Marengo-Union Library District Special Board Meeting

Date: December 15, 2020  In-Person with Virtual Option
Time: 7:30 p.m.  Due to Covid-19

Location: Marengo-Union Library, 19714 E. Grant Highway, Marengo, IL

Call to Order

The meeting was called to order by Dave Martin at 7:33 PM.

Roll Call

Present In Person:  Dave Martin, Paul Garcia, Desiree Sierens, & Tom Schermerhorn
Virtually Present:  Cynthia Schenk & Judi Alden
Absent:  Jay Filler
Staff Present:  Sondra Terry (In-person) & Kailey Sachs (Virtually)

Additional Agenda Items

None.

Public Forum

None.

Old and New Business

Vote on 2021 Wages

**Note: MULD normally gives raises at the start of a new fiscal year, in July. Because of the State of Illinois’ new minimum wage requirement, Sondra suggested that it makes the most sense for MULD to switch to giving annual raises in January from this point forward. The Board agreed.

Sondra first addressed Cynthia’s inquiries from the last meeting regarding health insurance costs. MULD pays $39,000.00 for health insurance each year for four (4) employees.

In July, all employees were given 2% raises to bring everyone up to the minimum wage.
In order to bring the lowest paid person up to $12.00 per hour, a raise of 8% is required. Sondra suggests that for ONLY this fiscal year, we give all employees (except for herself) the same percentage raise of 8%. The Budget that was approved included this 8% increase.

Cynthia feels that giving full-time employees who are already paid above minimum wage, who receive additional benefits, is unnecessary. She believes that we have less foot traffic at the library so the wage increases are uneconomical and unfair to taxpayers. She believes that a publicly funded institution should not be giving raises to its employees because of the state of the economy amid the pandemic. She also does not believe that other companies would give the same increase across the board.

Sondra argued that if we don't give full-time employees the same raise that it takes away incentive because the part-time employees would be paid almost as much as a full-time person. She reiterated that this does not necessarily set a precedent for the raise percentage next year. She also argued that this is not a performance raise, this is the State's requirement and this is how she would like to begin to implement it. Sondra also stated that most other libraries are giving similar increases to their employees to comply with the State's mandate.

Other Board Members agreed that this is the State's issue, that if raises are not given to degree holding, full-time employees such as those at MULD that the usefulness of those degrees is minimized.

Tom suggested that perhaps full-time employees should receive a lesser percentage raise, such as 4%. Cynthia reiterated that the employee benefits (such as pension, insurance, etc) needs to be considered in the percentage amount of the raise and believes that the Board needs to have a special meeting to discuss compensation for library employees. Sondra offered to provide Cynthia with a document regarding what other libraries are paying for insurance for their employees.

Judy stated that she understands the dilemma in Illinois and at the State level, but that she believes that we need to protect the quality of life for MULD employees, as well as to keep morale up.

A motion was made to Approve the 8% increase for all employees, except for Sondra.

    Moved by Judy, 2nd by Desiree
    No: Cynthia, Tom
    Yes: Judi, Desiree, Paul, Dave

Vote to Approve Furnace Motor Purchase

Sondra gave Jensen's the go-ahead to order the motor, but they went ahead and installed it and told us after-the-fact. We have not received an invoice from them yet.
A motion was made to approve the purchase of the motor up to $2,000.00.

Moved by Desiree, 2nd by Tom

Yes: Desiree, Paul, Tom, Dave, Judi,

Absent: Cynthia (left meeting)

**Adjournment**

The meeting was adjourned by Dave Martin at 7:50 p.m.

Respectfully submitted,

Kailey Sachs
Administrative Assistant