

# City Agencies - Dyer Library

## Request(s) Above Directive

RAD# 1762

**Priority 3** General operating budgetary support. This request to increase funding above last year's level will preserve services to the community at last year's level, takes into consideration the increase in electricity costs that will result from changing the type of HVAC in the buildings to geothermal, and includes a salary increase for staff. – who are paid MUCH less than those at other local libraries – to bring employees up to a level that is the average of the pay of the staff at Kennebunk, McArthur (Biddeford), Dyer and Scarborough libraries. It does not include addition of a retirement fund, even though nearly all libraries serving populations 10,000-24,999 have such plans.

**Reason for request** The staff of the Dyer Library Association is paid MUCH less than those at other local libraries. This RAD would bring employees up to a level that is the average of the pay of the staffs, position by position, at Kennebunk, McArthur (Biddeford), Dyer and Scarborough libraries. It does not include the addition of a retirement fund, even though nearly all libraries serving populations 10,000-24,999 have such plans. It also includes the cost of the new internet connection fee imposed by the state.

**Effect if not funded** The Dyer Library will continue to fall further behind other local libraries and the City of Saco in the way it pays its staff. Aside from the extreme unfairness to staff, whose salaries lag far behind what the City of Saco deems to be a fair wage, low salaries make it difficult to attract well-qualified workers and increase the risk that experienced staff will leave to find better paying positions.

Account		Requested		Recommended	
10622	500703 Dyer Library	54,288	Ongoing	0	Ongoing
		<u>54,288</u>		<u>0</u>	
	<b>City Agencies - Dyer Library Total</b>	<u>54,288</u>		<u>0</u>	