

Marshall Public Library
PERSONNEL COMMITTEE
Meeting Minutes

Monday, February 12, 2024 - 3:00 PM
Sonny Daly Meeting Room

The Marshall Public Library Personnel Committee met on Monday, February 12, 2024 at 3:00 PM in the Sonny Daly Room. John Tarble called the meeting to order. There was no public comment. Committee members present included Melissa Strait and Mike Cameron as well as Library Director Alyson Thompson. On a motion by Mike and a second by Melissa the February 6, 2023 minutes were approved.

Director evaluation was reviewed with Alyson with an overall score of 97%. Trustees thanked Alyson for her work. Alyson shared with the committee her evaluation of Jamie, which was excellent. Accomplishments for both the director and head librarian were discussed and consideration was given to career development for Dawson Duke.

Current pay rate information for the full-time staff plus part-time staff for the next 3 years was presented. Consideration of full-time employee pay was discussed and the committee plans to propose to the full board a 4% increase.

The committee reviewed 80% versus 100% pay for paid time off. The committee agreed that all paid days off should be for a full 8 hours work day, not paid at 80%.

No insurance rate increases are anticipated and City salary contracts have not been negotiated for FY 2025. However, current contracts for Police and City Workers have a 3.75% raise for the current fiscal year.

After much consideration of the above information, it was unanimously determined that the committee will recommend to the full library board a salary package of \$161,000 for the coming fiscal year, which includes staff Christmas bonuses. The budget proposed also included the cost of PLAW, social security, unemployment, eye, dental, and life insurance adding \$14,000 for a total cost of \$174,000.

Alyson confirmed current City employee health insurance premium costs and also confirmed if the Affordable Care Act (ACA) requirements were still intact. The city premium ratio is 15% employee cost to 85% employer cost. ACA still requires employers to provide health insurance to employees who work over a 30-hour week or 130 hours in a month.

The meeting was adjourned at 3:50 PM on a motion by Melissa and second by Mike.

Respectfully submitted by acting committee secretary, Alyson Thompson