

TRUSTEES OF FORBES LIBRARY
Executive Session of July 25, 2017

Present: Mr. Carrier, Ms. Downing, Ms. Hess, Ms. Moss, Ms. Reall, Ms. Sheirer, Mr. Twarog, Ms. Wight.

Forbes Library Employee Association Contract Negotiation

At 5:50 PM, Ms. Hess moved that the Trustees go into executive session to discuss contract negotiations with the Forbes Library Employee Association (FLEA) because negotiation in open session would be detrimental to the library's bargaining position. Ms. Wight seconded the motion, which was passed unanimously, with Mr. Carrier, Ms. Hess, Ms. Reall, Mr. Twarog, and Ms. Wight all voting in favor. The Trustees invited Ms. Downing, Ms. Moss and Ms. Sheirer to remain as guests at the executive session. Mr. Carrier, Ms. Downing, Ms. Hess, Ms. Moss, Ms. Reall, Ms. Sheirer, Mr. Twarog, and Ms. Wight were present during the executive session. No votes were taken during the executive session.

Ms. Downing reported that she, Ms. Moss, Ms. Hess, and Mr. Carrier met with Forbes Library Employee Association (FLEA) officers and presented their offer. They agreed to a salary increase of 1.5% retroactive to the beginning of the fiscal year, July 1, 2017. They agreed to changing language, and replacing "COLA" (cost-of-living-adjustment) with "contractual increase," which is standard contract language. FLEA asked for a salary chart to be provided within 60 days of signing the contract, which had been past practice. Each employee will receive written notice of their STEP grade and salary. If there are any variances when employees reach their final STEP, salaries will be adjusted upward to match the employee at the top of the same grade with the highest salary. FLEA agreed for employees to give as much advance notice as possible when retiring so Forbes can notify the City of unbudgeted expenses. Further clarification is needed from the City regarding retirement savings for money earned beyond the standard contracted position. These funds are not eligible to be included in the regular retirement calculations. Ms. Downing has asked the City if a separate retirement account can be created for extra money earned in positions beyond the scope of the original position.

At 6:05 PM, Mr. Twarog moved that the executive session be ended and the regular meeting reconvened. Ms. Hess seconded the motion, which was passed unanimously, with Mr. Carrier, Ms. Hess, Ms. Reall, Mr. Twarog, and Ms. Wight all voting in favor.