

Olean Public Library

Personnel Committee

November 8, 2022

Present: Trustees J. Mahar, Sorokes, Tenglund, Waterman, Treasurer Elser, Director La Voie

Chair Larry Sorokes called the meeting to order at 5:20 p.m.

The committee looked at the 2023 budget. Elser and La Voie have met several times to look at different numbers. Inflation is affecting our lines. This meeting will focus on personnel.

Elser said that if all current employees worked every possible hour, we would have spent \$713,207.04 for personnel. However, we came in under budget because of position vacancies and because everyone did not work all of their allocated hours.

The library will not experience as much impact because of the minimum wage hike as other institutions; we have already raised our minimum to \$14.20. We want to raise it to \$15.00. According to NYS, \$15/hour is not mandatory in 2023, but it would be good to raise it to this, as discussed in previous meetings.

The 2023 budget includes additional positions. We are still down employees, even with the additional positions in 2023. We have an additional page that was needed to open for the regular library hours after the pandemic. The positions and the budget impact were delineated on the handout and discussed.

Now is the time to make some of these changes. Hopefully, inflation will come under control in the next year. We would be using some fund balance now, but it should even out. If we can give decent COLAs in these times of high inflation, it will help us retain staff members.

MOTION (Tenglund, J. Mahar): To enter executive session to discuss personnel matters at 5:52 p.m. The motion carried unanimously.

MOTION (Sorokes, Waterman): To leave executive session at 6:37 p.m. The motion carried unanimously.

The meeting was adjourned at 6:38 p.m. by unanimous consent.

Respectfully submitted,

Ann M. Tenglund