

MONROE COUNTY PUBLIC LIBRARY BOARD OF TRUSTEES SPECIAL MEETING
April 17, 2020 at noon

Via Zoom Invitation: <https://zoom.us/j/229662473?pwd=REZCUjI3UVV3eUJoS3ZOObWc3UDVGQT09>
Pursuant to IC5-14-1.5-3.6 and Executive Order 20-09

AGENDA

1. Call to Order –John Walsh, President
2. Compensation and Working from Home Proposal During COVID-19 Pandemic
3. Adjournment

View the Board Packet on the Library's website: <https://mcpl.info/library-trustees/meetings>

Employee Compensation During the Coronavirus Pandemic

April 17, 2020

Due to the circumstances of this unprecedented public health emergency, the Federal and State government have enacted a number of new laws and regulations and benefits which impact our operations or policies. The Library is continually reviewing our leave and compensation policies based on these factors. The environment has changed dramatically since March 14 when the Library closed to the public and an emergency compensation plan was put in place. The emergency personnel and premium pay policy did not foresee the environment we are in today. Library operational needs and prudent fiscal management require a change in our compensation plan as we work through this public health crisis and continue to meet needs in our community for Library service.

Current Compensation (March 14-present)

Staff will continue to be paid during the Library's closure. Material handlers with irregular hours will be paid for 15–18 hours (subject to their typical schedule) each week at their regular hourly rate. Non-exempt staff will continue to be paid their regular hourly rate. Non-exempt staff who are scheduled by their manager to provide limited or essential services will be compensated at 1.5 times their regular hourly rate for the hours scheduled. Exempt staff will continue to work (primarily remotely) at their regular pay.

Proposed Compensation (April 20 - TBD)

Beginning April 20, employees, under the guidance of the leadership team, will work from home if possible, during this pandemic. When it is deemed safe, staff may be directed to return to work at library facilities, prior to and/or after the library reopens to the public. All staff will be paid in accordance to their regularly scheduled hours/status at their hourly rate or bi-weekly salary without premium pay. This includes non-benefited staff, (such as temporary employees and material handlers), non-exempt staff and exempt staff. This policy is subject to review and revision as employment rules and benefits change due to the pandemic and at the discretion of the Library Board of Trustees.