

DATE: November 7, 2024

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 to temporary wages varies from 4.4% to 7.1% depending on the position and are accounted for in the 2025 budget.

BACKGROUND: The State of Illinois has passed legislation increasing the minimum wage to, as of July 1, 2025, \$15.00 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. However, as the minimum wage has increased a dollar per year since 2020, some ranges have the potential to overlap or exceed our regular employees; therefore, not all grades or maximums will be adjusted in 2025.

REVIEW BY OTHERS: Chief Operations Officer, Director of Finance, Deputy Director of HR & Risk, Manager of Board Operations.

MOTION: Motion to approve the Temporary Wage Schedule, in the form attached to staff's November 7, 2024 memorandum.

APPROVAL:

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

2024-2025 Temporary Wage Rates

Youth Conservation Corps		
T9	YCC Program Manager	\$20.75 - \$24.75
T10	Asst. Program Manager	\$17.75 <u>18.75</u> - \$20.75
T11	Crew Leader	\$16.00 \$17.50 <u>17.00 - \$18.50</u>
		Season 1 Season 2
T12	Asst. Crew Leader	\$14.75 <u>15.75</u> \$15.25 <u>16.25</u>
T13	Youth	\$14.00 <u>15.00</u> \$14.25 <u>15.25</u>

	Title	Range
T1	Lead Program Instructor	\$23.00 - \$31.00
T2	Assistant Manager I – Golf Assistant Manager Team Leader – Golf Course Laborer Team Leader – Thunderhawk <u>Team Leader - Countryside</u>	\$20.00 <u>21.00</u> - \$26.00
T3	Golf Course Laborer Laborer Laborer – Painting Crew	\$19.75 <u>20.75</u> - \$22.75 <u>23.75</u>
T4	Team Leader – Independence Grove Attendant Team Leader – Marina	\$15.75 <u>16.75</u> - \$19.75 <u>20.75</u>
T5	Laborer – Seed Nursery Ecological Technician GIS Technician Land Preservation Assistant	\$17.75 <u>18.75</u> - \$20.75 <u>21.75</u>
T7	Collections Assistant Event Maintenance Intern Instructor Coordinator of Golf Independence Grove Attn. Visitor Services Assistant	\$14.75 <u>15.75</u> - \$18.75 <u>19.75</u>
T8	Guest Services Attendant Food and Beverage Attendant Marina Attendant Nature Camp Counselor	\$14.00 <u>15.00</u> - \$17.00 <u>18.00</u>