



**McHenry Public Library District**

809 Front Street  
McHenry, Illinois 60050  
Phone: 815.385.0036  
[www.mchenrylibrary.org](http://www.mchenrylibrary.org)

**McHenry Public Library District  
Board of Library Trustees Regular Meeting  
Tuesday, May 17, 2022 7:00 p.m.  
Meeting Room West #136 &  
Electronic Means\* via Zoom at  
<https://us02web.zoom.us/j/87352027365>**

**AGENDA**

- I. CALL TO ORDER** – President Charles Reilly
- II. ROLL CALL** – Monica Leccese, Secretary
- III. PLEDGE OF ALLEGIANCE**
- IV. CORRECTIONS OR ADDITIONS TO THE AGENDA**
- V. PUBLIC COMMENT AND RECOGNITION OF VISITORS**
- VI. SECRETARY'S REPORT** – Monica Leccese, Secretary
  - A. Approval of Minutes of the April 19, 2022, Regular Meeting.
- VII. TREASURER'S REPORT** – Delphine Grala, Treasurer
  - A. Approval of Monthly Financial Statements, Interim Check Report and Bill Reports for April/ May 2022, Additional Bills and Petty Cash and Credit Card Reports
- VIII. COMMUNICATIONS**
  - A. McHenry County Treasurer, 2022 Distribution Dates for 2021 Taxes
- IX. LIBRARIAN'S REPORT**
  - A. Librarian's Report
  - B. Updates on Projects
- X. OLD BUSINESS**
  - A. COVID-19 and Masks
  - B. Request to support the City of McHenry Vacant Building Incentive Program
  - C. Landscape Maintenance contract for 2022
  - D. FY 2022/23 Employee Compensation Budget
- XI. NEW BUSINESS**
  - A. Jonathan Abplanalp of Santacruz Land Acquisitions presenting IDOT Land Acquisition offer
  - B. Ordinance 2021/2022-7 Calendar of Regular Meetings For the Board of Library Trustees for Fiscal Year 2022/23

**XII. EXECUTIVE SESSION**

The setting of a price for sale or lease of property owned by the public body.  
5 ILCS 120/2(c)(6).

Litigation, when an action against, affecting or on behalf of the particular public body has been filed and is pending before a court or administrative tribunal, or when the public body finds that an action is probable or imminent, in which case the basis for the finding must be recorded and entered into the minutes of the closed meeting.  
5 ILCS 120/2(c)(11).

**XIII. ACTION TAKEN AS A RESULT OF EXECUTIVE SESSION**

**XIV. ANY AND ALL OTHER BUSINESS THAT MAY PROPERLY COME BEFORE THE BOARD**

**XV. ADJOURNMENT**

**FINAL VOTE OR ACTION MAY BE TAKEN AT THE MEETING ON ANY AGENDA ITEM SUBJECT MATTER LISTED ABOVE, UNLESS THE AGENDA LINE ITEM SPECIFICALLY STATES OTHERWISE.**

The MPLD will make all board meetings accessible to people with physical disabilities under the current ADA requirements. Any person with a physical disability may contact the MPLD (815-385-0036) within 4 hours of any meeting date to request special access to any board meeting.

\*Note: The Board Meeting will allow remote participation, possibly without a physical quorum present, authorized by Executive Order of the Governor of the State of Illinois (COVID-19 Executive Order No. 7, Extended April 29, 2022).



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**MINUTES**  
**McHenry Public Library District**  
**Board of Library Trustees**  
**Regular Meeting**

**Date:** April 19, 2022

**Time:** 7:00 P.M.

**Location:** Library Meeting Room West # 136 and virtually via Zoom

**I. CALL TO ORDER** – President Charles Reilly

President Reilly called the regular meeting to order at 7:00 p.m.

**II. ROLL CALL** – Monica Leccese, Secretary

Roll was called.

**Members Present:** Bud Alexander, Delphine Grala (arrived at 7:02 P.M.), Monica Leccese, Susan Murphy, Charles Reilly, Jill Stone

**Members Absent:** None

**Also Present:** Steffanie Baseley, Youth Services Early Literacy Librarian  
Tom Coughlin, Accountant, Governmental Accounting Inc.  
Amy Hodgson, Administrative Assistant  
Lesley Jakacki, Executive Director  
Anna Karwowska, Youth Services Assistant Manager  
Kevin Krewer, IT Specialist  
Jennifer May, HR Generalist  
Kathy Milfajt, Technical Services Manager  
Pam Strain, Public Services Manager  
Zach Terrill, Adult Services Assistant Manager

**III. PLEDGE OF ALLEGIANCE**

President Reilly read the following proclamation: "On January 8, 2021, Governor Pritzker issued the twelfth Gubernatorial Disaster Proclamation for all counties in the State of Illinois. In consideration of this and due to the COVID-19 health pandemic, it has been determined that a fully accessible in-person meeting on April 19, 2022, is not practical or prudent. In accordance with Public Act 101-640, this meeting will thus be held in person and virtually, and possibly without the physical presence of a quorum of trustees at the regular meeting location."

**IV. CORRECTIONS OR ADDITIONS TO THE AGENDA**

No corrections or additions.

**V. PUBLIC COMMENT AND RECOGNITION OF VISITORS**

No public comments.

**VI. SECRETARY'S REPORT – Monica Leccese, Secretary**

**A. Approval of amended Minutes of the February 15, 2022, Regular Board Meeting**

Secretary Leccese informed the Board that she found no corrections needed for the amended February 15, 2022 minutes.

**B. Approval of Minutes of the March 15, 2022, Regular Board Meeting**

Secretary Leccese informed the Board that she found no corrections needed for the March 15, 2022, minutes.

Stone moved, and Alexander seconded a motion to approve the Amended Minutes of the February 15, 2022, Regular Board Meeting as presented and the Minutes of the March 15, 2022, Regular Board Meeting.

**Roll Call vote:**

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None

Abstain: None

Absent: None

**Motion Passed**

**VII. TREASURER'S REPORT – Delphine Grala, Treasurer**

**A. Governmental Accounting, Inc. quarterly review of finances**

Accountant Tom Coughlin reported on the financials through March 31, 2022. He reported that the Library is 75% through our fiscal year and is at 99% of total revenue. Mr. Coughlin reported that the Library is at 57% of the total budget on the expense side and slightly under what was budgeted on the revenue side, with three months remaining in the fiscal year. He reported that the Library is in a very good position nine months into the fiscal year.

Treasurer Grala reported that she noticed a marked increase in the Miscellaneous Sales account. Director Jakacki said that the account is used for Miscellaneous Income and included funds refunded from Trinet, the Library's former payroll benefits service.

Treasurer Grala reported that the Library has received more in solar credits than was budgeted and that the copy income for the past month was substantially higher than in previous months, which Director Jakacki attributed to tax season. Treasurer Grala inquired why internet service was up about \$1,000 the past month; Director Jakacki reported that we paid two months of bills at once. Secretary Leccese asked if the Library has implemented auto-pay yet. Director Jakacki said that the Library used electronic fund transfer (EFT) for Comcast (internet). Treasurer Grala inquired about a \$14,000 increase in the Capital Projects/Equipment expense account; Director Jakacki reported that it was for the boiler. Treasurer Grala said that the finances are in really good shape with three months remaining in the fiscal year. President Reilly reported that the Library is top-heavy in cash in the General account fund and that there are some regulations

related to that. Director Jakacki reported that the fund balance policy is that the Library wants to keep 3-6 months of reserves in the General Fund to cover expenses.

Trustee Alexander inquired about the New England Aquarium Corp expense and what the Library is purchasing from them. Director Jakacki reported they would be doing virtual tours of their aquarium as a program and that was the deposit payment. Trustee Alexander also inquired about 4Imprint Inc. Director Jakacki reported that is for promotional material, anything branded, and that Comicon this year will be back in-person so that expense was for banners to advertise that program.

**B. Approval of Monthly Financial Statements, Interim Check Report and Bill Reports for March/April 2022, Additional Bills and Petty Cash and Credit Card Reports**

Alexander moved, and Murphy seconded a motion to approve the Monthly Financial Statements, Interim Check Report, and Bill Reports for March/April 2022, Additional Bills (Distributed night of meeting), and Petty Cash and Credit Card Reports (Distributed night of meeting)

**Roll Call vote:**

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None

Abstain: None

Absent: None

**Motion Passed**

**VIII. COMMUNICATIONS**

**A. McHenry County 2021 Tax Computation Report**

Director Jakacki reported that this report shows what the County has determined the Library will receive in property tax revenue this coming fiscal year.

Trustee Stone inquired how that compares to the previous fiscal year? Director Jakacki reported it is \$87,000 more and a combination of the Library taking the levy increase, new property for which there was 10 million dollars of new assessed value in the Library district, and if people's homes/property were assessed at a higher rate.

**B. Letter to Carol Cooney – acknowledgement of donation**

Director Jakacki reported that this was a thank you letter from Public Services Manager Pam Strain to Carol Cooney for her memorial donation for Mr. Ormel Prust and the items purchased with that donation.

**IX. LIBRARIAN'S REPORT**

**A. Librarian's Report**

Director Jakacki highlighted the following items: Photos of a young patron participating in a virtual program and the craft, a photo of a young patron who took advantage of the Library's vacation bag, and an adult in-person calendar craft program. President Reilly inquired about the summer reading program, which Director Jakacki reported

starts June 1. Trustee Stone said that she attended two programs hosted by Bilingual Adult Services Librarian Araceli Moreno and complimented Araceli on doing a good job with those programs. Trustee Alexander reported that he was impressed that the Library was able to help a patron find an item from the 1800s.

Secretary Leccese Inquired about the meals program and if we are doing the average amount, more or less? Youth Services Assistant Manager Anna Karwowska reported that it is hard to tell over the school year. Also, during the last few years of COVID, the Library offered a "grab a meal" style rather than have the children eat in the Library. Anna reported that we are doing about 40-50 meals per month during the school year, and during the summer, we do over 400 meals per month. She reported that the meals program would go back to normal for the coming summer, where the children will be on-site at the Library; it will be offered Monday-Friday. Trustee Stone inquired if the Library will have programs available for the children when they come for the meals, and Anna reported that the library will.

President Reilly inquired if the Library was still a polling place? Director Jakacki reported that it is but that because of COVID, the Governor did not have an election in the spring; he moved the primary election to June this year.

**B. Updates on Projects**

**X. OLD BUSINESS**

**A. COVID-19 and Masks**

Per Director Jakacki, there was nothing new to report regarding COVID and masks. However, she said that the Library opened up more of its services, and very few have not reopened like the Discovery Hub.

**B. Request to support the City of McHenry Vacant Building Incentive Program**

A discussion ensued, including questions, concerns, and thoughts about adopting this policy. Treasurer Grala reported that the City is already offering this abatement to developers; they want other taxing bodies to adopt this policy to make that abatement greater. President Reilly said that the Board does not have to decide tonight and asked the Board to keep thinking and talking about it. Trustee Stone stated that she would like to know how the other taxing bodies vote on this policy.

**Action Tabled until May 2022 Board meeting**

**XI. NEW BUSINESS**

**A. StoryWalk® Presentation and expenses**

Director Jakacki introduced Steffanie Baseley, Youth Services Early Literacy Librarian, who presented the StoryWalk® project, an interactive outside activity where you read a picture book while walking along a walking path. It will help children learn early literacy skills and promote kinesthetic learning, which is how learners absorb information via a physical component. The StoryWalk® will be located at Knox Park, McHenry, located off Route 31 and Bull Valley. The Library has partnered with McHenry Parks and Recreation and is currently building a walking path in Knox Park which Steffanie reported is an ideal location since that is where summer camp is held. The StoryWalk® will be dual language

(English and Spanish) and about a quarter-mile long. The Library will be responsible for coordinating the installation and maintaining the stories and McHenry Parks and Recreation will maintain the grounds and displays. The StoryWalk® will be marketed via The Preface and the McHenry Parks and Recreation newsletter. The books will focus on nature stories and be changed seasonally. The estimated cost is \$12,000 and Director Jakacki reported that funds from the Roberta Kriese Estate could pay for this project.

Stone moved, and Weingart seconded a motion to approve expenses not to exceed \$12,000 for the StoryWalk® Presentation.

**Roll Call vote:**

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None

Abstain: None

Absent: None

**Motion Passed**

**B. Fiesta Days Parade on July 17, 2022 Library Closure**

Director Jakacki requested permission to close the Library on July 17, 2022, so that staff can participate in the Fiesta Days Parade. She reported that Adult Services Assistant Manager Zach Terrill has arranged for the Library to have a float in the parade this year. The float's theme will be "Oceans of Possibilities" to coincide with the summer reading program.

Leccese moved, and Alexander seconded a motion to approve the closure of the MPLD on July 17, 2022 to the public in order to participate in the Fiesta Days Parade.

**Roll Call vote:**

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None

Abstain: None

Absent: None

**Motion Passed**

**C. Landscape Maintenance contract for 2022**

Director Jakacki reported that Building Manager Shane Claucherty recommended that the Library renew our annual landscape contract with The Grounds Guys for 2022, which the Library has used exclusively for the past three years. Secretary Leccese inquired about the additional fuel surcharge stated in the contract when fuel exceeds \$4.00/gallon and wants more details on that fuel surcharge as the contract presented does not specify the amount. President Reilly requested that the Board defer voting on the contract until the Library receives additional information on the fuel surcharge fee.

**Action Tabled until May 2022 Board meeting**

**D. Review of verbatim recordings of regular board meetings held remotely under State Executive Orders**

Director Jakacki reported that when the Governor's Emergency Order amended the Open Meetings Act to allow public bodies to hold meetings via videoconference

without a physical quorum, one of the stipulations was that the Library had to make verbatim recordings and retain them for 18 months. The meetings listed in the Board packet are ones for which 18 months have passed, and those meeting minutes have been approved so the Board needs to vote to destroy those recordings.

Leccese moved, and Grala seconded a motion that in compliance with State Executive Orders pertaining to holding open meetings remotely during the COVID-19 pandemic, the board approve the destruction of the verbatim recordings of the regular board meetings held on April 21, 2020; May 26, 2020; July 21, 2020; August 25, 2020, and September 15, 2020.

