

Personnel and Public Relations Committee

Meeting, September 6, 1984

Minutes

Present were Reba Jackson, Chair, John Mueller, Edith Rossiter, and Martin Seidman. Also present were Sharon Alpi, ex officio, and Robert Dumas, City Librarian.

Policy requires that a parent or guardian sign the registration form for juvenile applicants for library cards. The signature guarantees that the parents will be responsible for materials borrowed, fines incurred, etc. Library practice has been to stop library borrowing privileges of the adult guarantor when delinquencies of the child are not settled. After considerable discussion, it was agreed that the policy, to be effective, must require that both parents or guardians be held responsible for juvenile delinquencies. Mr. Dumas indicated that the policy did not need to be changed since the policy merely addressed the problem in terms of the requirement of a guarantor and administrative regulations provided for implementation.

Mr. Dumas noted that the ICMA retirement Corporation which administers the Library's deferred salary plan had changed its mode of governance and the Investment Committee formerly appointed is now elected from participating employers by employees in the plan. For the Library to participate in elections, it is necessary for the Board to adopt a resolution to replace the earlier authorization and to acknowledge the new form of government, designated a "Trust" for the purpose of overseeing investments. The Committee agreed to present the Resolution for adoption by the Board.

The City has concluded negotiations with its general employees' union. Among the changes were (1) an agreement to adopt a new pay plan effective May 1, 1984, providing for a 4% increase and effective November 1, 1984 to adopt an updated schedule providing for an additional 4% pay increase; and (2) to hold employee costs for dependent life insurance at present levels and to increase the City contribution for dependent coverage to \$17.75 per bi-weekly pay period. Since the Library has generally held that Library Staff should be compensated in accordance with the same pay scale and should generally be accorded the same or similar fringe benefits, the Committee voted to present for Board action the following two motions, to wit,

- (1) That the Wages and Salaries Schedule adopted by reference in Section 1(a) of Article III, "Personnel", of the Code of Library Policy be replaced, effective May 1, 1984, by a new pay schedule entitled "City of Decatur Pay Plan" dated May 1, 1984, and that effective November 1, 1984, a pay schedule entitled "City of Decatur Pay Plan" dated November 1, 1984, be adopted; and

- (2) That Article III, "Personnel", Paragraph F of the Code of Library Policy be amended by deletion of present language in Section 2(h)iii (page 32A) and substitution therefor the following language: The Library will contribute to employees' dependent coverage for medical and hospitalization insurance in the amount of \$17.75 per bi-weekly pay period.

A handwritten signature in black ink, appearing to read "Robert H. Deery". The signature is written in a cursive style with a large, sweeping initial "R".