



106 Washington Avenue, Oshkosh, Wisconsin 54901-4985

## MEMORANDUM

**DATE:** June 27, 2024

**TO:** Oshkosh Public Library Board of Trustees

**FROM:** Darryl Eschete, Library Director

**SUBJECT:** Exception to Pay Plan Related to Reorganization

Upon further review and in the interest of following the library handbook--specifically Section 109(8) regarding exceptions to the pay plan-- I thought it best to explain further and put again to vote the change of status and salary of Head of Library Development Lisa Voss and Head of Circulation Ruth Percey approved by this body at the May meeting.

As per the section of the handbook covering "voluntary demotion," Ms. Voss and Ms. Percey would be limited, without an exception made, to the highest salary in the "H" salary grade, equivalent to \$41.47 hourly.

As per their background, administrative understanding of the department and expected role as director designees in my absence or stead, the 5% differential (both Ms. Percey and Voss would continue at 105% of salary grade "H" or \$43.36 hourly) approved by this body last month is appropriate and I ask the Board to affirm the approval of the exception.

*"A Library in Every Life"*