

Finance and Properties Committee Meeting

February 23, 1989 4:00 p.m.

Mr. Akin called the meeting to order at 4:07 p.m. Members present: Mr. Akin, Mr. Gaumer, Mr. Lockmiller, Mrs. Ohlsen, Mr. Sorensen, and Mr. Smith. Staff present: Mr. Seidl, Ms. Humphreys, Mrs. Gibson, and Mr. Kupish.

Mr. Akin noted Mr. Sorensen and Mr. Smith are not committee members. They are present for discussion purposes only and will not be allowed to vote. Mr. Akin thanked them for their attendance.

For the first item on the agenda, Mr. Seidl proposed a lower, expanded pay scale for employees hired after May 1, 1989. Each pay grade would start at 10% lower than the present scale. Each of eight steps would be a 2 1/2% increase; employees with satisfactory performance evaluations would move up one step per year. It presently takes four years to reach the top of the pay scale; the increases are 5% per year.

Mr. Seidl also proposed adding a limited access area to the top of the new scale which would go up to the top of the present pay scale. Employees would be raised to the higher steps with "outstanding" performance evaluations. The board members felt it would be very difficult to make a fair determination on which employees achieved the outstanding ratings and the pay increase.

Mr. Gaumer made a motion that effective May 1, all new employees will be hired on a new pay scale which starts out 10% less than the current pay scale, with a 2 1/2% pay increase at each of eight steps (one step per year). The motion was seconded by Mrs. Ohlsen and unanimously carried. Mrs. Ohlsen made a motion that new half-time employees also receive one step increase per year. Motion was seconded by Mr. Lockmiller and unanimously approved.

The next item on the agenda was a proposed pay increase. Mr. Seidl said that there is \$49,500 in the contingency fund of the 1989-90 budget for pay increases. The \$49,500 is enough for a 3% pay increase for all staff. Mr. Seidl proposed that the staff be given a 2% pay increase effective May 1, and wait until after November 1 to see how much the insurance rates increase. At that time the Board could use the money left in the contingency fund to cover an increase in insurance rates.

Mr. Kupish was asked to speak on behalf of the Staff Association. He said that the proposal was not fair because the money which would be used for insurance would not benefit the part-time employees. He said that a more fair proposal would be to give the part-time staff a 3% increase on May 1, give the full-time staff a 2% increase on May 1, and the library could then pay any in-

Mr. Lockmiller made a motion to give all staff a 3% pay increase effective May 1, to not fill the new half-time clerk position, and to use that money to pay for any insurance increase in November. The motion died for lack of a second.

Mrs. Ohlsen made a motion to give the staff a 3% pay increase effective May 1. The Board could then wait to see if the insurance rates go up in November, and see if there was enough money left in the personnel section of the budget (through attrition, etc.) to absorb any increase. The motion was seconded by Mr. Gaumer. The motion failed with two yeas and two nays.

Mr. Akin made a motion to give the staff a 3% pay increase effective May 1 and not to absorb any increase in insurance whether the money is there or not. The motion was seconded by Mr. Gaumer and unanimously carried.

The last item on the agenda was service for other communities. Mr. Seidl explained that he has been approached by two other communities regarding us providing them service for a fee. Mr. Seidl felt that the communities had no idea how high that fee would have to be. The committee felt that it would be appropriate for Mr. Seidl to discuss the issue further with the communities, and report back to the committee later.

There was no further business. The meeting was adjourned at 6:05.

Respectfully submitted,



James C. Seidl  
City Librarian

JCS:lh

NOTE: Although it was not mentioned at the meeting, the figures used to calculate the insurance cost for fiscal year 89/90 include a 10% rate increase. Therefore, the insurance rates could increase 10% with no additional cost to the Library.