



**FOREST PRESERVE DISTRICT OF COOK COUNTY
BOARD OF COMMISSIONERS**

**Cook County Building, Board Room,
118 North Clark Street, Chicago, Illinois**

BOARD AGENDA

Tuesday, November 14, 2023, 10:00 AM

CONSENT CALENDAR

Pursuant to Forest Preserve District of Cook County Code, the Secretary to the Board of Commissioners hereby transmits Consent Calendar Resolutions for your consideration. The Consent Calendar Resolutions shall be published in the Journal of Proceedings as prepared by the Secretary of the Board.

23-0581

Sponsored by: ALMA E. ANAYA, Forest Preserve District of Cook County Board of Commissioners

PROPOSED RESOLUTION**HONORING THE WORK OF MARITZA ROCHA WITH THE FOREST PRESERVES OF COOK COUNTY
LITTLE RED SCHOOLHOUSE NATURE CENTER**

WHEREAS, born and raised in Chicago, IL, Maritza Rocha's upbringing was influenced by her mother, a hard-working immigrant from Michoacán, México; and

WHEREAS, growing up as a first-generation American in a close-knit, large family, Maritza learned early on the value of connection commitment; and

WHEREAS, Maritza's studies concentrated on cultural and land preservation, health disparities, and the importance of green spaces within communities of color; and

WHEREAS, one of Maritza's most significant career achievements was her role as the first Latina Nature Center Director of the Little Red Schoolhouse in the Forest Preserves of Cook County; and

WHEREAS, at the Little Red Schoolhouse Nature Center, Maritza oversaw 500 acres of enclosed forest lands and managed all operational needs in the interpretive nature center; and

WHEREAS, Maritza has also introduced culturally, spiritually, and nature-based curricula to a diverse audience, actively participated in various committees, and assisted in placing the Little Red Schoolhouse Nature Center as the World's Largest Urban Night Sky Place; and

WHEREAS, Maritza holds numerous certifications in conservation and eco-conservation and is also specialized in youth development, community engagement, and outreach; and

WHEREAS, Maritza has also launched after-school apprenticeship programs for under-resourced youth, providing pathways to careers in Science, Technology, Engineering, Arts, and Mathematics (STEAM) fields; and

WHEREAS, Maritza is Joven Noble and Escalera Certified, a Latinos Outdoor Chicago Chapter Leader, worked at Mujeres Latinas en Accion and on the Board of Directors for the Environmentalists of Color Networks; and

WHEREAS, Maritza is a leader in the Latinx communities who has also played a crucial role in

developing informative curricula for Latinx youth, nurturing the next generation of leaders.

THEREFORE, BE IT RESOLVED, that Toni Preckwinkle, President and Members of the Forest Preserve District, on behalf of the Cook County residents and employees of the Forest Preserves, congratulate Maritza Rocha on all her work done with the Little Red Schoolhouse Nature Center; and

BE IT FURTHER RESOLVED, that a suitable copy of this Resolution be spread upon the official proceedings of this Honorable Body and that an official copy of the same be tendered to Maritza Rocha.

PUBLIC TESTIMONY

Authorization as a public speaker shall only be granted to those individuals who have registered, with the Secretary, to speak 24 hours in advance of the meeting. To register as a public speaker, go to the meeting details page for this meeting at <https://fpdcc.legistar.com/Calendar.aspx> to find a registration link. Duly authorized public speakers may speak live from the County Board Room at 118 N. Clark Street, 5th Floor, Chicago, Illinois or be sent a link to virtually attend the meeting and will be called upon to deliver testimony at a time specified in the meeting agenda. Authorized public speakers who are not present during the specified time for public testimony will forfeit their allotted time to speak at the meeting. Public testimony must not exceed three minutes; the Secretary will keep track of the time and advise when the time for public testimony has expired. After each virtual speaker has completed their statement, they will be removed from the meeting. Once removed, you will still be able to follow the proceedings for that day at:

<https://www.cookcountyil.gov/service/watch-live-board-proceedings>, or in a viewing area at 69 W. Washington Street, 22nd Floor Conference Room F, Chicago, Illinois. Persons authorized to provide public testimony shall not use vulgar, abusive, discriminatory, profane, or otherwise inappropriate language when addressing the Board; failure to act appropriately, or failure to adhere to the time requirements may result in expulsion from the meeting and/or disqualify the person from providing future testimony. Written comments will not be read aloud at the meeting, but will be posted on the meeting page and made a part of the meeting record.

PRESIDENT

23-0486

Presented by: ARNOLD RANDALL, General Superintendent

Sponsored by: TONI PRECKWINKLE (President), Forest Preserve District of Cook County Board of Commissioners

PROPOSED RESOLUTION

2024 BOARD AGENDA MEETING ANNUAL CALENDAR DATES AND LOCATIONS

WHEREAS, in accordance with Title 1, Chapter 5, Section 4-1(a) of the Forest Preserve District of Cook County Code of Ordinances, the Forest Preserve District of Cook County Board of Commissioners shall hold regular meetings pursuant to an annual calendar adopted by resolution of the Board; and

WHEREAS, in accordance with Section 2.03 of the Illinois Open Meetings Act, every public body shall give public notice of the schedule of regular meetings at the beginning of each calendar or fiscal year and shall state the regular dates, times and places of such meetings; and

NOW, THEREFORE, BE IT RESOLVED, by President Toni Preckwinkle and the Forest Preserve District of Cook County Board of Commissioners (the “Board”):

1. That the Board shall hold its regular meetings of the Board on the following dates during calendar year 2024, the time for holding the specified meetings is 10:00 a.m., local time:

Tuesday, January 23

Tuesday, February 27

Tuesday, March 19

Tuesday, April 16

Tuesday, May 14

Tuesday, June 11

Tuesday, July 23

Tuesday, September 17

Tuesday, October 22

Tuesday, November 19

Tuesday, December 17

2. That Board meetings may be conducted remotely by video and/or teleconferencing in accordance with public health authority guidelines and applicable provisions of the Illinois Open Meetings Act, the Forest Preserve District of Cook County Code of Ordinances, and executive orders related to a proclamation of disaster by the Governor of the State of Illinois. Otherwise, the place of Board meetings is the Cook County Building, 118 North Clark Street, Chicago, except for the following three meeting dates stated below in Sections 3, 4 and 5.

