

TIMBERLAND REGIONAL LIBRARY
BOARD OF TRUSTEES MEETING
415 Airdustrial Way S.W., Olympia, WA 98501

November 19, 1981

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TIMBERLAND REGIONAL LIBRARY
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November 19, 1981

M I N U T E S

BOARD MEMBERS PRESENT:

Alice Harris, Chair - Mason County
Shirleen Johnson - Member-at-Large
Elmer F. Keiski - Thurston County
Donald L. Law - Member-at-Large
Larry Parsons - Lewis County
Paul Polillo - Pacific County
Dorothy Voege - Grays Harbor County

STAFF PRESENT:

Louise E. Morrison, Library Director
Virginia Barton, Associate Director for Research & Planning
Mary Stough, Assistant Director for Public Services
Tom Mayer, Supervisor-Personnel Administration
Michael Crose, Business Manager
Joyce Nichols, Tumwater Librarian
Mary Russell, Lacey Librarian

Herbert H. Fuller, Timberland Attorney
Liane Bascou, Board Recording Secretary

GUESTS PRESENT:

Jack Durney, Aberdeen Mayor
J. B. Haggard, Chehalis City Manager
Gary Hulbert, TRL Labor Relations Consultant
Audrey Lee, The Daily Chronicle
Jim Loaris, Chehalis City Council
Eldon Marshall, Olympia City Manager
David Nicandri, Tumwater City Council

Mrs. Harris called the meeting to order at 7:30 p.m.

AGENDA ITEM

NO.

1 Approval of Minutes

A. October 15, 1981 Regular Meeting

81-81 SHIRLEEN JOHNSON MOVED TO APPROVE THE MINUTES OF THE OCTOBER 15, 1981 REGULAR MEETING; LARRY PARSONS SECONDED THE MOTION. MOTION CARRIED.

B. October 28, 1981 Telephone Conference Call (Reconvened 9/30/81 Special Meeting)

81-82 DOROTHY VOEGE MOVED TO APPROVE THE MINUTES OF THE OCTOBER 28, 1981 TELEPHONE CONFERENCE CALL MEETING; PAUL POLILLO SECONDED THE MOTION. DON LAW ABSTAINED SINCE HE WAS NOT AVAILABLE FOR THE CONFERENCE CALL. MOTION CARRIED.

2 Approval of Vouchers

Mrs. Harris noted that payroll vouchers for October 1981 had totaled \$218,160.16.

81-83

DOROTHY VOEGE MOVED TO APPROVE EXPENSE VOUCHERS NO. 9564 THROUGH NO. 9743 IN THE AMOUNT OF \$97,510.50; SHIRLEEN JOHNSON SECONDED THE MOTION.

Mrs. Voege questioned voucher No. 9584 to Division of Archives in the amount of \$12.00. Mr. Crose stated that this was for microfilm of a newspaper. Mr. Polillo asked when the new rate of \$1,133 for rental of the property on which the Service Center is built went into effect. Mr. Crose stated that this new rate started in October 1981. Mr. Parsons questioned voucher No. 9630 to the Packwood Improvement Club in the amount of \$25.00. Mr. Crose explained that since Packwood is unincorporated, it has no provision for street lighting so all businesses in Packwood are assessed yearly to maintain street lights. Mrs. Johnson asked if there had been a bill received for the repair to the damage at the North Mason Library. Mrs. Harris explained that the people who had used the meeting room and had caused the damage made arrangements to have it repaired at their expense. Mrs. Johnson questioned voucher No. 9682 to the Washington State University in the amount of \$23.00. Mrs. Morrison explained that this was for a book which Timberland borrowed on interlibrary loan and which was lost.

MOTION CARRIED.

3 Reports

A. Business Manager - Michael Crose

Mr. Crose stated that he had nothing further to add to his written report.

B. Timberland Attorney - Herbert H. Fuller

Mr. Fuller reported that he has been working during the past month with the Library Director on resolutions which will come up later on the agenda.

