



Board of Library Trustees Regular Meeting
Rennack-McElroy Board Room, Main Library
700 N. North Court, Palatine IL
February 21, 2023, 7:00 pm

Closed session for the purpose of deliberations concerning compensation of specific employees in compliance with 5 ILCS 120/2 (c) (1)

Closed Session Minutes

1. Call to order of closed session

The closed session of the Board of Library Trustees Regular Meeting was called to order by President Snyder at 9:00 p.m. on February 21, 2023, and was audiorecorded in its entirety. The closed session was for the purpose of deliberations concerning compensation of specific employees in compliance with 5 ILCS 120/2 (c) (1).

2. Roll call

Upon roll call, Trustees Boland, Brauer, Jefferson, Puklin, Snyder, and Westhoff were present. Trustee DeRosa was absent.

3. Introduction of visitors

Also in attendance were Executive Director Jeannie Dilger, Assistant Director Melissa Gardner, Finance Manager Mary Myers, and Human Resources Manager Zach Davis.

4. Discussion of IMRF Early Retirement Incentive

Executive Director Dilger told Trustees that Illinois Municipal Retirement Fund (IMRF), which is the Library's employee pension plan, offers employers the option to provide an early retirement incentive to employees. She asked Trustees to consider offering such an incentive to Library employees.

The plan would be available to Library employees who are at least 50 years old and have been participating in IMRF for at least 20 years. The incentive would be available for a one-year window: June 30, 2023 to June 30, 2024 (the Library's next fiscal year). Dilger said eight library staff would qualify for early retirement under this plan.

The cost to the Library for participating would be as much as \$856,130, depending on how many staff members took early retirement. Because replacement staff would be hired at a lower salary, Dilger estimated the cost would be made up in about seven years.

Gardner, Myers and Davis offered their input in favor of the early retirement plan. They noted that none of the administrative staff present would qualify for the plan.


Trustees agreed to consider a resolution for the early retirement initiative at the May 2023 regular Library Board meeting.

5. Reconvene to regular session

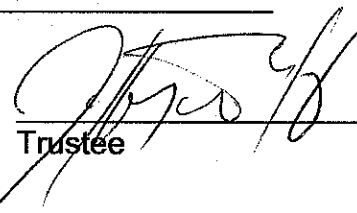
President Snyder reconvened the meeting to regular session at 9:31 p.m.

Prepared by Jeffrey Westhoff

Approved on 8-15-23



Trustee



Trustee