

# Quincy Park District

## BOARD OF COMMISSIONERS MEETING



**QUINCY PARK DISTRICT  
Board of Commissioners**

**SPECIAL MEETING  
Board Room  
1231 Bonansinga Drive  
Quincy, Illinois**

**AGENDA**

**Thursday, December 19, 2024**

**1:00 P.M**

**CALL TO ORDER (ROLL CALL)**

**PLEDGE OF ALLEGIANCE**

**PUBLIC INPUT: Each speaker may have up to 3 minutes for comments**

**NEW BUSINESS:**

- Resolution NO. 24-05: A Resolution regarding Board Member Conduct **(ROLL CALL VOTE)**

**EXECUTIVE SESSION: In accordance with 5 ILCS, Par. 120/2c, I move that the Board convenes into Executive Session to discuss: (please read item(s) from list) **(ROLL CALL VOTE)****

1. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.

3. The selection of a person to fill a public office, as defined in this Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance.

11. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.

**CALL TO ORDER ( OPEN SESSION)**

**ACTIONS AFTER EXECUTIVE SESSION**

**ADJOURN (VOICE VOTE)**



**PUBLIC NOTICE  
QUINCY PARK DISTRICT  
NOTICE OF SPECIAL MEETING  
OF THE BOARD OF COMMISSIONERS TO BE HELD ON  
Thursday, December 19, 2024, 1:00 P.M.**

**PUBLIC NOTICE IS HEREBY GIVEN** that a Special Meeting of the Board of Commissioners of Quincy Park District, Quincy, Illinois, has been called by the President of the Board of Commissioners for Thursday, December 19, 2024 at the hour of 1:00 p.m., in the Board Room of the Quincy Park District, 1231 Bonansinga Drive, Quincy, Illinois, at which time and place the Board of Commissioners will meet in **SPECIAL SESSION** for the purpose of:

1. Meeting in Open Session to consider and take action on Resolution No. 24-05 regarding Board Member Conduct.
2. Meeting in Closed Session to consider the following subjects:
  - a. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body, including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.
  - b. The selection of a person to fill a public office, as defined in this Act, including a vacancy in a public office, when the public body is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the public body is given power to remove the occupant under law or ordinance.
  - c. Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the minutes of the closed meeting.
3. Meeting in Open Session to consider and take action on matters specifically authorized for closed session consideration, pursuant to paragraph 2, above.
4. Considering and taking action on all other matters necessary and appropriate to the operation of the Quincy Park District which may properly be considered and/or acted upon at such Special Meeting in Open or Closed Session.

Agenda is attached as Exhibit A.

/s/ Rome Frericks

Secretary, Board of Commissioners

Dated this 16th day of December 2024

# QUINCY PARK DISTRICT

Board of Commissioners

Date of Special Meeting: December 19, 2024

## STAFF RECOMMENDATION

**AGENDA ITEM: RESOLUTION NO. 24-05, A RESOLUTION REGARDING BOARD MEMBER CONDUCT**

**BACKGROUND INFORMATION:** Resolution No. 24-05 follows this document.

**FISCAL IMPACT:** None.

**STAFF RECOMMENDATION:**

**PREPARED BY:** David Penn, Park District Attorney / Mark Philpot, President Quincy Park District

**BOARD ACTION:**

**QUINCY PARK DISTRICT  
RESOLUTION NO. 24-05  
RESOLUTION REGARDING BOARD MEMBER CONDUCT**

WHEREAS, the Quincy Park District has committed to protecting and improving the quality of life of its residents.

WHEREAS, in furtherance of this mission, the Quincy Park District employs numerous individuals to operate, maintain facilities, develop programs, and implement the mission and objectives of the Park District.

WHEREAS, the Board of Commissioners are elected officials charged with certain power and authority under the Illinois Park District Code. Each Commissioner is required to take an oath to well and faithfully discharge his/her duties.

WHEREAS, the Board of Commissioners has the authority to pass all necessary ordinances, rules and regulations for the proper management and conduct of the business of the board and district. See 70 ILCS 1205/8.1(d).

WHEREAS, the Board Policy Manual provides that “[a]s an individual, a Board member has no legal authority to determine policy, give directions to district personnel, or to act or speak for the Board unless specifically authorized to do so by official Board action.” See Board Policy Manual, Section I(8)(A).

WHEREAS, the Board Policy Manual provides that “[t]he Board does not play a role in the hiring, firing or day-to-day management of District employees. Those responsibilities are vested with the Executive Director. The Board's relationship with Park District employees should be very limited. Socializing at Board/employees functions is permissible, but when board members interfere with employee matters, or listen to employee's complaints about their jobs, the Executive Director, or the Park District, then the Board members have gone beyond policy authority.” See Board Policy Manual, Section V(1)(B).