C. Library Director - Louise E. Morrison

Mrs. Morrison reported that she attended a meeting at Lopez Island with the State Librarian, Roderick Swartz; Library Director of Sno-Isle Regional Library, Mae Schoenrock; and Jan Blumberg of the State Library. People on Lopez Island would like to establish a library district and were thinking of introducing some legislation which was ill conceived and she and Ms. Schoenrock and the State Library staff felt it would be best to meet with the Lopez Island people, discuss this and suggest alternatives.

Mrs. Harris asked if there was any damage to Timberland libraries as a result of the recent storm and Mrs. Morrison said there was only a report of flooding in the basement of the South Bend Library. Mrs. Stough added that several libraries were without power.

3 D. City of Cosmopolis - Dorothy Voege

Mrs. Voege reported that Timberland had received a letter from the City of Cosmopolis that it is not interested in the 14.8% solution. She said she attended a hearing with Friends of the Library and Library Board members in which the City of Cosmopolis intended to distribute some funds but discovered that there was not any extra money to distribute. She said that city officials were generous with their time and asked good questions. Mrs. Voege said she was intrigued by the lack of understanding of what Timberland is and that it would behoove Board members to make sure that all City Councils in Timberland contract cities understand Timberland. She said she went back a week or so later and met with a citizens group which is interested in libraries and cares very much about continuing library service in the City of Cosmopolis. Mrs. Voege stated that this group is going to meet again and make some sort of recommendation to the City Council. Mrs. Harris said that it is a point well taken that Board members should try to attend more meetings of this type. She said that Mr. Law had suggested this some time ago.

4 Correspondence

A. Letter dated 10/16/81 from Stephen J. Hyde, Cosmopolis City Attorney

Mrs. Morrison read the letter as follows:

"This is a letter in response to your letter of October 8, 1981, to the Cosmopolis City Council. At its regular session on October 1, 1981, the Council advised that they will not agree to the formula approved by the Timberland Board of Trustees on September 17, 1981."

B. Letter dated 10/19/81 from Stephen J. Hyde, Cosmopolis City Attorney

Mrs. Morrison stated that Mr. Hyde was inquiring about the possibility of some alternative methods of library service to Cosmopolis patrons. She said she responded to this letter and Board members have received a copy of her letter.

C. Letter dated 10/19/81 from Mayor Clifford Allen, City of Winlock

Mrs. Morrison stated that the City of Winlock is willing to budget 14.8% for 1982 and 1983 even though it does not actually benefit the city, but would want to negotiate the 1984 tax formula.

D. Letter dated 10/20/81 from Mayor Jack Sam Rottle, City of Montesano

Mrs. Morrison stated that the City of Montesano has agreed to the 14.8% method of calculating the contract fee.

E. Letter dated 10/20/81 from Geraldine Youmans, Finance Director, City of Hoquiam

Mrs. Morrison said that the City of Hoquiam has agreed to accept the 14.8% method of calculating the contract fee.

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- F. Letter dated 10/22/81 from Mayor Wesley L. Barclift, City of Tumwater

Mrs. Morrison said that the City of Tumwater had passed a motion approving the revised method for determining the contract fee.

- G. Letter dated 10/23/81 from Mayor Mark O. Brown, City of Lacey, with attachments of 10/5/81 letter from Lacey Library Board and Ordinance 631

Mrs. Morrison stated that in an earlier letter the City of Lacey had indicated that it was not interested in the 14.8% method of calculating the contract fee. After further consideration, the City of Lacey did concur with this proposal. Mrs. Morrison stated that the City of Lacey had approved an ordinance in regard to annexation and is requesting TRL Board's approval. See Agenda Item 6A.

- H. Letter dated 10/26/81 from Mayor Maurice Knight, Town of Tenino

Mrs. Morrison stated that the Town of Tenino thanks the Board for approving Tenino's request for contract extension. The Town of Tenino has agreed to accept for one year the rate of 38.5 cents per \$1,000 of assessed valuation, which, Mrs. Morrison explained, was the early estimate that Timberland had given to Tenino. However, Tenino would prefer that the ad hoc committee's proposed 14.8% solution be used.

