5	1.5	1.5	11.50	11.10	0.00	1.27
PAINTER SIGNS	¥	BLD		33.92	38.09	1.5	1.5	1.5	2.60	2.71	0.00	00.00
PILEDRIVER	₹	₹		45.35	47.35	1.5	1.5	2.0	11.79	17.60	0.00	0.63
PIPEFITTER	₹	BLD		47.50	50.50	1.5	1.5	2.0	9.55	17.85	0.00	2.07
PLASTERER	₹	BLD		43.12	45.71	1.5	1.5	2.0	10.00	20.68	0.00	0.50
PLUMBER	₹	BLD		48.25	50.25	1.5	1.5	2.0	14.09	12.65	0.00	1.18
ROOFER	₹	BLD		41.70	44.70	1.5	1.5	2.0	8.28	11.59	0.00	0.53
SHEETMETAL WORKER	₹	BLD		43.03	46.47	1.5	1.5	2.0	10.73	21.87	0.00	0.75
SIGN HANGER	₹	BLD		31.31	33.81	1.5	1.5	2.0	4.85	3.28	0.00	00.00
SPRINKLER FITTER	₹	BLD		47.20	49.20	1.5	1.5	2.0	12.25	11.55	0.00	0.55
STEEL ERECTOR	₹	₩		42.07	44.07	2.0	2.0	2.0	13.45	19.59	0.00	0.35
STONE MASON	₹	BLD		44.88	49.37	1.5	1.5	2.0	10.25	15.30	0.00	0.85
TERRAZZO FINISHER	₹	BLD		39.54	39.54	1.5	1.5	2.0	10.55	11.79	0.00	0.67
TERRAZZO MASON	₹	BLD		43.38	43.38	1.5	1.5	2.0	10.55	13.13	0.00	0.79
TILE MASON	¥	BLD		43.84	47.84	1.5	1.5	2.0	10.55	11.40	0.00	0.99
TRAFFIC SAFETY WRKR	₹	ΑMΗ		32.75	34.35	1.5	1.5	2.0	8.45	6.05	00.00	0.50
TRUCK DRIVER	₹	₩	1	37.05	37.60	1.5	1.5	2.0	9.50	7.50	0.00	0.15
TRUCK DRIVER	₩	Ψ	7	37.20	37.60	1.5	1.5	2.0	9.50	7.50	0.00	0.15
TRUCK DRIVER	₹	¥	m	37.40	37.60	1.5	1.5	2.0	9.50	7.50	0.00	0.15
TRUCK DRIVER	₹	All	4	37.60	37.60	1.5	1.5	2.0	9.50	7.50	00.00	0.15
TUCKPOINTER	₹	BLD		44.90	45.90	1.5	1.5	2.0	8.30	14.29	0.00	0.48

#### **Explanations**

#### LAKE COUNTY

The following list is considered as those days for which holiday rates of wages for work performed apply: New Years Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day and Veterans Day in some classifications/counties. Generally, any of these holidays which fall on a Sunday is celebrated on the following Monday. This then makes work performed on that Monday payable at the appropriate overtime rate for holiday pay. Common practice in a given local may alter certain days of celebration. If in doubt, please check with IDOL.

#### **EXPLANATION OF CLASSES**

ASBESTOS - GENERAL - removal of asbestos material/mold and hazardous materials from any place in a building, including mechanical systems where those mechanical systems are to be removed. This includes the removal of asbestos materials/mold and hazardous materials from ductwork or pipes in a building when the building is to be demolished

at the time or at some close future date.

ASBESTOS - MECHANICAL - removal of asbestos material from mechanical systems, such as pipes, ducts, and boilers, where the mechanical systems are to remain.

#### **CERAMIC TILE FINISHER**

The grouting, cleaning, and polishing of all classes of tile, whether for interior or exterior purposes, all burned, glazed or unglazed products; all composition materials, granite tiles, warning detectable tiles, cement tiles, epoxy composite materials, pavers, glass, mosaics, fiberglass, and all substitute materials, for tile made in tile-like units; all mixtures in tile like form of cement, metals, and other materials that are for and intended for use as a finished floor surface, stair treads, promenade roofs, walks, walls, ceilings, swimming pools, and all other places where tile is to form a finished interior or exterior. The mixing of all setting mortars including but not limited to thin-set mortars, epoxies, wall mud, and any other sand and cement mixtures or adhesives when used in the preparation, installation, repair, or maintenance of tile and/or similar materials.