3. That the Board shall hold a regular meeting of the Board on Tuesday, May 14th at the Chicago Botanic Garden, 1000 Lake Cook Rd, Glencoe.

4. That the Board shall hold a regular meeting of the Board on Tuesday, June 11th at the Sand Ridge Nature Center, 15891 Paxton Ave, South Holland.

5. That the Board shall hold a regular meeting of the Board on Tuesday, July 23rd at Thatcher Woods Pavilion, 8030 Chicago Ave, River Forest.

That the same dates and locations listed here will be used to schedule the following standing committee meetings, set to begin at 9:30 a.m., local time: Subcommittee on Workers’ Compensation; Committee on Rules; Committee on Finance; and Committee on Real Estate.

23-0553

Sponsored by: TONI PRECKWINKLE (President), Forest Preserve District of Cook County Board of Commissioners

PROPOSED ORDINANCE AMENDMENT

OUTSIDE COUNSEL AND LEGAL FEES

BE IT ORDAINED, by the Forest Preserve District of Cook County Board of Commissioners, that Title 1, Chapter 19, Section 1-19-1 - OUTSIDE COUNSEL AND LEGAL FEES, Sections E (1), (2), and (4) of the Forest Preserve District of Cook County Code of Ordinances is hereby amended as Follows:

Sec. 1-19-1**E. Fees, Expenses, and Rates**

1. **Fees and Expenses.** Outside Counsel shall be paid reasonable fees and costs based on the type and nature of the case. Such fees and costs shall conform to the fees and costs authorized under this Section. Outside Counsel must pay for all expenses in advance unless otherwise expressly directed by the court or the Chief Attorney or Responsible Attorney. Reimbursement of expenses shall be requested as part of Outside Counsel's invoices. Expenses shall be reimbursed as follows:
 - a. *Photocopying.* Reasonable photocopying at actual cost, not to exceed ten cents (\$0.10) per page.
 - b. *Messenger service.* The use of messengers when there is a genuine need for expedited delivery at actual charges of a third-party vendor or, when an in-house firm messenger is used, at actual cost (not at the paralegal or legal assistant billing rate).
 - c. ~~*Computerized research.* Actual costs of reasonably necessary computerized research services.~~
 - d. *Experts.* The reasonable fees of qualified consulting and testifying experts retained to provide opinions necessary to the defense or prosecution of the litigation, except that all expert fees must be pre-approved by the Chief Attorney if they are anticipated to exceed five hundred dollars (\$500.00).
 - e. *Travel.* Air travel expenses must not exceed the highest fare coach rate for the flight. Mileage expenses shall be at the Internal Revenue Service deductible rates. Hotels, car rental companies and airlines offering moderate prices and discounted corporate rates shall be used. Outside Counsel shall reduce the hourly rate charged by fifty (50) percent while an attorney or paraprofessional is traveling, unless legal work is being performed and is documented.

2. **General business costs.** Law firm overhead expenses including, but not limited to, rent, electricity, supplies, secretarial and support services, computer system expenses (including online legal research), overtime expenses, local telephone service and other similar expenses, shall be considered part of the Outside Counsel’s hourly rate.

* * *

4. **Invoices.** Unless otherwise expressly directed by the court, Outside Counsel shall submit invoices for work performed on a periodic basis, no more frequently than monthly and no less frequently than quarterly. If the accumulated charges for the period are less than five hundred dollars (\$500.00), the charges shall be included in the next periodic invoice. The time spent performing the chargeable services shall be recorded on a daily basis to the nearest 1/10th of an hour and shall be broken down in detail, describing the work performed by each individual during that time period. Invoices shall contain the amount charged for each attorney and paraprofessional, including the time, the hourly rate and summary total for each. Invoices shall itemize expenses according to categories including the following: photocopying, messenger service, ~~computerized research~~, experts and travel. Invoices shall be paid subject to the approval of the Litigation Subcommittee and the District Board of Commissioners. For Non-Contested Matters, invoices totaling less than five thousand dollars (\$5,000.00) per such matter may be approved at the discretion of the Chief Attorney.

Effective date: This ordinance amendment shall be in effect January 1, 2024

OFFICE OF THE GENERAL SUPERINTENDENT

23-0570

Sponsored by: TONI PRECKWINKLE (President), Forest Preserve District of Cook County Board of Commissioners

PROPOSED RESOLUTION

APPROVAL OF A MEMORANDUM OF AGREEMENT EXTENDING THE TERM OF A COLLECTIVE BARGAINING AGREEMENT NEGOTIATED BETWEEN THE FOREST PRESERVES OF COOK COUNTY AND TEAMSTERS, LOCAL 700

WHEREAS, the Illinois Public Labor Relations Act (5 ILCS 315/1 et seq.) has established regulations regarding collective bargaining with a union; and

WHEREAS, a Collective Bargaining Agreement between the Forest Preserves of Cook County (“Forest Preserves”) and Teamsters, Local 700 (“Local 700”) is currently in effect for a term of January 1, 2021 through December 31, 2024 covering various employees in the Landscape Maintenance, Facilities and

Fleet, Law Enforcement, Conservation and Experiential Programming, and Resource Management Departments of the Forest Preserves (Board Item No. 22-0118); and

WHEREAS, the Forest Preserves and Local 700 have entered into a Memorandum of Agreement subject to approval by the Forest Preserves of Cook County Board of Commissioners, and such Memorandum of Agreement makes the following adjustment to the term of the Collective Bargaining Agreement negotiated between the Forest Preserves of Cook County and Teamsters, Local 700:

- a) January 1, 2021 to December 31, ~~2024~~ 2025;

WHEREAS, the Memorandum of Agreement makes the adjustments below to the previously agreed upon salary adjustments and general wage increases included in the Collective Bargaining Agreement negotiated between the Forest Preserves of Cook County and Teamsters, Local 700, provided, however, that retroactive pay continues to not apply for seasonal employees:

- a) Effective the first full payroll period on or after July 1, 2021, the pay rates for all job classifications shall be increased by 1.5%;
- b) Effective the first full payroll period on or after January 1, 2022, the pay rates for all job classifications shall be increased by 3.5%;
- c) Effective the first full payroll period on or after July 1, 2022, the pay rates for all job classifications shall be increased by 2.5%;
- d) Effective the first full payroll period on or after July 1, 2023, the pay rates for all job classifications shall be increased by 2.5%;
- e) Effective the first full payroll period on or after July 1, 2024, the pay rates for all job classifications shall be increased by 2%;
- f) Effective the first full payroll period on or after July 1, 2025, the pay rates for all job classifications shall be increased by 5%;

WHEREAS, the Memorandum of Agreement allows Forest Preserves employees who are members of Local 700 to be eligible for paid Parental Leave pursuant to the Cook County Bureau of Human Resources Parental Leave Policy, and addresses grievance related matters.

