

**Calcasieu Parish Public Library
BOARD OF CONTROL
PERSONNEL COMMITTEE
MINUTES**

301 W. Claude Street

July 15, 2021

9:45 AM

The Personnel Committee of the Calcasieu Parish Public Library BOARD OF CONTROL met on Thursday, July 15, 2021, at 9:45 AM at the Central Library. Mr. Paul Arnold, Chair, presided.

Present	Absent
Mr. Paul Arnold, Chair	none
Ms. Alice Danclar	
Mrs. Willie Mount	
Mr. Anthony Zaunbrecher	
Dr. Dale Schanz <i>ex-officio</i>	

Also: Ms. Marjorie Harrison, Library Director; Ms. Sheryl Chaisson, Associate Librarian for Collection and Computing Services; Mrs. Peggy Dupuis, Business Office Associate; Ms. Angela Stutes, Human Resources Director; Mr. Dwight Toland, Facilities Manager; and Ms. Karen Daigle, Recorder.

1. Call to Order – Mr. Paul Arnold, Chair
 - a. Ms. Harrison introduced Ms. Sheryl Chaisson to the Committee members; the Committee members introduced themselves to Ms. Chaisson

2. Compensation Plan
 - a. Consideration of proposed pay increase (Employee Manual 5.2 A-Compensation) (see attached: *Employee Manual 5.2 A – Compensation; Revenue 2021 – 2022 Comparison Sheet; Consumer Price Index, South Region – June 2021; Current Pay Structure; 2022 Pay Structure (Proposed 6%); 2022 Proposed Personnel; and Yearly Comparison of Salary Increase*)
 - i. Ms. Harrison explained: looking at the revenue comparison sheet, the numbers from the Tax Assessor are more concrete than they have been in past years, giving us a good idea of what our revenue will be next year. In addition, the cost-of-living increased five point eight percent (5.8%) from June of 2020 to June of 2021.
 - ii. Ms. Harrison suggested shifting the pay scale, by increasing it six percent (6%). Doing so would match the cost-of-living increase, and possibly give people more incentive to apply for available positions. She also proposed an additional three percent (3%) pay increase, or raise, for all employees.
 - iii. There was discussion.

A MOTION WAS MADE BY MRS. MOUNT, SECONDED BY MR. ZAUNBRECHER, TO RECOMMEND, TO THE FINANCE COMMITTEE, A PAY SCALE INCREASE OF SIX PERCENT (6%) AND ALL CALCASIEU PARISH PUBLIC LIBRARY EMPLOYEES RECEIVE A THREE PERCENT (3%) PAY INCREASE

THE MOTION CARRIED UNANIMOUSLY

There were no public comments

Mrs. Mount recommended presenting parish comparisons of other libraries, in addition to the information presented here, to the Finance Committee.

3. Anything else to come before the Committee – there was nothing at this time.
4. Adjournment

A MOTION WAS MADE BY MS. DANCLAR, SECONDED BY MRS. MOUNT, TO ADJOURN.

THE MOTION CARRIED UNANIMOUSLY

The meeting adjourned at 10:15 AM

APPROVED


Marjorie Harrison, Secretary