

# PEWAUKEE PUBLIC LIBRARY BOARD MEETING

Wednesday, December 15, 2021 – 6:30 PM

1. Meeting called to order & Roll Call: 6:31 PM (CLARK taking minutes)

Members present: Ian Clark, Heather Gergen, Lisa Jansen, Leslie Miller, Dale Noll, Karen Wildman.

Others Present: n/a

Members Absent: Laura Muchowski, excused.

2. Citizen's Comments/Correspondences: n/a.

3. Approval of consent agenda and items a-e.

- a. CLARK abstains from item a. (minutes from Nov. 12<sup>th</sup>, 2021, (special board meeting).
- b. JANSEN abstains from item b (regular board meeting).
- c. GERGEN moves to approve minutes, MILLER seconds. All who can vote on each item separately are in favor, motion carries.

4. BOT GOALS

- a. JANSEN questioned reissuing the BOT goals.
- b. NOLL agrees.
- c. MILLER and GERGEN restated that the Board did change them years ago.
- d. JANSEN discusses adding portions regarding the intergovernmental agreement.
- e. CLARK states we need to stage a meeting to prepare for a new library board agreement and what type of information we should gather to supply the municipalities.
- f. NOLL notes that we might need to remind other parties what our value and function is.
- g. MILLER suggests forming a mission statement.
- h. NOLL states placing on the January agenda the intergovernmental agreement preparation.
- i. MILLER moves to approve the minutes.
- j. GERGEN SECONDS.
- k. ALL in favor, motion carries.

5. **Wage salary wages**

- a. NOLL, we have closed session to discuss director salary. We gave her a lump sum out of that, and it came out of fund balance. This allowed her to use the money in the budget to adjust individual employee salaries to what is reasonable for each position.

- b. GERGEN, wage range document allocates the previous agreed upon range percent.
  - c. MILLER concerned about wage salary competitiveness for pages.
  - d. CLARK highlights the different wage percentages could be resolved by collapsing the bifurcated positions (“page 1” and “2” could just become “page”).
  - e. GERGEN, moves to approve resolution as presented.
  - f. JENSEN, seconds.
  - g. ALL in favor. Motion carries.
- 6. Our direction should be certified, and our director is. We are fine.
- 7. CLOSED SESSION:
  - a. GERGEN MOTIONS
  - b. **JANSEN seconds**

Members present: Ian Clark, AYE, Heather Gergen, AYE, Lisa Jansen, AYE, Leslie Miller, AYE, Dale Noll, AYE, Karen Wildman AYE.

- 8. OUT OF CLOSE SESSION
  - a. FINAL DECISION: For NAN CHAMPE, the LIBRARY BOARD agrees to increase her base salary by 2.5% taken out of the 2022 library budget.
  - b. GERGEN MOVES, JANSEN SECONDS
  - c. ALL IN FAVOR.
- 9. ADJOURNMENT
  - a. GERGEN, MOVES TO ADJORN
  - b. WILDMAN, SECONDS
  - c. ALL IN FAVOR.

**Approved by the Library Board of Directors – Wednesday, January 19, 2022**