NOW THEREFORE BE IT RESOLVED, that the Forest Preserves of Cook County Board of Commissioners does hereby approve the terms of the Memorandum of Agreement as negotiated between the Forest Preserves of Cook County and Teamsters, Local 700.

23-0561

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED INTERGOVERNMENTAL AGREEMENT

Department: Department of Resource Management

Other Part(ies): University of Illinois, Champaign, Illinois

Request: Authorization for the Forest Preserves of Cook County (the "Forest Preserves") to enter into an intergovernmental services agreement

Goods or Services: Interdisciplinary scientific research, data, and outreach services related to the implementation of the Natural and Cultural Resources Master Plan and Sustainability & Climate Resiliency Plan.

Agreement Number(s): N/A

Agreement Period: 1/1/2024 - 12/31/2028, with one (1) five-year extension option to be exercised at the discretion of the General Superintendent

Fiscal Impact: Not to exceed \$300,000.00 per calendar year and a total of \$3,000,000.00 including any optional extensions. FY 2024 \$300,000.00; FY 2025 \$300,000.00; FY 2026 \$300,000.00; FY 2027 \$300,000.00; FY 2028 \$300,000.00; FY 2029 \$300,000.00 (Optional); FY 2030 \$300,000.00 (Optional); FY 2031 \$300,000.00 (Optional); FY 2032 \$300,000.00 (Optional); FY 2033 \$300,000.00 (Optional)

Accounts: Professional Services 51033.520840; Grant and Mitigation 51010.521444 and 51010.520840; and all future Professional Services and Grant and Mitigation accounts

District(s): Districtwide

Summary: Since 2014, the Forest Preserves has partnered with the Prairie Research Institute of the University of Illinois for the purpose of developing a Natural and Cultural Resources Master Plan, a landmark document that has helped guide the allocation of resources and informed strategies to pursue and meet the ambitious goals set forth in the Forest Preserves' Next Century Conservation Plan. A number of milestone projects have been achieved pursuant to implementation of the plan, including comprehensive field assessments of natural and archaeological resources within the preserves, the subsequent prioritization of Forest Preserves lands for restoration, development of a seed sourcing policy, and the development of standardized protocols for long-term assessment of conservation success.

The Forest Preserves seeks to continue its collaboration with the Prairie Research Institute in order to further our natural and cultural resource protection goals over the next five (5) years. Tasks include, but are not limited to:

- 1) Advanced LiDAR-based land cover and cultural resource mapping;
- 2) Classification and prioritization of streams and waterbodies for future restoration;
- 3) Advanced population surveys and analysis of high-priority species restoration targets;
- 4) Targeted ecological site assessments based on Illinois Natural Areas Inventory (INAI) criteria, which may further inform the selection and potential designation of additional Illinois Nature Preserves sites;
- 5) Ongoing archaeological field assessments to further identify and preserve cultural resource sites;
- 6) Engagement of staff and constituents through the development of interpretive materials, demonstrations, and presentations sharing the value of Cook County's cultural resources; and
- 7) Technical expertise and assistance supporting sustainability initiatives, including a Climate Resiliency and Adaptation Progress Report.

The Prairie Research Institute comprises five (5) state scientific surveys: the Illinois Natural History Survey, Illinois State Archaeological Survey, Illinois State Geological Survey, Illinois State Water Survey, and Illinois Sustainable Technology Center. This agreement enables the Forest Preserves to consult with and engage the technical expertise of each of these scientific institutions, based on annual tasks assigned by the Forest Preserves.

23-0524

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED INTERGOVERNMENTAL AGREEMENT AMENDMENT

Department: Department of Resource Management

Other Part(ies): Northbrook Park District, Northbrook, Illinois

Request: Authorization to extend an existing Intergovernmental Agreement

Goods or Services: Use and maintenance of a chain link fence between Forest Preserves of Cook County (the "Forest Preserves") property at Somme Prairie Nature Preserve and Coast Guard Park in the Village of Northbrook, Illinois

Agreement Number: N/A

Agreement Period: Original contract period 12/11/2013 - 12/10/2018; Board Approved Extension 12/11/2018 - 12/31/2023

Proposed Agreement Extension: 1/1/2024 - 12/31/2028, with one (1) five-year extension option to be exercised at the discretion of the General Superintendent

Fiscal Impact: N/A. All license fees, license application fees, and YELAR fees will be waived.

Tree Mitigation: N/A

Accounts: N/A

District(s): 14

Summary: The Forest Preserves has been party to an Intergovernmental Agreement (“IGA”) since 2013 granting the Northbrook Park District use of a chain link fence owned by the Forest Preserves located at the southwest corner of Somme Prairie Nature Preserve for the purpose of operating an off-leash dog area at Coast Guard Park. In exchange for shared use of the fence, the Northbrook Park District is responsible for routine maintenance in order to keep the fence secure and in good condition, at no cost to the Forest Preserves. The Forest Preserves is allowed reasonable access to the service gates at the park for easier maintenance of adjacent Forest Preserves properties.

The original IGA was approved in 2013 and an amendment was approved on 10/16/2018 (Board Item No. 18-0339) to renew the agreement through 2023. The Forest Preserves is requesting to renew said agreement with the Northbrook Park District for another five (5) years, with an additional five-year extension option subject to the approval of the General Superintendent.

23-0535

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED INTERGOVERNMENTAL AGREEMENT AMENDMENT

Department: Department of Finance and Administration

Other Part(ies): Cook County Government, Chicago, Illinois

Request: Authorization to enter into the Twelfth Amended and Restated Intergovernmental Agreement between the County of Cook (the “County”) and the Forest Preserves of Cook County (the “Forest Preserves”) for the reimbursement or payment for certain services rendered by various County departments and by the Forest Preserves.

