

FORT VANCOUVER REGIONAL LIBRARY DISTRICT

Resolution 2012-2

RESOLUTION OF THE FORT VANCOUVER REGIONAL LIBRARY DISTRICT BOARD OF TRUSTEES AUTHORIZING THE RELEASE OF FUNDS FOR UNION AND NON-UNION STAFF COMPENSATION CHANGES EFFECTIVE MAY 1, 2012.

The regular meeting of the Fort Vancouver Regional Library District (FVRL) Board of Trustees was held April 9, 2012 at the Cascade Park Community Library, attended by a quorum of the Board for the conduct of such business; and, after due consideration and deliberation, the following resolution was duly passed by a majority vote of all Trustees then attending.

WHEREAS, at the October 2011 Board of Trustees' meeting the Board ratified the contract with Washington Public Employees Association (WPEA), and a section of that contract identified criteria that must be achieved prior to releasing a 2% increase for all staff; and

WHEREAS, at the November 2011 Board of Trustees' meeting the Board approved the preliminary 2012-13 Budget, which includes funding for the compensation changes for both union and non-union staff; and

WHEREAS, the staff has since that time successfully met all required criteria in the agreements, making the staff eligible to receive the 2% increase effective May 1, 2012.

NOW, THEREFORE, BE IT RESOLVED that the Fort Vancouver Regional Library District Board of Trustees adopts Resolution 2012-2, authorizing the 2% increase for all staff effective May 1, 2012, as stipulated in the compensation agreements.

Adopted this 9^h day of April, 2012.



Chair



Secretary



FORT VANCOUVER REGIONAL LIBRARY DISTRICT

Serving Clark, Skamania, Klickitat Counties and Woodland and Yale Precinct in Cowlitz County

TO: Board of Trustees

DATE: March 5, 2012

FROM: Patty Duitman

SUBJECT: Compensation Resolution

FOR DISCUSSION

Two actions of the Board were taken last fall to approve compensation changes for union and non-union staff. As you know, compensation for union staff is dependent on agreement between Washington Public Employees Association and the Board, and compensation for non-union staff is dependent on agreement between the Administrative Team and the Board.

The first action of the Board to approve employee compensation changes was taken October 10, 2011 with ratification of the Union contract. The second action was the adoption of the 2012-13 Budget at the November 11, 2011 meeting. The 2012-13 Budget includes funding for the compensation changes.

According to the compensation agreements, a 2% increase would be given on May 1, 2012 to all employees provided that certain criteria are achieved by April 1, 2012. The criteria states that the staff must agree on:

- Measurable general performance expectations, i.e. those that apply to all positions
- A performance appraisal form
- A process for fair administration of appraisal
- An implementation plan for the appraisal and compensation system

Staff has successfully achieved the above criteria. Two employee task groups met over several months and developed measurable general performance expectations, which have since been shared with all staff. The expectations have been placed into a form template for use in the new Halogen eAppraisal software. Labor management and the Administrative Team have agreed to how this plan will be administered and implemented for staff.

Resolution 2012-2 reflects the authorization of the Board to release the funds for the compensation changes effective May 1, 2012. Discussion of this resolution is planned for the March Board retreat, with action taking place at the April 9, 2012 Board meeting.