- I. Letter dated 10/27/81 from Mayor Archie E. Inmon, City of Oakville

Mrs. Morrison said that the City of Oakville has agreed to the 14.8% contract fee formula.

- J. Letter dated 10/27/81 from Pauline L. Reed, Clerk-Treasurer, Town of Ilwaco

Mrs. Morrison said that the Town of Ilwaco tabled action on the proposed contract fee formula until the November 9, 1981 meeting. She said that she has heard nothing further from the Town of Ilwaco.

- K. Letter dated 10/30/81 from Stephen J. Hyde, Cosmopolis City Attorney

Mrs. Morrison stated that the City of Cosmopolis is interested in annexing to the library district for library purposes. She said the City of Cosmopolis has rejected the 14.8% alternative.

- L. Letter received 11/4/81 from Mary J. Benson, Clerk/Treasurer, City of Tumwater

Mrs. Morrison said that this letter advised her of a public hearing on the question of annexing the City of Tumwater to the library district. Mrs. Morrison stated that she attended this hearing on November 17, 1981.

Mr. Polillo asked how many cities Mrs. Morrison has heard from regarding the 14.8% alternative. Mrs. Morrison stated that she wrote to the cities on October 8, 1981 asking the cities to respond

4 by November 1, 1981, and she heard from only 8 cities.

5 Unfinished Business

A. Resolution No. 81-6 adopting the 1982 levy rate and setting the budget for 1982

81-84

ELMER KEISKI MOVED TO APPROVE RESOLUTION NO. 81-6 ADOPTING THE 1982 LEVY RATE AND SETTING THE BUDGET FOR 1982; PAUL POLILLO SECONDED THE MOTION.

City officials asked if they might discuss the 14.8% method of calculating contract fees at this time. Mr. Nicandri said that he is trying to "save" the 14.8% solution to the library contract fee problem. He said that it was his impression that the 14.8% formula was a reasonable compromise. Mr. Nicandri said he finds it objectionable that a unit rule be imposed to require all 19 of the cities to adopt this formula since he feels it is almost impossible to get all of the cities to agree. He said it is not in the best interest of all the cities because of the revaluation cycle, but some of these cities recognize that it will benefit them in the future. Mr. Nicandri urged the Board to reconsider the unit rule of requiring all 19 cities to agree to this. He said he thinks in time that all the cities would agree. Mr. Nicandri said that he thinks it is important that it be pointed out that the cities requested credit for the fee they are putting up for supporting the library buildings, which he said amounts to \$20,000 a year in Tumwater. He said he recognizes the fact that TRL is making concessions and thinks that both sides are giving up something--the cities have delayed their concerns about credit for library building support and Timberland would be giving up revenue. Mr. Nicandri said he is beginning to get concerned that Timberland is adopting a "take it or leave it" attitude in relationship to cities, forcing the cities to consider other options. He said he thinks TRL is creating the attitude that "the cities need us" and he thinks it is just the opposite--that the cities are the core of the library system. Mr. Nicandri urged the Board to reconsider the 14.8% solution and adopt a more flexible attitude.

Mr. Law said that he recollects that the 14.8% solution did not originate with the TRL Board but with the cities and he recalls that it was always the idea that all 19 cities would participate. Mr. Law said he understands why this solution has broken down since some cities would benefit greatly whereas others would not. He said the Board does not care how the cities work this out and asked if there has been some discussion among the cities on how to balance this out. Mr. Nicandri said that that is forcing it back on the cities to come up with a solution and he would like to see the cities and Board come to a mutually agreed upon solution.

Mrs. Voegel said she does not have the feeling that this has been "forced" on the cities. She said she thinks the Board has been very responsive to the cities. Mrs. Voegel said she is concerned that they are working on this at such a late date since Timberland is in a budget crunch, too. She said it is too bad that some of the city representatives did not come to the Board a few months

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ago so that they could work this out in a more leisurely way. She pointed out that Timberland sent a letter to the 19 contracting cities asking for a response and Timberland did not receive response from most of the cities, which makes it difficult for Timberland to work through its budget. She said there has also been a great deal of time spent in meetings during the past several months which has meant additional costs and staff time. Mrs. Voege said she does not think that Timberland has a "take it or leave it" attitude. She said that the cities should not forget that Board members live in these communities and are available to attend meetings. She said that the Board also has regularly charged responsibilities to the unincorporated areas.