Goods or Services: The County and the Forest Preserves wish to amend and restate the Eleventh Amended and Restated Intergovernmental Agreement (approved by their respective Boards of Commissioners on 10/18/2022 and 10/20/2022 for FY 2023) whereby they provide various services for each other.

Agreement Number: N/A

Agreement Period: 1/1/2024 - 12/31/2024

Fiscal Impact: Not to Exceed \$2,209,655.00 in expenditures and \$2,051,750.00 in revenue

Accounts: Various districtwide corporate expenditure and revenue accounts

District(s): Districtwide

Summary: The County and the Forest Preserves entered into an Intergovernmental Agreement on 8/21/2012 authorizing the parties to perform various services for the other, in accordance with the Intergovernmental Cooperation Act. The parties agreed to provide various services and to provide reimbursement or payment for said services. The Intergovernmental Agreement was further amended around or about 4/25/2013, 6/18/2014, 9/8/2015, 11/15/2016, 6/6/2017, 4/25/2018, 9/26/2018, 2/21/2019, 10/22/2020, 1/28/2021, 10/5/2021, and 10/18/2022 to allow for additional cooperation. The Twelfth Amended and Restated Intergovernmental Agreement consolidates the prior agreements into one Intergovernmental Agreement, so the parties can refer to one agreement, and this document also contains additional services and reimbursements for FY 2024. This is a one-year agreement covering services and reimbursements from January 1, 2024 through December 31, 2024.

23-0562

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED PARTNERSHIP AGREEMENT

Request: Requesting authorization for the Forest Preserves of Cook County (the “Forest Preserves”) to enter into a Partnership Agreement with the Poplar Creek Prairie Stewards, Sleepy Hollow, Illinois.

Reason: The Poplar Creek Prairie Stewards, a 501(c)(3) non-profit organization, have received a \$27,000.00 grant through the Illinois Clean Energy Community Foundation’s Community Stewardship Challenge Grant program supporting 10 acres of habitat restoration at Schaumburg Road Grasslands in Streamwood. The project consists of invasive shrub clearing and the coordination of at least twenty (20) volunteer workdays, which will engage local communities in stewardship through hand removal of herbaceous plants and the collection and dispersion of native seeds. The project will be implemented at

no direct cost to the Forest Preserves.

The Poplar Creek Prairie Stewards are a group of devoted volunteers working to restore native plant communities and foster community support for conservation since 1989.

Contract Period: Date of execution - 10/31/2025

Fiscal Impact: N/A. The project will be conducted at no direct cost to the Forest Preserves, which may provide in-kind staff support for the planning, implementation, and monitoring of the project.

Account(s): N/A

Concurrences: The Chief Financial Officer has approved this item. Final agreement is subject to legal review and approval.

District(s): 15

23-0528

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED CONTRACT

Department(s): Department of Resource Management

Vendor: Northwest Wood Products, Inc., Harvard, Illinois

Request: Authorization for the Forest Preserves of Cook County (the "Forest Preserves") to enter into and execute

Good(s) or Service(s): Professional services agreement for woody debris removal and reclamation services

Contract Value: N/A

Contract Period: 11/14/2023 - 12/31/2028

Estimated Fiscal Impact: N/A. The vendor will perform the detailed services at no cost to the Forest Preserves.

Accounts: N/A

Contract Number(s): #74000013145 issued under RFP #23-31-102

Concurrences: The Chief Financial Officer has approved this item. Final agreement is subject to legal review and approval.

The Minority- and Women-Owned Business Enterprise Ordinance is not applicable due to the contract value per year being equal to or less than \$25,000.00.

District(s): Districtwide

Summary: The Forest Preserves issued a Request for Proposals (RFP #23-31-102) for the disposal of woody debris such as logs and woodchips generated through the Forest Preserves' vegetation maintenance and ecological restoration operations. This contract would serve to reduce the amount of debris stockpiled at Forest Preserves properties and facilities, promoting safety and ease-of-access for the public and personnel. Northwest Wood Products proposes to remove up to two hundred (200) loads of logs per year for milling into pallet lumber and hardwood landscaping mulch. Logs will be removed at no cost to the Forest Preserves.

Three (3) firms submitted proposals in response to a qualification-based selection process (RFP #23-31-102), two (2) of which are being recommended for award following review by an evaluation committee. The Forest Preserves is seeking approval of the other qualified firm through Board Item No. 23-0530. Proposals were evaluated based on cost efficiency, removal capacity, and potential for the materials to be repurposed for productive end use in alignment with the Forest Preserves' sustainability goals. The RFP may be re-posted periodically to allow additional firms to join the pre-qualified vendor pool, depending on disposal needs.

23-0530

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED CONTRACT

Department(s): Department of Resource Management

Vendor: Homer Tree Service, Inc., Lockport, Illinois

Request: Authorization for the Forest Preserves of Cook County (the "Forest Preserves") to enter into and execute

Good(s) or Service(s): Professional services agreement for woody debris removal and reclamation services

Contract Value: Not to exceed \$25,000.00 per twelve-month period and a total of \$125,000.00 for the term of the contract

Contract Period: 11/14/2023 - 12/31/2028

Estimated Fiscal Impact: FY 2023 \$5,000.00, FY 2024 \$20,000.00, FY 2025 \$25,000.00, FY 2026 \$25,000.00, FY 2027 \$25,000.00, FY 2028 \$25,000.00

Accounts: Professional Services 51033.520840; Grant and Mitigation 51010.521444 and 51010.520840; and all future Professional Services and Grant and Mitigation accounts

Contract Number(s): #74000013144 issued under RFP #23-31-102

Concurrences: The Chief Financial Officer has approved this item. Final agreement is subject to legal review and approval.

The Minority- and Women-Owned Business Enterprise Ordinance is not applicable due to the contract value per year being equal to or less than \$25,000.00.

District(s): Districtwide

Summary: The Forest Preserves issued a Request for Proposals (RFP #23-31-102) for the disposal of woody debris such as logs and woodchips generated through the Forest Preserves' vegetation maintenance and ecological restoration operations. This contract would serve to reduce the amount of debris stockpiled at Forest Preserves properties and facilities, promoting safety and ease-of-access for the public and personnel. Homer Tree Service proposes to remove logs and woodchips at locations with more than 500 cubic yards of material for processing into commercial landscape mulch.

