



JACKSON COUNTY LIBRARY DISTRICT (JCLD)
BOARD OF DIRECTORS WORK SESSION
Medford Branch Library
Board Conference Room
205 S Central Ave, Medford, OR
May 25, 2022, 4:00 p.m.

MINUTES

ATTENDEES

Present at the meeting were: Board Members Eric Dziura (President), Jill Turner (Vice President), Susan Kiefer, Viki Brown and Kim Young.

Additional attendees: Kari May (Library Director), Claudine Taillac (Assistant Director, Public Services), Kelda Vath (Assistant Director, Support Services), Brynn Fogerty (HR Manager), Ginny Auer (Foundation Executive Director), Brittany Brite (Finance Manager), Ryan Bradley (Marketing Coordinator), Kristin Anderson (Bear Creek Area and Ashland Branch Manager), Crystal Zastera (Facilities & Operations Manager), Brynn Fogerty (HR Manager), Laurin Arnold (Central Area and Medford Branch Manager), Ashley Johnson (Technical Services Supervisor), and Val Nowak (Executive Assistant)

CALL TO ORDER/ROLL CALL

President Dziura called the meeting to order at 4:00 p.m. Roll call was taken and the Land Acknowledgement read.

NEW BUSINESS

Director May and HR Manager Brynn Fogerty presented an overview of the current total compensation philosophy, and the variables that were measured in the salary and compensation study. Following a question from Director Dziura, they gave further details as to what criteria was used to define a comparable position, and how those data points were used in order to propose adjustments. Fogerty then explained the COLA process and presented a detailed overview of the salary study. She also provided information regarding the salary grades and steps that JCLS uses and ended the presentation by showing the adjustments to compensation that had been identified by the study.

A brief discussion followed the presentation. Director Young asked for clarification regarding how often salaries are reviewed, and staff acknowledged that ongoing effects from the COVID-19 pandemic accelerated the need for the study, which is typically conducted every 3-5 years. Staff also noted that increasing compensation would make JCLS more of a player in an increasingly competitive job market, and that it would encourage employee retention and appreciation.

ADJOURN

President Dziura adjourned the meeting at 4:43 p.m.

/s/ Val Nowak
Recording Secretary