

## Library Board Minutes October 2018

The Rideau Lakes Public Library Board held a meeting at the Portland Branch on Wednesday, October 24, 2018 at 10 a.m.

Roll Call was taken and the following Board Members were in attendance: Doug Franks, Bernie MacLean, Peggy Fletcher, Maxine Weber, Yvonne Helwig and Bob Lavoie.

Regrets: Pam Cairncross, Sheilagh Dubois.

Staff: Vicki Stevenson.

Guest: Steven Potter (Steven Potter Associates - *Mediation, Facilitation, Investigation & Training Human Resources & Organizational Consulting*)

Introductory remarks: Doug Franks has an updated email address [djfranks@uottawa.ca](mailto:djfranks@uottawa.ca)

RESOLUTION #18-55

Moved by: Yvonne Helwig

Seconded by: Peggy Fletcher

The Rideau Lakes Public Library Board approves the Agenda

Carried.

RESOLUTION #18-56

Moved by: Bernie Maclean

Seconded by: Doug Franks

The Rideau Lakes Public Library Board approves the September 2018 minutes.

Carried.

RESOLUTION #18-57

Moved by: Maxine Weber

Seconded by: Peggy Fletcher

The Rideau Lakes Public Library Board accepts the CEO's report.

Carried.

For Discussion:

Steven Potter has undertaken a Pay Equity Review and a new Pay Equity Evaluation Plan has been developed. He suggests

- Keep in touch with the market and every 5 years do a formal comparison
- Set new targets and announce all Pay Equity increases (i.e. 1% annually) to employees

- Go through new evaluation exercise with updated job descriptions and factors
- Review the 2017 comparators

Items B to F will be addressed at an additional meeting, November 14 10 am -12 pm at Portland.

RESOLUTION #18-58

Moved by: Bernie MacLean

Seconded by: Maxine Weber

The Rideau Lakes Public Library Board accepts the October 16, 2018 financial statement.

Carried.

The next Library Board meeting will be Wednesday November 14, 2018 at 10:00 at Portland Branch.

The following Library Board meeting will be Wednesday November 28, 2018 at 10:00 at Portland Branch.