



**FY2026-2027 DEPARTMENTAL GOALS & OBJECTIVES**  
**TEAM MEMBER LISTING**

STAFF	STAFF NAME	POSITION	DEPARTMENT
KR	Kevin Romejko	Executive Director	Administration
EL	Eric Leninger	Superintendent of Business Services	Business Services
ML	Markus Lawson	Information Technology Manager	Business Services
CR	Catalina Rodelo	Human Resources Manager	Business Services
PM	Patti Mancini	Accounting Manager	Business Services
LC	Laura Cavazos	Risk & Safety Training Manager	Business Services
KO	Kelly O'Brien	Superintendent of Parks & Planning	Parks & Planning
BHP	Bill Penrod	Custodial & Building Services Manager	Parks & Planning
KAD	Krista Dufford	Parks Manager	Parks & Planning
AC	Al Cannestra	Facility Maintenance & Capital Projects Manager	Parks & Planning
KD	Kimberly Dasbach	Superintendent of Recreation	Recreation
SF	Stephanie Fairbanks	Marketing Manager	Recreation
AW	Andrew Wenz	Recreation Manager	Recreation
CB	Cyndie Babicz	Recreation Manager	Recreation
DG	Debbi Gayon	Environmental Education Manager	Recreation
AD	Andy Dunfee	Recreation Manager	Recreation
KM	Katie Mix	Superintendent of Special Facilities	Special Facilities
JMP	Johnny Pacheco	Fitness & Golf Manager	Special Facilities
NR	Natalie Reed	Aquatics Manager	Special Facilities
KK	Kim Kaeseberg	Guest Service Manager	Special Facilities
NS	Nick Serritella	Scheduling Manager	Special Facilities
BP	Bobby Pierobon	Superintendent of Villa Olivia	Villa Olivia
IT	Iwona Thrasher	Food & Beverage Manager	Villa Olivia
KA	Kevin Aulisio	Golf & Winter Sports Manager	Villa Olivia

**BARTLETT PARK DISTRICT  
FY2026-2027 DEPARTMENTAL GOALS & OBJECTIVES**

**ADMINISTRATION**

STRATEGIC THEME	GOAL	STAFF	COMPLETION	STATUS
Operational Excellence	Review the Bartlett Nature Center agreement with partners to clarify the District's roles and responsibilities	KR, KD, KO	July 2026	
Employee Engagement	Identify, recruit and onboard a highly qualified Superintendent of Recreation who will uphold and advance the District's mission following the retirement of the current superintendent	KR	November 2026	
Financial Focus	Develop a comprehensive interior design strategy and future renovation plan that positions Bartlett Community Center for long-term growth and adaptability.	KR	February 2027	

**VILLA OLIVIA**

STRATEGIC THEME	GOAL	STAFF	COMPLETION	STATUS
Community Engagement	Investigate a promotional texting campaign aimed at past visitors to highlight upcoming events and exclusive discounts throughout all Villa Olivia operations	BP	February 2027	
Community Engagement	Create and implement a guest satisfaction survey for Winter Sports programs	KA	December 2026	
Financial Focus	Create and implement a strategic marketing plan to increase revenue in golf and winter sports	KA	October 2026	
Employee Engagement	Create and implement an employee recognition program for golf and winter sports that recognizes employees for attendance, teamwork and guest service excellence	KA	September 2026	
Employee Engagement	Create and implement a cross-training program for food and beverage team members	IT	December 2026	
Financial Focus	Create and implement a strategic marketing plan to increase revenue in food and beverage	IT	October 2026	
Employee Engagement	Create and implement an employee recognition program in food and beverage that recognizes employees for attendance, teamwork and guest service excellence	IT	September 2026	

## **PARKS & PLANNING**

<b>STRATEGIC THEME</b>	<b>GOAL</b>	<b>STAFF</b>	<b>COMPLETION</b>	<b>STATUS</b>
Community Engagement	Develop Phase 1 of a Parks Department Standards Manual	KO	April 2027	
Operational Excellence	Review and update internal communication processes	KO	April 2027	
Community Engagement	Develop and standardize park operations in the following areas: mowing and turf maintenance requirements, tree and shrub care, and winter operations	KAD	October 2026	
Employee Engagement	Review current staff training schedules and collaborate with the Risk and Safety Training Manager to develop standard routine schedules	KAD	January 2027	
Operational Excellence	Evaluate current staff work logs to prepare for implementing an electronic work order system	KAD	April 2027	
Community Engagement	Develop and standardize facility operations in the following areas: routine preventive maintenance schedules, morning rounds, and pool chemical testing procedures	AC	November 2026	
Employee Engagement	Review staff training schedules and collaborate with the Risk and Safety Training Manager to create a plan that identifies high-risk and low-risk tasks and determines which job tasks should be completed in-house, and which should be assigned to a contractor	AC	January 2027	
Operational Excellence	Evaluate current staff work logs to prepare for implementing an electronic work order system	AC	April 2027	
Community Engagement	Develop and standardize custodial services for the following areas: cleaning requirements, routine preventive maintenance schedules, and replacement schedules	BHP	November 2026	
Employee Engagement	Review custodial staff training schedules and create custodial equipment training guidelines	BHP	January 2027	
Operational Excellence	Evaluate current staff work logs to prepare for implementing an electronic work order system	BHP	April 2027	

