

# Board packet November 16, 2021: Merit increases for 2022

Friday, November 12, 2021 12:14 PM

<b>Subject</b>	<b>Board packet November 16, 2021: Merit increases for 2022</b>
<b>From</b>	Ryan Livergood
<b>To</b>	libraryboard
<b>Cc</b>	Noreen Reese; Gina Ornelas; Amy Blanchard; Sandy Beda; Douglas Wideburg
<b>Sent</b>	Friday, November 12, 2021 12:12 PM
<b>Attachments</b>	2022 Salary Increases Survey Results.pdf; 2020-01-01 Salary Increase Analysis.pdf; Five year personnel cost projection.pdf; Personnel costs over past three years.pdf

Good afternoon,

Attached are the following documents to help the Board decide what the merit increase for staff should be for 2022:

- Survey of other libraries (shared at the November CoW)
- Salary increase analysis – budget impact for current fiscal year (shared at November CoW)
- Five year personnel costs projection
- Personnel costs over the past three years

The percentage of our salary expenses compared to revenue essentially stays the same in the five year projection (45.9% this fiscal year to 44.7% in five years). Keep in mind, while the current tax levy you will adopt on Tuesday will result in a 1.4% increase in revenue plus new growth in the district, next year, due to the CPI, WNPL will have the opportunity to adopt a tax levy that will result in a 5% increase in revenue plus new growth in the district. Also, in recent history, as you will see, our actual expenditures for personnel costs (the bulk of which is salary expenditures) end up being less than what is budgeted.

Please let me know if you have any questions or require additional information prior to the meeting on Tuesday night.

Thanks,  
Ryan

**Ryan Livergood**  
Executive Director  
Warren-Newport Public Library District  
224 N. O'Plaine Road  
Gurnee, IL 60031  
847-244-5150 ext. 3101  
[rlivergood@wnpl.info](mailto:rlivergood@wnpl.info)