

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: March 7, 2013

Time: 7:00 p.m.

Place: Business Center

1. Call to Order

Committee Chair Susan Galle called the meeting to order at 7:00 p.m. and led the group in the Pledge to the Flag.

2. Roll Call

Present: Trustees Clark, Galle, DeRango, Jeffrey, Bailey, Hudspeath and Wade

Also Present: Library Director Susan Westgate, Head of Youth Services/Interim Assistant Director Mary Clemens

Visitors: Tony Clemens

3. Compensation Raises

Director Westgate requested a pool of 3% to compensate employees based upon merit beginning May 1, 2013.

Trustee Galle recommended an across the board salary adjustment of 2% based upon these economic times.

The Board reviewed the savings that Director Westgate had made on a variety of appropriated budget lines that would cover the cost of the 3% raises. Trustee Clark stated his concern that any raise would become a fixed cost for the library.

The Board reviewed the graphs that Trustee Wade had distributed. It reflected that the Carol Stream Library had a higher salary rate than similar libraries. Trustee Hudspeath stated that the library's salary rate will have gone down since that data was gathered now that three of the highest paid employees are no longer here. Trustee Wade stated that the graphs showed that the Carol Stream library had a lower circulation rate than many of the comparable libraries. Director Westgate stated that library service cannot be measured solely by circulation rates. Visitor counts, computer usage, program attendance and reference questions are also measurements of a library's usage by the community.

After discussion regarding the pros and cons of merit and across the Board raises, the Board reached a consensus for a recommendation for a pool of 3% for merit increases.

There being no further business to come before the Human Resources Committee, the Meeting was adjourned at 7:51 p.m.

Approved (date)

Susan Westgate, Library Director
Human Resources Committee