

Wednesday, June 19, 2024 at 16:14:45 Central Daylight Time

Subject: RE: Personnel Committee Materials
Date: Tuesday, June 18, 2024 at 5:19:14 PM Central Daylight Time
From: Craig Talsma
To: Jessica Vasalos, Tracey Crawford, Christina Ferraro, Jim Jarog, Ben Curcio, Kevin Romejko (KRomejko@rmparks.org), Jan Buchs, Carrie Fullerton (CFullerton@ahpd.org), Jeff Janda, Tony LaFrener, Steve Bessette, Steve Bessette
CC: Darleen Negrillo, Nicolae Gere, Tom Draper
Attachments: image001.png, image237f07.GIF

Hello,

As previously discussed with Tracey, I recommended raising the low level staff up to the \$43,888; however, based on the extreme increase for the January 1, 2025 level to \$58,656, we should make sure we also discuss the option of the potentially effected staff becoming non-exempt (fully understanding this would require the payment of overtime if need be). The new FSLA law (if even implemented 1/1/25) is not intended to simply raise everyone's salary to up to \$58,656. It is intended to ensure that employees that are deserved of overtime receive it. No staff has to be exempt, and I would think NWSRA would have a significant savings of paying overtime (if needed) instead of raising all of these salaries. If in the future, based on new salary ranges with a study, we would address any employees not being properly compensated. This law however is not intended to simply raise salaries; that is clearly cost prohibitive for most organizations.

As part of the proposal, it was requested at the last meeting for an analysis of last years' time sheets to determine if any OT would have even been needed to be paid out. Do we have the actual analysis of those time sheets showing total hours worked?

Also, it's confusing on the 2025 proposed salary ranges, as the memo said HR Source did not recommend a change at this time. Normally we would receive an entire report. Are the proposed 2025 ranges directly from HR Source based on a new study, or how were these devised?

Thanks, Craig

Craig Talsma, CPA, CPRE

He/Him/His

Executive Director / Board Secretary

Hoffman Estates Park District

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From: Jessica Vasalos <jvasalos@nwsra.org>

Sent: Monday, June 17, 2024 3:46 PM

To: Tracey Crawford <tcrawford@nwsra.org>; Craig Talsma <ctalsma@heparks.org>; Christina Ferraro <cferraro@phparks.org>; Jim Jarog <jjarog@mppd.org>; Ben Curcio <bcurcio@elkgroveparks.org>; Kevin Romejko (KRomejko@rmparks.org) <kromejko@bartlettsparks.org>; Jan Buchs <jbuchs@wheelingparkdistrict.com>; Carrie Fullerton (CFullerton@ahpd.org) <CFullerton@ahpd.org>; Jeff Janda <jjanda@spdcares.com>; Tony LaFrenere <tlafrenere@parkfun.com>; Steve Bessette <s.bessette@hpparks.org>; Steve Bessette <sbessette@hpparks.org>
Cc: Darleen Negrillo <dnegrillo@nwsra.org>; Nicolae Gereia <ngerea@NWSRA.ORG>; Tom Draper <TDraper@nwsra.org>
Subject: RE: Personnel Committee Materials
Importance: High

Hello Everyone!

Attached is the full Personnel Committee Packet for this week's meeting. The meeting will take place at the Park Central Building at 10:00 am this Thursday. Tom is working on the Dream Lab today and will post the packet on the director's site tomorrow.

As always, please let me know if you have any questions.

THANK YOU!

Jessica Vasalos

Administrative Manager
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From: Tracey Crawford <tcrawford@nwsra.org>
Sent: Friday, June 14, 2024 5:17 PM
To: Craig Talsma <ctalsma@heparks.org>; Christina Ferraro <cferraro@phparks.org>; Jim Jarog

<jjarog@mppd.org>; Ben Curcio <bcurcio@elkgrovecparks.org>; Kevin Romejko (KRomejko@rmparks.org) <kromejko@bartlettsparks.org>; Jan Buchs <jbuchs@wheelingparkdistrict.com>; Carrie Fullerton (CFullerton@ahpd.org) <CFullerton@ahpd.org>; Jeff Janda <jjanda@spdcare.com>; Tony LaFrener <tlafrener@parkfun.com>; Steve Bessette <s.bessette@hpparks.org>; Steve Bessette <sbessette@hpparks.org>

Cc: Darleen Negrillo <dnegrillo@nwsra.org>; Jessica Vasalos <jvasalos@nwsra.org>; Nicolae Gere <ngerea@NWSRA.ORG>; Tracey Crawford <tcrawford@nwsra.org>

Subject: Personnel Committee Materials

Importance: High

Hello Everyone-

Jess is on vacation, and I am going to go old school and attach the documents needed for the Personnel Committee Meeting on Thursday, June 20 at 10:00 am. Enclosed please find:

- The Personnel Committee Agenda
- The FY 2023 Salary Ranges
- The FY 2025 Proposed Salary Ranges

The FLSA Exempt Status Update materials will be sent to you on Monday, June 17, 2024. All of this information will be uploaded to the Director's Site next week when Jess is back!

Have a great weekend everyone and I will see you all next week!