

PINCKNEY COMMUNITY PUBLIC LIBRARY BOARD MEETING
MARCH 25, 2022
9:32 AM
SPECIAL BOARD MEETING MINUTES

Present: Kate Pratt, Kate Robertson, Patti Nicholson, Laura Burwell, Shelly Wagnitz, Hope Siasoco

CALL TO ORDER

President's Announcement regarding Public Comment Section

PUBLIC COMMENT No public comment

SPECIAL ISSUES

- PCPL Wage Scale
 - The 4% raise for all employees took effect January 1st of 2022.
 - The board will need to determine if the new wage scale will be retroactive to the beginning of 2022 or not.
- The board's intent for studying the wage scale is to support our existing well-trained and experienced staff and continue to grow our programs.
- There was a question about how many full-time employees are currently on the payroll. There are 5 full time employees currently.
- Currently 272K for employee wages in 2022 budget. Changes to the wage scale will require a budget adjustment.
- The board reviewed various positions advertised at other Michigan libraries to gauge the average wage offered by libraries in the area.
- A new position of Building Coordinator is to be filled this year. That position would be 20 to 25 hours weekly. This position is intended to take over the current cleaning contractor duties as well as general building maintenance such as checking roof drains, scheduling repairs, etc. As such the \$6500 budgeted for cleaning could be applied to the wages of this new position.
- The current categories of employees are Library Director, Librarian, Senior Librarian Assistant, Building Coordinator, Librarian Assistant, and Library Page.
- Kate Robertson motions to update the current hourly wage scale to as follows:
 - Building Coordinator 17 minimum 25 maximum
 - Senior Librarian Assistant 15 minimum 30 maximum
 - Library Assistant 12.50 minimum 24 maximum
 - Library Page 11 minimum 20 maximumKate Pratt seconds the motion. All approved. Motion passed.
- Discussion ensued about adjusting existing employees' wages. As the wage scale was adjusted by comparison to other area libraries, it was determined that it would be appropriate to increase wages for existing employees as well.
- Shelly Wagnitz motioned to increase existing Senior Library Assistant and Library Assistant employee wages by approximately 11%-14% depending on current position. Laura Burwell seconds. All approved. Motion passed.
- The board will need to revisit salary increases and cost of living with budget considerations during the November meeting.

CALL TO THE PUBLIC None

Kate Robertson motioned to adjourn. Laura Burwell seconded. All approved. Motion passed

ADJOURNMENT at 11:05 am