

DATE: November 5, 2020

MEMO TO: Terry Wilke, Chair
Finance Committee

FROM: Mary E. Kann
Director of Administration

RECOMMENDATION: Approve the attached changes to the Temporary Wage Schedule.

STRATEGIC DIRECTION SUPPORTED: Organizational Sustainability

FINANCIAL DATA: The increase in the minimum wage will result in an estimated cost of \$21,500.00 to the District, which was budgeted for in the FY 2021 budget.

BACKGROUND: The State of Illinois has passed legislation, increasing the minimum wage to \$15.00 per hour by 2025. As of July 1, 2021, the minimum wage will be \$11.00 per hour. This legislation necessitates wage increases for certain District temporary employment positions, as reflected in the attached Temporary Wage Schedule.

In addition, the following changes are also reflected in the attached Temporary Wage Schedule:

- With the closure of the beach at Independence Grove, the position titles of Lifeguard and Aquatics Team Leader are being deleted from the Temporary Wage Schedule.
- Because of the reorganization of the Revenue Facilities Department, the position of Assistant Manager – Fox River was reclassified to an Assistant Manager position; therefore, the position of Assistant Manager – Fox River has been removed from the Temporary Wage Schedule.
- The position of Marina Attendant is being reclassified to a lower grade. This position performs work similar in skill to that of the Guest Services Attendant, so it is appropriate for the positions to be graded together.
- The grade of T8 has a band of \$1.75; it is being proposed that the band is increased to \$3.00 to be consistent with other lower level grades. The grade of T2 is being narrowed to reflect the golf industry market for similar positions.

The attached changes to the Temporary Wage Schedule account for the increase in the minimum wage, maintain position differentiation, and reflect necessary title deletions.

REVIEW BY OTHERS: Chief Operations Officer, Director of Finance, Director of Revenue Facilities, Director of Natural Resources, Director of Education, Director of Operations & Infrastructure, Manager of Human Resources & Risk.

MOTION: Motion to approve the Temporary Wage Schedule, in the form attached to staff's November 5, 2020 memorandum.

APPROVAL:

Date: _____ Roll Call Vote: Ayes: _____ Nays: _____
 Voice Vote Majority Ayes; Nays: _____

2021 Temporary Wage Rates

Youth Conservation Corps			
T9	YCC Program Manager	\$187.75 - \$221.75	
T10	Asst. Program Manager	\$143.75 - \$176.75	
T11	Crew Leader	\$132.00 - \$1314.50	
		Season 1	Season 2
T12	Asst. Crew Leader	\$110.75	\$121.25
T13	Youth	\$110.00	\$110.25

	Title	Range
T1	Lead Program Instructor	\$20.00 - \$28.00
T2	Assistant Manager I – Golf Assistant Manager – Fox River	\$16.75 17.00 - \$24.75 <u>23.00</u>
T3	Assistant Manager Team Leader – Golf Course Laborer	\$165.75 - \$198.75
T4	Team Leader – Independence Grove Attendant Team Leader – Marina Team Leader – Aquatics	\$121.75 - \$165.75
T5	Golf Course Laborer Laborer Laborer – Painting Crew Laborer – Seed Nursery Ecological Technician GIS Intern	\$143.75 - \$176.75
T6	Lifeguard	\$11.25 – \$13.75
T7	Collections Assistant Intern Instructor Coordinator of Golf Marina Attendant Independence Grove Attn. Visitor Services Assistant Assistant Program Instructor	\$110.75 - \$154.75
T8	Guest Services Attendant Food and Beverage Attendant Marina Attendant Program Assistant	\$110.00 - \$11.75 <u>14.00</u>