

DATE: November 9, 2023

MEMO TO: Gina Roberts, Chair
Finance Committee

FROM: Mary E. Kann
Director of Administration

RECOMMENDATION: Approve changes to the Temporary Wage Schedule

STRATEGIC DIRECTION SUPPORTED: Organizational Sustainability

FINANCIAL DATA: The estimated impact of the changes is about a \$205,000 increase in expenses, which was accounted for in the 2024 budget. Most of the increase will affect golf and, with a lesser amount grounds maintenance, as the grade change for laborers is causing most of the increase.

BACKGROUND: The State of Illinois has passed legislation increasing the minimum wage to \$15.00 per hour by 2025. As of July 1, 2024, the minimum wage will be \$14.00 per hour.

The attached changes to the Temporary Wage Schedule set forth the proposed hourly rates for temporary District employees. It accounts for the increase in the minimum wage and maintains position differentiation.

In addition, staff recommends that the positions of Assistant Manager, Team Leader – Golf Course Laborer, and Team Leader – Thunderhawk be reclassified from a T3 (\$19.75 - \$22.75) to a T2 (\$20.00 - \$26.50) and the positions of Golf Course Laborer, Laborer and Laborer – Painting Crew be reclassified from a T5 (\$17.75 – \$20.75) to a T3 (\$19.75 - \$22.75). The recruitment of Laborer positions has become more competitive, with these conditions driving up the market rate of pay for these positions. Adjusting the range for the positions will bring the District’s compensation in line with market and assist in attracting a qualified applicant pool. Adjusting the range for the Assistant Manager and Team Lead positions will maintain the internal position differentiation.

REVIEW BY OTHERS: Deputy Director of Finance, Manager of Human Resources & Risk, Manager of Board Operations, Corporate Counsel.

MOTION: Motion to approve the Temporary Wage Schedule, in the form attached to staff’s November 9, 2023 memorandum.

APPROVAL:

Date: _____ Roll Call Vote: Ayes: _____ Nays: _____

Voice Vote Majority Ayes; Nays: _____

202~~4~~3 Temporary Wage Rates

Youth Conservation Corps			
T9	YCC Program Manager	\$ 20 21.75 - \$ 24 25.75	
T10	Asst. Program Manager	\$1 7 6.75 - \$ 20 19.75	
T11	Crew Leader	\$1 6 5.00 - \$1 7 6.50	
		Season 1	Season 2
T12	Asst. Crew Leader	\$1 4 3.75	\$1 5 4.25
T13	Youth	\$1 4 3.00	\$1 4 3.25

	Title	Range
T1	Lead Program Instructor	\$ 23 2.00 - \$ 31 0.00
T2	Assistant Manager I – Golf Assistant Manager Team Leader – Golf Course Laborer Team Leader - Thunderhawk	\$ 20 19.00 - \$ 26 5.00
T3	Golf Course Laborer Laborer Laborer – Painting Crew Assistant Manager Team Leader – Golf Course Laborer Team Leader – Thunderhawk	\$1 9 8.75 - \$ 22 1.75
T4	Team Leader – Independence Grove Attendant Team Leader – Marina	\$1 5 4.75 - \$1 9 8.75
T5	Golf Course Laborer Laborer Laborer – Painting Crew Laborer – Seed Nursery Ecological Technician GIS Technician	\$1 7 6.75 - \$ 20 19.75
T7	Collections Assistant Event Maintenance Intern Instructor Coordinator of Golf Independence Grove Attn. Visitor Services Assistant	\$1 4 3.75 - \$1 8 7.75
T8	Guest Services Attendant Food and Beverage Attendant Marina Attendant Nature Camp Counselor	\$1 4 3.00 - \$1 7 6.00