

**Marshall Public Library**  
**PERSONNEL COMMITTEE**  
**Meeting Minutes**

Wednesday, February 9, 2022 - 4:30 PM  
Sonny Daly Meeting Room

The Marshall Public Library Personnel Committee met on Wednesday, February 9, 2022 at 4:30 PM in the Sonny Daly Room. Melissa Strait called the meeting to order. There was no public comment. Committee members present included Herman Wallace, Jennifer Smitley and Melisaa Strait as well as Library Director Alyson Thompson. On a motion by Jennifer and a second by Herman the February 10, 2021 minutes were approved.

Current pay rate information for the staff plus the next 3 years of minimum wage increases were presented. Consideration of full time employee pay was discussed and the committee plans to propose to the full board several options that include a 2.5%, 3% and 3.7% increase (that would adjust per current inflation rates).

No insurance rate increases are anticipated and City salary contracts have not been negotiated for FY 2023. However, current contracts for Police and City Workers is between 2.0% and 2.5% raises for 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 \$144,000 for the coming fiscal year, which includes staff Christmas bonuses.

Alyson to confirmed current City employee health insurance premium costs and also confirm if the Affordable Care Act (ACA) requirements were still intact. 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 5:22 PM on a motion by Herman and second by Jennifer.

Respectfully submitted by acting committee secretary, Alyson Thompson