

Library	Library's fiscal year	Salary increases given in current fiscal year
Des Plaines Public Library	2022	4%
Cary Area Public Library	July 1, 2022-June 30, 2023	Most 2%-4%, some up to 10% due to minimum wage
Cook Memorial Public Library District	July 1 - June 30	FY22: 4% + merit of 1-2%
Highland Park	January - December	2%
Glencoe	January to December	1% across-the-board, up to 4% additional, merit
Arlington Heights Memorial Library	Jan - Dec	0.8% (given January, 2021)
Prospect Heights	July 1 thru June 30	2.5-5%
Lincolnwood Public Library	July 1, 2021 - June 30, 2022	1% COLA at beginning of FY; 1-3% merit increase at anniversary date
Vernon Area Library	July 1 through June 30	3% COLA
Mount Prospect	January - December	2%
Lake Villa District Library	7/1	2.9% - 4.1%
Warren-Newport Public Library District	FY 2021-2022 (July 2021 through June 2022)	2%
Palatine Library District	July 1, 2021-June 30, 2022	Merit increases July 1 ranging from 1% to 3.5%. COLA Jan 1 of 2.5%.

Gail Borden Public Library District	July 1 - June 30	1/1/21: 5% for all employees 7/1/21: \$1.00 per hour added to all non-exempt employees' salaries 1/1/22: 2% for non-exempt, 4% for exempt (budgeted for up to 5.5% depending on rate of inflation at that time).
Northbrook	May 1-April 30	2% across the board
Glenview Public Library	Jan 1. - Dec 31.	1% COLA

Salary increases planned for next fiscal year

4%

Same for next three years due to minimum wage increases.

FY23: TBD. FY21 was 2.3% + merit of 1-2%

2%

Asked for 3-5%, Board voted for 5% increase

4.2% (planned for January, 2022)

5% (the range typically falls between COLA and COLA plus 2-3%)

either the same or drop COLA and just do merit increases

Unknown

2.5%

N/A but similar

2%, but am asking the Board to revisit based on the unanticipated CPI increase.

TBD

Not sure yet. Minimum wage and inflation are pushing higher increases.

not sure yet as we are having the first levy meeting in September but I think it likely that the board will want a flat levy again and so doing more than 2% would be challenging.

3.5% COLA

Thoughts, information, articles to share on how to handle salary increases in a time of high inflation

Here's Kiplinger's take on inflation: 5.4% in 2021, 3% for 2022.
<https://www.kiplinger.com/economic-forecasts/inflation>

With the necessity of bringing everyone up to \$15/hour, those at the higher pay grades will receive a lower percentage increase in most cases to accommodate the higher percentage increases required at the lower pay grades. We will do a compensation study with HR Source in Spring 2022 and again in Spring 2026 to stay on track with our salary schedule.

Board typically approves COLA in July based on CPI from the previous calendar year. With the CPI for the first half of 2021 unusually high board decided to essentially advance a portion of *next* year's COLA to the current year. Thus, what would have been a 1.4% COLA is now 4%, an increase of 2.6% than what employees would typically get. Next year's COLA will likely be the CPI for calendar year 2021 minus 2.6%.

I believe in the past, HPPL has looked at the HRSOURCE Library survey with the projected annual increases for maintenance, non-exempt and exempt staff. It's a look back at estimates rather than a look at current conditions, so I'd love to hear more about other approaches and best practices. Thank you!

Staffing is our top budget priority. Everyone gets a COLA increase at a minimum. We also have a merit pool up to 2 or 3% above COLA. It's not much, but staff recognize and appreciate the fact that they're not 'losing ground' to inflation.

We also do a market benchmark study to make sure our salaries are where they need to be and adjust accordingly if required. We do not offer IMRF (yet!) so I have to make sure our salaries are competitive. It can be challenging to attract potential and suitable employees. We plan to increase our lowest paid staff to \$15 this year (there are only about 5 or so) and adjust a few other positions as well. We are a small staff of 34 .

HR Source usually provides an Merit Increase projection and recommendations for adjusting Pay Grades Schedules/Structures in November each year. We use that information to formulate what we will do the following fiscal year.

I really like distinguishing between cost of living adjustments and merit increases. Staff like getting a boost twice a year. It's also clear that everyone gets COLA, but you have to earn merit. We make it clear that the board can't always afford merit every year.

We have been doing COLA + Merit, but last year we only did COLA and I fear that it will be that way next year too, but with an almost 5% CPI increase, that is going to be rough. I would call HR source and see if they have anything to share.