Roll Call vote:

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None

Abstain: None

Absent: None

**Motion Passed**

#### E. Policy Committee

Director Jakacki reported that the Library's staff and public policy manuals state that the Library should be reviewing every policy within two years, so the Library should have a continual policy review. Director Jakacki inquired if the Board wants to continue to review them as a whole at the Board meetings or if the Board is interested in having a Policy Committee to pre-review them and provide recommendations. She reported that the committee would include three Board members and 2-3 Library staff. The committee would review the policies, could request revisions, and make recommendations to the Board for approval.

Secretary Leccese and Trustees Alexander and Weingart volunteered to be on this committee. Trustee Stone volunteered to be an alternate.

Stone moved, and Grala seconded a motion to form a Policy Committee consisting of Secretary Leccese, Trustee Alexander, and Trustee Weingart to review and recommend new and revised policies to the Board for approval.

**Roll Call vote:**

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart

Nays: None

Abstain: None

Absent: None

**Motion Passed**

#### F. FY 2022/2023 Employee Compensation Budget

Director Jakacki reported that the Library is starting the budget process for FY22-23 and that she prepared different options of staff compensation for the Board to review. Secretary Leccese inquired if the proposed budget includes the whole staff; Director Jakacki reported that it does (43 staff). Trustee Murphy asked about the 15% increase for health insurance and if the Library has a broker for that? Director Jakacki reported that we do and that the broker suggested 15% for budgeting purposes. President Reilly inquired how close the Library is now to minimum wage? Director Jakacki reported all



staff is at current minimum wage standards. The Library is looking ahead at the future \$15 minimum wage. Trustee Alexander asked Director Jakacki if she had the authority to bump up the starting wage for a position that had been vacant for a while. She reported that she does but due to pay equity within the departments, she would not want someone who has been with the Library for ten years and has the experience and tenure to be making less money than a new hire. She reported that the Library is looking at both new hires and pay equity for existing staff so they don't feel undervalued or can't earn the same salary as a new hire. Trustee Stone inquired if people know each other's wages? Director Jakacki reported that information is posted on the internet because we are a government agency. Also, Treasurer Grala has to sign off on a salary statement that anyone has access to twice a year.

Director Jakacki introduced HR Generalist Jennifer May to provide her experience with recruiting and retention when we are not paying the \$15 starting wage. Jennifer reported that recruiting has been challenging, and we have three positions that have been open for three months. She noted that we are losing candidates a lot because the majority are looking for between \$14-15 per hour and that we are not getting the kind of candidates or response rates for the positions we would like. Jennifer reported that our Library is not as competitive as other libraries in terms of salary. She presented three options for the Board to consider.

A discussion ensued. Treasurer Grala asked if HR Generalist May could provide the Board with starting salaries at surrounding libraries and she said she could. President Reilly asked when Director Jakacki needs an answer? She reported that since compensation is 62% of the Library budget, she can't move forward with creating the rest of the budget until this is resolved and that she would like it by next month at the latest. President Reilly inquired if all proposed options are within budget, and Director Jakacki said yes. Treasurer Grala asked if there is a typo in the headings for Options 1 and 3 and if it should say 1/1/2025? Director Jakacki reported yes, that it should say 1/1/2025. She also reported that she knows the Board is concerned about being ahead of the deadline, but \$15 per hour is already here in the consumer's minds. Trustee Alexander requested that the Library come back with Options 1 & 3 with \$14/HR.

### **Action Tabled until May 2022 Board meeting**

#### **I. EXECUTIVE SESSION**

**A.** 5 ILCS 120/2(c)1: the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body or legal counsel for the public body including hearing testimony on a complaint lodged against an employee of the public body or against legal counsel for the public body to determine its validity.

No executive session held.

#### **II. ANY AND ALL OTHER BUSINESS THAT MAY PROPERLY COME BEFORE THE BOARD**

#### **III. ADJOURNMENT**

Alexander moved, and Murphy seconded a motion to adjourn the meeting at 8:46 p.m.

Ayes: Alexander, Grala, Leccese, Murphy, Reilly, Stone, Weingart  
Nays: None  
Abstain: None  
Absent: None  
**Motion Passed**

APPROVED by the Board of Trustees this \_\_\_\_\_ day of \_\_\_\_\_, 2022.

AYES:

NAYES:

ABSTAIN:

ABSENT:

Respectfully Submitted,

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Monica Leccese, Secretary  
McHenry Public Library District Board of Trustees

# Financial Report

For the 10 Month(s) Ended April 30, 2022  
FISCAL YEAR 2022



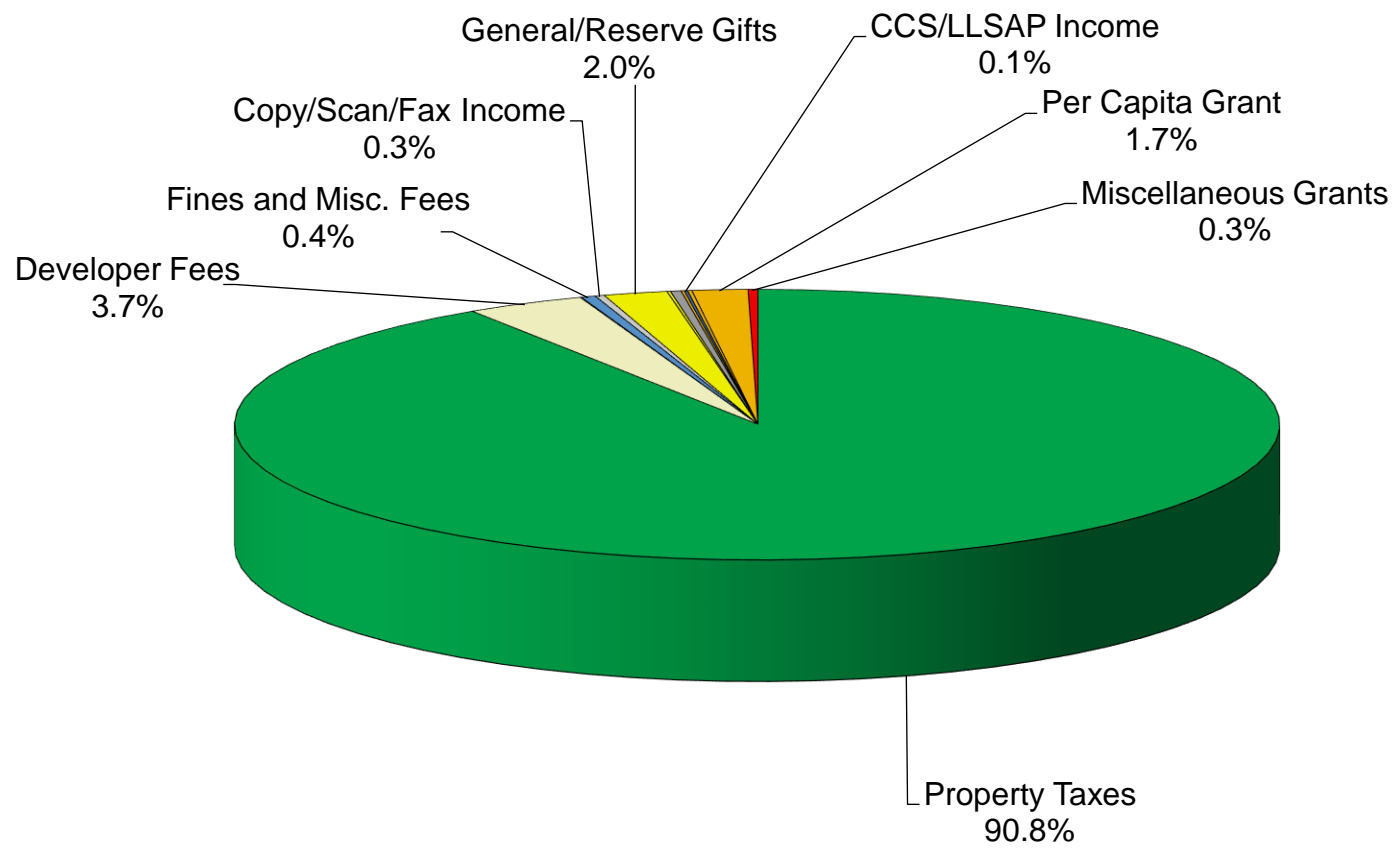
**McHenry Public Library District**  
Actual vs Budget Summary  
For the 10 Month(s) Ended April 30, 2022

83% of Fiscal Year

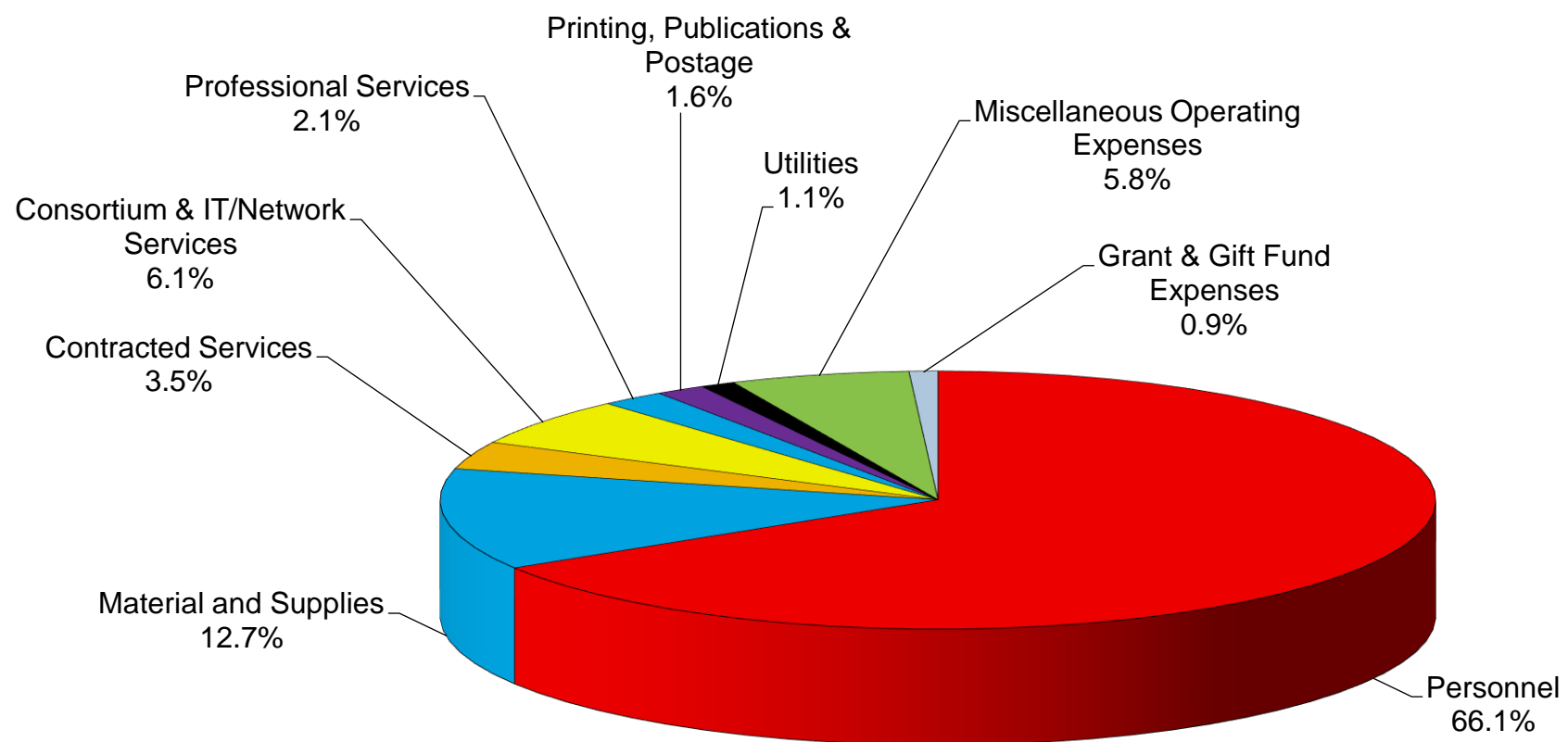
Account Description	Total Actual	Total Budget	% of Budget	Last Year	Inc/(Dec) from Last Year
<b>REVENUE</b>					
Property Taxes	3,271,483	3,279,679	99.8%	3,161,729	3%
Developer Fees	132,610	50,000	265.2%	19,758	571%
Interest & Dividends- All Funds	1,237	2,300	53.8%	979	26%
Fines and Misc. Fees	16,110	10,750	149.9%	3,663	340%
Copy/Scan/Fax Income	10,346	21,000	49.3%	2,324	345%
General/Reserve Gifts	70,917	80,000	88.6%	1,476	4705%
Annexation & Impact Fees	-	20,000	0.0%	5,403	-100%
Retiree/Cobra Insurance Payment	3,826	15,000	25.5%	2,805	36%
Misc. Sales & Income	11,844	6,000	197.4%	159	7349%
Lost & Damaged Materials	3,507	5,500	63.8%	1,463	140%
CCS/LLSAP Income	3,621	12,500	29.0%	4,684	-23%
Solar Credits	4,800	2,500	192.0%	1,920	150%
Per Capita Grant	61,984	70,000	88.5%	52,529	18%
Over/Short	-	500	0.0%	-	0%
Miscellaneous Grants	10,869	40,000	27.2%	500	2074%
Actual Revenues	3,603,154	3,615,729	99.7%	3,259,391	11%
Budgeted Revenues	3,615,729				
% Diff	100%				
<b>OPERATING EXPENDITURES</b>					
Personnel	1,480,373	2,158,000	68.6%	1,905,231	-22%
Material and Supplies	284,643	595,750	47.8%	327,585	-13%
Contracted Services	77,791	112,400	69.2%	85,698	-9%
Consortium & IT/Network Services	135,885	144,000	94.4%	118,534	15%
Professional Services	46,780	122,000	38.3%	35,994	30%
Printing, Publications & Postage	36,116	57,000	63.4%	31,561	14%
Utilities	25,083	35,000	71.7%	27,331	-8%
Miscellaneous Operating Expenses	130,343	156,400	83.3%	107,561	21%
Grant & Gift Fund Expenses	20,917	109,500	19.1%	19,169	9%
Actual Expenditures	2,237,931	3,490,050	64.1%	2,658,663	-16%
Budgeted Expenditures	3,490,050				
% Diff	64%				
<b>SURPLUS / (DEFICIT) FROM OPERATIONS</b>	<b>1,365,223</b>	<b>125,679</b>	<b>1086.3%</b>	<b>600,728</b>	<b>127%</b>
<b>CAPITAL EXPENDITURES &amp; DEBT SERVICE</b>					
Capital Expenses	27,879	69,000	40.4%	15,106	-100%
Debt Services	-	250,000	0.0%	38,063	-27%
Transfer to Reserve Fund	-	70,000	0.0%	-	0%
Actual Expenditures	27,879	389,000	7.2%	53,170	-100%
Budgeted Expenditures	389,000				
% Diff	7%				
<b>TOTAL SURPLUS / (DEFICIT)</b>	<b>1,337,343</b>	<b>(263,321)</b>		<b>547,558</b>	
BEGINNING FUND BALANCE	1,374,650				
ENDING FUND BALANCE	2,711,993				

