

**Allen County Public Library  
Board of Library Trustees  
Finance and Personnel Committee  
Minutes of 10/25/22 meeting**

Members Present: Ben Eisbart, Kent Castleman, Jim Williams, Sharon Tucker, Marty Seifert, Paul Moss

ACPL Staff Present: Susan Baier, David Sedestrom, LaRae Bane, Curt Witcher, Beth Boatright, Aja Michael-Keller

Mr. Eisbart called the meeting to order at 3:05 p.m.

Frank Johnson from EPIC spoke about the proposed employee benefit plan for 2023. Currently, employees are paying 11 to 14 percent of their premium. Mr. Johnson's data showed the national average is for employees to pay 21 percent on a single plan; 24 percent on a family plan. The Committee reviewed current employee rates and proposed increases for 2023.

Call a Doc continues to see low usage from employees. With most medical providers already offering telehealth services, it was suggested that ACPL drop Call a Doc.

Upon learning additional information, Mr. Johnson recommended that we not pursue Drexil as a pharmacy benefits management company at this time. GoodRx may be a better option, and it's free.

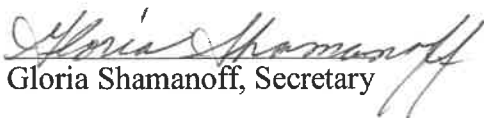
LaRae Bane shared data regarding the percentage of employees making more and less than \$15.21/hour (MIT's living wage.) She also shared information about how many employees were at the minimum of their pay grade.

Budget estimates were shared regarding the cost of giving a 5 percent across the board COLA and the cost of making targeted salary adjustments based on years of service and market data. Ms. Bane also shared with the Committee a proposed salary grade structure for 2023.

The Committee advised senior staff to consider a merit-based raise system for future budget cycles. Senior staff were also instructed to develop a policy for Board review at the November 2022 regular meeting to increase the salary grade structure each year by a commonly used metric such as CPI.

The Committee reviewed the proposed holiday closure schedule for 2023. Susan Baier shared with the Committee the 2022 holiday closure schedules for the City of Fort Wayne and Allen County as a comparison. The Board will vote on the 2023 holiday closure schedule at the October 27, 2022 regular meeting.

The meeting was adjourned at 4:36 p.m.

  
Gloria Shamanoff, Secretary