



**Westmont Park District Board of Commissioners**  
**Minutes of the Closed Session**  
**Ronald J. Gunter Administrative Center**  
**55 E. Richmond St., Westmont, IL 60559**  
**May 17, 2024 5:00 pm**

President Karesh called the Meeting to order at 5:19 pm.

Present: Commissioners Karesh, Zapinski, Moffett, Conneely, Belmonte  
Executive Director Fleck

A motion was made by Commissioner Belmonte and seconded by Commissioner Zapinski to convene to Closed Session at 5:20pm pursuant to Section 2 (c) (1) of the Open Meetings Act to consider the appointment, employment, compensation, discipline, performance or dismissal of the specific employees of the public body.

Roll Call Vote:

Ayes: Commissioners Belmonte, Zapinski, Conneely, Moffett, Karesh

Nays: None

Absent: None

Motion Carried.

Discussion began with the review of the new 2024 salary survey comparing salaries for all full time positions with districts who share a comparable EAV, budget and geographic region. Salary range for each position was set between the 25th and 75th percentile of the larger IPRA survey by the Board. Goal is to have longer serving staff fall on, or near, the median range with newer staff in the lower percentile of their range. Any staff who are not inside the 25th percentile are to receive a “bump” to hit the range before receiving a percentage increase. Board agreed to, and directed Executive Director Fleck, to implement a maximum 5% pool for all full time staff increases.

Seeing no further business to discuss, a motion was made by Commissioner Zapinski and seconded by Commissioner Moffett to adjourn the Special Meeting

Motion approved by unanimous voice vote.

The Special Meeting was adjourned at 7:29pm.