## ***SPECIAL FACILITIES***

<b>STRATEGIC THEME</b>	<b>GOAL</b>	<b>STAFF</b>	<b>COMPLETION</b>	<b>STATUS</b>
Community Engagement	Standardize the survey process by sending through one point of contact, incorporating net promoter score, and implementing an improvement plan based on responses	KM	August 2026	
Operational Excellence	Review marketing materials and forms department-wide to ensure consistent presentation and evaluate the information provided and images used	KM	November 2026	
Community Engagement	Continue to develop a rebranding approach that unifies the Barracuda Bay Water Park theme and strengthens its ability to be a regional attraction	NR & SF	July 2026	
Community Engagement	Develop a plan to promote National Water Safety Month (May) to educate the public	NR	April 2027	
Community Engagement	Develop and implement a membership appreciation plan for the <b>LIFECENTER</b> that recognizes members through branded giveaways and member engagement	JP	July 2026	
Operational Excellence	Evaluate underutilized spaces in the <b>LIFECENTER</b> and develop a plan to better utilize available space	JP	October 2026	
Operational Excellence	Develop and implement a member retention plan that includes consistent follow-up with <b>LIFECENTER</b> members to improve engagement and the member experience	JP	April 2027	
Operational Excellence	Create a repeat renter rewards program that enhances customer satisfaction by offering recognition and rewards for repeat business	NS	April 2027	
Employee Engagement	Work with the Recreation Department to review the internal room reservation process and implement feasible changes to make the process more efficient	NS	August 2026	
Operational Excellence	Review Rec Trac program settings and determine ways to improve WebTrac searchability	KK	February 2027	
Operational Excellence	Develop a process to evaluate customer satisfaction through surveys and phone calls	KK	September 2026	

## **RECREATION**

<b>STRATEGIC THEME</b>	<b>GOAL</b>	<b>STAFF</b>	<b>COMPLETION</b>	<b>STATUS</b>
Community Engagement	Develop a District-wide formalized program evaluation process	KD, SF, CB, AW, AD, DG	April 2027	
Community Engagement	Continue to develop a rebranding approach that unifies the Barracuda Bay Water Park theme and strengthens its ability to be a regional attraction	SF & NR	July 2026	
Operational Excellence	Review the Bartlett Nature Center agreement with partners to clarify the Districts Roles and responsibilities	KR, KD, KO	July 2026	
Community Engagement	Evaluate and update the historical wall to continue highlighting District history & milestones	SF	March 2027	
Operational Excellence	Develop procedures to streamline efficiencies and improve cross-departmental coordination	DG	December 2026	
Operational Excellence	Review and improve communication and request processes and develop procedures to streamline program planning, rentals, staffing and reporting	DG	March 2027	
Community Engagement	Evaluate and align in-house and travel basketball programs to ensure equitable scheduling, facility use, and participant experience	AD	September 2026	
Community Engagement	Improve and strengthen volunteer relationships in youth athletic league programs	AD	January 2027	
Operational Excellence	Complete a District-wide inventory of theatre set assets and create a standardized list of reusable set	CB	April 2027	
Employee Engagement	Develop a comprehensive camp resource binder for counselors to support consistent program delivery and staff confidence	CB	October 2026	
Operational Excellence	Develop and implement a standard/procedure staff checklist for Schrade Gymnasium rentals	AW	September 2026	
Community Engagement	Enhance clarity, timeliness, and consistency of communication before, during, and after programs to improve the guest experience and reduce confusion for participants and staff	AW	January 2027	

**BUSINESS SERVICES**

<b>STRATEGIC THEME</b>	<b>GOAL</b>	<b>STAFF</b>	<b>COMPLETION</b>	<b>STATUS</b>
Employee Engagement	Successfully onboard and integrate the District’s Risk & Safety Training Manager with all departments	EL, LC	April 2027	
Operational Excellence	Prepare State of Illinois document destruction certificate and execute shredding of documents to be disposed	PM	December 2026	
Financial Focus	Review and improve cash-handling by revising cash denominations in each revenue area that are most appropriate for operations	PM	January 2027	
Financial Focus	Review and update Food & Beverage Inventories at Villa Olivia by collaborating with Food & Beverage Manager and Executive Chef	PM	December 2026	
Employee Engagement	Collaborate with managers to create customized onboarding checklists for each department based on job functions	CR	January 2027	
Operational Excellence	Review, evaluate, and make recommendations regarding updates to the Park District’s employee recognition program	CR	February 2027	
Employee Engagement	Collaborate with staff to develop an employee engagement committee	CR	December 2026	
Operational Excellence	Evaluate security, cost, and accessibility and make a recommendation for potential move of RecTrac & WebTrac from on-premise based to cloud-based	ML	November 2026	
Financial Focus	Review Districtwide facilities and make recommendations for installation of additional security cameras	ML	February 2027	

**STATUS REPORT KEY**

<b>COMPLETE</b>	This work is complete, listing month and year of completion.
<b>IN PROGRESS</b>	This work has begun and should be complete this Fiscal Year.
<b>DEFERRED</b>	The project will not be worked on this Fiscal Year, see listed explanation.