**McHenry Public Library District**  
 Actual vs Budget Summary  
 For the 10 Month(s) Ended April 30, 2022

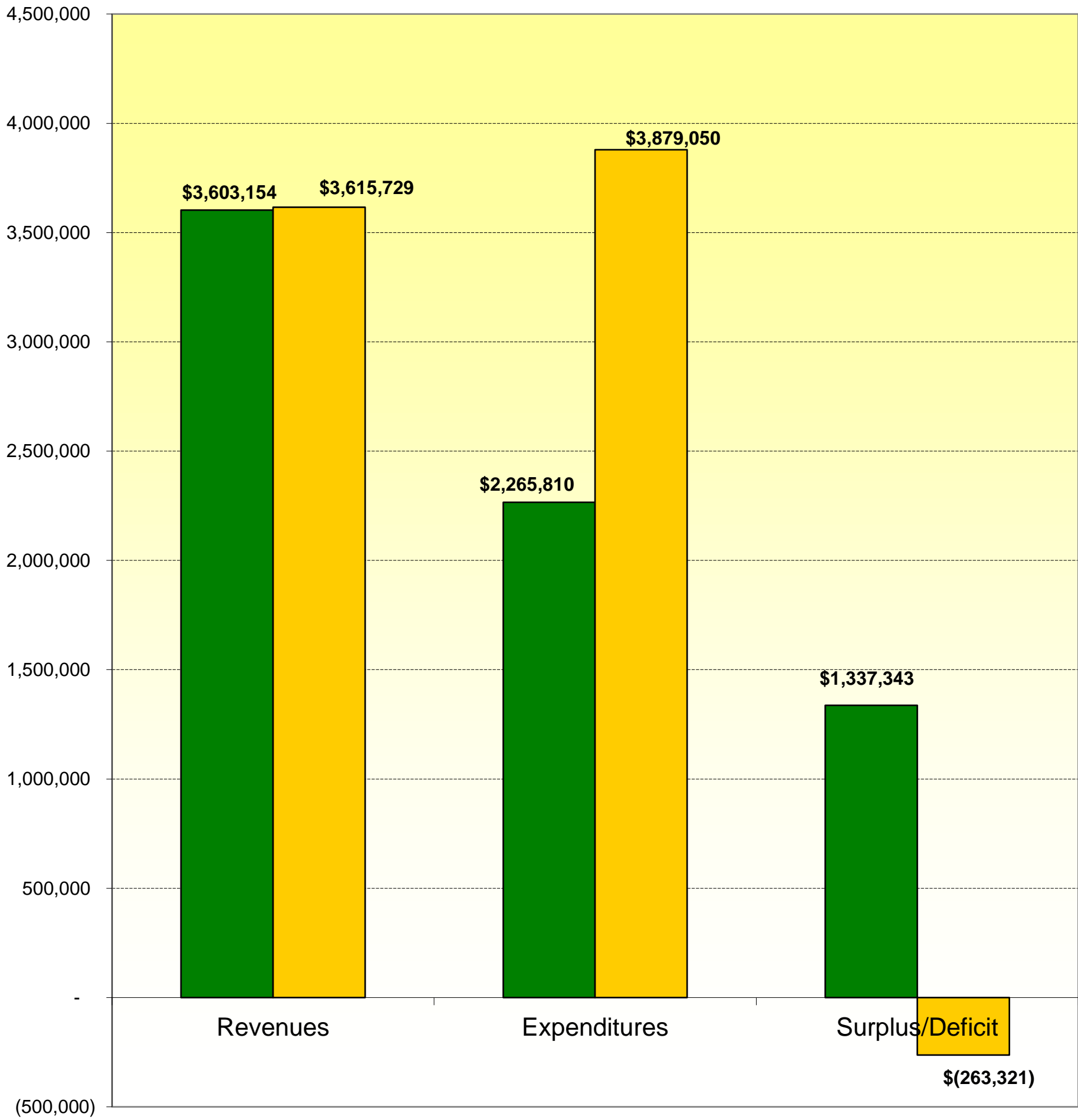
**Revenue Distribution**



**Operational Expenditure Distribution**



**McHenry Public Library District**  
 Actual vs Budget Summary  
 For the 10 Month(s) Ended April 30, 2022



■ YTD    ■ Budget

**McHenry Public Library District**  
Actual vs Budget Summary  
For the 9 Month(s) Ended March 31, 2022

83% of Fiscal Year

Account Description	General	Spec Reserve	Grant/Gift Fund	Total Actual	Total Budget	% of Budget
<b>REVENUE</b>						
Property Taxes	3,271,483	-	-	3,271,483	3,279,679	100%
Developer Fees	-	132,610	-	132,610	50,000	265%
Interest and Dividends	633	431	174	1,237	2,300	54%
Fines and Misc Fees	16,110	-	-	16,110	10,750	150%
Copy/Scan/Fax Income	10,346	-	-	10,346	21,000	49%
General/Reserve Gifts	-	-	70,917	70,917	80,000	89%
Annexation & Impact Fees	-	-	-	-	20,000	0%
Retiree/Cobra Insurance Payment	3,826	-	-	3,826	15,000	26%
Misc. Sales & Income	11,844	-	-	11,844	6,000	197%
Lost & Damaged Materials	3,507	-	-	3,507	5,500	64%
CCS/LLSAP Income	3,621	-	-	3,621	12,500	29%
Solar Credits	4,800	-	-	4,800	2,500	192%
Per Capita Grant	-	-	61,984	61,984	70,000	89%
Over/Short	-	-	-	-	500	0%
Miscellaneous Grants	-	-	10,869	10,869	40,000	27%
Actual Revenues	3,326,170	133,041	143,943	3,603,154	3,615,729	100%
Budgeted Revenues	3,373,729	56,500	185,500	3,615,729		
% Diff	99%	235%	78%	100%		
<b>OPERATING EXPENDITURES</b>						
Personnel	1,480,373	-	-	1,480,373	2,158,000	69%
Material and Supplies	278,603	-	6,040	284,643	595,750	48%
Contracted Services	77,791	-	-	77,791	112,400	69%
Consortium & IT/Network Services	135,885	-	-	135,885	144,000	94%
Professional Services	46,780	-	-	46,780	122,000	38%
Printing, Publications & Postage	36,116	-	-	36,116	57,000	63%
Utilities	25,083	-	-	25,083	35,000	72%
Miscellaneous Operating Expenses	130,343	-	-	130,343	156,400	83%
Grant & Gift Fund Expenses	-	-	20,917	20,917	109,500	19%
Actual Expenditures	2,210,974	-	26,957	2,237,931	3,490,050	64%
Budgeted Expenditures	3,230,550	-	259,500	3,490,050		
% Diff	68%	0%	10%	64%		
<b>SURPLUS / (DEFICIT) FROM OPERATIONS</b>	1,115,196	133,041	116,986	1,365,223	125,679	1086%
<b>CAPITAL EXPENDITURES &amp; DEBT SERVICE</b>						
Capital Expenses	27,879	-	-	27,879	69,000	40%
Debt Services	-	-	-	-	250,000	0%
Transfer to Reserve Fund	-	-	-	-	70,000	0%
Actual Expenditures	27,879	-	-	27,879	389,000	7%
Budgeted Expenditures	139,000	250,000	-	389,000		
% Diff	20%	0%	0%	7%		
Account Description	General	Spec Reserve	Grant/Gift Fund	Total Actual	Total Budget	
<b>TOTAL SURPLUS / (DEFICIT)</b>	<b>1,087,317</b>	<b>133,041</b>	<b>116,986</b>	<b>1,337,343</b>	<b>(263,321)</b>	
BEGINNING FUND BALANCE	(941,205)	1,895,647	420,208	1,374,650		
<i>Special Reserve Transfer Resolution (Board Approved 9.21.21)</i>	1,700,000	(1,700,000)	-	-		
ENDING FUND BALANCE	1,846,112	328,688	537,194	2,711,993		
Fund Balance as % of Total Expenditures	82%	0%	1993%	120%		

**McHenry Public Library District**  
**Financial Report Detail by Fund**  
**For the 10 Month(s) Ended April 30, 2022**

	Monthly Total	Monthly Budget	General	Spec Reserve	Grant/Gift Fund	YTD Total	YTD Budget	\$ Over Budget	% of Budget
<b>Revenues</b>									
6010100 · Property Taxes	0.00	273,306.61	3,271,482.63	0.00	0.00	3,271,482.63	3,279,679.27	-8,196.64	99.8%
6020200 · Developer Fees	0.00	4,166.67	0.00	132,610.00	0.00	132,610.00	50,000.00	82,610.00	265.2%
6030100 · Interest Income - General	56.32	41.67	441.55	0.00	0.00	441.55	500.00	-58.45	88.3%
6030200 · Special Reserve Fund Interest	10.48	83.33	0.00	430.51	0.00	430.51	1,000.00	-569.49	43.1%
6030300 · Grant/Gifts Fund Interest	17.86	41.67	0.00	0.00	174.26	174.26	500.00	-325.74	34.9%
6035100 · Dividends	0.00	25.00	191.00	0.00	0.00	191.00	300.00	-109.00	63.7%
6040100 · Nonresident/Enhanced Fee Cards	180.00	62.50	495.00	0.00	0.00	495.00	750.00	-255.00	66.0%
6050100 · Fines and Fees	887.85	458.33	13,639.42	0.00	0.00	13,639.42	5,500.00	8,139.42	248.0%
6055100 · Collection Agency Fees	10.00	41.67	145.82	0.00	0.00	145.82	500.00	-354.18	29.2%
6060100 · Copy/Scan/Fax Income	2,828.14	1,750.00	10,346.10	0.00	0.00	10,346.10	21,000.00	-10,653.90	49.3%
6070200 · Reserve Fund Gifts	0.00	416.67	0.00	0.00	0.00	0.00	5,000.00	-5,000.00	0.0%
6070300 · General Fund Gifts	13.70	6,250.00	0.00	0.00	70,916.54	70,916.54	75,000.00	-4,083.46	94.6%
6090100 · Annexation & Impact Fees	0.00	1,666.67	0.00	0.00	0.00	0.00	20,000.00	-20,000.00	0.0%
6105100 · Retiree/Cobra Insurance Payment	193.42	1,250.00	3,826.20	0.00	0.00	3,826.20	15,000.00	-11,173.80	25.5%
6110100 · Program Fees/Misc. Fees	0.00	208.33	1,829.44	0.00	0.00	1,829.44	2,500.00	-670.56	73.2%
6120100 · Meeting Room Fees	0.00	125.00	0.00	0.00	0.00	0.00	1,500.00	-1,500.00	0.0%
6130100 · Misc Sales (Bags/disks/T-shirt)	123.00	458.33	11,844.38	0.00	0.00	11,844.38	5,500.00	6,344.38	215.4%
6130200 · Misc. Income SR	0.00	41.67	0.00	0.00	0.00	0.00	500.00	-500.00	0.0%
6150100 · Lost & Damaged Materials	355.44	458.33	3,507.04	0.00	0.00	3,507.04	5,500.00	-1,992.96	63.8%
6157100 · CCS/LLSAP Income	0.00	1,041.67	3,621.45	0.00	0.00	3,621.45	12,500.00	-8,878.55	29.0%
6160100 · Solar Credits	0.00	208.33	4,800.00	0.00	0.00	4,800.00	2,500.00	2,300.00	192.0%
6170300 · Per Capita Grant	0.00	5,833.33	0.00	0.00	61,983.93	61,983.93	70,000.00	-8,016.07	88.5%
6200100 · Over/Short	0.00	41.67	0.00	0.00	0.00	0.00	500.00	-500.00	0.0%
6210300 · Miscellaneous Grants	0.00	3,333.33	0.00	0.00	10,868.67	10,868.67	40,000.00	-29,131.33	27.2%
<b>Total Revenues</b>	<b>4,676.21</b>	<b>301,310.77</b>	<b>3,326,170.03</b>	<b>133,040.51</b>	<b>143,943.40</b>	<b>3,603,153.94</b>	<b>3,615,729.27</b>	<b>-12,575.33</b>	<b>17.96</b>
<b>Total Revenues</b>	<b>4,676.21</b>	<b>301,310.77</b>	<b>3,326,170.03</b>	<b>133,040.51</b>	<b>143,943.40</b>	<b>3,603,153.94</b>	<b>3,615,729.27</b>	<b>-12,575.33</b>	<b>99.7%</b>
<b>Expenditures</b>									
<b>Personnel Expenses</b>									
8910100 · Salaries	99,315.47	130,416.67	1,078,450.09	0.00	0.00	1,078,450.09	1,565,000.00	-486,549.91	68.9%
8920100 · FICA/Medicare	7,520.10	10,000.00	79,618.86	0.00	0.00	79,618.86	120,000.00	-40,381.14	66.3%
8930100 · IMRF	10,222.08	13,125.00	113,649.39	0.00	0.00	113,649.39	157,500.00	-43,850.61	72.2%
8940100 · Health & Life Insurance	23,283.64	22,916.67	201,362.38	0.00	0.00	201,362.38	275,000.00	-73,637.62	73.2%
8945100 · Employment Screening	52.90	291.67	951.10	0.00	0.00	951.10	3,500.00	-2,548.90	27.2%
8950100 · Tuition Reimbursement	0.00	1,250.00	1,603.50	0.00	0.00	1,603.50	15,000.00	-13,396.50	10.7%
8955100 · Telecommute Reimbursements	0.00	458.33	0.00	0.00	0.00	0.00	5,500.00	-5,500.00	0.0%
8960100 · Memberships & Dues	110.00	333.33	1,942.00	0.00	0.00	1,942.00	4,000.00	-2,058.00	48.6%
8970100 · Travel	59.00	708.33	379.80	0.00	0.00	379.80	8,500.00	-8,120.20	4.5%
8980100 · Continuing Education (Mtg/Conf)	118.00	333.33	2,415.95	0.00	0.00	2,415.95	4,000.00	-1,584.05	60.4%
<b>Total Personnel</b>	<b>140,681.19</b>	<b>179,833.33</b>	<b>1,480,373.07</b>	<b>0.00</b>	<b>0.00</b>	<b>1,480,373.07</b>	<b>2,158,000.00</b>	<b>-677,626.93</b>	<b>68.6%</b>