Mr. Law said he is concerned with the lack of response from the contracting cities with regard to the 14.8% solution. Mr. Marshall said that he thinks there was a breakdown in response because at the last meeting held among the cities, it was his understanding that the Association of Washington Cities was going to transmit this information to the TRL Board and apparently this was not done. Mr. Marshall said that the main purpose that city representatives came to the Board this evening is that the Board requires 100% participation by the cities in the 14.8% solution. They would like to know if the Board is open and willing to listen to some proposals from the cities. Mr. Marshall said that to his knowledge, only 2 of the 19 cities will not go along with the 14.8% solution, which are Cosmopolis and Centralia. He said even under the 14.8% formula, Olympia's contract fee would go up 25%, but under the levy rate of 37.68¢, the contract fee would go up 46%. Mr. Marshall said he recognizes that this is the cities' problem and not the library district's problem, but in terms of the general public, he thinks there will be a lot of questions asked of them. Mr. Marshall asked the Board to keep the 14.8% option open and let the cities work this out among themselves and get back to the Board.

Mr. Parsons stated that he is concerned with the time element. He said the Board has to look at what is fair and equitable. Mr. Parsons said that the Board wants to keep the cities that contract with the library district if at all possible. He pointed out that there will be a loss to the library district of thousands of dollars if the cities agree to the 14.8% solution. He also pointed out that the library district rushed through the annexation document because the City of Chehalis was thinking of putting this on the ballot.

Mr. Marshall said he would like to point out one important thing. He said he has worked with Mrs. Morrison for many years and that Olympia cooperated with Timberland in the very early stages when Timberland was utilizing Olympia's facilities to a great extent. He said the City of Olympia recognized that when the new library was built that the costs to the city would rise dramatically. Mr. Marshall said that maintenance costs to the City of Olympia for the library are \$60,000, the bond debt service is \$128,000, and Olympia is looking at a contract fee of \$384,000. He said this amounts to almost \$20 per capita for library service, which he feels is fairly substantial. Mr. Marshall said the cities would like an opportunity to present a package to Timberland that is compatible.

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Mr. Law said that it is his feeling and thinks it is the feeling of the whole Board that if the cities can work something out that does not result in loss of revenue for Timberland, they should go ahead with it. He said it is not up to the Board to tell the cities how to solve this.

Mrs. Voege asked if the cities have a plan. Mr. Marshall said that it is possible that some cities might increase their percentage to carry others. Mr. Durney said that in order to avoid a \$30,000 increase in Aberdeen's contract fee, Aberdeen might be able to come up with the extra \$5,000 that Cosmopolis would need under the 14.8% solution. He said that the average councilman is more concerned about fire and police protection, damage done by the recent storm, and library service doesn't rate at the top in some people's minds. Mr. Durney said that libraries are an important service and it has to be continued, but it is something that will never get unanimous support. He said he would like to be able to work with other cities on this some more.

Mr. Law said one problem is that the Board meets only once a month and he is concerned with the time factor. He would favor a conference call of Board members to vote on whatever the cities come up with, as long as it means no further loss of revenue to Timberland.

Mrs. Harris said there is a motion with a second on the floor with regard to adopting the resolution adopting the 1982 levy rate and setting the 1982 budget and she asked for a vote.

MOTION CARRIED.

Mr. Loaris said that he thinks the Board has been very good to work with and does not think that Timberland has been inflexible. He said he is disappointed in the way things have developed in the last few weeks and amazed at the lack of communication. Mr. Loaris said that he feels there is a lot of anger at Timberland, not at Board members personally, but because of the library's budget and what it does to other budgets. He asked that the Board take this into consideration because it is causing a lot of undercurrents. He asked that the library Board have a very flexible mind and not be so concerned that all 19 cities agree to the 14.8% solution but give cities the option to get into this and he thinks that eventually all the cities will see the advantages. He thinks this solution would quiet some of the undercurrents and that TRL and the cities will be better served and everyone will be happier.

