

**MEETING MINUTES
HOMEWOOD PUBLIC LIBRARY DISTRICT
BOARD OF TRUSTEES
CLOSED SESSION
Board Meeting, July 21, 2021**

Trustee River motioned to go into closed session at 7:15 pm and Trustee Nowak seconded. **All present voted aye. Motion carried.**

- Pursuant to 5 ILCS 120/2 (c) (1) for the purposes of discussing "The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body"

There was discussion of the non-union staff raises. At the previous meeting it was agreed to table the same discussion because the union contract was still in negotiation and that end result could affect non-union staff raises. However, Director Waltman expressed concern that based on the fact that scheduling negotiations meetings more frequently than monthly has proven difficult, thus, lengthening the process, it did not seem fair to continue to hold up non-union staff raises. She presented a proposal for 2% increases and relevant minimum wage increases for all non-union staff (not including herself) not affected by the recent management changes, to which the Board agreed.

- Pursuant to 5 ILCS 120/2 (c)(2) to discuss collective bargaining matters.

The board went through the entire contract section by section reviewing the union proposal and what seemed should be the library responses, paying particular attention to several areas still in need of discussion, and agreed, easily to concede a number of union proposals, including the elimination of different part-time categories for staff and allowing all part-time staff to receive all related benefits. In particular the board also looked closely at the revised salary schedule proposed which represents ranges of up to 20% salary increases for some positions, effective immediately. That, in addition to the fact that the proposal includes an additional 5% per year salary increase, to be effective immediately. It was pointed out that the 2019-2021 contract salary schedule was created just two years ago and was at the time, quite fair and represented salaries at the high end compared to many salaries in other local comparable libraries for the same positions. The board was provided documentation of staff salary data gathered from 10 other local/contiguous/comparable libraries in 2021 for comparison. It was agreed Director Waltman would communicate with attorney Tom Melody and rely on his negotiating expertise to craft a proposal response.

- Pursuant to 5 ILCS 120/2.06 (d) semi-annual review of closed session minutes

There was discussion that there was no need to keep the minutes from 4/18/2020 and 6/17/2020 closed and that they could be approved as open, once back in open session.

Trustee Nowak motioned to move back into open session at 8:20 pm and Trustee River seconded. **All present voted aye. Motion carried.**

Approved for public viewing 2/16/2021