**McHenry Public Library District  
Financial Report Detail by Fund  
For the 10 Month(s) Ended April 30, 2022**

	Monthly Total	Monthly Budget	General	Spec Reserve	Grant/Gift Fund	YTD Total	YTD Budget	\$ Over Budget	% of Budget
<b>Materials and Supplies</b>									
8010100 · Adult Books	5,334.36	5,208.33	46,171.45	0.00	0.00	46,171.45	62,500.00	-16,328.55	73.9%
8020100 · Youth Books	3,946.23	4,333.33	27,911.64	0.00	0.00	27,911.64	52,000.00	-24,088.36	53.7%
8025100 · Professional Resources	0.00	291.67	292.60	0.00	0.00	292.60	3,500.00	-3,207.40	8.4%
8028100 · Administrative Resources	0.00	250.00	303.25	0.00	0.00	303.25	3,000.00	-2,696.75	10.1%
8030100 · Magazines & Newspapers	453.55	1,166.67	18,868.26	0.00	0.00	18,868.26	14,000.00	4,868.26	134.8%
8040300 · Operating Fund Gifts(Donations)	3,028.37	12,500.00	461.66	0.00	6,040.02	6,501.68	150,000.00	-143,498.32	4.3%
8050100 · Adult AV Materials	2,161.26	2,916.67	19,487.75	0.00	0.00	19,487.75	35,000.00	-15,512.25	55.7%
8060100 · Youth AV Materials	1,963.52	1,104.17	6,147.20	0.00	0.00	6,147.20	13,250.00	-7,102.80	46.4%
8070100 · Library of Things	18.40	208.33	795.12	0.00	0.00	795.12	2,500.00	-1,704.88	31.8%
8080100 · Video Games	1,570.00	1,166.67	6,784.00	0.00	0.00	6,784.00	14,000.00	-7,216.00	48.5%
8090100 · Digital Media Services	2,474.86	7,291.67	30,997.69	0.00	0.00	30,997.69	87,500.00	-56,502.31	35.4%
8095100 · Electronic Resources	3,896.00	5,833.33	78,928.76	0.00	0.00	78,928.76	70,000.00	8,928.76	112.8%
8120100 · Library Supplies	205.08	583.33	3,281.47	0.00	0.00	3,281.47	7,000.00	-3,718.53	46.9%
8130100 · Tech Services Supplies	2,016.27	3,125.00	14,527.62	0.00	0.00	14,527.62	37,500.00	-22,972.38	38.7%
8135100 · Bindery	0.00	41.67	0.00	0.00	0.00	0.00	500.00	-500.00	0.0%
8140100 · Adult Programs & Supplies	2,065.98	1,291.67	10,532.72	0.00	0.00	10,532.72	15,500.00	-4,967.28	68.0%
8142100 · Comicon	1,556.10	250.00	3,168.58	0.00	0.00	3,168.58	3,000.00	168.58	105.6%
8145100 · Circulation Supplies	73.72	125.00	1,094.87	0.00	0.00	1,094.87	1,500.00	-405.13	73.0%
8147100 · Summer Reading Club	219.36	583.33	1,597.25	0.00	0.00	1,597.25	7,000.00	-5,402.75	22.8%
8150100 · Youth Programs & Supplies	169.03	1,375.00	7,251.31	0.00	0.00	7,251.31	16,500.00	-9,248.69	43.9%
<b>Total Material and Supplies</b>	<b>31,152.09</b>	<b>49,645.83</b>	<b>278,603.20</b>	<b>0.00</b>	<b>6,040.02</b>	<b>284,643.22</b>	<b>595,750.00</b>	<b>-311,106.78</b>	<b>47.8%</b>
<b>Contracted Services</b>									
8215100 · Collection Agency Fees	17.90	75.00	698.10	0.00	0.00	698.10	900.00	-201.90	77.6%
8245100 · IT/Comp/Copier/Equip-Outsourced	9,546.70	7,500.00	65,218.91	0.00	0.00	65,218.91	90,000.00	-24,781.09	72.5%
8247100 · Automation--Staff	1,628.00	1,250.00	9,592.74	0.00	0.00	9,592.74	15,000.00	-5,407.26	64.0%
8260100 · Misc. Contracted Services	0.00	333.33	0.00	0.00	0.00	0.00	4,000.00	-4,000.00	0.0%
8270100 · Library Bank/Finance/Late Fee	0.00	41.67	0.00	0.00	0.00	0.00	500.00	-500.00	0.0%
8275100 · Public Pmt Processing Fees	923.55	166.67	2,281.48	0.00	0.00	2,281.48	2,000.00	281.48	114.1%
<b>Total Contracted Services</b>	<b>12,116.15</b>	<b>9,366.67</b>	<b>77,791.23</b>	<b>0.00</b>	<b>0.00</b>	<b>77,791.23</b>	<b>112,400.00</b>	<b>-34,608.77</b>	<b>69.2%</b>
<b>Consortium &amp; IT/Network Services</b>									
8310100 · Automation--Circulation/Catalog	18,543.39	8,750.00	107,100.99	0.00	0.00	107,100.99	105,000.00	2,100.99	102.0%
8320100 · VOIP Phone Service	1,633.12	2,083.33	16,522.12	0.00	0.00	16,522.12	25,000.00	-8,477.88	66.1%
8325100 · Internet Services	2,303.24	1,166.67	12,261.87	0.00	0.00	12,261.87	14,000.00	-1,738.13	87.6%
<b>Total Consortium &amp; IT/Network Services</b>	<b>22,479.75</b>	<b>12,000.00</b>	<b>135,884.98</b>	<b>0.00</b>	<b>0.00</b>	<b>135,884.98</b>	<b>144,000.00</b>	<b>-8,115.02</b>	<b>94.4%</b>
<b>Professional Services</b>									
8410100 · Accounting/Payroll/Audit Service	3,378.68	7,291.67	43,017.34	0.00	0.00	43,017.34	87,500.00	-44,482.66	49.2%
8420100 · Legal Services	0.00	1,333.33	2,536.25	0.00	0.00	2,536.25	16,000.00	-13,463.75	15.9%
8430100 · Other Consulting Fees	0.00	1,333.33	1,101.15	0.00	0.00	1,101.15	16,000.00	-14,898.85	6.9%
8440100 · In Service/Staff Training/LMS	125.00	208.33	125.00	0.00	0.00	125.00	2,500.00	-2,375.00	5.0%
<b>Total Professional Services</b>	<b>3,503.68</b>	<b>10,166.67</b>	<b>46,779.74</b>	<b>0.00</b>	<b>0.00</b>	<b>46,779.74</b>	<b>122,000.00</b>	<b>-75,220.26</b>	<b>38.3%</b>
<b>Printing, Publications &amp; Postage</b>									
8510100 · Printing Services Outsourced	0.00	2,500.00	22,126.50	0.00	0.00	22,126.50	30,000.00	-7,873.50	73.8%
8530100 · Public Notices & ADS (Legal & Job)	0.00	125.00	585.00	0.00	0.00	585.00	1,500.00	-915.00	39.0%
8540100 · Postage/Shipping	2,434.62	1,375.00	10,012.74	0.00	0.00	10,012.74	16,500.00	-6,487.26	60.7%
8545100 · Printing/Copier Supplies	197.98	333.33	729.88	0.00	0.00	729.88	4,000.00	-3,270.12	18.2%
8550100 · Public Relations/Promotions	237.39	416.67	2,661.86	0.00	0.00	2,661.86	5,000.00	-2,338.14	53.2%
<b>Total Printing, Publications &amp; Postage</b>	<b>2,869.99</b>	<b>4,750.00</b>	<b>36,115.98</b>	<b>0.00</b>	<b>0.00</b>	<b>36,115.98</b>	<b>57,000.00</b>	<b>-20,884.02</b>	<b>63.4%</b>

**McHenry Public Library District**  
**Financial Report Detail by Fund**  
**For the 10 Month(s) Ended April 30, 2022**

	Monthly Total	Monthly Budget	General	Spec Reserve	Grant/Gift Fund	YTD Total	YTD Budget	\$ Over Budget	% of Budget
<b>Utilities</b>									
8610100 · Electricity	1,502.79	1,875.00	15,868.25	0.00	0.00	15,868.25	22,500.00	-6,631.75	70.5%
8620100 · Gas	853.05	625.00	6,484.46	0.00	0.00	6,484.46	7,500.00	-1,015.54	86.5%
8640100 · Water & Sewer	358.31	416.67	2,730.43	0.00	0.00	2,730.43	5,000.00	-2,269.57	54.6%
<b>Total Utilities</b>	<b>2,714.15</b>	<b>2,916.67</b>	<b>25,083.14</b>	<b>0.00</b>	<b>0.00</b>	<b>25,083.14</b>	<b>35,000.00</b>	<b>-9,916.86</b>	<b>71.7%</b>
<b>Miscellaneous Operating Expenses</b>									
8720100 · Building & Auto Insurance	0.00	2,583.33	38,294.00	0.00	0.00	38,294.00	31,000.00	7,294.00	123.5%
8730100 · Bonding & Officers Liability	0.00	250.00	682.00	0.00	0.00	682.00	3,000.00	-2,318.00	22.7%
8740100 · Janitorial Services & Supplies	3,753.88	4,166.67	37,503.07	0.00	0.00	37,503.07	50,000.00	-12,496.93	75.0%
8745100 · Grounds Maintenance	0.00	2,083.33	18,378.04	0.00	0.00	18,378.04	25,000.00	-6,621.96	73.5%
8750100 · Building Operations/Maintenance	4,339.64	3,333.33	33,248.49	0.00	0.00	33,248.49	40,000.00	-6,751.51	83.1%
8760100 · Hospitality	310.85	500.00	1,938.50	0.00	0.00	1,938.50	6,000.00	-4,061.50	32.3%
8770100 · Library Lost & Damaged Materials	77.58	58.33	297.86	0.00	0.00	297.86	700.00	-402.14	42.6%
8795100 · Miscellaneous	0.00	58.33	0.56	0.00	0.00	0.56	700.00	-699.44	0.1%
<b>Total Miscellaneous Operating Expenses</b>	<b>8,481.95</b>	<b>13,033.33</b>	<b>130,342.52</b>	<b>0.00</b>	<b>0.00</b>	<b>130,342.52</b>	<b>156,400.00</b>	<b>-26,057.48</b>	<b>83.3%</b>
<b>Grant &amp; Gift Fund Expenses</b>									
8800300 · 2020/21 Per Capita Grant	0.00	5,791.67	0.00	0.00	0.00	0.00	69,500.00	-69,500.00	0.0%
8800311 · Adult Materials - Per Capita	876.66	0.00	0.00	0.00	1,529.08	1,529.08	0.00	1,529.08	100.0%
8800321 · Youth Materials - Per Capita	0.00	0.00	0.00	0.00	4,017.48	4,017.48	0.00	4,017.48	100.0%
8800331 · Staff Software - Per Capita	0.00	0.00	0.00	0.00	265.00	265.00	0.00	265.00	100.0%
8800332 · Public Software	0.00	0.00	0.00	0.00	1,500.00	1,500.00	0.00	1,500.00	100.0%
8800333 · Computer Equipment	168.49	0.00	0.00	0.00	11,472.97	11,472.97	0.00	11,472.97	100.0%
8800341 · Other Equipment	484.01	0.00	0.00	0.00	1,238.65	1,238.65	0.00	1,238.65	100.0%
8800342 · Additional Expenses (Personnel)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
9030300 · Misc. Grants	0.00	3,333.33	0.00	0.00	894.04	894.04	40,000.00	-39,105.96	2.2%
9200300 · Additional Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
<b>Total Grant &amp; Gift Fund Expenses</b>	<b>1,529.16</b>	<b>9,125.00</b>	<b>0.00</b>	<b>0.00</b>	<b>20,917.22</b>	<b>20,917.22</b>	<b>109,500.00</b>	<b>-88,582.78</b>	<b>19.1%</b>
<b>Capital Expenses</b>									
9060100 · Library Furnishings	0.00	1,250.00	93.57	0.00	0.00	93.57	15,000.00	-14,906.43	0.6%
9070100 · Library Equipment	0.00	791.67	1,250.78	0.00	0.00	1,250.78	9,500.00	-8,249.22	13.2%
9080100 · Small Equipment under \$250	0.00	375.00	89.99	0.00	0.00	89.99	4,500.00	-4,410.01	2.0%
9090100 · Adtl. Capital Projects & Equipment	5,066.00	3,333.33	26,445.04	0.00	0.00	26,445.04	40,000.00	-13,554.96	66.1%
<b>Total Capital Expenses</b>	<b>5,066.00</b>	<b>5,750.00</b>	<b>27,879.38</b>	<b>0.00</b>	<b>0.00</b>	<b>27,879.38</b>	<b>69,000.00</b>	<b>-41,120.62</b>	<b>40.4%</b>
<b>Transfer to Reserve Fund</b>									
9100100 · Transfer to Reserve Fund	0.00	5,833.33	0.00	0.00	0.00	0.00	70,000.00	-70,000.00	0.0%
<b>Total Transfer to Reserve Fund</b>	<b>0.00</b>	<b>5,833.33</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>70,000.00</b>	<b>-70,000.00</b>	<b>0.0%</b>
<b>Debt Services</b>									
9040200 · Debt Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
9050200 · Improv. & Equip. not directly related to building plan, misc. o	0.00	4,166.67	0.00	0.00	0.00	0.00	50,000.00	-50,000.00	0.0%
9060200 · Expenditures pursuant to statutory guidelines of the Lib. Dis	0.00	16,666.67	0.00	0.00	0.00	0.00	200,000.00	-200,000.00	0.0%
9095100 · Debt Service - GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
9115100 · Recovery Zone Bond Principal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
9120100 · Recovery Zone Bond Interest	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.0%
<b>Total Debt Services</b>	<b>0.00</b>	<b>20,833.33</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>250,000.00</b>	<b>-250,000.00</b>	<b>0.0%</b>
<b>Total Expenditures</b>	<b>230,594.11</b>	<b>323,254.17</b>	<b>2,238,853.24</b>	<b>0.00</b>	<b>26,957.24</b>	<b>2,265,810.48</b>	<b>3,879,050.00</b>	<b>-1,613,239.52</b>	<b>58.4%</b>
<b>Net Total</b>	<b>-225,917.90</b>	<b>-21,943.39</b>	<b>1,087,316.79</b>	<b>133,040.51</b>	<b>116,986.16</b>	<b>1,337,343.46</b>	<b>-263,320.73</b>	<b>1,600,664.19</b>	

