

**Minutes of the Meeting of the Human Resources Committee of the  
Board of Library Trustees of the Village of Carol Stream**

**Carol Stream Public Library  
616 Hiawatha Drive  
Carol Stream, IL 60188**

**Date: January 19, 2022**

**Time: 6:30 p.m.**

**Location: Library Meeting Room**

1. Call to Order

HR Committee Chair Mansi Patel called the meeting to order at 6:31 p.m. and led the group in the Pledge to the Flag.

2. Roll Call

Present: Trustees Hudspeath, Rogers, Olson, Patel and Lynch; Trustee Larimer arrived at 6:53 p.m.

Absent: None

Also Present: Library Director Susan Westgate and Human Resources Manager Mary Pellico

3. Recommendation, Re.: Approval of HR Committee Meeting Minutes of November 17, 2021

**Trustee Lynch** moved and **Trustee Olson** seconded that the Committee approve the HR Committee Meeting Minutes of November 17, 2021. Motion approved.

Ayes ..... 3-Trustees Olson, Patel and Lynch

Nays ..... 0

Abstain..... Trustees Hudspeath and Rogers

4. Discussion: Recommendation for Staff Increases for FY22/23

The Board discussed possible options to provide staff increases in the new FY. The possibility of COLA (cost of living adjustments) were discussed due to the high CPI (Consumer Price Index) of 7.1. The Library historically has only awarded increases based upon merit/performance. Other options were discussed which included retention bonuses, and a possible combination of COLA and merit increases. After a fruitful discussion of a variety of possibilities, Director Westgate requested that the Trustees table the January 19, 2022 Regular Board meeting, New Business

agenda item regarding staff increases, so that the Library can thoroughly research a variety of scenarios and determine the best solution for staff increases in the new FY. She will provide the Board with possible options at the February meeting. Staff increases are awarded in May.

5. Executive Session

**Trustee Hudspeath** moved and **Trustee Lynch** seconded that the Board of Library Trustees adjourn into Executive Session as permitted under Illinois Open Meetings Act, 5 ILCS 120/2(c)(1) for the discussion of performance and compensation for specific employee. Motion approved.

Ayes ..... 6-Trustees Hudspeath, Rogers, Larimer, Olson, Patel and Lynch  
Nays ..... 0  
Absent..... None

Accordingly, the Meeting was closed to the public at 7:07 p.m. The Board discussed the aforesaid matters and no other matters in closed session. The Board returned to regular session at 7:30 p.m.

Roll Call

Present: Trustees Hudspeath, Rogers, Larimer, Olson, Patel and Lynch  
Absent: None

6. ADJOURNMENT

There being no further business to come before the Human Resources Committee, **Trustee Lynch** moved and **Trustee Hudspeath** seconded that the meeting be adjourned. Motion approved.

Ayes ..... 6-Trustees Hudspeath, Rogers, Larimer, Olson, Patel and Lynch  
Nays ..... 0  
Absent..... None

Meeting adjourned at 7:31 p.m.

February 16, 2022  
Approved (date)

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Mansi Patel, Secretary  
Library Board of Trustees