Three (3) firms submitted proposals in response to a qualification-based selection process (RFP #23-31-102), two (2) of which are being recommended for award following review by an evaluation committee. The Forest Preserves is seeking approval of the other qualified firm through Board Item No. 23-0528. Proposals were evaluated based on cost efficiency, removal capacity, and potential for the materials to be repurposed for productive end use in alignment with the Forest Preserves' sustainability goals. The RFP may be re-posted periodically to allow additional firms to join the pre-qualified vendor pool, depending on disposal needs.

23-0544

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED CONTRACT

Department(s): Legal Department

Vendor: Ancel Glink, PC, Chicago, Illinois
Burke, Burns & Pinelli, Chicago, Illinois
Burke, Warren, & MacKay, Chicago, Illinois
Caminer Law, LLC, Chicago, Illinois
Chapman & Cutler, LLC, Chicago Illinois
Del Galdo Law Group, LLC, Berwyn, Illinois
Foley and Lardner, LLP, Chicago, Illinois
Franczek, PC, Chicago, Illinois
Golden, Holley, James, LLP, Chicago, Illinois
Hardwick Firm, LLC, Chicago, Illinois

Hinshaw & Culbertson, LLP, Chicago, Illinois
Jackson Lewis, PC, Chicago, Illinois
Katten, Muchin, Roseman, LLP, Chicago, Illinois
Klein, Thorpe, & Jenkins, Ltd., Chicago, Illinois
Miner, Barnhill, and Galland, PC, Chicago, Illinois
Neal & Leroy, LLC, Chicago, Illinois
Odelson, Murphey, Frazier, & McGrath, LLC, Evergreen Park, Illinois
Sanchez, Daniels, & Hoffman, LLP, Chicago, Illinois
Schain, Banks, Kenney, & Schwartz, Ltd., Chicago, Illinois
Tristan & Cervantes, LLC, Chicago, Illinois

Request: Authorization for the Forest Preserves of Cook County (the “Forest Preserves”) to enter into and execute

Good(s) or Service(s): Legal services from outside legal counsel to be performed within the following categories of matters: Litigation, Labor & Employment, Land Use, Workers’ Compensation, General Local Government Law, Municipal Finance, and Workplace Investigations.

Contract Value: Not to Exceed \$3,450,000.00

Contract Period: 1/1/2024 - 12/31/2026 with two (2) optional one-year extensions

Estimated Fiscal Impact: FY 2024 \$1,150,000.00; FY 2025 \$1,150,000.00; FY 2026 \$1,150,000.00

Accounts: Corporate 51001.521055; Self-Insurance 51011.580011; and Real Estate 51006.521055

Contract Number(s): 23-60-009615

Concurrences: The Chief Financial Officer and Chief Attorney have approved this item.

The contract-specific Minority- and Women-Owned Business Enterprise goal for each contract was set to zero.

District(s): Districtwide

Summary: The specified law firms have been selected through the Forest Preserves’ Request for Qualifications (RFQ) process in response to RFQ No. 23-60-009615.

Contracts for legal services are to be performed upon request of the Forest Preserves on an engagement-by-engagement basis, subject to the negotiation and execution of a retention letter and engagement agreement by the Forest Preserves’ Legal Department. Legal fees for authorized work are subject to Title 1, Chapter 19 of the Forest Preserves of Cook County Code of Ordinances and approval by the Forest Preserves’ Finance Subcommittee on Litigation and Board of Commissioners.

Although the MWBE goal was set to zero, at least four (4) of the responding firms are certified

Minority-Owned Business Enterprises or Women-Owned Business Enterprises via the City of Chicago or the County of Cook: Burke, Burnes, & Pinelli; Caminer Law; Sanchez, Daniels, & Hoffman; and Tristan & Cervantes, LLC. Also, several respondents noted that they have programs designed to include minority and women representation on matters.

23-0565

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED CONTRACT

Department(s): Department of Finance and Administration

Vendor: Silk Screen Express, Inc., Tinley Park, Illinois

Request: Authorization for the Forest Preserves of Cook County (the “Forest Preserves”) to enter into and execute

Good(s) or Service(s): Wearing apparel/uniforms for Forest Preserves Staff

Contract Value: \$250,000.00

Contract Period: 1/1/2024 - 12/31/2028

Estimated Fiscal Impact: FY 2024 \$50,000.00, FY 2025 \$50,000.00, FY 2026 \$50,000.00, FY 2027 \$50,000.00, FY 2028 \$50,000.00

Accounts: Wearing Apparel 51001.530100

Contract Number(s): #74000013290

Concurrences: The Chief Financial Officer has approved this item. Final contract is subject to legal review and approval.

The contract-specific Minority- and Women-Owned Business Enterprise goal for this contract was set to zero.

District(s): Districtwide

Summary: To provide, produce and distribute Forest Preserves branded apparel for employees through an online ordering system. Silk Screen Express, Inc. was chosen by a selection committee in response to RFP #23-20-009626. Two (2) firms submitted proposals in response to the RFP.

23-0452

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED CONTRACT AMENDMENT

Department(s): Department of Facilities and Fleet

Vendor: Ameresco, Inc., Framingham, Massachusetts

Request: Authorization for the Forest Preserves of Cook County (the "Forest Preserves") to extend and increase contract

Good(s) or Service(s): Energy Consultant Services for Natural Gas and Electricity for Forest Preserves-Owned & Leased Facilities

Original Contract Period: 11/1/2020 - 9/30/2023, with one (1) two-year renewal option, Administrative Extension (10/1/2023 - 12/31/2023)

Proposed Contract Period Extension: 1/1/2024 - 9/30/2025

Total Current Contract Amount Authority: \$210,000.00

Original Approval: 10/20/2020, \$210,000.00

Previous Increase(s): N/A

This Increase Requested: \$96,298.00

Estimated Fiscal Impact: FY 2024 \$55,028.00, FY 2025 \$41,270.00

Accounts: Electricity and Natural Gas 51001.540024

Contract Number(s): #74000008390 (Cook County Contract No. 1923-18043)

Concurrences: The Chief Financial Officer has approved this item. Final amendment is subject to legal review and approval.

The Vendor has met the Minority- and Women-Owned Business Enterprise Ordinance via direct participation.

