

**Clearwater Country Free Library District
Board of Trustees Special Meeting
Minutes March 12, 2022**

Meeting called to Order 2:02 pm by Don Ebert, at Weippe.
Present: CCFLD Board Member Marge Carlson, Director Terri Summerfield
Via Zoom: Rosan Monaghan, Jim Everett
Robert Wilhelm joined the meeting at 2:07.

Wage for entry Level Position:

Don started the meeting stating the meeting was to discuss the wage for entry level positions at the District Library. Don also stated for the record, that the meeting was legally advertised. Some discussion was held at the regular board meeting on the 8th but it was not an action item.

A person needs to be hired for the vacant position so the wage needs to be set in order to advertise the position. Discussion on other staff wages will be on the agenda for the April meeting. There is nothing in the policy manual directly relating to wage ranges or minimum wages apart from the job descriptions. Terri had emailed the board "Help Wanted" advertisements for similar positions in the region as a comparison, this is how the minimum rate of \$13.50/hr was derived from. Robert mentioned that it was a significant increase from the \$8.50/hr. Rosan added that if we want to keep and hire staff we need to stay competitive. She also added that the positions and pay offered at the other libraries included benefits, which we don't offer. AFLAC and Edward Jones is available for staff over 20 hrs/wk.

Some discussion continued about the impact of the entry level wage vs the current staff and needing to make those adjustment. This will be discussed in April. Clarification that our Fiscal Year did not end until September 30, so we should address all the wages in April and not wait until the next fiscal Year.

Marge moved that \$13.50 would be the minimum wage for employees of the District Library. Rosan 2nd, Approved.

Adjourned: Don adjourned the meeting at 2:27 **Next Meeting:** April 12th, CMPL-Orofino and Zoom

Approved: 4-12-22
Date


Don Ebert, Chair


Terri Summerfield, Director