

Received: March 7, 2023, 10:37 a.m.

From: Jon Paul Jones
Founder and President with Sustainable Englewood Initiatives and
Nature Trail Steward-Consultant with Grow Greater Englewood

Re: Public comment

Good morning, Members of the CMAP Board.

My name is John Paul Jones, Founder and President with Sustainable Englewood Initiatives and Nature Trail Steward-Consultant with Grow Greater Englewood.

We are writing to encourage the agency to consider providing public engagement assistance to the Greater Englewood community as we examine ways to participate in the Regional Chicago Region Environmental and Transportation Efficiency Program known as CREATE.

Our community is home to three (3) Intermodal Freight Terminals and we must consider how best to proceed. It's our collective hope that your FY 2023-2024 UWP can be used for that purpose.

Thank you always for your valuable service to the Chicago region.

Received: March 9, 2023, 8:07 a.m.

From: George Concerned Resident

Re: Employee W2s- Mismanagement Issue

CMAP Board Members and associated member agency representatives,

I am very concerned and upset that employees have not received a correct W2. We received our W2s on Jan. 31 - the absolute last day possible - with notice that the W2s were incorrect. That is the first issue - the W2s were sent to employees **knowingly wrong**.

Employees were also told by Administration and Finance staff that if they wanted to file their taxes, they could. They could just use the internet to create their own W2. This is absolutely incorrect advice. People cannot create their own W2s and it is **NOT** the employees responsibility to correct the known errors of their employer.

A lot of CMAP employees are new in their career and probably rely on their annual tax refund to support their day to day life. I do. It is CMAP's role to comply with the law and provide correct

W2s on or before Jan. 31 annually. By providing a known incorrect W2 and providing bad advice to employees, CMAP Administration and Finance are putting their employees livelihood in jeopardy. Where is the concern and empathy for the employees? We have been told repeatedly that this is ADP's responsibility. Well, I have news for you on that, CMAP employees specifically Administration and Finance are the contract managers for ADP. They are responsible to ensure the vendor, ADP, is doing their contract work accurately. Clearly, there was no management of this contract since W2s went out to employees incorrect.

Now, CMAP Administration and Finance have said through verbal and email communications that W2Cs would be forthcoming. There was an emphasis that ADP understands the importance of correcting the W2s. The communications also said the W2Cs would be provided by Friday, March 3. We do not have them. Instead, we have more communication that the W2s are still wrong. Who is managing this contract?! How can CMAP have a contractor that is not meeting the **legally required** needs its employees? Who at CMAP is being held accountable for this massive failure? At other places of employment, the ultimate party responsible is the head of the agency. That is Erin Aleman here. Are you aware of this massive problem with employees W2s? If not, why? If so, would the answers CMAP provided be ok for you personally or for you and your agency that you work for? If you were the person responsible for the ADP contract, would you be ok with this? The honest answer is it is not ok. I do realize there has been turn over with staff, but that is not an excuse to fail at managing a contract that is now the responsibility of current staff. Also, Erin Aleman and Amy McEwan have been employees at CMAP for longer than this contract and need to be accountable for the failings of their current employees. Turnover in staff is not an excuse for the continued failure and to still not have W2Cs to employees at this time.

If you do a quick Google search, the employer is required to provide a W2C to employees as soon as possible. Also, in that search it says, typically 30 days are provided for employers to provide W2Cs to employees without a penalty. If CMAP Administration and Finance became aware of the error on Jan. 31, then 30 days has passed already. What is the fine at already? The fine will continue to increase for each day that passes. Is that acceptable?

If the management of the ADP contract has been lack luster so far, is CMAP going to recoup the fines that are assessed to the employer by the SSA? It is the **employer that is fined** not ADP. That is important. Did IDOT or will IDOT agree to pay the fines as part of the grant reimbursement because CMAP Administration and Finance did not manage the ADP contract appropriately? I doubt it. I ask you then, will the member agencies be happy to know that their dues now have to pay the fines to SSA? I doubt it, again. There are already member agencies upset about the current census estimates. Will this add to their concerns about CMAP and its effectiveness as an agency?

Lastly, what have the past employees of CMAP been told? Are they aware of the issues and being told the same things as employees - to create your own W2 or to just wait cause ADP messed up and will fix it?

This is beyond upsetting for employees and, I can imagine, for past employees as well. How is this acceptable?

I have intentionally created this email so I will not face repercussions for reporting this mismanagement. Please read this into the record at the next Board meeting as I believe this needs to be transparent for all the people CMAP is representing.

Thank you,

George Concerned (they/them)