



## Meeting Minutes

### Library Board

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Tuesday, September 6, 2022

5:00 PM

La Crosse Main Library  
Auditorium (Lower Level)

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#### COMMITTEE OF THE WHOLE

#### Call to Order

*PRESENT:*

*Kathy Ivey, Sue Anglehart, Katie Bittner, Aaron Engel (left at 5:23 pm), Mac Kiel, Bryan Morris, Ross Seymour, Araysa Simpson, Jess Thill*

**The Chair, Ms. Ivey, called the meeting to order at 5:02 p.m.**

#### Agenda

##### 1. Brief Review of Library Employee Compensation

- *Library Board's role according to Wisconsin Statutes Chapter 43 has the authority to set compensation levels.*
- *The previous pay and class study was done 2013-2014 by Springstead which performed a separate study for the La Crosse Public Library from that of the City of La Crosse. That study was paid for by the Library and was not part of the City study. This resulted in a separate compensation schedule for the Library from other City employees.*
- *The Library's salary structure contains 24 grades and 11 steps; not all grades are used.*
- *An up-to-date classification and compensation plan helps management be consistent in the administration of compensation, and the Library Board has the authority to set this.*

##### 2. Introductions

- 2.1 *Senior Consultant with McGrath Human Resources Group – Malayna Halvorson Maes*
- 2.2 *City of La Crosse Director of Human Resources – David Buroker*

### 3. McGrath Human Resources Group Presentation

- *The goal of the classification and compensation study is to ensure the City of La Crosse's salary structures are market competitive with peer communities and the regional labor market to support retention and recruitment of high-quality employees.*
- *A summary of the study methodology to date was shared which included interviews, review of current data and policies, solicited compensation data from comparable organizations, and reviewed position questionnaires.*
- *Market summary findings are based on a comparison of the City's salary range and/or salaries to the "market."*
- *Summary findings are that the current Library salary structure is sufficiently designed and can continue with 11 steps at 2.75% increments; salary ranges will need to be adjusted to better reflect the external market and internal equity; maintaining a separate salary schedule will not allow for ranges to be identical with the City; reiterated that the Library Board has the statutory authority to set the compensation of library personnel.*
- *Current challenges with using the existing Library salary schedule means it is a stand-alone with differing pay ranges than that of the City; cost of living adjustments and annual adjustments for employees are not always the same and yet Library employees are City employees with the same benefits package but compensation differs.*
- *By allowing the Library to join the City's salary schedule would place Library employees on a singular salary schedule developed objectively by McGrath with feedback from the Library Director; cost of living and annual adjustments would be consistent between the Library and City employees creating equity and fairness; there would be efficiency in administering compensation policies uniformly across the City and Library; and supports collaboration between the two.*

### 4. Discussion of Options for Next Steps

- *David Buroker, City of La Crosse Director of Human Resources, explained that the City of La Crosse has set aside in the 2022 budget \$200,000 for adjustments which includes Library employees. HR is proposing Council adopt a 3% cost of living increase for 2023 which includes Library employees.*
- *Benefits of a singular salary schedule include efficiencies for both City HR and Library leadership in recruiting, hiring, and onboarding new employees.*

### Public Comment

*None.*

### Adjournment

**Ms. Ivey adjourned the Committee of the Whole at 6:25 p.m.**