

Board of Trustees for the Homewood Public Library District

Committee of the Whole

Minutes

June 12, 2019

Call to Order.

President River called the Committee of the Whole Meeting to order at 7:11 PM. Present were Trustees Nowak, Bouchie, Gildart, Martin. Also present were Interim Director Kathy Parker and Library Attorney Tom Melody.

Introduction of Guests

None

Public Comment

Old Business

- Union Bargaining negotiations

Attorney Melody updated the board on the discourse with AFSCME representative regarding requests made after staff ratified the TA. The two areas of concern were:

- 1) current staff who would lose earned vacation/holiday pay upon ratification of the contract by the board
- 2) for a few staff who were hired in at 33 hours AFTER the staff reduction of hours are requesting to be brought up to 35 hours.

The board and Attorney Melody discussed the history of negotiations and determined that the intent was always to restore the lost hours for those who were reduced in 2015. The board consensus was to restore hours lost, not add hours to those who were hired in after 2015. The board also determined that during negotiations they did not intend to take away vacation/holiday pay already awarded to a few staff and would like to grandfather in those 4 people who would lose vacation/holiday pay already awarded.

Tom Melody said that they could issue a side letter to grandfather in the vacation/holiday pay and that it would not affect the rest of the agreement. He

also said he would contact AFSCME representative about the additional hours issue.

- FY 2020 budget

Interim Director Parker presented the current update to the budget, as of June 12th and asked for guidance on awarding staff raises. Tom Melody clarified the TA section regarding staff increases. The salary ranges are to be increased by 2% in July 1, 2019 and July 1, 2020. That does not mean that each person in the bargaining unit gets a 2% raise each year. All raises are to be determined by the library director. The TA states that staff must be at the midpoint of the salary range by their 5th year, and that any staff who are at or over the midpoint, those salaries are frozen until the range catches up to their salary.

Interim Director Parker noted that if all staff get a 2% increase the library would be \$16,000 in the red, based on current revenues and expenditures. Nine employees will get a significant hourly increase ranging from \$2.25 to \$4.50 per hour because they have or will be employed for 5 years. 10 people are at or over the midpoint. She stated that she felt confident that incoming director Colleen Waltman could find savings during the year to offset that overage.

Mr. Bouchie stated that he did not think the board should determine the raises of the staff and that should be determined by the director. Mr. Martin and Ms. Gildart said that they think the library must follow the letter of the TA. The remainder of the trustees agreed. The consensus was that any staff under the midpoint should get a raise as determined by the director, not to exceed 2% and anyone at or over the midpoint would be frozen, as stated in the TA.

Closed Session

- pursuant to 5 ILCS 120/2 (c)(2) to discuss collective bargaining matters
- pursuant to 5 ILCS 120/2 (c)(11) to consider pending litigation

No closed session took place.

Adjournment by consensus at 8:14 PM