

FORT VANCOUVER REGIONAL LIBRARY DISTRICT
Board of Trustees Public Meeting

DATE: Friday, December 28, 2018

LOCATION: Teleconference: 712-451-0886 Code: 164845#
Operations Center; 1007 E Mill Plain Blvd, Vancouver 98663

7.1 **CALL TO ORDER, ROLL CALL**

Chair Brian Carrico called the meeting to order at 12:17 p.m.

ATTENDEES

In person unless otherwise noted: Brian Carrico, presiding, Bill Yee, Jane Higgins
Todd Yuzuriha (via phone), Portia Masterson (via phone)
Administrative Team: Amelia Shelley, Executive Director; Lynne Caldwell, Collection &
Technology Services Director; Lee Strehlow, Human Resources Director (via phone); Amy
Lee, Public Services Director; Brenda Cameron, AFSCME Union Representative, Recording;
Sami Bretherton, Executive Assistant

7.2 **AGENDA**

Todd Yuzuriha noted that the January Board meeting date is incorrect on the agenda. The meeting is actually on January 22, 2019.

MOTION: Bill Yee moved and Todd Yuzuriha seconded approval of the agenda as presented. The motion carried unanimously.

7.3 **BUSINESS**

a. Resolution 2018-16: AFSCME ratified Memorandum of Understanding

Amelia Shelley read the executive summary of the AFSCME Memorandum of Understanding and terms of implementation. Lee Strehlow added that this agreement is a bonus for us. It is an attractive component for the union to extend the contract one more year. We will be bargaining on different years with AFSCME and WPEA. Ms. Strehlow said that both parties agreed to a reopener if there is an increase in health insurance premiums of more than 8% over plan year 2019. Both parties agree to bargaining an MOU regarding the new FMLA implementation which occurs on January 1, 2020. Rules are still being developed so we are not sure at this time what the implications will be.

Mr. Carrico opened the floor for comments. Ms. Higgins asked how this increase applies in relation to performance. Ms. Shelley shared that this agreement did not take standing into consideration. The increase applies to all AFSCME employees. The union has a pay for performance system that was agreed to last year for growth and development to ensure staff are moving through pay grades in a logical manner. Ms. Strehlow added that employees need to have completed training plans and are not in a performance plan to qualify for growth and development.

Mr. Carrico asked for clarification that the total cost in the MOU is a one-time cost for the year and assumes it will carry forward into future years. Mr. Carrico asked how this fit in the

market study? Ms. Shelley answered that the Pontifex survey found that most employees were paid below market: the base was 12% market, the median 8% below and the top 4% below the market. Both unions negotiated increases at the beginning of 2018. Ms. Shelley gave the example of the struggle we had finding someone willing to take the manager's position in Stevenson. Ms. Shelley added that our benefits remain a strong piece of FVRL's compensation package and they are very appreciated by staff.

Mr. Carrico asked if this increase was reflected in the 2019 budget. Ms. Shelley said yes. Mr. Carrico asked if legal counsel had reviewed the MOU and Ms. Shelley replied that John Dudley of Stoel Rieves is our Labor attorney and has reviewed the MOU. Mr. Yuzuriha asked if the changes were approved overwhelmingly by the union. Ms. Cameron said that the vote count was 40 in favor and none opposing.

Ms. Masterson said it was exciting and understands how much we invested in the process. It is very admirable and she thanked Ms. Strehlow for her good work.

MOTION: Bill Yee moved and Jane Higgins seconded approval of the MOU as presented. The motion carried unanimously.

7.4 **NEXT REGULAR MEETING**

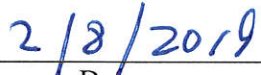
The next meeting is January 22, 2019 at Cascade Park Community Library.

7.5 **ADJOURNMENT**

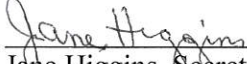
The meeting adjourned at 12:33pm. .



Brian Carrico, Chair



Date



Jane Higgins, Secretary