Mrs. Harris commented that she feels a strong feeling from Mr. Nicandri that the Board has been inflexible. She said that she thinks the Board, staff and committee have been trying very hard to come up with suggestions and offers. She said the Board is only here because they care about libraries and certainly it was not the Board's intent to say "if you can't do this, we don't want you." She said the Board is responsible to the counties and the cities which contract with Timberland. She said she personally thinks Timberland is an excellent library system. Mrs. Harris said that perhaps it was optimistic of the Board to think that all the cities would agree on this. She said if the cities can work

5A

out something that would still bring the funding that TRL needs, she thinks it is the concensus of the Board to listen to whatever proposal the cities come up with.

Mr. Marshall said he does not know if the cities can accomplish this but they would like to try. Mr. Keiski said that Mr. Nicandri does have a point that requiring all 19 cities to agree to this is unrealistic. He said the Board intends to have an equitable contract with all the cities. Mr. Keiski stated that perhaps the Board was remiss in not looking at the possibility that two or three cities would not go along with this. He said there is no doubt about the fact that Timberland needs the cities. Mr. Keiski stated that the Board should continue to look at the 14.8% solution right up to December 31, 1981, if necessary, even if it means special meetings, committee meetings, joint meetings and polls. Mr. Keiski said he hears loudly and clearly the cost of maintaining the cities' library buildings and thinks that sometime in the future the Board will have to continue to work with the cities on their library costs.

Mrs. Harris asked the ad hoc committee, Mr. Parsons, Mrs. Voege, Mr. Polillo and Mr. Crose, to work on this again. She asked that as soon as the cities have a proposal put together, to contact the library director and she will contact the committee.

Mr. Law asked why there is an undercurrent of antagonism toward TRL. Mr. Loaris explained that the City of Chehalis met with Mrs. Morrison the first part of the year to discuss review of the contract fee. The City of Chehalis was told that the jumps in the contract fee could be smoothed out but also set the fee at an arbitrary high beginning point which is after revaluation. He said the City of Chehalis was told that the contract could not be renegotiated or changed and the city had the idea that this was the Board speaking. Mr. Loaris said that through the process of discussing this with other cities, other cities had the same feeling. The cities' ad hoc committee was formed because they felt that they should band together.

Mr. Law said that it has been mentioned that the cities should get credit for providing buildings for libraries. He said that if the cities can give them a system of doing this, they could start talking about it. He has asked for information about this and how other cities handle it. He said he has thought about doing this by square foot, but he looks at some of the buildings and arguably that would not be fair. He said he would be curious what the cities would consider fair. He said the Board has never voted up or down on that issue and he encourages that vote.

Mr. Polillo asked Mr. Crose how Timberland's revenue would be affected. Mr. Crose said he is concerned about finance, but thinks if the cities will remain flexible and work with the bottom line of what Timberland needs in revenue, that it should work out. Mr. Parsons stated that Timberland does not want to negotiate a contract with each and every city because of fairness to all cities. He said that the cities are getting a tremendous bargain for the price they pay since he believes that in all the cities, with the exception of Cosmopolis, the contract fee hardly covers the salaries and benefits of staff who work in those buildings.

- 5A Mrs. Morrison asked if she might address Mr. Loaris' comments with regard to her meeting with Chehalis. She said that at that time, the Board had a standard contract with all the cities and that is the only contract Timberland had. That was the situation she was faced with at that time.

Mr. Marshall said that he thinks the cities should have a proposal within two weeks.

The meeting recessed at 8:50 p.m. and reconvened at 9:05 p.m.

