



LA GRANGE PUBLIC LIBRARY
Personnel Committee Meeting
Tuesday, November 1, 2011
6:30 p.m.
Donna Raymond Board Room
Minutes

PRESENT: Jane Byczek, Bridgette O'Connor, Becky Spratford
Staff: Jeannie Dilger-Hill

1. Called to Order at 6:33 p.m. by Jane Byczek
2. Public Comments regarding items on the agenda - None
3. Unfinished Business:

Salary Scale Revision (Discussion)

The purpose of the meeting was to discuss the libraries that would be used as comparisons to the La Grange Public Library for the Salary Scale Study being done by Management Association of Illinois. For the study, MAI requested that we select at least 12 libraries that list their salaries in the LACONI Salary Survey.

Jeannie provided a chart that compared the general information on over 80 libraries. The committee decided that the best way to select libraries was based on those that were closest to La Grange in the following categories: population, operating budget, salary budget and EAV. The following libraries were chosen:

Fox Lake
Frankfort
Glencoe
Hinsdale
Homewood
Lincolnwood
Messenger
Prospect Heights
Sugar Grove
Thomas Ford
Villa Park

They also discussed the question of whether to be compared with libraries whose operating budgets are below \$2 million or above \$2 million. The full board had decided they didn't want to lead the market, but they did want to be on the high side of meeting the market. Since Katherine at MAI expressed that was difficult to do based on how the study is structured, the committee opted instead to be compared to libraries whose budgets are over \$2 million.

4. New Business – None
5. Public Comments regarding matters not on the agenda – None
6. Moved by Becky Spratford and seconded by Bridgette O'Connor to adjourn at 7:05p.m.