



## Meeting Minutes

### Library Board

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Tuesday, March 6, 2018

12:15 PM

La Crosse Main Library - Director's Office  
800 Main Street

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#### PERSONNEL & BUDGET COMMITTEE

##### Call to Order

*Those in attendance:*

*Jodi Ehrenberger, Sara Sullivan, Gary Padesky, Board President Bev Ruston, Loretta Kilmer, Cynthia Arauz, Kelly Krieg-Sigman*

##### Agenda Items:

##### 1. Approval of Bills

*The list of bills was reviewed. There being no questions, a motion recommending approval to the full Board was made by Gary and seconded by Sara. Motion carried.*

##### 2. Vacancy Updates

*Kelly reported that Brooke Newberry, one of our professional children's librarians was leaving to take a job with WRLS. She noted that one of the reasons Brooke had applied for the WRLS job was because of the higher salary and more paid vacation. Brooke's position here has already been posted; the goal is to hopefully hire someone in time to start him/her before the summer library program begins.*

##### 3. Director Performance Evaluation

*The committee reviewed both the evaluation forms provided; extensive discussion ensued. It was the consensus of the committee that because the practice has been to involve the management team in Kelly's review every other year, and they had done so last year, the managers would not be asked to participate this year. The committee expressed dis-satisfaction with the evaluation forms themselves and the metrics they contain. A very good discussion followed; there was a strong feeling that the Board needs to develop a better evaluation tool that would be shorter and less cumbersome. Jodi indicated that she has started doing some research on this. The committee felt that this should be discussed by the full Board. They requested copies of Kelly's performance goals for this year, which were distributed. Kelly noted that she would have her self-assessment completed by the Board meeting.*

#### 4. Pay/Benefits Equity Discussion & Recommendations

*Kelly opened up the discussion regarding pay equity by stating for the record: As “the employer,” the Library Board needs to be made aware of certain inequities that the managers already know about and are requesting resolution on. It is the ongoing responsibility of this board to set compensation that is both fair and equitable, and that recognizes management recommendations for superior performance. She then noted the following:*

- *In 2013, the city commissioned Springsted & Associates to perform a pay and class study on non-represented city employees EXCLUDING the library staff. When library management was made aware of this, it was too late to be included.*
- *In exchange for receiving funding from the city for a 3% salary increase to all library employees in 2014, the Library Board agreed to pay for a separate pay and class study for library employees, and to utilize the services of Springsted & Associates. This was completed in 2015.*
- *According to the 2018 city budget document, the lowest paid city employee is “building and grounds maintenance – WWTP” at \$13.95/hour. The lowest paid library employee is “library clerk” at \$9.22/hour.*
- *LPL just lost one of our best performers to WRLS, in great part because of the salary being offered. At least one other of our top performers has been actively recruited by other organizations at least twice in the last four years.*
- *Salaries/fringe benefits expenses have gone up only 3% since 2011. At the same time, the FTE count has gone down by 16.5%. This reflects the Mayor’s directive of “less people, pay them more.”*
- *The initial recommendations being considered reflect an amount equal to less than 2% of the total operating budget, and can be comfortably covered by carryover.*

*She completed her comments by briefly reviewing 11 different pay adjustment recommendations based on a variety of factors including internal equity, external equity, seniority, and performance. Her question to the committee was where the committee’s comfort level was on this issue and whether or not they were willing to support some kind of pay equity adjustments. Extensive discussion followed. While there was general support for pay equity adjustments, significant concern was expressed over the cost. It was pointed out that during the controversy surrounding the branches in 2013/14, the Board at that time was sharply attacked for paying staff too much. The alternative of providing bonuses was also presented. In the end, the committee directed Kelly to provide detailed information regarding current salaries, years of service and the management team recommendations at the next Board meeting for further consideration and discussion.*

#### 5. Drive-Up Bookdrop

*The proposal for a new drive-up book drop was presented by Cynthia A. The details included where it would be located, how this would be communicated out, and what would become of the old drive-up book drop. Motion to recommend approval of the purchase of a new book drop to the full Board as presented was made by Jodi and seconded by Gary. Motion carried.*

#### Adjournment