

Vestal Public Library Board Work Session

July 27 2017

7:15PM

Attendance:

Library Board: Margaret Hadsell, Dannielle Swart, Janine Taft, Marianne Taylor, Pete Ziolkowski

Work session held to discuss Matt's job duties versus job description, and his request for a raise.

PZ brought up the financial aspect.

MT found a blank line for a position that pays 15.09/hour.

PZ asked if we should be paying Matt more money to do the Social Media duties

JT suggested job be re-titled "Principal Library Clerk/Outreach Coordinator"

DS suggested we restructure position

PZ noted we as a Board can do that per the Union agreement

MT noted Prin Clerk step 5 pays \$14.84/ hour, and step 6 pays \$15.21/ hour. Max is \$18/hour in this title.

PZ requested we check the CSEA/VPL contract to be sure of step schedule and clarify what "yearly" means in this context.

JT requests we clarify dates of step raise and annual (COLA) raise as per contract

PZ requested we take time to think about it, have MT write tentative duties and we can take it to the Board for a vote. Keep it on the Principal Clerk line but increase the salary.

MH referenced the coming grievance, suggests we wait for answer from TOV as to previous procedures. Carol gave step raise 1/1/17. 2% raise was from last year's wages.

DS says grievance came yesterday. Notes it has to be delivered 15 days after the occurrence.

MT requests we wait to vote on raise and job description until we have all job descriptions and can do it all at once.

PZ states will need special meeting with special vote. He has been pushing Carol for centralized HR records.

DS will get Carol to write her goals for the position.