**McHenry Public Library District**  
**Financial Report Detail by Month**  
**For the 10 Month(s) Ended April 30, 2022**

	July	August	September	October	November	December	January	February	March	April	May	June	YTD Total
<b>Revenues</b>													
6010100 · Property Taxes	1,725,151.92	127,659.33	1,322,448.25	47,506.20	48,716.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,271,482.63
6020200 · Developer Fees	0.00	0.00	0.00	0.00	0.00	1,246.00	0.00	131,364.00	0.00	0.00	0.00	0.00	132,610.00
6030100 · Interest Income - General	0.00	15.89	40.52	40.26	39.49	30.80	83.20	67.41	67.66	56.32	0.00	0.00	441.55
6030200 · Special Reserve Fund Interest	76.86	66.05	54.77	62.01	67.04	66.22	6.34	9.67	11.07	10.48	0.00	0.00	430.51
6030300 · Grant/Gifts Fund Interest	16.92	12.27	15.82	17.92	19.37	19.13	19.13	16.81	19.03	17.86	0.00	0.00	174.26
6035100 · Dividends	0.00	0.00	63.00	0.00	0.00	0.00	64.00	0.00	64.00	0.00	0.00	0.00	191.00
6040100 · Nonresident/Enhanced Fee Cards	0.00	45.00	45.00	0.00	45.00	0.00	0.00	45.00	135.00	180.00	0.00	0.00	495.00
6050100 · Fines and Fees	1,698.98	1,278.18	1,527.40	1,572.58	1,220.88	681.14	1,482.92	1,547.94	1,741.55	887.85	0.00	0.00	13,639.42
6055100 · Collection Agency Fees	10.00	0.00	14.00	0.00	0.00	10.00	10.00	61.82	30.00	10.00	0.00	0.00	145.82
6060100 · Copy/Scan/Fax Income	569.20	584.20	831.30	625.65	844.15	890.05	936.85	869.47	1,367.09	2,828.14	0.00	0.00	10,346.10
6070200 · Reserve Fund Gifts	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6070300 · General Fund Gifts	5,301.00	2.80	57,494.54	7.55	502.25	3.00	51.25	7,507.05	33.40	13.70	0.00	0.00	70,916.54
6080200 · Bond & Debt Certificate Sale	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6090100 · Annexation & Impact Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6090200 · Transfers From Other Funds (9100-100)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6105100 · Retiree/Cobra Insurance Payment	174.84	0.00	183.69	279.96	184.13	133.44	326.86	1,334.40	1,015.46	193.42	0.00	0.00	3,826.20
6110100 · Program Fees/Misc. Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1,829.44	0.00	0.00	0.00	0.00	1,829.44
6120100 · Meeting Room Fees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6130100 · Misc Sales (Bags/disks/T-shirt)	46.00	34.00	52.00	31.00	39.50	14.50	39.00	9.00	11,456.38	123.00	0.00	0.00	11,844.38
6130200 · Misc. Income SR	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6150100 · Lost & Damaged Materials	177.46	413.99	327.60	259.36	251.29	197.44	628.95	504.50	391.01	355.44	0.00	0.00	3,507.04
6157100 · CCS/LLSAP Income	0.00	0.00	1,810.71	0.00	1,810.74	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,621.45
6160100 · Solar Credits	0.00	0.00	1,920.00	0.00	0.00	1,680.00	0.00	0.00	1,200.00	0.00	0.00	0.00	4,800.00
6170300 · Per Capita Grant	0.00	61,983.93	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61,983.93
6200100 · Over/Short	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6210300 · Miscellaneous Grants	0.00	9,868.67	0.00	0.00	0.00	0.00	1,000.00	0.00	0.00	0.00	0.00	0.00	10,868.67
<b>Total Revenues</b>	<b>1,733,223.18</b>	<b>201,964.31</b>	<b>1,386,828.60</b>	<b>50,402.49</b>	<b>53,740.77</b>	<b>4,971.72</b>	<b>4,648.50</b>	<b>145,166.51</b>	<b>17,531.65</b>	<b>4,676.21</b>	<b>0.00</b>	<b>0.00</b>	<b>3,603,153.94</b>
<b>Expenditures</b>													
<b>Personnel Expenses</b>													
8910100 · Salaries	106,697.96	108,643.35	103,010.70	100,104.56	150,653.14	101,135.06	98,687.44	104,637.82	105,564.59	99,315.47	0.00	0.00	1,078,450.09
8920100 · FICA/Medicare	7,760.28	7,896.77	7,758.95	7,313.21	11,296.74	7,520.53	7,193.69	7,668.82	7,689.77	7,520.10	0.00	0.00	79,618.86
8930100 · IMRF	11,728.38	12,008.88	11,126.47	10,565.26	17,531.48	10,749.32	9,448.82	10,096.30	10,172.40	10,222.08	0.00	0.00	113,649.39
8940100 · Health & Life Insurance	18,967.42	20,642.54	18,628.41	21,049.95	22,455.56	21,584.77	17,373.09	19,227.04	18,149.96	23,283.64	0.00	0.00	201,362.38
8945100 · Employment Screening	55.90	0.00	63.90	108.80	0.00	331.90	55.90	219.85	61.95	52.90	0.00	0.00	951.10
8950100 · Tuition Reimbursement	0.00	545.75	711.00	0.00	-1,075.25	0.00	1,422.00	0.00	0.00	0.00	0.00	0.00	1,603.50
8955100 · Telecommute Reimbursements	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8960100 · Memberships & Dues	50.00	148.00	0.00	263.00	240.00	475.00	195.00	199.00	262.00	110.00	0.00	0.00	1,942.00
8970100 · Travel	26.93	24.92	43.96	11.54	18.08	68.17	46.35	41.82	39.03	59.00	0.00	0.00	379.80
8980100 · Continuing Education (Mtg/Conf)	78.00	0.00	100.00	93.95	418.00	114.00	0.00	800.00	694.00	118.00	0.00	0.00	2,415.95
<b>Total Personnel</b>	<b>145,364.87</b>	<b>149,910.21</b>	<b>141,443.39</b>	<b>139,510.27</b>	<b>201,537.75</b>	<b>141,978.75</b>	<b>134,422.29</b>	<b>142,890.65</b>	<b>142,633.70</b>	<b>140,681.19</b>	<b>0.00</b>	<b>0.00</b>	<b>1,480,373.07</b>



**McHenry Public Library District**  
**Financial Report Detail by Month**  
**For the 10 Month(s) Ended April 30, 2022**

