The meeting of the New Lenox Public Library District Board of Trustees Personnel Committee was called to order at 1:06 p.m., by Trustee Evans on Monday, February 29, 2016, at the New Lenox Library, 120 Veterans Parkway, New Lenox, Illinois

Present were Trustees: Edward A. Tatro, Collette Loecke, and Linda Evans

Absent: Trustee Michelle Monbrod

Staff present: Pilar Shaker, Director

**Audience to Visitors**

None

**New Business**

- Director Shaker shared her salary worksheet with the committee and explained the totals for the various staffing groups. Director Shaker explained that she would like to budget for a merit based raise rather than a flat raise for staff. Director Shaker explained the evaluation forms that would be used to determine the raise percentage each employee would receive.
  - President Tatro asked to see the staffing group totals from previous years so that the committee could see the increase breakdown; Director Shaker provided those numbers
  - Trustees Evans and Loecke discussed the merits and downfalls of merit based raises
  - President Tatro mentioned that in the future we could consider giving bonuses as a way to reward hard work if flat salary increases are necessary
  - The Trustees present unanimously agreed that it was beneficial to try the merit based salary increases this year

**Adjournment**

Trustee Tatro moved and Trustee Loecke seconded that the meeting be adjourned at 1:27 p.m. Motion passed by unanimous vote.

_____________________________________
Pilar Shaker, Director

Respectfully Submitted,
Pilar Shaker
Library Director