

**TCPL Special Year-End Board Meeting**  
**December 22<sup>nd</sup>, 2010**  
**12:00 Noon – Friends Conference Room**

PRESENT:

Van Phillips, Vice-President  
Mida Grover, Secretary  
Dinah McClure, Treasurer  
Lora Goonewardene, Member  
Jerry Withered, Member

ABSENT:

Sarah Hicks, President  
Brandon Hawkins, Member

Board Vice-President Van Phillips started the meeting at 12:04 p.m. and presided over the meeting in the absence of Board President Sarah Hicks. A quorum was declared to conduct business for the library.

Under **New Business**, Board Treasurer Dinah McClure moved to approve the 2011 Salary Ordinance as presented. Board Secretary Mida Grover seconded the motion. The County Librarian reminded the Board that the ordinance reflected of the compensation study by the Singer Group, Inc. The vote was taken and the motion passes. Ms. McClure moved to approve the resolution of Transfer of Funds in the 2010 Operating budget to decrease the specified appropriation balances and transfer funds to the appropriate budget lines. Board member Lora Goonewardene seconded the motion and it passes. Mrs. Grover moved to approve the 2010 Operating Fund Encumbrance of \$14,000 toward \$36,000 architectural contract with the Troyer Group, Inc. for the Stein Building project. Ms. McClure provided a second and the motion passed. Mr. Withered moved to approve the Resolution to Reduce the 2010 Operating Budget by \$250,000. Ms. McClure provided a second and the motion passed.

There was no **Other Business** and no **Old Business**. Personal Committee chair Brandon Hawkins provided a written report on the committee's discussions regarding staff wages and compensation going into 2010. Mr. Hawkins commented the committee believes that TCPL should attempt to keep up with the market value for each position and that a market review should be conducted periodically to compare current market wages/salaries to TCPL wages/salaries. Also, he shared comments about several factors affecting TCPL wages and options to increase the wages, such as "across the board" adjustments, longevity, and merit. He mentioned a proposal submitted by the County Librarian regarding longevity and that a copy will be provided to the Board. The committee report was tabled and may be considered at the next Board meeting.

Mrs. Grover moved to adjourn the meeting at 12:12 p.m. Mrs. McClure seconded the motion and it carried.

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Mida Grover, Secretary

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