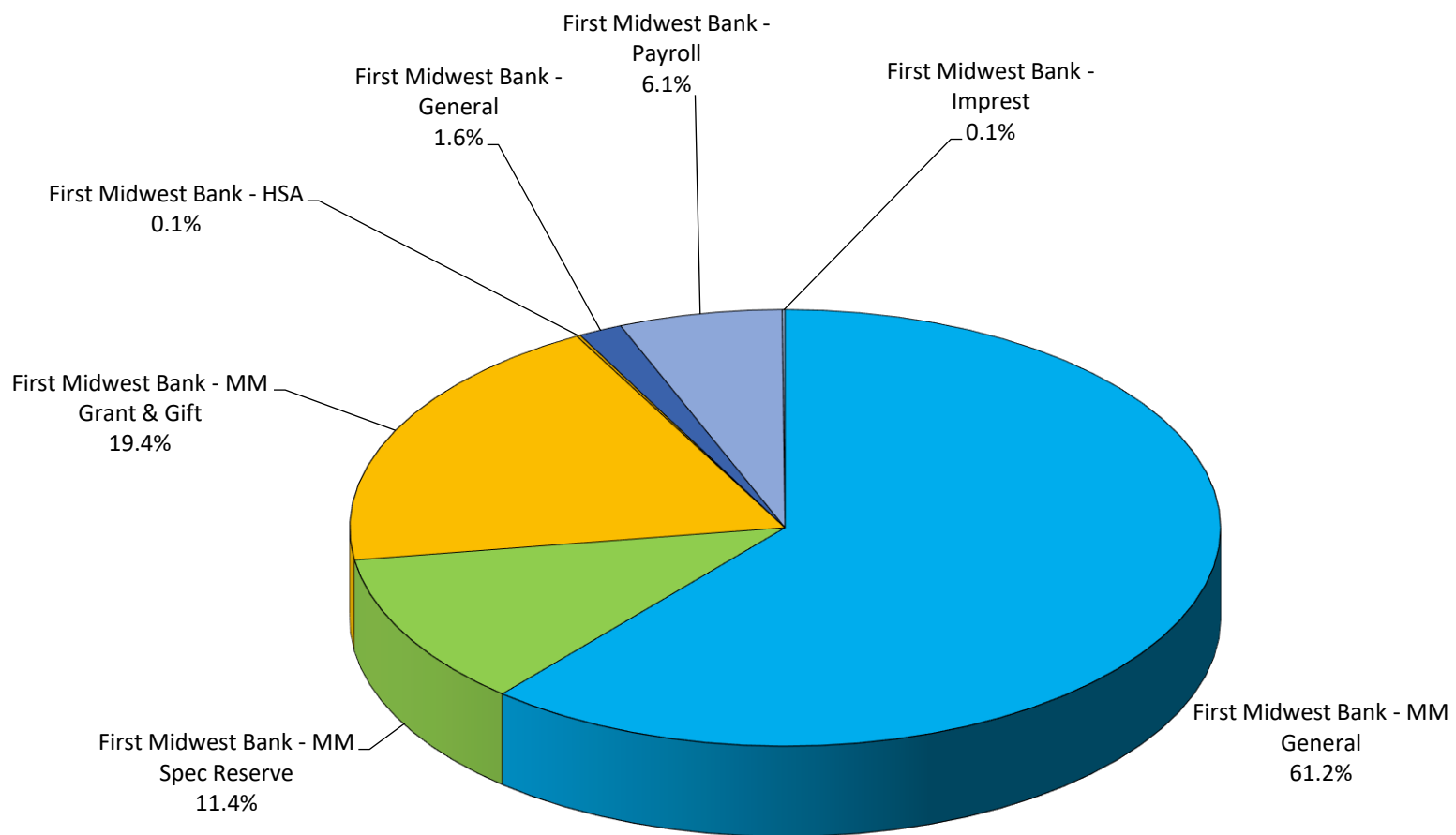
	July	August	September	October	November	December	January	February	March	April	May	June	YTD Total
<b>Materials and Supplies</b>													
8010100 · Adult Books	0.00	3,100.84	7,254.80	2,565.57	5,894.41	9,967.93	5,822.24	2,910.29	3,321.01	5,334.36	0.00	0.00	46,171.45
8020100 · Youth Books	0.00	4,060.77	2,129.68	1,827.14	2,403.04	4,236.49	6,449.61	1,583.96	1,274.72	3,946.23	0.00	0.00	27,911.64
8025100 · Professional Resources	0.00	0.00	0.00	0.00	163.78	63.00	65.82	0.00	0.00	0.00	0.00	0.00	292.60
8028100 · Administrative Resources	0.00	0.00	0.00	0.00	0.00	0.00	0.00	303.25	0.00	0.00	0.00	0.00	303.25
8030100 · Magazines & Newspapers	262.60	74.10	10,430.23	341.15	92.98	5,683.10	1,375.87	74.10	80.58	453.55	0.00	0.00	18,868.26
8040300 · Operating Fund Gifts(Donations)	1,124.99	608.05	198.78	173.83	458.84	85.36	73.46	750.00	0.00	3,028.37	0.00	0.00	6,501.68
8050100 · Adult AV Materials	0.00	396.97	1,111.87	4,394.12	2,413.38	2,505.66	3,019.30	1,553.83	1,931.36	2,161.26	0.00	0.00	19,487.75
8060100 · Youth AV Materials	0.00	149.07	278.07	896.27	1,048.35	513.56	480.14	322.10	496.12	1,963.52	0.00	0.00	6,147.20
8070100 · Library of Things	0.00	0.00	1,574.74	0.00	0.00	744.00	-1,560.00	0.00	17.98	18.40	0.00	0.00	795.12
8080100 · Video Games	0.00	0.00	180.00	640.00	1,270.00	1,919.00	485.00	430.00	290.00	1,570.00	0.00	0.00	6,784.00
8090100 · Digital Media Services	0.00	2,498.55	2,504.91	7,638.11	2,950.86	4,519.46	2,543.92	2,904.77	2,962.25	2,474.86	0.00	0.00	30,997.69
8095100 · Electronic Resources	1,719.74	5,536.00	2,472.42	1,543.44	8,238.48	46,521.04	4,105.64	2,795.00	2,101.00	3,896.00	0.00	0.00	78,928.76
8120100 · Library Supplies	20.58	139.27	194.33	12.86	257.29	1,762.16	111.06	127.40	451.44	205.08	0.00	0.00	3,281.47
8130100 · Tech Services Supplies	107.65	586.42	1,002.37	943.79	1,054.17	7,939.58	2,453.97	319.62	-1,896.22	2,016.27	0.00	0.00	14,527.62
8135100 · Bindery	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8140100 · Adult Programs & Supplies	200.00	1,145.07	682.29	542.44	1,865.34	5.94	1,875.00	982.38	1,168.28	2,065.98	0.00	0.00	10,532.72
8142100 · Comicon	0.00	0.00	1,000.60	296.91	0.00	0.00	314.97	0.00	0.00	1,556.10	0.00	0.00	3,168.58
8145100 · Circulation Supplies	0.00	0.00	88.00	55.95	0.00	0.00	0.00	0.00	877.20	73.72	0.00	0.00	1,094.87
8147100 · Summer Reading Club	525.00	0.00	0.00	0.00	10.00	353.80	0.00	0.00	489.09	219.36	0.00	0.00	1,597.25
8150100 · Youth Programs & Supplies	369.99	639.57	97.74	432.84	1,384.76	738.08	1,163.16	607.24	1,648.90	169.03	0.00	0.00	7,251.31
<b>Total Material and Supplies</b>	<b>4,330.55</b>	<b>18,934.68</b>	<b>31,200.83</b>	<b>22,304.42</b>	<b>29,505.68</b>	<b>87,558.16</b>	<b>28,779.16</b>	<b>15,663.94</b>	<b>15,213.71</b>	<b>31,152.09</b>	<b>0.00</b>	<b>0.00</b>	<b>284,643.22</b>
<b>Contracted Services</b>													
8215100 · Collection Agency Fees	0.00	0.00	0.00	0.00	0.00	0.00	572.80	80.55	26.85	17.90	0.00	0.00	698.10
8245100 · IT/Comp/Copier/Equip-Outsourced	6,383.50	5,256.50	12,300.00	5,436.50	5,186.50	12,519.00	-3,481.50	8,316.39	3,755.32	9,546.70	0.00	0.00	65,218.91
8247100 · Automation--Staff	458.94	498.00	0.00	670.90	849.90	1,297.00	0.00	565.00	3,625.00	1,628.00	0.00	0.00	9,592.74
8260100 · Misc. Contracted Services	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8270100 · Library Bank/Finance/Late Fee	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8275100 · Public Pmt Processing Fees	134.95	207.25	148.28	140.71	140.95	72.38	157.67	137.98	217.76	923.55	0.00	0.00	2,281.48
<b>Total Contracted Services</b>	<b>6,977.39</b>	<b>5,961.75</b>	<b>12,448.28</b>	<b>6,248.11</b>	<b>6,177.35</b>	<b>13,888.38</b>	<b>-2,751.03</b>	<b>9,099.92</b>	<b>7,624.93</b>	<b>12,116.15</b>	<b>0.00</b>	<b>0.00</b>	<b>77,791.23</b>
<b>Consortium &amp; IT/Network Services</b>													
8310100 · Automation--Circulation/Catalog	17,593.39	0.00	0.00	17,593.39	0.00	11,730.00	41,640.82	0.00	0.00	18,543.39	0.00	0.00	107,100.99
8320100 · VOIP Phone Service	1,665.96	1,656.05	1,656.05	1,672.86	1,657.28	1,657.28	1,657.28	1,633.12	1,633.12	1,633.12	0.00	0.00	16,522.12
8325100 · Internet Services	392.63	1,261.30	1,141.34	1,222.16	1,412.16	582.63	1,440.52	392.63	2,113.26	2,303.24	0.00	0.00	12,261.87
<b>Total Consortium &amp; IT/Network Services</b>	<b>19,651.98</b>	<b>2,917.35</b>	<b>2,797.39</b>	<b>20,488.41</b>	<b>3,069.44</b>	<b>13,969.91</b>	<b>44,738.62</b>	<b>2,025.75</b>	<b>3,746.38</b>	<b>22,479.75</b>	<b>0.00</b>	<b>0.00</b>	<b>135,884.98</b>
<b>Professional Services</b>													
8410100 · Accounting/Payroll/Audit Service	494.30	934.20	5,509.20	9,873.82	6,771.92	5,625.62	3,696.83	3,367.45	3,365.32	3,378.68	0.00	0.00	43,017.34
8420100 · Legal Services	0.00	397.50	765.00	315.00	0.00	690.00	0.00	0.00	368.75	0.00	0.00	0.00	2,536.25
8430100 · Other Consulting Fees	0.00	0.00	0.00	0.00	0.00	0.00	158.31	942.84	0.00	0.00	0.00	0.00	1,101.15
8440100 · In Service/Staff Training/LMS	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	125.00	0.00	0.00	125.00
<b>Total Professional Services</b>	<b>494.30</b>	<b>1,331.70</b>	<b>6,274.20</b>	<b>10,188.82</b>	<b>6,771.92</b>	<b>6,315.62</b>	<b>3,855.14</b>	<b>4,310.29</b>	<b>3,734.07</b>	<b>3,503.68</b>	<b>0.00</b>	<b>0.00</b>	<b>46,779.74</b>
<b>Printing, Publications &amp; Postage</b>													
8510100 · Printing Services Outsourced	0.00	12,361.50	-6,236.50	0.00	5,281.93	0.00	5,351.31	0.00	5,368.26	0.00	0.00	0.00	22,126.50
8530100 · Public Notices & ADS (Legal & Job)	0.00	0.00	550.00	0.00	0.00	35.00	0.00	0.00	0.00	0.00	0.00	0.00	585.00
8540100 · Postage/Shipping	-12.61	554.62	2,141.56	344.87	1,981.26	262.34	1,784.80	292.18	229.10	2,434.62	0.00	0.00	10,012.74
8545100 · Printing/Copier Supplies	0.00	0.00	0.00	178.49	353.41	0.00	0.00	0.00	0.00	197.98	0.00	0.00	729.88
8550100 · Public Relations/Promotions	0.00	222.48	20.00	0.00	0.00	2,071.00	0.00	0.00	110.99	237.39	0.00	0.00	2,661.86
<b>Total Printing, Publications &amp; Postage</b>	<b>-12.61</b>	<b>13,138.60</b>	<b>-3,524.94</b>	<b>523.36</b>	<b>7,616.60</b>	<b>2,368.34</b>	<b>7,136.11</b>	<b>292.18</b>	<b>5,708.35</b>	<b>2,869.99</b>	<b>0.00</b>	<b>0.00</b>	<b>36,115.98</b>

**McHenry Public Library District**  
**Financial Report Detail by Month**  
**For the 10 Month(s) Ended April 30, 2022**

	July	August	September	October	November	December	January	February	March	April	May	June	YTD Total
<b>Utilities</b>													
8610100 - Electricity	0.00	1,907.11	2,060.44	1,987.76	1,620.27	1,067.26	1,838.21	2,023.99	1,860.42	1,502.79	0.00	0.00	15,868.25
8620100 - Gas	0.00	219.58	247.75	0.00	295.14	875.57	1,178.62	1,502.19	1,312.56	853.05	0.00	0.00	6,484.46
8640100 - Water & Sewer	0.00	0.00	514.71	963.83	0.00	180.85	0.00	310.19	402.54	358.31	0.00	0.00	2,730.43
<b>Total Utilities</b>	<b>0.00</b>	<b>2,126.69</b>	<b>2,822.90</b>	<b>2,951.59</b>	<b>1,915.41</b>	<b>2,123.68</b>	<b>3,016.83</b>	<b>3,836.37</b>	<b>3,575.52</b>	<b>2,714.15</b>	<b>0.00</b>	<b>0.00</b>	<b>25,083.14</b>
<b>Miscellaneous Operating Expenses</b>													
8720100 - Building & Auto Insurance	0.00	0.00	9,427.00	1,208.00	20,150.00	7,509.00	0.00	0.00	0.00	0.00	0.00	0.00	38,294.00
8730100 - Bonding & Officers Liability	0.00	0.00	0.00	0.00	0.00	682.00	0.00	0.00	0.00	0.00	0.00	0.00	682.00
8740100 - Janitorial Services & Supplies	255.48	3,651.50	4,149.89	3,765.07	4,128.28	4,161.58	4,105.05	5,045.72	4,486.62	3,753.88	0.00	0.00	37,503.07
8745100 - Grounds Maintenance	425.00	290.00	1,217.01	531.37	14,819.66	1,095.00	0.00	0.00	0.00	0.00	0.00	0.00	18,378.04
8750100 - Building Operations/Maintenance	823.04	4,585.33	5,347.72	3,492.30	2,762.04	1,387.77	6,435.24	1,699.21	2,376.20	4,339.64	0.00	0.00	33,248.49
8760100 - Hospitality	20.25	539.43	143.93	134.81	100.49	288.85	198.76	90.32	110.81	310.85	0.00	0.00	1,938.50
8770100 - Library Lost & Damaged Materials	0.00	0.00	0.00	70.10	20.00	9.99	20.25	0.00	99.94	77.58	0.00	0.00	297.86
8795100 - Miscellaneous	-46.85	47.41	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.56
<b>Total Miscellaneous Operating Expenses</b>	<b>1,476.92</b>	<b>9,113.67</b>	<b>20,285.55</b>	<b>9,201.65</b>	<b>41,980.47</b>	<b>15,134.19</b>	<b>10,759.30</b>	<b>6,835.25</b>	<b>7,073.57</b>	<b>8,481.95</b>	<b>0.00</b>	<b>0.00</b>	<b>130,342.52</b>
<b>Grant &amp; Gift Fund Expenses</b>													
8800300 - 2020/21 Per Capita Grant	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8800311 - Adult Materials - Per Capita	0.00	61.38	21.83	0.00	0.00	0.00	451.24	0.00	117.97	876.66	0.00	0.00	1,529.08
8800321 - Youth Materials - Per Capita	0.00	2,019.54	55.23	0.00	0.00	0.00	0.00	0.00	1,942.71	0.00	0.00	0.00	4,017.48
8800331 - Staff Software - Per Capita	265.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	265.00
8800332 - Public Software	0.00	0.00	0.00	0.00	0.00	0.00	1,500.00	0.00	0.00	0.00	0.00	0.00	1,500.00
8800333 - Computer Equipment	0.00	0.00	0.00	0.00	0.00	0.00	7,796.50	0.00	3,507.98	168.49	0.00	0.00	11,472.97
8800341 - Other Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	754.64	484.01	0.00	0.00	1,238.65
8800342 - Additional Expenses (Personnel)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9030300 - Misc. Grants	142.46	493.24	258.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	894.04
9200300 - Additional Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Grant &amp; Gift Fund Expenses</b>	<b>407.46</b>	<b>2,574.16</b>	<b>335.40</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>9,747.74</b>	<b>0.00</b>	<b>6,323.30</b>	<b>1,529.16</b>	<b>0.00</b>	<b>0.00</b>	<b>20,917.22</b>
<b>Capital Expenses</b>													
9060100 - Library Furnishings	0.00	0.00	0.00	93.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	93.57
9070100 - Library Equipment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	767.18	483.60	0.00	0.00	0.00	1,250.78
9080100 - Small Equipment under \$250	0.00	0.00	0.00	0.00	0.00	0.00	0.00	89.99	0.00	0.00	0.00	0.00	89.99
9090100 - Adtl. Capital Projects & Equipment	0.00	0.00	0.00	0.00	0.00	3,458.00	0.00	3,489.71	14,431.33	5,066.00	0.00	0.00	26,445.04
<b>Total Capital Expenses</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>93.57</b>	<b>0.00</b>	<b>3,458.00</b>	<b>0.00</b>	<b>4,346.88</b>	<b>14,914.93</b>	<b>5,066.00</b>	<b>0.00</b>	<b>0.00</b>	<b>27,879.38</b>
<b>Transfer to Reserve Fund</b>													
9100100 - Transfer to Reserve Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Transfer to Reserve Fund</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Debt Services</b>													
9040200 - Debt Service	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9050200 - Improv. & Equip. not directly related to buil	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9060200 - Expenditures pursuant to statutory guidelir	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9095100 - Debt Service - GF	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9115100 - Recovery Zone Bond Principal	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9120100 - Recovery Zone Bond Interest	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Debt Services</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total Expenditures</b>	<b>178,690.86</b>	<b>206,008.81</b>	<b>214,083.00</b>	<b>211,510.20</b>	<b>298,574.62</b>	<b>286,795.03</b>	<b>239,704.16</b>	<b>189,301.23</b>	<b>210,548.46</b>	<b>230,594.11</b>	<b>0.00</b>	<b>0.00</b>	<b>2,265,810.48</b>
<b>Net Total</b>	<b>1,554,532.32</b>	<b>-4,044.50</b>	<b>1,172,745.60</b>	<b>-161,107.71</b>	<b>-244,833.85</b>	<b>-281,823.31</b>	<b>-235,055.66</b>	<b>-44,134.72</b>	<b>-193,016.81</b>	<b>-225,917.90</b>	<b>0.00</b>	<b>0.00</b>	<b>1,337,343.46</b>

**McHenry Public Library District  
Investments  
For the 10 Month(s) Ended April 30, 2022**

<b>Bank</b>	<b>Current Rate</b>	<b>Book Balance</b>
First Midwest Bank - MM General	0.038%	1,673,548
First Midwest Bank - MM Spec Reserve	0.038%	311,291
First Midwest Bank - MM Grant & Gift	0.038%	530,836
First Midwest Bank - HSA	n/a	3,856
First Midwest Bank - General	n/a	44,596
First Midwest Bank - Payroll	n/a	165,757
First Midwest Bank - Imprest	n/a	2,855
<b>Total</b>	<b>\$</b>	<b>2,732,740</b>





