

SOUTH HOLLAND PUBLIC LIBRARY
FINANCE COMMITTEE MEETING MINUTES
Wednesday, February 21, 2024, 7:00 p.m.
Small Meeting Room

1) Call to Order

President Vanessa Bradley called the meeting to order at 7:02 pm

2) Roll Call

President Vanessa Bradley, Trustee Sonya Harrington, Director Christyn Rayford, and Assistant Director Amilcar Perez.

Absent: Treasurer Patricia McCreary Cannon.

3) New Business

a) FY2024-25 Library Director Compensation*

Director Rayford is seeking a 12% salary increase outlining that:

- This increase will represent a compensation equivalent to salaries in libraries of similar number of staff, population size and budget.
- She took charge of an interior building renovation totaling \$1,529,548, from which she secured \$125,000 in State Funding from the 2022 Live & Learn grant to address ADA needs. She explained that the project was finished one month ahead of schedule while maintaining \$692,654.31 in cash for future building needs.
- She mentioned that although it is customary that Directors receive a bonus of 8-10% at project completion, she received 3.75%, along with the rest of their staff, without extra compensation.
- She also mentioned that over three and a half years she fulfilled various roles due to staffing shortages.
- She pointed out that she has served on the ATLAS board as Vice-President and has dedicated personal time to the School District #151 Strategic Planning committee.
- She asserted she has achieved strategic plan goals like establishing a Full-Time Marketing position, fostering a Fine Free Library culture, and organizing events like Wakanda Night and Hispanic Heritage Month as part of the goal of bringing awareness to the multicultural composition of the community.

In the absence of the Treasurer Patricia McCreary Cannon, this topic will be discussed at the next regular meeting on February 26, 2024

**Attachment included in Board packet. For further information, please contact: Christyn Rayford, Library Director; South Holland Public Library, 16250 Wausau Avenue, South Holland, IL 60473; 708-527-3104 or christyn@shlibrary.org. Any individual requiring special accommodations as specified by the Americans with Disabilities Act is requested to notify the Library Director at least 24 hours in advance of the meeting date.*

b) FY2024-25 Salary Grade Schedule —Review and Discussion*

Comments - Director Rayford explained that due to the \$15.00 minimum wage law that is due on January 1, 2025, she proposed that the increase take place in May of this year to avoid potential fluctuations next year.

Director Rayford explained that since that increase will mean an increase to some of the staff to up to 7%, she suggests a 3.5% Cost of Living Adjustment (COLA) for all remaining staff.

In the absence of the Treasurer Patricia McCreary Cannon, this topic will be discussed at the next regular meeting on February 26, 2024.

4) Announcements

The next Finance Committee Meeting for the South Holland Public Library is Monday, March 25, 2023 at 7:00 p.m.

5) Adjournment

President Vanessa Bradley moved to adjourn the meeting at 7:20 pm. The motion was carried unanimously.

Library Director

Date

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