

**Columbia Library District
Minutes, Meeting of November 13, 2008
Breakout Session**

Board members present were Tom Richards, President; Marie Glaze; Lynn Hostetler; David McDonald; and MaryEllen Sievert. Sue Breyfogle and David Webber arrived after roll call. Rosie Gerding and Jim Loveless were absent.

Also present were Elinor Barrett, Connie Bush, Melanie Henry, Pat Kopp, Marilyn McLeod, and Lauren Williams, DBRL staff. Jim Smith was present for the first portion of the meeting.

Call to Order

Richards called the meeting to order at 8:14 p.m. in the Virginia Young Room of the Columbia Public Library.

Public Comment

There was no public comment.

CY 2009 DBRL Operating Budget

In response to a question, Richards described the difference between a market adjustment and the proposed 2% raise. He explained that the market adjustment assures compliance with the minimum wage at the lowest pay grade and prevents wage compression. He said that market adjustments are not done every year, and it has been several years since the library last made a market adjustment to all salary classifications. He added that in his opinion it was important to keep the market adjustment separate from any across-the-board raise to keep staff expectations for next year realistic. The board discussed whether the salary increase would be perceived as excessive. Richards stated that the library has managed its money wisely and other board members agreed that library employees should not be punished because other public entities have not.

Webber asked what other public and governmental entities were doing in the way of salary increases this year. Henry said that the city of Columbia gave employees a 25-cent per hour increase and up to a 2% merit-based raise. The University gave a 4% increase and SoBoCo public schools gave a 4.6% raise for certified staff. Based on this information, board members felt that the proposed raise for library employees was not out-of-line. Barrett added that staff did cost-of-living research as well and put together all of that information to create proposed salary adjustments they felt were reasonable.

ACTION: Sievert moved, Breyfogle seconded, to approve the CY 2009 DBRL Operating Budget. The motion passed unanimously.

**Columbia Library District
Minutes, Meeting of November 13, 2008
Breakout Session**

CLD Bylaws

In response to a question, Williams explained that this template was created by reviewing all three districts' bylaws and that the other two district boards are discussing similar templates. She said that because of statute requirements there are a few differences between Columbia's template and the Boone and Callaway County templates, but they are basically the same. Richards asked for discussion on which choice of paragraph under Article III Elections was preferred. In response to a question, Williams said that the first option outlines the way the other district boards have typically elected officers and the second option outlines the way the CLD Board has historically operated. She pointed out that the second option requires the appointment of a nominating committee while the first does not. The board members agreed that they preferred having the nominations made in June by the experienced board rather than in July after new board members have been appointed. Sievert added that she appreciated the fact that when the nominating committee presented the slate of officers to the CLD Board, they had already confirmed that the nominees were willing to serve. The board reached consensus to choose the second option under Article III Elections. Richards said that based on this decision, the bylaws should also include the optional language listed on page two. Richards said that no action could be taken on the bylaws at this meeting and that they would be on the agenda for the next meeting.

Miscellaneous

There were no miscellaneous items to discuss.

Public Comment

There was no public comment.

Adjournment

Hostetler moved, McDonald seconded, to adjourn. The motion passed and Richards adjourned the meeting at 8:25 p.m.

Minutes recorded by Lauren Williams, DBRL staff.

Board Secretary