# Bankcard Processing Center

## May 2022 - by Account

Name	Tran Date	Merchant Name	Amount	Account #	Totals
TERRILL	4/18/22	IN *ROCKFORD MAP PUBLISHE	\$ 161.95	8010-100	\$ 161.95
MILFAJT	5/2/22	SHAW SUBURBAN MEDIA-SUBS	\$ 80.58	8030-100	\$ 80.58
JAKACKI	4/19/22	CHIPOTLE ONLINE	\$ (4.01)	8040-300	
JAKACKI	4/19/22	CHIPOTLE ONLINE	\$ (5.89)	8040-300	
JAKACKI	4/19/22	CHIPOTLE ONLINE	\$ (9.95)	8040-300	
JAKACKI	4/8/22	CHIPOTLE ONLINE	\$ 55.81	8040-300	
JAKACKI	4/7/22	CHIPOTLE 1426	\$ 56.51	8040-300	
JAKACKI	4/6/22	JEWEL OSCO 1518	\$ 18.49	8040-300	
KARWOWSKA	4/7/22	RI NOVELTY/TOY NETWORK	\$ 233.00	8040-300	\$ 343.96
STRAIN	4/29/22	Netflix.com	\$ 19.99	8090-100	
STRAIN	4/28/22	DisneyPLUS	\$ 7.00	8090-100	
STRAIN	4/28/22	HLU*Hulu 1804006095974-U	\$ 12.99	8090-100	
TERRILL	4/26/22	DisneyPLUS	\$ 7.00	8090-100	
TERRILL	4/26/22	HLU*Hulu 1802467698006-U	\$ 12.99	8090-100	
TERRILL	4/26/22	NETFLIX.COM	\$ 19.99	8090-100	
TERRILL	4/22/22	HLU*Hulu 1597220922233-U	\$ 12.99	8090-100	
TERRILL	4/20/22	DisneyPLUS	\$ 7.00	8090-100	
TERRILL	4/20/22	Netflix.com	\$ 19.99	8090-100	
TERRILL	4/15/22	HLU*Hulu 1592603299985-U	\$ 12.99	8090-100	
TERRILL	4/12/22	DisneyPLUS	\$ 7.00	8090-100	
TERRILL	4/12/22	Netflix.com	\$ 19.99	8090-100	\$ 159.92
STRAIN	4/28/22	MENARDS 3327	\$ 57.49	8140-100	
STRAIN	4/28/22	MENARDS 3327	\$ 53.60	8140-100	
STRAIN	4/28/22	MENARDS 3327	\$ (57.49)	8140-100	\$ 53.60
KARWOWSKA	4/28/22	WALMART.COM AA	\$ 76.64	8150-100	
KARWOWSKA	4/28/22	WALMART.COM AA	\$ 65.57	8150-100	\$ 142.21
JAKACKI	4/27/22	PAYPRO FARONICS	\$ (5.37)	8245-100	
JAKACKI	4/26/22	PAYPRO FARONICS	\$ 74.67	8245-100	\$ 69.30
JAKACKI	5/4/22	Adobe Inc	\$ 254.87	8247-100	Prepaid 5/4/2022-5/3/2023
JAKACKI	5/3/22	TECHSOUP	\$ 185.00	8247-100	\$ 439.87



# Bankcard Processing Center

## May 2022 - by Account

Name	Tran Date	Merchant Name	Amount	Account #	Totals
JAKACKI	5/6/22	THE UPS STORE 4064	\$ 448.00	8510-100	\$ 448.00
JAKACKI	4/28/22	USPS KIOSK 1646809550	\$ 2.32	8540-100	
MAJKA	5/2/22	USPS PO 1646800050	\$ 29.67	8540-100	
MAJKA	4/21/22	USPS PO 1646800050	\$ 26.20	8540-100	
MAJKA	4/13/22	USPS PO 1646800050	\$ 31.50	8540-100	
MILFAJT	4/27/22	THE UPS STORE 4064	\$ 97.21	8540-100	
STRAIN	5/6/22	USPS PO 1646800050	\$ 26.64	8540-100	\$ 213.54
CLAUCHERTY	5/6/22	JEWEL OSCO 1518	\$ 76.43	8760-100	
CLAUCHERTY	4/29/22	WALGREENS #5469	\$ 32.32	8760-100	
CLAUCHERTY	4/6/22	JEWEL OSCO 1518	\$ 61.70	8760-100	
MAY	4/14/22	DUNKIN #353718 Q35	\$ 30.00	8760-100	
MAY	4/14/22	WALGREENS #5284	\$ 7.11	8760-100	\$ 207.56
JAKACKI	4/25/22	Lenovo United States	\$ 4,246.90	8800-333	\$ 4,246.90
MAY	5/3/22	NATIONAL CRIME SEARCH	\$ 83.85	8945-100	
MAY	5/1/22	INDEED	\$ 34.00	8945-100	\$ 117.85
KARWOWSKA	4/21/22	ILLINOIS LIBRARY ASSOC	\$ 25.00	8960-100	
MILFAJT	4/29/22	AMERLIBASSOC ECOMMERCE	\$ 255.00	8960-100	
TERRILL	4/26/22	AMERLIBASSOC ECOMMERCE	\$ 90.00	8960-100	\$ 370.00
MILFAJT	4/29/22	AMERICAN LIBRARY ASSOC	\$ 188.10	8980-100	\$ 188.10
			<b>\$7,243.34</b>	<b>TOTAL</b>	<b>\$ 7,243.34</b>
<b>BANKCARD PROCESSING CENTER</b>					
<b>PO BOX 6818</b>					
<b>Carol Stream, IL 60197-6818</b>					

**McHenry Public Library District  
 INTERIM CHECKS ISSUED - April 2022  
 (NOT INCLUDED ON BILL REPORT)**

<u>VENDOR</u>	<u>Account - Money Market</u> <u>DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCT#</u>	<u>DATE</u>	<u>CHECK</u>
	(no checks written on this account)				
	<b>subtotal for account</b>	<b>\$ -</b>			

<u>VENDOR</u>	<u>Account - General Fund</u> <u>DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCT#</u>	<u>DATE</u>	<u>CHECK</u>
First Communications	VOIP Phones	\$ 1,633.12	8320-100	04/07/22	EFT
	<b>subtotal for account</b>	<b>\$ 1,633.12</b>			

<u>Account - HSA/Building</u>		<u>AMOUNT</u>	<u>ACCT#</u>	<u>DATE</u>	<u>CHECK</u>
First Midwest Bank	Employer contributions HSA	\$ 750.00	8940-100	04/04/22	EFT
First Midwest Bank	employee contributions HSA	\$ 844.59	8940-100	04/04/22	EFT
First Midwest Bank	employee contributions HSA	\$ 844.59	8940-100	04/19/22	EFT
	<b>subtotal for account</b>	<b>\$ 2,439.18</b>			

<u>VENDOR</u>	<u>Account - Payroll</u> <u>DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCT#</u>	<u>DATE</u>	<u>CHECK</u>
IL Municipal Retirement Fund IMRF		\$16,449.29	8930-100	04/29/22	EFT
	<b>subtotal for account</b>	<b>\$ 16,449.29</b>			

<u>VENDOR</u>	<u>Account - Imprest</u> <u>DESCRIPTION</u>	<u>AMOUNT</u>	<u>ACCT#</u>	<u>DATE</u>	<u>CHECK</u>
Steve Justman	Program 4/10/22	\$ 200.00	8140-100	04/10/22	1237
	<b>subtotal for account</b>	<b>\$ 200.00</b>			

**GRAND TOTAL CHECKS ISSUED \$ 20,721.59**

**April 2022**

**Earning/Deduction/Tax Listing (Summary): Reimbursement Report**

Last Name Ascending

Pay Dates: 04/01/2022-04/30/2022; Employee Filter

05/11/2022 1:18p

Amy Hodgson

McHenry Public Library District (2771pd)

<b>Last Name</b>	<b>First Name</b>	<b>Travel Reimb Amt</b>	<b>Total Reimbursement</b>
Baseley	Steffanie	\$14.77	\$14.77
Hillier	Thomas	\$24.34	\$24.34
Hodgson	Amy	\$5.85	\$5.85
Kordistos	Skye	\$14.04	\$14.04
	<b>TOTAL</b>	<b>\$59.00</b>	<b>\$59.00</b>



Glenda L. Miller  
McHenry County Treasurer

DATE: April 25, 2022  
TO: ALL MCHENRY COUNTY TAXING DISTRICTS  
FROM: GLENDA L. MILLER, MCHENRY COUNTY TREASURER  
RE: 2022 DISTRIBUTION DATES FOR 2021 TAXES

We are beginning to collect and distribute the 2021 real estate taxes.

We have prepared a schedule of distribution dates to assist you and we will make every effort to meet these dates.

As in the past, your money will be directly deposited in your account on or before the scheduled dates listed below.

First Distribution	05/31/2022
Second Distribution	06/13/2022
Third Distribution	06/27/2022
Fourth Distribution	07/11/2022
Fifth Distribution	07/25/2022
Sixth Distribution	08/08/2022
Seventh Distribution	08/22/2022
Eighth Distribution	09/06/2022
Ninth Distribution	09/19/2022
Tenth Distribution	10/03/2022
Eleventh Distribution	10/17/2022
Twelfth Distribution	10/31/2022
Thirteenth Distribution	11/14/2022
Final Distribution	Nov/Dec 2022

*Glenda L. Miller*

GLENDA L. MILLER

McHenry County Treasurer

Location: SE corner Seminary Ave./Rt. #47 and Russel Ct.  
Mailing Address: 2200 N. Seminary Ave. • Woodstock, IL 60098  
TEL: (815)334-4260 FAX: (815)338-1737 • [www.mchenrytreasurer.org](http://www.mchenrytreasurer.org)

## McHenry Public Library District

### LIBRARIAN'S REPORT

APRIL 2022

#### Administration

- A. Hodgson has been working with the credit card revenue reports to understand how to streamline the process of reporting revenue into the correct funds. She is working with our accountants to update the reporting for the fiscal year.
- Marketing Coordinator, A. Mesino, put together his first issue of the *Preface* which will be mailed out to patrons around May 11.
- Reviewed new payroll/employee self-service software with the HRIS committee. Looking towards selected a vendor and begin implementation in the new fiscal year.
- The Library's In-Service committee hosted an all staff training event on the afternoon of the 22<sup>nd</sup>. The event featured speakers from McHenry Youth and Family Center and McHenry Workforce Center. Ways to share resources, patron referrals to services and ways for the organizations to collaborate with the Library were shared.
- L. Jakacki participated in the hiring process for Bilingual Circulation Clerks with HR department which has led to hiring two new staff members.
- L. Jakacki attended the quarterly CCS Governing Board Meeting,
- L. Jakacki assisted D. Gaudio of Adult Services in directing traffic for the Library's annual paper shredding event.

#### Adult Services

- AARP Tax-Aide program provided tax preparer assistance to 406 individuals from February-April 2022.
- The Community Shredding event was the most successful one the library has ever had. We collected about 6000 pounds. According to Google, the community saved over 50 trees, over 1100 gallons of oil, 9.3 cubic yards of landfill space and almost 21,000 gallons of water. So many people came, staff had to place them into 3 lanes to keep the overflow out of the road.
- A patron approached E. Bily looking for recommendations on adult and teen fantasy on Playaways specifically. She was interested in a comprehensive list and gave us her contact information so I could make and send a spreadsheet of recommended titles. E. Bily omitted any Middle Grade fantasy and sequel titles and created a list of over 30 options - 7 of which were labeled as "Most recommended" based on the patron's preferred themes.
- K. Kimbrel assisted a patron who requested 8 Nora Roberts books. The patron had read every book by Nora Roberts except these 8. After checking in many places (bibliographic records, Novelist, etc.) he found out that every book the patron asked for now had a new title. The patron then checked their list to find every book was read under the new title. The patron was happy to have completed the list, but sad to not have any old Nora Roberts books to read. The patron then put 2 upcoming Nora Roberts books on hold, and was happy again.

- A. Moreno-Lomeli helped a patron scan and email documents to help with an emergency housing assistance application. They were very grateful that we offer a scanning service for free. They had just visited another location that would have charged them \$3 initial page plus \$1 per page for faxing the document.
- Z. Terrill has been working on getting the staff trained on the new software for some of our new devices that will be available for the public. We will have a Surface Pro and iMac that will have new and different software for patrons to use. The trainings included the different settings on iMac and some intros to a host of Adobe Creative suite software.
- T. Hiller presented program with Landmark Commission at Ignite physical rehab center, April 19. They discussed the role of the Landmark Commission and had some fun with McHenry trivia



- The Questions desk staff participated in 82 live chats with patrons during the month of April.

### Building Services

- S.Claucherty completed the Manage Strong Series.
- S.Claucherty to develop Slip trip Fall training
- S.Claucherty to develop Safety checklists for pre-work.
- S.Claucherty to hold monthly trainings for new hires.

### Circulation

- A patron from the Crystal Lake Library told the Circulation staff that we are nicer than the staff at her home library and she has decided to only use the McHenry Library from now on.
- B. Majka has handed in her Letter of Retirement as Circulation Manager effective May 6. P. Strain will be Interim Manager.
- G. Herrera and L. Beavis are our new Bilingual Circulation Clerks. Their first day is May 9.

### Human Resources

- Focused recruitment efforts around our Part-Time Bilingual Circulation and Part-Time Youth Service Associate-Bilingual positions.
- Conducted Part-Time Bilingual Circulation in-person interviews with L. Jakacki and extended offers to L. Beavis and G. Herrera who will start in May.

- Extended an offer to C. Martin Zima for our Youth Service Associate-Bilingual position. She will start in May as well.
- Organized and led our Human Resource Information System (HRIS) Committee in reviewing three different software companies that could meet our needs from an HR and payroll perspective.
- Current headcount for April is 34; 22 FT (37.50 hours weekly) and 12 PT staff members.