The handling and unloading of all sand, cement, lime, tile, fixtures, equipment, adhesives, or any other materials to be used in the preparation, installation, repair, or maintenance of tile and/or similar materials. Ceramic Tile Finishers shall fill all joints and voids regardless of method on all tile work, particularly and especially after installation of said tile work. Application of any and all protective coverings to all types of tile installations including, but not be limited to, all soap compounds, paper products, tapes, and all polyethylene coverings, plywood, masonite, cardboard, and any new type of products that may be used to protect tile installations, Blastrac equipment, and all floor scarifying equipment used in preparing floors to receive tile. The clean up and removal of all waste and materials. All demolition of existing tile floors and walls to be re-tiled.

#### COMMUNICATION TECHNICIAN

Low voltage construction, installation, maintenance and removal of telecommunication facilities (voice, sound, data and video) including outside plant, telephone, security systems and data inside wire, interconnect, terminal equipment, central offices, PABX, fiber optic cable and equipment, micro waves, V-SAT, bypass, CATV, WAN (wide area network), LAN (local area networks), and ISDN (integrated system digital network), pulling of wire in raceways, but not the installation of raceways.

#### MARBLE FINISHER

Loading and unloading trucks, distribution of all materials (all stone, sand, etc.), stocking of floors with material, performing all rigging for heavy work, the handling of all material that may be needed for the installation of such materials, building of scaffolding, polishing if needed, patching, waxing of material if damaged, pointing up, caulking, grouting and cleaning of marble, holding water on diamond or Carborundum blade or saw for setters cutting, use of tub saw or any other saw needed for preparation of material, drilling of holes for wires that anchor material set by setters, mixing up of molding plaster for installation of material, mixing up thin set for the installation of material, mixing up of sand to cement for the installation of material and such other work as may be required in helping a Marble Setter in the handling of all material in the erection or installation of interior marble, slate,

travertine, art marble, serpentine, alberene stone, blue stone, granite and other stones (meaning as to stone any foreign or domestic materials as are specified and used in building interiors and exteriors and customarily known as stone in the trade), carrara, sanionyx, vitrolite and similar opaque glass and the laying of all marble tile, terrazzo tile, slate tile and precast tile, steps, risers treads, base, or any other materials that may be used as substitutes for any of the aforementioned materials and which are used on interior and exterior which are installed in a similar manner.

MATERIAL TESTER I: Hand coring and drilling for testing of materials; field inspection of uncured concrete and asphalt.

MATERIAL TESTER II: Field inspection of welds, structural steel, fireproofing, masonry, soil, facade, reinforcing steel, formwork, cured concrete, and concrete and asphalt batch plants; adjusting proportions of bituminous mixtures.

**OPERATING ENGINEER - BUILDING** 

Class 1. Asphalt Plant; Asphalt Spreader; Autograde; Backhoes with Caisson Attachment; Batch Plant; Benoto (requires Two Engineers); Boiler and Throttle Valve; Caisson Rigs; Central Redi-Mix Plant; Combination Back Hoe Front End-loader Machine; Compressor and Throttle Valve; Concrete Breaker (Truck Mounted); Concrete Conveyor; Concrete Conveyor (Truck Mounted); Concrete Paver Over 27E cu. ft; Concrete Paver 27E cu. ft. and Under: Concrete Placer; Concrete Placing Boom; Concrete Pump (Truck Mounted); Concrete Tower; Cranes, All; Cranes, Hammerhead; Cranes, (GCI and similar Type); Creter Crane; Spider Crane; Crusher, Stone, etc.; Derricks, All; Derricks, Traveling; Formless Curb and Gutter Machine; Grader, Elevating; Grouting Machines; Heavy Duty Self-Propelled Transporter or Prime Mover; Highlift Shovels or Front Endloader 2-1/4 yd. and over; Hoists, Elevators, outside type rack and pinion and similar machines; Hoists, One, Two and Three Drum; Hoists, Two Tugger One Floor; Hydraulic Backhoes; Hydraulic Boom Trucks; Hydro Vac (and similar equipment); Locomotives, All; Motor Patrol; Lubrication Technician; Manipulators; Pile Drivers and Skid Rig; Post Hole Digger; Pre-Stress Machine; Pump Cretes Dual Ram; Pump Cretes: Squeeze Cretes-Screw Type Pumps; Gypsum Bulker and Pump; Raised and Blind Hole Drill; Roto Mill Grinder; Scoops - Tractor Drawn; Slip-Form Paver; Straddle Buggies; Operation

of Tie Back Machine; Tournapull; Tractor with Boom and Side Boom; Trenching Machines.

