

**Glen Ellyn Park District
Compensation Disclosure
January 1, 2026**

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>Salary/Wages</u>	<u>Overtime</u>	<u>Bonus</u>	<u>IMRF</u>	<u>FICA</u>	<u>Auto Allowance</u>	<u>Insurance Coverage</u>	<u>Cell Phone Annual Cost</u>	<u>Total Compensation</u>	<u>Vacation Days Granted</u>	<u>Floating Holidays Granted</u>	<u>Sick Days Granted</u>
Thommes	David	Executive Director	181,053.00	-	-	10,863.18	13,850.55	6,000.00	23,617.56	470.64	235,854.93	20.00	4	10
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			<u>Insurance Coverage</u>	<u>Monthly Premiums</u>		<u>Monthly EE Contribution</u>			<u>Annual GEPD Cost</u>					
			Health	1,964.57		154.11			21,725.52					
			Dental	84.12		8.41			908.52					
			Vision	66.90		6.69			722.52					
			EAP	2.25		-			27.00					
			Life	19.50		-			234.00					
			Total Annual GEPD Cost						<u><u>\$ 23,617.56</u></u>					

FIRST AMENDMENT TO EMPLOYMENT AGREEMENT

THIS FIRST AMENDMENT TO EMPLOYMENT AGREEMENT is made and entered into this _____ day of _____, 202____, by and between the Board of Park Commissioners of the Glen Ellyn Park District, an Illinois unit of local government (hereinafter "District") and Dave Thommes ("Thommes" or "Employee") and is effective as of January 1, 2026 ("Effective Date"). The District and THOMMES agree to amend the following sections of Thommes' Employment Agreement as follows:

2. COMPENSATION

Base Salary: Effective January 1, 2026, Thommes's base salary shall be \$181,053.00 per year, payable in accordance with the District's usual and customary payroll practices, less applicable withholding for taxes and other deductions required by law or court order or requested in writing by THOMMES. THOMMES will continue to be eligible to receive merit rate increases and bonuses each year based upon his job performance as determined in the sole discretion of the Board.

6. TERM

6.a.(1) and (2) are hereby deleted and replaced with the following:

6.a. Employee's employment shall be for a term of three years, beginning on January 1, 2026, and continuing through December 31, 2028, unless Employee's employment is sooner terminated by Employee or the District pursuant to the provisions of this Agreement or unless the parties otherwise mutually agree to additional Term. Unless the District shall provide written notice to THOMMES on or before October 1 of any calendar year that it desires to end the automatic extension process, then upon the expiration of the first year of the 3-year term at 11:59:59 on December 31 (e.g., on 12/31/26), an additional 1-year term shall be added to the existing term (e.g., through 12/31/29).

6(f) is hereby amended as follows (deletions marked by ~~strikethrough~~ and additions marked by underline):

(f) **Severance for Termination without Cause.** In the event of the termination of Employee's employment without cause by the Board or the Board's failure to enter into a new Agreement or to renew this Agreement at the end of its term, Employee shall be entitled to the compensation earned by them prior to termination computed pro rata up to and including their termination date, and all other payments required by law and District policy. Except as otherwise provided herein, if terminated without just cause as defined above in this Agreement, Employee shall be entitled to receive a cash severance payment in an amount equal to 1620 weeks' pay, net of the usual and customary deductions including Employee's share of health insurance premiums, and the District shall, for 1620 weeks

following the date of termination, continue Employee's health insurance and shall pay the District's portion of the health insurance premium for those 4620 weeks. Employee's final check and their check for severance pay, if any, will be paid to Employee on the first day of the month following the month in which Employee's last day of employment with the District occurs. Applicable withholding for taxes and other deductions required by law or court order or applicable District policy, or otherwise requested in writing by Employee (e.g., health insurance premiums for 4620 weeks) will be deducted. Employee shall not be entitled to receive severance pay if they are terminated for just cause as defined in Subparagraph 6(b) of this Agreement, if they terminate their employment relationship with the Park District, or if this Agreement expires and is not renewed.

ALL OTHER TERMS REMAIN UNCHANGED.

IN WITNESS WHEREOF, the parties have hereto set their hands and seals the day and year first above written.

DAVE THOMMES

**BOARD OF COMMISSIONERS,
GLEN ELLYN PARK DISTRICT**

By _____
President
Attest

By: _____