#### Technical Services

- "I was chosen to be a member of the payroll committee, as a staff representative in the process of choosing a new payroll company that better suits our needs. I am very happy to have had this opportunity." – K. Meadows
- "Our Polish language materials were sent out for cataloging to a firm that has native Polish speakers because we do not have the proficiency in the language in house." – K. Milfajt

#### Technology

- 4/4 - IT set up the AWE for public use again. This is the first time it has been offered to patrons since the start of the pandemic
- 4/4 - Guest passes for public computers were disabled. Patrons can now log on without checking in at the questions desk and are able to use the computers for an hour with the option to extend their time if no one is waiting
- 4/11 – IT-sync up meeting
- 4/12 - IT attended the management meeting
- 4/19 - IT worked with TBS to install MyPC on the iMac and Surface. Deep freeze was also installed on these. They will soon be available for the public to use. The full Adobe Creative Suite was also installed on both machines
- 4/22 - IT set up and took down equipment for the in-service meeting
- 4/27 - IT updated all Chromebooks to prepare them for upcoming in-person classes
- IT continues working on the asset tagging project. As of 5/6/2022 457 items have been recorded and tagged.

#### Youth Services

- The After-School Supper program served 27 meals. S. Baseley and J. Einoris have worked together to create enrichment activities to go with each meal.
- The YS Department received a lot of positive compliments from patrons this month:
  - A patron came in and left a note for J. Einoris stating that her granddaughter's kaleidoscope turned out great and what a great activity it was
  - S. Baseley recommended *Black Flamingo* to a teen, who later told her that she loved the book and was already halfway through it!
  - M. Benbennick hosted *Write On*, and reported that the teens were excited to do some writing workshops with their work
  - M. Puga hosted Día del Niño, and one of the attendees was thankful for the program and free book
  - S. Kordistos received a compliment from a patron whose child attends storytime and said her son enjoys it so much and that it's a wonderful class!

- R. Klug received a comment from a previous program that the kids like the ukulele, so added more to her Earth Day Storytime this month
- The YS Department attended 24.5 hours of CE. Highlights include:
  - *Library Ethics in Youth Services*

### **Upcoming Events and Projects**

- Friends of the Library Meeting and Spring Sale Preview Night—May 19
- Friends of the Library Spring Book Sale—May 21-22
- Library Closed Memorial Day—May 30
- Summer Reading Begins—June 1
- Library Closed In Service Meeting—June 17 9a-1p
- Library Closed 4<sup>th</sup> of July Holiday—July 4
- Fiesta Days Parade—July 17
- Summer Reading Ends—July 31



		8910-100	8920-100	8930-100	8940-100	
		SALARIES	FICA/MEDICARE	IMRF	HEALTH & LIFE INSURANCE	TOTAL
<b>FY 2021/22</b>	<b>Budget</b>	\$ 1,565,000.00	\$ 120,000.00	\$ 157,500.00	\$ 275,000.00	\$ 2,117,500.00
<b>FY 2021/22</b>	<b>% Of TOTAL BUDGET</b>	47.71%	3.66%	4.80%	8.38%	64.56%
<b>FY 2022/23</b>	<b>Proposed Budget</b>	\$ 1,590,000.00	\$ 125,000.00	\$ 170,000.00	\$ 285,000.00	\$ 2,170,000.00
<b>FY 2022/23</b>	<b>% Of TOTAL BUDGET</b>	47.24%	3.71%	5.05%	8.47%	64.47%
<b>OPTION 1</b>	<b>2% COLA and \$15.00 minimum wage</b>	\$ 1,547,000.00	\$ 119,000.00	\$ 161,000.00	\$ 275,000.00	\$ 2,102,000.00
		45.96%	3.54%	4.78%	8.17%	62.45%
<b>OPTION 2</b>	<b>2% COLA and \$14.00 minimum wage</b>	\$ 1,537,000.00	\$ 118,000.00	\$ 160,000.00	\$ 275,000.00	\$ 2,090,000.00
		45.66%	3.51%	4.75%	8.17%	62.09%
<b>OPTION 3</b>	<b>2% COLA + 2% Merit Raises</b>	\$ 1,563,000.00	\$ 120,000.00	\$ 163,000.00	\$ 275,000.00	\$ 2,121,000.00
		46.43%	3.57%	4.84%	8.17%	63.01%
<b>OPTION 4</b>	<b>2% COLA + 2% Merit Raises and \$14.00 minimum wage</b>	\$ 1,562,000.00	\$ 120,000.00	\$ 163,000.00	\$ 275,000.00	\$ 2,120,000.00
		46.41%	3.57%	4.84%	8.17%	62.98%
<b>OPTION 5</b>	<b>2% COLA + 2% Merit Raises and \$15.00 minimum wage</b>	\$ 1,580,000.00	\$ 121,000.00	\$ 165,000.00	\$ 275,000.00	\$ 2,141,000.00
		46.94%	3.59%	4.90%	8.17%	63.61%

<b>OPTION 1</b>						
<b>2% COLA and starting pay to the \$15.00 minimum wage standard ahead of the 1/1/2025 deadline</b>	44 total staff for 1325 hours/ week	10 current staff and open positions could be raised to the \$15.00 minimum wage standard ahead of the 1/1/2025 deadline; would be ineligible for 2% COLA	All other staff employed by the Library as of 6/30/2022 would be eligible for a 2% COLA Raise	Have the flexibility to hire a 2-4 additional part-time staff	No merit increases for staff	Health & Life Insurance is budgeted for a potential 15% increase in premiums
<b>OPTION 2</b>						
<b>2% COLA and starting pay to the \$14.00 minimum wage standard ahead of the 1/1/2024 deadline</b>	44 total staff for 1325 hours/ week	7 current staff and open positions could be raised to the \$14.00 minimum wage standard ahead of the 1/1/2024 deadline; would be ineligible for 2% COLA	All other staff employed by the Library as of 6/30/2022 would be eligible for a 2% COLA Raise	Have the flexibility to hire a 2-4 additional part-time staff	No merit increases for staff	Health & Life Insurance is budgeted for a potential 15% increase in premiums
<b>OPTION 3</b>						
<b>2% COLA + 2% Merit Raises for Eligible Staff</b>	44 total staff for 1325 hours/ week	All staff employed by the Library as of 6/30/2022 would be eligible for a 2% COLA Raise	11 open positions would not be eligible for the 2% COLA raise if hired 7/1/2022 or later	Have the flexibility to hire a 1-2 additional part-time staff	All staff would be eligible for a 0%-2% merit increase dependent on their performance evaluation on their anniversary date	Health & Life Insurance is budgeted for a potential 15% increase in premiums
<b>OPTION 4</b>						
<b>2% COLA + 2% Merit Raises for Eligible Staff and starting pay to the \$14.00 minimum wage standard ahead of the 1/1/2024 deadline</b>	44 total staff for 1325 hours/ week	10 current staff and open positions could be raised to the \$14.00 minimum wage standard ahead of the 1/1/2024 deadline; would be ineligible for 2% COLA	All other staff employed by the Library as of 6/30/2022 would be eligible for a 2% COLA Raise	Have the flexibility to hire a 1-2 additional part-time staff	All staff would be eligible for a 0%-2% merit increase dependent on their performance evaluation on their anniversary date	Health & Life Insurance is budgeted for a potential 15% increase in premiums
<b>OPTION 5</b>						
<b>2% COLA + 2% Merit Raises for Eligible Staff and starting pay to the \$15.00 minimum wage standard ahead of the 1/1/2025 deadline</b>	44 total staff for 1325 hours/ week	10 current staff and open positions could be raised to the \$15.00 minimum wage standard ahead of the 1/1/2025 deadline; would be ineligible for 2% COLA	All other staff employed by the Library as of 6/30/2022 would be eligible for a 2% COLA Raise	Have the flexibility to hire a 1-2 additional part-time staff	All staff would be eligible for a 0%-2% merit increase dependent on their performance evaluation on their anniversary date	Health & Life Insurance is budgeted for a potential 15% increase in premiums



# The Real Costs of Recruitment

By Katie Navarra

April 11, 2022

**R**ecruiting new employees is not cheap. According to new benchmarking data ([www.shrm.org/resourcesandtools/hr-topics/benefits/pages/shrm-hr-benchmarking-reports-launch-as-a-member-exclusive-benefit.aspx](http://www.shrm.org/resourcesandtools/hr-topics/benefits/pages/shrm-hr-benchmarking-reports-launch-as-a-member-exclusive-benefit.aspx)) from the Society for Human Resource Management (SHRM), the average cost per hire was nearly \$4,700. But many employers estimate the total cost to hire a new employee can be three to four times the position's salary, according to Edie Goldberg, founder of the Menlo Park, Calif.-based talent management and development company E.L. Goldberg & Associates.

That means if you're hiring for a job that pays \$60,000, you may spend \$180,000 or more to fill that role.

"Of those costs, I would say 30 percent to 40 percent are hard costs, and the other 60 percent are soft costs," said Goldberg, who is also the SHRM Foundation chair-elect and co-author of the book *The Inside Gig* (LifeTree, 2020).

Soft costs include the time departmental leaders and managers invest in supporting the HR-specific roles of the hiring process. When these are added to the hard costs, the price of recruiting skyrockets.

"When all of these professionals are meeting with potential candidates, screening applications, scheduling a few rounds of interviews and making final decisions, it takes away time from accomplishing organizational goals/outcomes, which then certainly ties to ROI [return on investment]," said Ankit Shah, supervisor of talent development at Columbus State Community College in Ohio.

Here's a look at other indirect costs to consider.

## The Impact on Productivity

Goldberg said most people don't consider the expense of losing somebody on a team. "It disrupts the flow of how things get done. Teams can become unmoored," she said.

Organization network analysis looks at ties between different employees. Some staff members are "brokers" of information across different teams or subfunctions in organizations. Losing one of those individuals can interrupt information flows crucial to getting the work done.

Goldberg suggests implementing stay interviews ([www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/stay-interviews-can-be-an-antidote-to-exit-interviews.aspx](http://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/stay-interviews-can-be-an-antidote-to-exit-interviews.aspx)). Retaining employees is directly tied to reducing recruitment costs. In addition, these types of conversations can shed light on an individual's concerns that factor in deciding to stay or leave.

For example, many parents and caregivers are concerned about going back to the office because they are afraid of bringing the COVID-19 virus home. Other workers may see positions similar to theirs at other companies that pay higher salaries or offer better benefits.

Scheduling time to talk with employees about their most pressing concerns can reveal solutions to help them stay rather than leave.

## The Emotional Toll

Feedback

More demands for higher compensation, time off, flexible work schedules and perks are taking a financial toll on organizations, according to Sharon DeLay, SHRM-SCP, founder of GO-HR, a full-service consulting firm in Columbus, Ohio. All of this creates mental exhaustion and fatigue for hiring teams.

"The mental and emotional toll of all the ghosting, demands, etc., aren't sustainable and likely causes them to lose focus on other duties," she said.

### The Cost of Competition

There's also a price for what DeLay calls lost candidates. Most smaller businesses are not prepared to move quickly. So they must fight harder to recruit candidates, and then if they don't offer the job fast enough, the candidates are snapped up by another employer.

Losing a great candidate for the role midway through the interview process due to external competition also has financial ramifications.

"Recruiters and HR people, especially in smaller companies, need to be empowered so they can be quick," she said.

Goldberg predicts that 2022 is going to be the year of the employee experience. A lack of opportunities for professional development and career growth is motivating employees to quit.

That jibes with a recent study of Generation Z workers ([www.shrm.org/ResourcesAndTools/hr-topics/organizational-and-employee-development/Pages/Study-Gen-Z-Anxious-About-Skills-Career-Clarity.aspx](http://www.shrm.org/ResourcesAndTools/hr-topics/organizational-and-employee-development/Pages/Study-Gen-Z-Anxious-About-Skills-Career-Clarity.aspx)) that reveals feeling unable to contribute their strongest skills ranks among their top professional concerns. Finding ways to allow them to use or develop those skills can support retention.

"Knowing where their talents are and creating project opportunities for them to get new experiences helps a company stay on top of things and deliver the employee experience they are seeking," she said.

### How HR Can Help

Much of the discussion at the SHRM Talent Conference & Expo 2022 in Denver has revolved around this exact query: What can HR do to ensure the success of their companies' talent strategies?

#### Read more from *SHRM Online*:

Why the Employee Experience Needs a Complete Reassessment ([www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/lorna-hage-strategy-culture-alignment.aspx](http://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/lorna-hage-strategy-culture-alignment.aspx)), *SHRM Online*, April 2022

Refocusing on 'Screening In' and More Recruiting Trends for 2022 ([www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/SHRM-Talent-Panel-Recruiting-Trends-2022.aspx](http://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/SHRM-Talent-Panel-Recruiting-Trends-2022.aspx)), *SHRM Online*, April 2022

*Katie Navarra is a freelance writer in New York state.*

## HR DAILY NEWSLETTER

News, trends and analysis, as well as breaking news alerts, to help HR professionals do their jobs better each business day.

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THE McHENRY PUBLIC LIBRARY DISTRICT  
BOARD OF LIBRARY TRUSTEES  
McHENRY, ILLINOIS ORDINANCE  
No. 2021/22 -07

Calendar of Regular Meetings  
For the Board of Library Trustees For  
Fiscal Year 2022/23

WHEREAS, the Public Library District Act, 75 ILCS 16/30-50 requires all public library districts to specify the time, place and date that the Board of Library Trustees shall meet for regular meetings each fiscal year;

NOW THEREFORE BE IT ORDAINED by the Board of Library Trustees of the McHenry Public Library District, McHenry, Illinois, as follows:

Section 1: Regular meetings of the Board of Library Trustees shall be held at the McHenry Public Library, 809 Front Street, McHenry, Illinois at 7 p.m. on the third Tuesday of each month,

Section 2: Regular meetings of the Board of Library Trustees shall be held on the following dates:

- |                    |                   |
|--------------------|-------------------|
| July 19, 2022      | January 17, 2023  |
| August 16, 2022    | February 21, 2023 |
| September 20, 2022 | March 21, 2023    |
| October 18, 2022   | April 18, 2023    |
| November 15, 2022  | May 16, 2023      |
| December 20, 2022  | June 20, 2023     |

Passed by the Board of Library Trustees of the McHenry Public Library District, McHenry, Illinois on the \_\_\_\_\_ day of \_\_\_\_\_, 2022 by a vote of:

AYES:

NAYS:

ABSENT:

ABSTAINING:

\_\_\_\_\_  
Charles T. Reilly, President  
McHenry Public Library District Board  
of Library Trustees

Attest:

\_\_\_\_\_  
Monica Leccese, Secretary  
McHenry Public Library District Board  
of Library Trustees