District(s): Districtwide

Summary: Ameresco, Inc. will continue to provide energy consultant, procurement, bill payment, and data management services for the procurement of and budgeting for electricity, natural gas, and

renewable energy for Forest Preserves facilities. Due to deregulated energy markets, the Forest Preserves can seek energy supply from multiple sources, which may result in operational savings. Due to the complexity and number of Forest Preserves accounts, it is in the best interests of the Forest Preserves to use a subject matter expert to assist the Forest Preserves. This contract is also crucial for the continued data aggregation with respect to utilities to assess their impact on the Forest Preserves' goal of reducing greenhouse gases.

Ameresco's fee for the services provided is assessed as a percentage of the amount of energy procured for the Forest Preserves. In addition, the data management and bill consolidation/validation process are flat annual fees per account. This contract was awarded through a publicly advertised Request for Proposals (RFP) issued on behalf of both Cook County and the Forest Preserves. On 9/24/2020, the Cook County Board of Commissioners awarded a contract to Ameresco for similar services (Cook County Agenda No. 20-3981). On 9/21/2023, the Cook County Board of Commissioners authorized the exercise of a two-year renewal option (Cook County Agenda No. 23-4536). The Forest Preserves now also seeks to exercise a two-year renewal option and increase the contract amount.

23-0566

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED CONTRACT AMENDMENT

Department(s): Department of Finance and Administration

Vendor: SMG Security Holdings, Elk Grove Village, Illinois

Request: Authorization for the Forest Preserves of Cook County to increase and amend contract

Good(s) or Service(s): Genetec Licensing Software and Support

Original Contract Period: 6/14/2023 - 6/13/2026

Proposed Contract Period Extension: N/A

Total Current Contract Amount Authority: \$135,000.00

Original Approval: 6/14/2023, \$135,000.00

Previous Increase(s): N/A

This Increase Requested: \$24,983.00

Estimated Fiscal Impact: FY 2023 \$24,983.00

Accounts: Professional Services 51001.520835

Contract Number(s): #74000012780

Concurrences: The Chief Financial Officer has approved this item. Final amendment is subject to legal review and approval.

The contract-specific Minority- and Women-Owned Business Enterprise goal for this contract was set to zero.

District(s): Districtwide

Summary: The recently awarded contract with SMG Security Holdings for camera repair and maintenance was silent on the Genetec licensing that facilitates the Forest Preserves use of the cameras. SMG Security Holdings is Genetec's channel partner and employs specialists that are trained to design, install, and maintain Genetec systems. The addition of the licensing support on a sole source basis will allow time to complete an RFP proposal package that would include upgraded hardware, software, maintenance, and licensing support which would be posted in the fall of FY 2024 with implementation pending the FY 2025 budget.

23-0559

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED LICENSE REQUEST

Request: Requesting authorization for the Forest Preserves of Cook County (the "Forest Preserves"), as Licensor to grant a License to the Village of Morton Grove, Grantee, to locate, operate and maintain a 1,290 linear foot 12" water main in Linne Woods. The line would be directionally bored underground, but construction of the east bore pit would impact the roots of five (5) living trees, resulting in tree mitigation fees. In practice, more trees may need to be removed than originally estimated. Any increase in the tree mitigation fee will be in accordance with the Tree Mitigation Plan (see Board Item No. 20-0279), and if such increase is more than 20% of the original estimate, then approval will be sought from the Forest Preserves of Cook County Board of Commissioners. Construction will also require intermittent closures of the North Branch Bicycle Trail during the winter months. The Village of Morton Grove will provide Forest Preserves staff with advanced notice of trail closures and post advanced warning signs.

Term: Ten (10) years

License Fee: \$41,754.80

License Application Fee: \$500.00

Review Fee: \$3,000.00

YELAR Fee: \$7,050.00

Total one-time upfront fee of \$52,304.80 for the term of the License
(Sec. 5-2A-4 and 5-2B-4)

Tree Mitigation Fee: \$129,363.80

The area of the License is: 0.4442 acre

Concurrence(s): The Chief Financial Officer has approved this item. Final license agreement is subject to legal review and approval.

Grantee will be required to meet the insurance requirements under the License Agreement.

The Forest Preserves staff have reviewed this license application and plans and have found them to be acceptable; therefore, it is recommended that the Forest Preserves of Cook County Board of Commissioners approve the issuance of this license.

District(s): 13

23-0554

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED MISCELLANEOUS ITEM OF BUSINESS

Department: Department of Law Enforcement

Good(s) or Service(s): Law Enforcement Training

Fiscal Impact: Not to Exceed \$450,000.00, not to exceed \$150,000.00 per year from 1/1/2024 through 12/31/2026

Accounts: Law Enforcement 51001.520840

Summary: The Forest Preserves of Cook County (the "Forest Preserves") request authorization for the General Superintendent or a designee to have discretionary spending up to \$450,000.00 not to exceed \$150,000.00 per year from 1/1/2024 through 12/31/2026 for law enforcement training including compliance with training proscribed in the SAFE-T Act (the "Act"), police recruit training, or other training as required by the Illinois Law Enforcement Training and Standards Board ("ILETSB") pursuant to the Police Training Act.

Additional training in the Act encompass in-servicing training requirements, including, training on the following topics: emergency medical response; crisis intervention; officer wellness and mental health; use of force techniques and law; de-escalation techniques; stops and searches; officer safety techniques; implicit bias; and racial and ethnic sensitivity. Only instructors certified by the ILETSB will be used for such training. The funds are necessary to train existing police personnel and ensure compliance with ILETSB standards.

Additionally, to fill existing law enforcement vacancies, the Forest Preserves anticipates an increase in the number of new recruits requiring training. Police academies approved by ILETSB have had limited available enrollment in recent years. The requested funding provides the Forest Preserves flexibility in selecting from multiple ILETSB approved police academies or mobile training units to train recruits and sworn personnel.

District(s): Districtwide

[23-0469](#)

Presented by: ARNOLD RANDALL, General Superintendent

REPORT

Department: Department of Law Enforcement

Request: Refer to Law Enforcement Committee

Report Title: Model Policing

Report Period: July 1, 2023 through September 30, 2023

Summary: Report on the status to achieve the goal of a Model Forest Preserves Police Department.

