

Lake Bluff Public Library
JOINT Human Resources/Finance Committee Meeting Minutes
Thursday, April 30, 2020, at 6:00 pm
123 E. Scranton Ave, Lake Bluff, IL, 60044

Notice: This meeting of the Lake Bluff Library Human Resources Committee and Finance Committee was held without a quorum of Trustees physically present. The Trustees conducted the Committee meeting with all Committee members attending remotely via electronic means. This method is authorized by Executive Order of the Governor (COVID-19 Executive Order No. 5, March 16, 2020). Guidelines and access codes were published prior to the meeting so that members of the public could log in.

1. **Call to Order:** Eric Bailey called the meeting to order at 6:00 pm.

2. **Roll Call:** Butler, Hayes, Heintzelman, Jerch, Meierhoff, and Library Director Bailey and Employee Eliza Jarvi were present.

3. **Discussion of Staff Compensation:**

- Bailey received word today that Congressman Brad Schneider will sponsor a bill called the *Extended* Family Medical Leave Act, which will allow coverage to be used for 12 weeks, and noted that some of the staff may opt to use this. One new component of the *Extended* FMLA is that if an employee has children at home and can't come in to work due to child care issues, then the Federal Government will reimburse the Library if we pay that employee at least 2/3 of their wages.
- Bailey said that the hard end date for emergency pay from the LBPL is June 1, and suggested that May 15th be the date by which we need to have a "new normal" staffing pattern. After a brief discussion, Heintzelman moved and Meierhoff seconded a motion to conclude emergency pay on May 15, 2020; all voted aye except Butler. The motion passed by a 4-1 vote. Bailey will inform the staff of this on May 1.

4. **Executive Session:** All agreed to begin Executive Session at 6:55 pm to discuss Employees' and Director's compensation. Bailey and Jarvi both dropped out of the Zoom. Session was closed by mutual agreement at 7:34 pm.

5. **Any and all other business that may properly come before this committee:**

Bailey re-entered the Zoom meeting and received from Butler the news that his salary for FY20-21 will be \$95,000. All members present expressed gratitude for the wonderful job that Bailey has done during the Covid-19 shutdown. Also, Bailey was asked to let us know what expenses we will NOT have going forward while we are still closed to the public.

7. **Adjournment:** Butler moved and Meierhoff seconded a motion to adjourn; all voted aye. Meeting adjourned at 7:38 pm.

Respectfully Submitted,

Janie Jerch