



**WINNETKA PARK DISTRICT
COMMITTEE OF THE WHOLE MEETING
THURSDAY, JULY 28, 2016
Community Room
540 Hibbard Road
6:00 P.M.**

AGENDA

1. Call to Order/Roll Call
2. Unfinished Business
3. New Business
 - a. New Federal Overtime Rule
4. Remarks from Visitors
5. Adjournment

Persons with disabilities requiring reasonable accommodations to participate in meetings should contact John Shea, the Park District's ADA Compliance Coordinator, at the Park District's Administrative Office by mail at 540 Hibbard Rd, Winnetka, IL, by phone at 847-501-2040, Monday - Friday from 8:30 am to 5:00 pm, or by email to jshea@winpark.org at least 48 hours prior to the meeting. Requests for a qualified interpreter require five (5) working days advance notice.

Board Summary

Winnetka Park District

Date: July 28, 2016
To: Committee of the Whole
Subject: New Federal Overtime Rule
From: Britni Purnell, Human Resources
Robert Farmer, Business Manager
Robert Smith, Executive Director

Summary:

Effective December 1, 2016 the Federal annual salary threshold for exempt personnel will increase from \$23,660 to \$47,476. Any employee who is paid under the \$47,476 threshold will now be considered nonexempt and be subject to overtime requirements.

The five positions that this new overtime rule will affect are as follows:

Position	Years of Employment	Current Salary
Recreation Supervisor 1	5	\$46,800
Recreation Supervisor 2	4	\$46,800
Recreation Supervisor 3	1	\$40,000
Recreation Supervisor 4	Vacant	\$40,000
Graphic Design/Marketing	1	\$43,050

At this time, staff has identified three options

1. Increase salary to minimum level (\$47,476) to retain employee's exempt status at an initial cost increase of \$20,730.
2. Increase salary to minimum level for Recreation Supervisor 1, Recreation Supervisor 2 and the Graphic Design/Marketing positions and changing the Recreation Supervisor 3 and Recreation Supervisor 4 positions to nonexempt (hourly) and managing overtime hours. This will increase costs approximately \$15,000.
3. Increase salary to \$50,000 for Recreation Supervisor 1 and Recreation Supervisor 2. Increase salary of Recreation Supervisor 3, Recreation Supervisor 4 and the Graphic Design/ Marketing position to \$47,476 with future merit increases for each of the three positions limited to the previous year's Consumer Price Index (CPI) for the next two years. This will increase costs approximately \$24,426. However, this will be partially offset in future years.

Recommendation:

No recommendation is being proposed at this time. Staff will continue to evaluate the options and include recommendations during the budget process.

END