



106 Washington Avenue, Oshkosh, Wisconsin 54901-4985

MEMORANDUM

DATE: January 18, 2023
TO: Oshkosh Public Library Board of Trustees
FROM: Jeff Gilderson-Duwe, Library Director
RE: Possible 2023 Strategic Action Plan Projects

In meetings during and after last Fall's process to establish the City's 2023 operating budget, city administrators and councilors expressed concerns about two areas in which they view the Library as being out of step with the City as a whole.

Those areas are:

- 1) Library personnel policy alignment with City personnel policy; and
- 2) Library pay plan alignment with the rest of the City based on non-participation in the City's 2022 classification and compensation market study.

To address each of these matters will likely require significant staff effort and potential expense. Board President Bill Bracken and I agreed to frame responses to these concerns as possible 2023 action plan projects and to put it to the full Library Board to decide whether to include either or both of them in the 2023 action plan.

I propose the following language for each project as follows. Each may be considered separately and, if approved, inserted into the proposed plan when it is considered at a later point in the agenda:

Project: Systematically compare the Library Employee Handbook and the City of Oshkosh Employee Handbook. Where differences are discovered, describe and address with the Library Board. (Project Leader: Library Director)

Project: Commission a classification and compensation study using the same methodology as that employed by the City of Oshkosh. Library Board will then have data with the same market basis as the City to establish 2024 and subsequent pay plans for Library employees. (Project Leader: Library Director)

"A Library in Every Life"