



BUDGET AND FINANCE COMMITTEE MEETING MINUTES

September 14, 2022

Trustee Foertsch called the meeting to order at 5:37pm. Roll was called. Trustees Patrick Keough, Geraldine Burek, and Steven Foertsch were present along with Library Director Jesse Blazek.

The committee discussed the budget for the 2023 fiscal year. Blazek presented a draft budget that was balanced and in line with past years' budgets.

Blazek pointed out the late property tax receipts for 2021 on the revenue list and where the repayment of the loan from the City of Palos Heights would come from on the expenditure list.

The committee discussed the cost-of-living increase for staff. Typically the library has matched the CPI-U rate for the prior year in its annual adjustments, citing the logic that failing to match inflation is a reduction in spending power relative to the economy. The 12-month CPI-U rate is 8.5%, which is the highest rate in recent memory. It was discussed that 8.5% is not impossible given turnover in some key positions among library staff. The question of how well-compensated library staff are relative to the current market was asked. Survey data indicates that staff are generally adequately compensated, although some positions seem to fall below market. The question was also asked what other libraries appear to be doing in terms of cost-of-living adjustments in the current economy. Blazek presented some limited survey data that indicated that libraries anticipate increasing their pay by an average of 5.8%. After further discussion and in light of incomplete data, it was decided that the library would issue a 6% cost-of-living adjustment and recommend that the Personnel Committee undertake formal market benchmarking to ensure that staff are compensated in line with the library's Compensation Philosophy with any needed corrections being enacted for the 2024 fiscal year.

Programming budget lines were noted as being increased back to historical levels, recognizing that these are a key component of library services. It was further noted that this budget allows for \$203,000 to be accumulated to begin rebuilding the library's Special Reserve Fund once the YTS renovation is completed.

Trustee Burek moved that the presented FY2023 budget be sent to the Board for approval. Trustee Keough seconded. Motion carried on a voice vote.

The committee discussed the FY2022 levy, revenues of which will be received in 2023 in line with the budget just considered. Director Blazek gave a brief explanation of how the levy is derived from the current budget. After discussion, Trustee Burek moved that the FY2022 levy be sent to the board for approval.

Trustee Foertsch adjourned the meeting at 6:50pm.