



UMATILLA COUNTY SPECIAL LIBRARY DISTRICT

Strengthening our community libraries

425 South Main Street
PO Box 1689
Pendleton, OR 97801

Phone (541) 276-6449

Board of Directors – work session Feb. 18, 2023 9am-12pm (and then lunch)

Zoom: Join Zoom Meeting

<https://us02web.zoom.us/j/82423573517?pwd=YW41Nm1kdzRBalNzOFc2blVlaGU2UT09>

Meeting ID: 824 2357 3517

Passcode: 073393

Dial by your location

+1 971 247 1195 US (Portland)

In Person: Eastern Oregon Business Source, 245 SE 4th St, Pendleton, OR 97801

Meeting Purpose:

- To discuss and work through wage equity discussion, and review UCSLD strategic plan.

Desired Outcomes:

- Direction for competitive wage scale
- Updated knowledge and vision related to UCSLD strategic plan.
- Renewed and rejuvenated board members and board relationships

Agenda:

What	Result	Time
Greetings	Coffee and Welcome	9:00-9:10
Introduction	Get to know you “fun” Each attendee shared a “bucket list item”. Heather – to visit all the Disney parks around the world, Caty – travel to all national parks, Nick – to backpack 100 miles this year, Sharone – travel (Scotland) this April, John – travel to all national parks, Jubilee – figure out her life plans...	9:10-9:30
Wage info	Wage info and discussion The Board is interested in doing a wage study to see where the District employees wages fall in comparison to other comparable jobs in Oregon. Of particular interest to Heather and Monica (even more so than wages) is better health coverage as their children are not covered. The District used	9:30-10:50

	<p>to provide this and pulled in during the budget crisis in between Ken and Erin's Directorships. Heather presented a very brief budget look at where the District money goes and the reality is there isn't much extra to work with. Heather is tasked with looking into health care options and also a deeper dive into the Budget as this budget cycle begins. This is an issue for succession as it would be hard to recruit "Head of Household" workers if health coverage isn't provided for families.</p> <p>Additionally, it was noted by the Board that historical practice is to add, at a minimum, to salaries CPI/ COLA beginning July 1st of each year.</p> <p>Long term- Board would like to implement a Step scale for salaries.</p>	
Break	Breather	10:50-11:00
Strategic Plan	<p>Review and Refresh</p> <p>Took a very brief look at our strategic plan, and heard Heather's desires going forward to meet with all 12 City Council's, make/create new relationships, and look at ways to connect District libraries to one another.</p>	11:00-11:45
Closure	Wrap up	11:45-12:00
Lunch	OGG Distillery	12:00-1:00

Sign language interpretation will be provided for the public if requested 48 hours before the meeting; notice 72 hours before the meeting is preferred. Requests may be made to Heather Estrada at 541-276-6449.