WHEREAS, the Quincy Park District Personnel Code Manual “prohibits any form of harassment of its employees, volunteer workers, or individuals participating in the District’s programs perpetrated by any District employee or volunteer worker” and which consists of “persistent and unwelcome contact with another individual that could be in the form of verbal, written or physical behavior.” See Quincy Park District Personnel Code Manual, p. 18.

WHEREAS, the Quincy Park District Personnel Code Manual further provides that “[i]t is the policy of the Quincy Park District to promote a safe environment for its employees and park users. The District is committed to working with its employees to maintain a work environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior.” See Quincy Park District Personnel Code Manual, p. 23.

WHEREAS, concerns and complaints have been lodged by employees related to harassing, bullying and hostile conduct by Commissioner Frankenhoff toward employees over a period of years.

WHEREAS, the Board President has investigated the various concerns and complaints and shared the substance of said investigation with the Board of Commissioners at its regular meeting on December 11, 2024.

WHEREAS, it is in the best interest of the Board of Commissioners to address issues of conduct and relations between Commissioners and Park District employees.

NOW THEREFORE, BE IT AND IT IS HEREBY RESOLVED:

SECTION 1. The recitals of this Resolution are incorporated herein by this reference.

SECTION 2. The Board of Commissioners hereby declares and determines that Commissioner Frankenhoff's conduct toward employees of the Park District has been inappropriate, violated Board Policy, violated rules which would subject him to discipline if he were a Park District employee, and damages the reputation of the Park District. Specifically, Commissioner Frankenhoff has repeatedly violated Board Policy by interfering in day-to-day operations of employees, trying to manage employees, and doing so in a manner that can be deemed hostile, harassing, and intimidating. Further, the Board declares and determines that Commissioner Frankenhoff's conduct has and will continue to expose the Park District to financial and legal liability if not remediated and limited. The Board hereby demands that Commissioner Frankenhoff immediately cease the violation of Board Policy and the inappropriate treatment of staff.

SECTION 3. The Board of Commissioners hereby reaffirms and declares that employees of the Park District shall work in an environment free from violence, threats of violence, harassment, intimidation, and other disruptive behavior by Commissioners, as well as others.

SECTION 4. In order to remediate and reduce the opportunity for such inappropriate conduct to occur in the future, the Board of Commissioners hereby declares and orders the following regarding the future conduct and actions of Commissioner Frankenhoff:

A. Commissioner Frankenhoff shall not enter the Main Office of the Park District at 1231 Bonansinga Drive, Quincy, Illinois, other than to attend duly convened meetings of the Board of Commissioners.

B. Commissioner Frankenhoff shall be removed from all current committee assignments, if any, and not assigned to any committee.

C. Commissioner Frankenhoff shall not approach or communicate with the Executive Director or Directors of the Park District in person, by phone, by email, or by letter at any time. The Executive Director and Directors hereby have express permission to not respond to requests from Commissioner Frankenhoff.

D. To the extent that Commissioner Frankenhoff has questions or a need for information related to voting on pending matters before the Board of Commissioners only, such request shall be made to the President of the Board by email. The nature of the response to the



request, if any, shall be in the sole discretion of the Board President.

E. Commissioner Frankenhoff shall refrain from contact or communications with any Park District employees to the extent the communication seeks to manage or interfere with employees' work duties or listen to employees' complaints about their jobs, the Executive Director, or the Park District.

F. Commissioner Frankenhoff may not serve as the Park District's representative in an official capacity at any public events.

G. Commissioner Frankenhoff will not be registered for any conferences related to Park District matter and shall not be entitled to reimbursement for any expenses for attendance and/or participation in the same.

H. To the extent not covered or addressed herein, Commissioner Frankenhoff shall abide by and comply with Board Policies.

**SECTION 5. PERFORMANCE AND OTHER ACTIONS:** The President, Secretary, and their respective designees, are authorized to undertake such other further or different actions as may be necessary or appropriate in connection therewith this Resolution.

**SECTION 6. SEVERABILITY.** In the event any part or application of this resolution is found to be invalid or unenforceable by a court of competent jurisdiction, the Board of Park Commissioners intends for the remainder of this resolution, and all other applications not affected by such order, to remain in full force and effect to the extent permitted by law.

**SECTION 7. EFFECTIVE DATE:** This resolution shall be in full force and effect immediately upon its adoption and until such time as the Board of Commissioners modifies, repeals, or others nullifies this Resolution.

PASSED: This \_\_\_ day of December, 2024.

APPROVED:

\_\_\_\_\_  
President

ATTEST:

\_\_\_\_\_  
Secretary