5 Unfinished Business

B. Adopt 1982 Revised Budget

Mr. Crose recommended that the Board adopt a 1982 budget of \$4,647,248. He does not have personal services broken down by elements since the salaries and wages for 1982 have not been settled with the union as yet. He said he has estimated forest excise tax at 68% of that received in 1981 and thinks that after his conversations with the Department of Revenue's Forest Excise Tax Division and Department of Natural Resources, this is a good estimate.

There was no motion made to adopt the 1982 budget.

6 New Business

- A. Resolution No. 81-7 for acceptance of the City of Lacey's request to annex to TRL for library purposes.

Mrs. Harris read the resolution as follows:

"WHEREAS, Chapter 27.12 RCW, as amended, provides a procedure for cities to join the Timberland Regional Library district through annexation; and

"WHEREAS, The Timberland Regional Library Board of Trustees indicated the conditions under which the Board would approve a proposed annexation of a requesting city by Resolution 81-5 adopted September 16, 1981; and

"WHEREAS, On October 1, 1981 the Lacey Library Board did go on record as supporting such an ordinance of annexation, and

"WHEREAS, The Lacey City Council did on October 22, 1981 pass Ordinance 631 entitled: "AN ORDINANCE STATING THE INTENT OF THE CITY OF LACEY TO JOIN THE TIMBERLAND REGIONAL LIBRARY DISTRICT OF GRAYS HARBOR, LEWIS, MASON, PACIFIC AND THURSTON COUNTIES AND FINDING THAT THE PUBLIC INTEREST WILL BE SERVED THEREBY;" now, therefore, be it

"RESOLVED That the Timberland Regional Library Board of Trustees does hereby concur with and approve of the annexation of the City of Lacey to the Timberland Regional Library provided there is a written agreement with the city to provide suitable quarters for the library, and further to provide

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satisfactory heat, light, water, janitor service, grounds maintenance, and modifications necessitated by technological changes in library services, all without cost to Timberland Regional Library, and further provided that such agreement to be entered into prior to December 18, 1981; be it further

"RESOLVED That this resolution be immediately transmitted to the Mayor and Council of the City of Lacey."

81-85

SHIRLEEN JOHNSON MOVED TO ADOPT RESOLUTION NO. 81-7 APPROVING THE ANNEXATION OF THE CITY OF LACEY TO TIMBERLAND REGIONAL LIBRARY; LARRY PARSONS SECONDED THE MOTION.

Mr. Law commented that the Ordinance passed by the City of Lacey does not seem to indicate any agreement by the city to provide building support. Mrs. Morrison said that the City of Lacey has a copy of Resolution No. 81-5 and is aware of these provisions. She said it is the intent of the City of Lacey to put this on the February 2 ballot. In order to do this, the ballot measure must be certified to the county by December 18, 1981. Mr. Law asked if the City of Lacey has indicated its acceptance of the provisions of building support. Mary Russell said that on October 22, the Lacey City Council met and the annexation issue was voted on. She said there was nothing negative brought up by the council members or any discussion of the fact that they did not understand that part of the document. Mrs. Harris commented that Resolution No. 81-7 clearly stated under what conditions Timberland will accept annexation of the city.

MOTION CARRIED.

Mrs. Harris directed Mr. Fuller to follow through on this. Mr. Fuller said he plans to contact the Lacey City Attorney and draft an agreement.

B. Resolution No. 81-8 concerning non-resident borrower fees and superseding Resolution No. 79-1

81-86

DON LAW MOVED TO ADOPT RESOLUTION NO. 81-8 CONCERNING NON-RESIDENT BORROWER FEES AND SUPERSEDING RESOLUTION NO. 79-1; SHIRLEEN JOHNSON SECONDED THE MOTION.

Mrs. Harris stated that this resolution provides that the non-resident fee would be \$30 per year per non-resident commencing January 1, 1982. Mrs. Morrison said this recommendation came from the professional staff meeting. There was discussion on this being a hardship on senior citizens and other people as well. Mr. Law pointed out that they can go round and round on this issue and there are no easy answers. He said he thinks that \$30 a year is fair and appropriate.

MOTION CARRIED.

