

**MINUTES OF EXECUTIVE SESSION OF THE HUMAN RESOURCES COMMITTEE
MEETING OF THE BOARD OF LIBRARY TRUSTEES OF THE VILLAGE OF CAROL
STREAM – 616 Hiawatha Drive, Carol Stream, Illinois 60188**

February 15, 2017

The Human Resources Committee of the Board of Library Trustees of the Village of Carol Stream convened in Executive Session at 6:47 p.m. pursuant to exceptions to the Illinois Open Meetings Act for the discussion of performance and compensation for specific employees as permitted under Illinois Open Meetings Act 5 ILCS 120/2 (c) (1) and nothing else.

Present: Trustees Patel, Larimer, Lynch, Sheikh, Berryman-Gilliam, Jourdan

Absent: Trustee Bagdonas

Also Present: Director Susan Westgate and Human Resources Administrator Mary Pellico

In an attempt to compensate employees comparably to the mid-point of their salary grade, Director Westgate recommended the following adjustments: 12 employees receive an adjustment in June 2017 and 1 employee receive an above and beyond merit increase - after their normal merit increase in May 2017. The recommendations were based upon a variety of factors: comparing where the employee is in regards to the midpoint for their position following their merit increase; is it a key position; tenure; and performance. The budget can accommodate these adjustments. A spread sheet was presented showing each employee's current rate, probable rate after merit increases, recommended adjustment and the overall impact on the budget. The members of the Board came to a consensus to approve the recommended salary adjustments for the thirteen employees.

The Board adjourned the Executive Session at 7:02 p.m.

Approved: June 21, 2017

Mansi Patel, Secretary
Board of Library Trustees