Class 2. Boilers; Broom, All Power Propelled; Bulldozers; Concrete Mixer (Two Bag and Over); Conveyor, Portable; Forklift Trucks; Highlift Shovels or Front Endloaders under 2-1/4 yd.; Hoists, Automatic; Hoists, Inside Elevators; Hoists, Sewer Dragging Machine; Hoists, Tugger Single Drum; Laser Screed; Rock Drill (Self-Propelled); Rock Drill (Truck Mounted); Rollers, All; Steam Generators; Tractors, All; Tractor Drawn Vibratory Roller; Winch Trucks with "A" Frame.

Class 3. Air Compressor; Combination Small Equipment Operator; Generators; Heaters, Mechanical; Hoists, Inside Elevators (remodeling or renovation work); Hydraulic Power Units (Pile Driving, Extracting, and Drilling); Pumps, over 3" (1 to 3 not to exceed a total of 300 ft.); Low Boys; Pumps, Well Points; Welding Machines (2 through 5); Winches, 4 Small Electric Drill Winches.

Class 4. Bobcats and/or other Skid Steer Loaders; Oilers; and Brick Forklift.

Class 5. Assistant Craft Foreman.

Class 6. Gradall.

Class 7. Mechanics; Welders.

#### **OPERATING ENGINEERS - HIGHWAY CONSTRUCTION**

Class 1. Asphalt Plant; Asphalt Heater and Planer Combination; Asphalt Heater Scarfire; Asphalt Spreader; Autograder/GOMACO or other similar type machines: ABG Paver; Backhoes with Caisson Attachment; Ballast Regulator; Belt Loader; Caisson Rigs; Car Dumper; Central Redi-Mix Plant; Combination Backhoe Front Endloader Machine, (1 cu. yd. Backhoe Bucket or over or with attachments); Concrete Breaker (Truck Mounted); Concrete Conveyor; Concrete Paver over 27E cu. ft.; Concrete Placer; Concrete Tube Float; Cranes, all attachments; Cranes, Tower Cranes of all types: Creter Crane: Spider Crane; Crusher, Stone, etc.; Derricks, All; Derrick Boats; Derricks, Traveling; Dredges; Elevators, Outside type Rack & Pinion and Similar Machines; Formless Curb and Gutter Machine; Grader, Elevating; Grader, Motor Grader,

Motor Patrol, Auto Patrol, Form Grader, Pull Grader, Subgrader; Guard Rail Post Driver Truck Mounted; Hoists, One, Two and Three Drum; Heavy Duty Self-Propelled Transporter or Prime Mover: Hydraulic Backhoes: Backhoes with shear attachments up to 40' of boom reach; Lubrication Technician; Manipulators; Mucking Machine; Pile Drivers and Skid Rig; Pre-Stress Machine; Pump Cretes Dual Ram; Rock Drill - Crawler or Skid Rig; Rock Drill - Truck Mounted; Rock/Track Tamper; Roto Mill Grinder; Slip-Form Paver; Snow Melters; Soil Test Drill Rig (Truck Mounted); Straddle Buggies; Hydraulic Telescoping Form (Tunnel); Operation of Tieback Machine; Tractor Drawn Belt Loader; Tractor Drawn Belt Loader (with attached pusher - two engineers); Tractor with Boom; Tractaire with Attachments; Traffic Barrier Transfer Machine; Trenching; Truck Mounted Concrete Pump with Boom; Raised or Blind Hole Drills (Tunnel Shaft); Underground Boring and/or Mining Machines 5 ft. in diameter and over tunnel, etc; Underground Boring and/or Mining Machines under 5 ft. in diameter; Wheel Excavator; Widener (APSCO).

Class 2. Batch Plant; Bituminous Mixer; Boiler and Throttle Valve;
Bulldozers; Car Loader Trailing Conveyors; Combination Backhoe Front
Endloader Machine (Less than 1 cu. yd. Backhoe Bucket or over or with
attachments); Compressor and Throttle Valve; Compressor, Common

Receiver (3); Concrete Breaker or Hydro Hammer; Concrete Grinding Machine; Concrete Mixer or Paver 7S Series to and including 27 cu. ft.; Concrete Spreader; Concrete Curing Machine, Burlap Machine, Belting Machine and Sealing Machine; Concrete Wheel Saw; Conveyor Muck Cars (Haglund or Similar Type); Drills, All; Finishing Machine -Concrete; Highlift Shovels or Front Endloader; Hoist - Sewer Dragging Machine; Hydraulic Boom Trucks (All Attachments); Hydro-Blaster; Hydro Excavating (excluding hose work); Laser Screed; All Locomotives, Dinky; Off-Road Hauling Units (including articulating) Non-Self-Loading Ejection Dump; Pump Cretes: Squeeze Cretes - Screw Type Pumps, Gypsum Bulker and Pump; Roller, Asphalt; Rotary Snow Plows; Rototiller, Seaman, etc., self-propelled; Self-Propelled Compactor; Spreader - Chip - Stone, etc.; Scraper - Single/Twin Engine/Push and Pull; Scraper - Prime Mover in Tandem (Regardless of Size); Tractors pulling attachments, Sheeps Foot, Disc, Compactor, etc.; Tug Boats.

