

FREMONT PUBLIC LIBRARY  
PERSONNEL COMMITTEE MEETING  
1-15-2026 MINUTES

1. The personnel committee meeting was called to order at 6:03 pm by Trustee Pflug Mounce.
2. Committee Members Present: Trustee Clapp, Trustee Smogor, Trustee Pflug Mounce, Trustee MacKay (entered at 6:13pm) Also present: HR Generalist Rico Hernandez, Business Manager Tovar
3. Trustee Clapp made a motion to approve the agenda as presented; Trustee Smogor seconded. There was no discussion on the motion. Motion carried by voice vote.
4. There was no public comment.
5. The current Director compensation process was reviewed. HR Generalist Rico Hernandez provided further detail and structure around the evaluation rubric and shared comparative information on director compensation at peer libraries to assess market alignment. A recommendation will be brought to the Board in February to adjust Director Long's salary to market rate.
6. Meeting adjourned at 6:35 pm by Trustee MacKay.

Approved  
/S/ Sharon Smogor

2/19/26