23-0564

Presented by: ARNOLD RANDALL, General Superintendent

REPORT

Department: Department of Planning and Development

Request: Refer to Capital Development & Ecological Restoration Committee

Report Title: 2024 Update to the 5-Year Capital Improvement Plan

Report Period: Five (5) Years, 2024-2028

Summary: This report is an update of capital improvement projects and funding needs for the next five (5) years (2024-2028). Capital improvement needs were identified by Forest Preserves' staff, partner organizations and members of the public. The draft report can be downloaded from the Forest Preserves' website. Comments can be submitted on that web page. A final report will be issued in January.

23-0411

Presented by: ARNOLD RANDALL, General Superintendent

REPORT

Department: Department of Finance and Administration

Request: Receive and File

Report Title: Procurement and Disbursement Report

Report Period: 9/1/2023 - 9/30/2023

Summary: Submitting the Procurement and Disbursement Report for the period of September 2023. The report is to be received and filed in compliance with Section 1-8-2 (BB) of the District's Code of Ordinances.

23-0555

Presented by: ARNOLD RANDALL, General Superintendent

REPORT

Department: Departments of Legal and Finance

Request: Receive and File

Report Title: Workers' Compensation Report - September 2023

Report Period: 9/1/2023 - 9/30/2023

Summary: The Forest Preserves of Cook County Departments of Legal and Finance are submitting

Workers' Compensation Claim Payments for the month of September 2023. Payments total \$106,507.83 for September 2023.

23-0560

Presented by: ARNOLD RANDALL, General Superintendent

PROPOSED CALENDAR OF EVENTS

Department: Department of Conservation and Experiential Programming

Summary: Forest Preserves of Cook County Calendar of Events and Activities 11/14/2023 - 12/12/2023

Please check the Forest Preserves of Cook County's website for updates and changes.

Thursday, 11/14 through Tuesday, 12/12; 4:30pm - 9:15pm

Lightscape, Chicago Botanic Gardens, Glencoe

Bask in the glow of thousands of twinkling lights in favorites like the Winter Cathedral and new delights you have never seen before. Lightscape is reinvented each year. *Please check the website for cost.*

Wednesday, 11/15; 5pm - 7pm

Knitting in Nature: Teen Exploration Day, Thatcher Woods, River Forest

Learn about the basics of knitting and simple techniques through a tutorial led by staff. *Supplies provided. Ages 13 and up.*

Thursday, 11/16; 5pm

Woodworking with Invasives, Camp Reinberg, Palatine

Repurpose the common European buckthorn into something new. *Registration required. Equipment provided. Ages 10 and up. Participants under 16 must be accompanied by an adult.*

Friday, 11/17; 6:30pm - 8:30pm

Thankful for the Dark, Little Red Schoolhouse Nature Center, Willow Springs

Enjoy a nocturnal walk followed by relaxing time by a fire.

Friday, 11/17; 4pm

National Take a Hike Day, Sauk Trail Woods, Chicago Heights

Celebrate National Take a Hike Day with an evening stroll. Walk is 3.4 miles on a paved loop.

Friday, 11/17; 10am

National Take a Hike Day, Country Lane Woods, Willow Springs

Celebrate National Take a Hike Day by hitting the trail with a naturalist on a 5-mile hike.

Saturday, 11/18; 10am - 2pm

Sand Ridge Heritage Day, Sand Ridge Nature Center, South Holland

Join us as we explore the heritage of the Calumet Region with guided walks, regional activities and displays.

Saturday, 11/18; 9am - 1pm

Geology of the Sag Valley, Sagawau Environmental Learning Center, Lemont

Come along for a tour of the Sag Valley to observe and interpret its geologic formations. *Registration required. Participants will drive their own vehicles to each location. Ages 16 and up.*

Sunday, 11/19; 1:30pm

Nocturnal Hunters - Owls, River Trail Nature Center, Northbrook

Learn about the different attributes that make owls unique and fascinating.

Sunday, 11/19; 1pm - 3pm

Teen Volunteer Stewardship Day, Crabtree Nature Center, Barrington

Earn your service hours while helping the environment. *Registration required. Ages 13-17 must be accompanied by an adult.*

Sunday, 11/19; 1pm

The Smokey Bear Effect, Sagawau Environmental Learning Center, Lemont

Come learn about America's history of wildfire management and how a little bear influenced the whole nation. *Registration required. Call (630)257-2045.*

Monday, 11/20; 4pm

Deer at Dusk, Crabtree Nature Center, Barrington

Find out more about whitetail deer and what unique survival adaptations they have on a guided walk. *Registration required. 8 years and up.*

Tuesday, 11/21; 1pm - 3pm

Archery, Brookfield Woods, Brookfield

Attend this session to learn the basics of archery. *Ages 10 and up. Equipment provided.*

Friday, 11/24; 1:30pm

Annual Turkey Trot Hike, Trailside Museum, River Forest

Walk off that extra helping of turkey and stuffing on this annual post-holiday hike. *Registration required. Call (708) 366-6530.*

Friday, 11/24; 1pm - 2pm

Walk Off That Turkey, Sand Ridge Nature Center, South Holland

Rustle through the fallen leaves on a guided 1-mile fitness walk. *Registration required.*

Friday, 11/24-26 & 30; continuing 12/1-3, 7-10, 14-17, 21-23, 26-31; 3pm - 9pm

Holiday Magic, Brookfield Zoo, Brookfield

This holiday season, get ready to visit Chicagoland's longest-running lights festival featuring over two million twinkling LED lights! *Please check the website for cost. Separate fees may apply.*

Saturday, 11/25; 10am

Nature Lens, Little Red Schoolhouse Nature Center, Willow Springs

Use your camera to observe nature on a guided photography walk. *All levels and camera types. Ages 13 and up.*

Sunday, 11/26; 1:30pm

Winter Bird Feeding, River Trail Nature Center, Northbrook

Learn some basic winter bird feeding tips including which birds will visit your feeders this winter.

Saturday, 12/2; 10am

Winter Wellness Walk, Sauk Trail Woods, Chicago Heights

Experience the health benefits that nature provides on a crisp winter walk. 3.4-mile distance with a slow walking pace. *Registration required. Ages 13 and up.*

Saturday, 12/2; 1pm

Fire Basics, Little Red Schoolhouse Nature Center, Willow Springs

Learn the basics of starting a fire and explore the different types of campfires. *S'mores and hot cocoa provided. All ages.*

Saturday, 12/2; 1pm

Cross-Country Ski Seminar, Sagawau Environmental Learning Center, Lemont

Learn the basics of cross-country ski equipment and how to prepare for your first cross-country skiing experience.