Class 3. Boilers; Brooms, All Power Propelled; Cement Supply Tender; Compressor, Common Receiver (2); Concrete Mixer (Two Bag and Over); Conveyor, Portable; Farm-Type Tractors Used for Mowing, Seeding, etc.; Forklift Trucks; Grouting Machine; Hoists, Automatic; Hoists, All Elevators; Hoists, Tugger Single Drum; Jeep Diggers; Low Boys; Pipe

Jacking Machines; Post-Hole Digger; Power Saw, Concrete Power Driven; Pug Mills; Rollers, other than Asphalt; Seed and Straw Blower; Steam Generators; Stump Machine; Winch Trucks with "A" Frame; Work Boats; Tamper-Form-Motor Driven.

Class 4. Air Compressor; Combination - Small Equipment Operator;
Directional Boring Machine; Generators; Heaters, Mechanical; Hydraulic
Power Unit (Pile Driving, Extracting, or Drilling); Light Plants, All
(1 through 5); Pumps, over 3" (1 to 3 not to exceed a total of 300
ft.); Pumps, Well Points; Vacuum Trucks (excluding hose work); Welding
Machines (2 through 5); Winches, 4 Small Electric Drill Winches.

Class 5. SkidSteer Loader (all); Brick Forklifts; Oilers.

Class 6. Field Mechanics and Field Welders

Class 7. Dowell Machine with Air Compressor; Gradall and machines of like nature.

**OPERATING ENGINEER - FLOATING** 

Class 1. Craft Foreman; Master Mechanic; Diver/Wet Tender; Engineer; Engineer (Hydraulic Dredge).

Class 2. Crane/Backhoe Operator; Boat Operator with towing endorsement; Mechanic/Welder; Assistant Engineer (Hydraulic Dredge); Leverman (Hydraulic Dredge); Diver Tender.

Class 3. Deck Equipment Operator, Machineryman, Maintenance of Crane (over 50 ton capacity) or Backhoe (115,000 lbs. or more); Tug/Launch Operator; Loader/Dozer and like equipment on Barge, Breakwater Wall, Slip/Dock, or Scow, Deck Machinery, etc.

Class 4. Deck Equipment Operator, Machineryman/Fireman (4 Equipment Units or More); Off Road Trucks; Deck Hand, Tug Engineer, Crane Maintenance (50 Ton Capacity and Under) or Backhoe Weighing (115,000 pounds or less); Assistant Tug Operator.

Class 5. Friction or Lattice Boom Cranes.

Class 6. ROV Pilot, ROV Tender

SURVEY WORKER - Operated survey equipment including data collectors, G.P.S. and robotic instruments, as well as conventional levels and transits.

TRAFFIC SAFETY - work associated with barricades, horses and drums used to reduce lane usage on highway work, the installation and removal of temporary lane markings, and the installation and removal of temporary road signs.

TRUCK DRIVER - BUILDING, HEAVY AND HIGHWAY CONSTRUCTION

Class 1. Two or three Axle Trucks. A-frame Truck when used for transportation purposes; Air Compressors and Welding Machines, including those pulled by cars, pick-up trucks and tractors;

Ambulances; Batch Gate Lockers; Batch Hopperman; Car and Truck Washers; Carry-alls; Fork Lifts and Hoisters; Helpers; Mechanics Helpers and Greasers; Oil Distributors 2-man operation; Pavement Breakers; Pole Trailer, up to 40 feet; Power Mower Tractors; Self-propelled Chip Spreader; Skipman; Slurry Trucks, 2-man operation; Slurry Truck Conveyor Operation, 2 or 3 man; Teamsters; Unskilled Dumpman; and Truck Drivers hauling warning lights,

barricades, and portable toilets on the job site.

Class 2. Four axle trucks; Dump Crets and Adgetors under 7 yards;
Dumpsters, Track Trucks, Euclids, Hug Bottom Dump Turnapulls or
Turnatrailers when pulling other than self-loading equipment or
similar equipment under 16 cubic yards; Mixer Trucks under 7 yards;
Ready-mix Plant Hopper Operator, and Winch Trucks, 2 Axles.

