

DEWITT DISTRICT LIBRARY (DDL) BOARD

DeWitt District Library, Woodruff Room
13101 Schavey Road, DeWitt, Michigan 48820

January 15, 2015 Meeting Minutes
Special Meeting

The meeting was called to order by President Byars at 5:03 pm.

Members Present: Paul Perpich, Brian Byars, Lysne Tait, Wayne Summers, Bill Fullmer.

Members Absent: Emily Fenneuff and Kara Zech Thelen.

Also Present: DDL Director Jennifer Balcom , Mindy Schafer.

The special meeting had been arranged by President Byars to discuss the Staffing and Salary information presented by Hartzell-Mika consultant Robert Raz at the January 8, 2015 meeting . A written report of that same information was available to board members.

The board began discussing information reflected in section 4 of the report and specifically page 15. Discussion followed seeking to clarify exactly what the information was showing as there were various perceptions. A more uniform understanding was achieved. Focus then moved to hearing from the DDL Director and Ass't Director regarding the suggested position classifications and salary/wage recommendations, and they expressed that the positions were appropriate and more in line with libraries in general. Additionally, it became clear that salary wage levels needed to increase to begin bringing our wages closer to the norms for class four and five libraries while also being sensitive to doing so at a modest pace. DeWitt DDL is far behind the average wage of class four and five libraries in Michigan as well as libraries selected as being similar to DeWitt in population and budget.

After much discussion and clarification Summers moved to support the application of the level three step for full time employee salary/wage, and support the recommended beginning wage level for part-time employees, effective February 1, 2015. Further, part-time employees would move to step two wages on July 1, 2015. Second by Perpich. Motion passed unanimous. As part of the discussion it was recognized that changes create a new base-line for entry level salary/wage schedule. More work is needed to address

other issues raised in the report and that will be addressed by the board in the near future.

Public Comment: None

Adjournment: The meeting adjourned at 6:46 PM, having completed the agenda.

Next Regular Meeting: February 5, 2015, 5:00pm, DDL.

Next Regular Meeting : March 12, 2015, 5:00pm, DDL.

Respectfully submitted by Bill Fullmer, Secretary.