



WINNEFOX LIBRARY SYSTEM

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MEMORANDUM

DATE: November 17, 2022
TO: Winnefox Library System Board of Trustees
FROM: Jeff Gilderson-Duwe, Director
RE: Proposed budget reduction / addition of two paid employee holidays

In my previous memo to the Board regarding the proposed 2023 Winnefox budget (dated 9-21-2022), I indicated that a proposal would be forthcoming to eliminate budget support for performance pay and to add two paid holidays for employees to the calendar.

In recent years, each Winnefox employee has received a performance pay bonus early in the calendar year if they have been rated as “meeting expectations” in their annual performance evaluation for the previous year. We have come to believe that the effect of this practice has been to make the bonus, in practice, automatic, and therefore not effectively linked to performance.

We are proposing to eliminate the performance bonus program and to replace it with two additional paid holidays. Adding the day after Thanksgiving and December 31st to our list of paid employee holidays will be a welcome benefit for our employees and bring Winnefox into line with the benefits offered by other public library systems in Wisconsin.