Class 3. Five axle trucks; Dump Crets and Adgetors 7 yards and over; Dumpsters, Track Trucks, Euclids, Hug Bottom Dump Turnatrailers or turnapulls when pulling other than self-loading equipment or similar equipment over 16 cubic yards; Explosives and/or Fission Material Trucks; Mixer Trucks 7 yards or over; Mobile Cranes while in transit; Oil Distributors, 1-man operation; Pole Trailer, over 40 feet; Pole and Expandable Trailers hauling material over 50 feet long; Slurry trucks, 1-man operation; Winch trucks, 3 axles or more; Mechanic--Truck Welder and Truck Painter.

Class 4. Six axle trucks; Dual-purpose vehicles, such as mounted crane trucks with hoist and accessories; Foreman; Master Mechanic; Self-loading equipment like P.B. and trucks with scoops on the front.

#### TERRAZZO FINISHER

The handling of sand, cement, marble chips, and all other materials that may be used by the Mosaic Terrazzo Mechanic, and the mixing, grinding, grouting, cleaning and sealing of all Marble, Mosaic, and Terrazzo work, floors, base, stairs, and wainscoting by hand or machine, and in addition, assisting and aiding Marble, Masonic, and Terrazzo Mechanics.

#### Other Classifications of Work:

For definitions of classifications not otherwise set out, the
Department generally has on file such definitions which are available.

If a task to be performed is not subject to one of the
classifications of pay set out, the Department will upon being
contacted state which neighboring county has such a classification and
provide such rate, such rate being deemed to exist by reference in
this document. If no neighboring county rate applies to the task,
the Department shall undertake a special determination, such special

determination being then deemed to have existed under this determination. If a project requires these, or any classification not listed, please contact IDOL at 217-782-1710 for wage rates or clarifications.

#### LANDSCAPING

Landscaping work falls under the existing classifications for laborer, operating engineer and truck driver. The work performed by landscape plantsman and landscape laborer is covered by the existing classification of laborer. The work performed by landscape operators (regardless of equipment used or its size) is covered by the classifications of operating engineer. The work performed by landscape truck drivers (regardless of size of truck driven) is covered by the classifications of truck driver.

MATERIAL TESTER & MATERIAL TESTER/INSPECTOR I AND II

Notwithstanding the difference in the classification title, the classification entitled "Material Tester I" involves the same job duties as the classification entitled "Material Tester/Inspector I".

Likewise, the classification entitled "Material Tester II" involves the same job duties as the classification entitled "Material Tester/Inspector II".

#### **Executive Session Minutes to release:**

April 28, 2008 – Pending Litigation and Employee Compensation (release employee compensation portion)

April 13, 2009 - Succession Planning

#### **Executive Session Minutes to hold:**

September 11, 2006 - Personnel

November 11, 2006 - Personnel

December 5, 2006 - Personnel

December 6, 2006 - Personnel

April 28, 2008 - Pending Litigation and Employee Compensation (hold pending litigation)

June 14, 2010 - Acquisition of Real Estate

September 13, 2010 – Acquisition of Real Estate

April 25, 2011 - Employee Compensation, some items previously released

May 23, 2011 - Employee Compensation, some items previously released

February 13, 2012 - Personnel, some items previously released

March 26, 2012 - Personnel, some items previously released

June 11, 2012 - Employee Performance

June 25, 2012 - Employee Performance

January 14, 2013 - Acquisition of Real Estate

January 28, 2013 – Acquisition of Real Estate (some held, some released)

February 11, 2013 - Acquisition of Real Estate, released portions pertaining to Shady Lane property)

September 9, 2013 - Employee Compensation

October 28, 2013 – Acquisition of Real Estate

April 14, 2014 - Acquisition of Real Estate

June 9, 2014 - Acquisition of Real Estate

November 24, 2014 – Employee Performance

April 13, 2015 – Employee Performance

September 28, 2015 - Acquisition of Real Estate

October 26, 2015 - Acquisition of Real Estate

March 14, 2016 - Acquisition of Real Estate & Personnel

May 9, 2016 - Acquisition of Real Estate and Succession Planning

July 25, 2016 – Acquisition of Real Estate and Employee Compensation

August 8, 2016 – Employee Compensation

October 10, 2016 – Acquisition of Real Estate

October 24, 2016 - Acquisition of Real Estate

November 28, 2016 – Employee Performance

April 10, 2017 – Employee Performance

April 24, 2017 - Acquisition of Real Estate

May 8, 2017 – Acquisition of Real Estate

May 22, 2017 – Pending Litigation

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