

**GENERAL FUNCTIONS:**

**Call to order** Commissioner Fischer called the April 11, 2019 meeting to order at approximately 4:35am.

**Attendance** The following were present: Commissioner Fischer in person, Commissioner Thomson via phone.

**Also in Attendance** Executive Director-Greg Lewis, Director of Business Services-Kathy Lynch.

**Discussion – Illinois 5-year Minimum Wage Increase Schedule**

Executive Director Lewis reviewed the new minimum wage increase schedule, pointing out the increase by percentages each year.

No questions or concerns were voiced.

**Discussion – Entry Level Compensation Chart**

Executive Director Lewis provided an overview of the newly proposed pay structure chart, including: wage caps, increasing minimum wage to \$10.00 and moving the chart using a split structure to accommodate a quicker transition up to the new minimum for the lower level positions. Executive Director Lewis explained the need, significance and consequence of each category.

Commissioners' Thomson and Fischer asked several questions and voiced their areas of concern.

**Discussion – FY 19/20 Personnel Budget Increases**

Executive Director Lewis explained the theory behind the proposed annual increases (COL, longevity and merit) and that these increases would only include those not affected by the entry level chart adjustments.

Commissioner Fischer expressed his view that he would like the Park District annual increase to be comparable to the annual cost of living rates published by the Social Security Administration.

**Discussion – Minimum Wage Increase Effect/Job Compression**

Executive Director Lewis discussed the impact of this year's changes and how we plan to provide the Board with a 3-5 year strategy on how to handle the minimum wage impact and the continued compression of our structure. Pros and cons were discussed at length, but with the new minimum wage rolling out over the next 5 years, it is understood that we have to work with what we have and we may lose employees along the way.

Commissioners' Thomson and Fischer asked several questions and voiced their areas of concern.

**Discussion – FY 19/20 Personnel Budget/Additional Full-Time Positions (within current structure)**

Executive Director Lewis talked about the struggle to find part-time or seasonal staff and the possibility adding full-time positions to accommodate those areas, if the budget allows.

No questions or concerns were voiced.

**Adjournment**

At approximately 5:25pm Commissioner Fischer adjourned the April 11, 2019 Business Services Committee Meeting of the New Lenox Community Park District.

Respectfully Submitted,  
Kathy Lynch  
Director of Business Services,  
and as Recording Secretary