Registration required. Call (630)257-2045.

Saturday, 12/2; 1:30pm

History Hike: Isabel Bassett Wasson, Trailside Museum, River Forest

Explore Thatcher Woods while learning about the inspiring life of a local pioneering environmental educator. *Registration required. Ages 13 and up. Call (708) 366-6530.*

Saturday, 12/2; 4pm - 8pm

Winter Bonfire, Camp Dan Beard, Northbrook

Celebrate the start of the winter season with a giant bonfire under the night sky. Enjoy S'mores, winter craft, and star gazing (weather permitting). *Food will be available for purchase onsite. All event attendees will park at Potawatomi Woods and will take a shuttle to and from the event.*

Sunday, 12/3; 2pm**Teens Behind the Scenes, Little Red Schoolhouse Nature Center, Willow Springs**

Join a naturalist and learn how we care for our animals at the nature center. *Ages 13-19.*

Sunday, 12/3; 1pm**Conservation@Home: Promoting Pollinators In Your Winter Garden, Crabtree Nature Center, Barrington**

An introduction to some practices that benefit overwintering pollinators in your garden.

Sunday, 12/3; 11am - 3pm**Holiday Past, Sand Ridge Nature Center, South Holland**

Visit our pioneer cabins as we celebrate winter holiday traditions. Play with handmade toys, make a craft, and see what's cooking on the open fire.

Sunday, 12/3; 11am - 2pm**Bird Feeding, River Trail Nature Center, Northbrook**

Drop in to learn the basics about winter bird feeding and pick up a do-it-yourself pinecone bird feeder craft.

Wednesday, 12/6; 10am - 12pm**Nature Treasure Hunt, Bemis Woods-South, Western Springs**

Kids and families are invited to search for various natural items on a short-looped trail. Find all the treasure and win a prize!

Thursday, 12/7; 1pm - 3pm**Winter Workshop: Phone-tography 101 Walk, Harms Woods, Glenview**

Enjoy an afternoon in the Preserves and learn the basics of photography using a smartphone. *Registration required.*

Friday, 12/8; 7pm**Owl Prowl, Crabtree Nature Center, Barrington**

Join us for a short presentation to learn about our local owls and observe them on the trail. *Registration required. Ages 12 and up.*

Friday, 12/8; 6pm - 8pm**Candle Lantern Walk, Sand Ridge Nature Center, South Holland**

Walk the trails with a candle lantern as you discover signs of nighttime forest activity.

Saturday, 12/9; 11am - 2pm

Stairs, Stories & S'mores, Swallow Cliff Woods -North, Palos Park

Families, drop in and challenge yourself by climbing to the top of Swallow Cliff stairs. Then, try the story trail, sledding, snowshoeing, s'more making and more. *Sledding/snowshoeing weather permitting.*

Saturday, 12/9; 1pm

DIY Holiday Bird Feeder Wreath, Trailside Museum, River Forest

Make a festive birdseed wreath to help our feathered friends this winter! *Registration required. Materials provided. Ages 13 and up. Call (708) 366-6530.*

Sunday, 12/10; 1pm

Cross-Country Ski Seminar, Sagawau Environmental Learning Center, Lemont

Learn the basics of cross-country ski equipment and how to prepare for your first cross-country skiing experience.

Registration required. Call (630)257-2045.

COMMITTEE ITEMS REQUIRING BOARD ACTION

**AUDIT COMMITTEE
MEETING OF NOVEMBER 14, 2023**

23-0461 REPORT Report Title: OCA – FPD FY23 2nd Quarter Open Recommendations, Report Period: June 2023

23-0449 REPORT Report Title: Annual Comprehensive Financial Report (the “ACFR”), formerly Comprehensive Annual Financial Report, Report Period: Fiscal Year Ending 12/31/2022

**ENVIRONMENT AND SUSTAINABILITY COMMITTEE
MEETING OF NOVEMBER 14, 2023**

23-0481 PROPOSED ORDINANCE AMENDMENT Water Containers

**RULES COMMITTEE
MEETING OF NOVEMBER 14, 2023**

23-0586 JOURNAL OF PROCEEDINGS Regular meeting held on 10/17/2023

23-0587 JOURNAL OF PROCEEDINGS Special meeting held on 10/17/2023

**FINANCE COMMITTEE
MEETING OF NOVEMBER 14, 2023**

23-0534 PROPOSED ORDINANCE For the Levy of Taxes for the Year 2023

23-0416 REPORT Report Title: Corporate Fund Analysis of Revenue and Expenditures, Report Period: 1/1/2023-9/30/2023

23-0556 RECOMMENDATION OF THE FINANCE SUBCOMMITTEE (LITIGATION) Finance Subcommittee Meeting on Litigation – 11/14/2023

23-0557 RECOMMENDATION OF THE FINANCE SUBCOMMITTEE (WORKERS COMPENSATION) Finance Subcommittee Meeting on Workers’ Compensation – 11/14/2023

**REAL ESTATE COMMITTEE
MEETING OF NOVEMBER 14, 2023**

23-0520 PROPOSED INTERGOVERNMENTAL AGREEMENT Chicago Transit Authority (“CTA”), Chicago, Illinois, Donation of land and fulfillment of other agreed mitigation measures to offset environmental impacts and closure of an access road relating to proposed new Red Line Extension 130th Street station adjacent to Beaubien Woods

23-0515 PROPOSED ORDINANCE Create a Forest Preserve near Beaubien Woods

23-0491 PROPOSED LICENSE REQUEST Wireless Edge Towers II, LLC, Grantee, to locate, operate and maintain a cell tower in Meadowlark Golf Course

23-0527 PROPOSED LICENSE REQUEST CrossTown Fiber, Grantee, to locate, operate and maintain a fiber optic line of the east side of Cumberland Avenue, all within the road right-of-way, from Belmont Avenue to Addison Street (approximate length 2,550 linear feet)

**LABOR COMMITTEE
MEETING OF NOVEMBER 14, 2023**

23-0523 PROPOSED RESOLUTION Proposed Collective Bargaining Agreement, Salary Schedule, Wage Adjustments and Healthcare Plan Resolution