C. Resolution No. 81-9 authorizing the use of a collection agency or civil suit for the recovery of library property.

6C

81-87

DON LAW MOVED TO ADOPT RESOLUTION NO. 81-9 AUTHORIZING THE USE OF A COLLECTION AGENCY OR CIVIL SUIT FOR THE RECOVERY OF LIBRARY PROPERTY; LARRY PARSONS SECONDED THE MOTION.

Mrs. Morrison pointed out that this resolution differs slightly from the draft originally sent to the Board wherein under the resolved section, No. 1, the phrase "such agency to conform to all federal and state laws and regulations" was added. Mr. Keiski asked why No. 2 was included with regard to a civil suit. Mrs. Morrison stated that sometimes it is helpful to have such a resolution to show the public.

DONALD LAW, SHIRLEEN JOHNSON, PAUL POLILLO AND LARRY PARSONS VOTED IN FAVOR OF THE MOTION; ELMER KEISKI OPPOSED THE MOTION; DOROTHY VOEGE ABSTAINED. MOTION CARRIED.

D. Board Meeting Schedule for 1982

81-88

LARRY PARSONS MOVED TO APPROVE THE 1982 BOARD MEETING SCHEDULE; DOROTHY VOEGE SECONDED THE MOTION. MOTION CARRIED.

E. Union Contract Revision for 1982

Mr. Mayer said he has just learned that the Staff Association has accepted the proposal as discussed earlier in the Executive Session. He said he understands there was a large vote in support of the proposal and he said he hopes that the Board will ratify the contract and will authorize the Director to sign the contract.

81-89

PAUL POLILLO MOVED TO RATIFY THE CONTRACT WITH THE STAFF ASSOCIATION FOR 1982 SALARIES, WAGES AND BENEFITS AND AUTHORIZE THE DIRECTOR TO SIGN THE CONTRACT; SHIRLEEN JOHNSON SECONDED THE MOTION. MOTION CARRIED.

F. 1982 Salaries, Wages and Benefits for Excluded Employees

81-90

DOROTHY VOEGE MOVED TO EXTEND TO THOSE EMPLOYEES EXCLUDED FROM THE BARGAINING UNIT, INCLUDING THE DIRECTOR, THE SAME SALARIES, WAGES AND BENEFITS FOR 1982 AS OFFERED TO THE STAFF ASSOCIATION; SHIRLEEN JOHNSON SECONDED THE MOTION. ELMER KEISKI, SHIRLEEN JOHNSON, DOROTHY VOEGE, PAUL POLILLO AND LARRY PARSONS VOTED IN FAVOR OF THE MOTION; DONALD LAW OPPOSED THE MOTION. MOTION CARRIED.

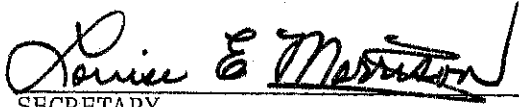
Mr. Polillo said he has always felt that the director should receive a higher salary considering the amount of money she handles, the responsibilities she has. He said he would like to go on record that he feels she is underpaid in comparison to other people with similar positions, and in the future he would like to see this raised. Mr. Keiski agreed that this needs to be looked at again. He said Timberland has tried for a number of years to upgrade other staff members, and thinks the Board should not ignore management staff.

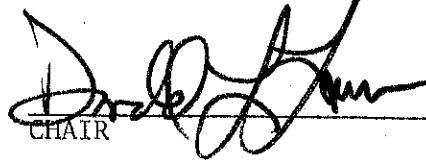
There was discussion on purchasing file cabinets for Board members to handle the large amounts of paperwork they receive. Mrs. Harris asked staff to find out what is available and bring a pamphlet or a sample if possible to the December Board meeting for Board members to see.

Mrs. Harris invited Board members to the Authors' Fair at the North Mason Library on December 5.

Mrs. Harris reminded Board members of the December 17 meeting and starting in January 1982 Board meetings will be held on the third Wednesday of each month instead of the third Thursday of each month.

There was no further business and the meeting adjourned at 9:40 p.m.


SECRETARY


CHAIR