

**MEDINA COUNTY DISTRICT LIBRARY
MINUTES OF THE BOARD OF TRUSTEES SPECIAL MEETING**

May 23, 2022

The Medina County District Library Board of Trustees met in special session on Monday May 23, 2022 via Zoom. With a quorum present, President Ryan Carlson called the meeting to order at 6:00 p.m.

Roll call: The following members were present via teleconference: Ryan Carlson, Will Koran, Caleb Parker, and Kyle White.

Library staff members in attendance via teleconference: Julianne Bedel, Director; Kelly Conner, Fiscal Officer and acting as recording secretary; and Sue Schuld, Technology Manager.

Approval of the Agenda: Mr. Koran moved, Ms. White seconded to approve the agenda. The agenda was approved unanimously.

Resolution #22-04: MOU re: Facilities Maintenance Technician Position: Mr. Koran moved, Mr. Parker seconded to approve the following Memorandum of Understanding:

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 23rd day of May, 2022 by and between the Medina County District Library (the "Library") and Service Employees International Union, District 1199, WV/KY/OH, the Health Care and Social Service Union, CTW, CLC, Medina County District Library Chapter (hereinafter collectively referred to as the "Union").

WHEREAS, the Library and the Union are parties to a collective bargaining agreement covering the period from June 1, 2020 through May 31, 2023 (the "CBA"); and

WHEREAS, the Library has been unable to hire qualified applicants for the Facilities Maintenance Technician position and a review of market rates for that job confirms that the current entry rate of \$15.55 is substantially below prevailing market rates; and

WHEREAS, for the remaining term of the CBA, the parties desire to adjust the rate of pay at which the Library may hire Facilities Maintenance Technicians and to adjust the rate of pay for existing Facilities Maintenance Technicians to address compression issues that would otherwise exist.

NOW THEREFORE, subject to ratification of this Memorandum of Understanding by the Union and the Library's Board of Trustees and for the remaining term of the CBA, the Library and the Union agree as follows:

1. Effective upon ratification of this Memorandum of Understanding by the Union and the Library's Board of Trustees, as an exception to Article XX, Section 1's requirement that employees be hired at the minimum of the appropriate pay grade, the Library may hire applicants for the Facilities Maintenance Technician position at the midpoint of Pay Grade 4, which is \$18.58 per hour.
2. With respect to the Library's two existing Facilities Maintenance Technicians, in order to avoid a compression issue, effective at the beginning of the first pay period beginning after ratification of this Memorandum of Understanding by the Union, each will receive a percentage increase in their current hourly rate equal to the difference between the minimum rate of Pay Grade 4 (\$15.55) and the midpoint of that Pay Grade (\$18.52). As a result, John Hetkey's hourly rate of pay shall be adjusted to \$18.96 and Karen Venus' hourly rate of pay shall be adjusted to \$18.58. Both will still receive the contractual wage increase scheduled for June, 2022.
3. This Memorandum of Understanding is entered into on a non-precedent basis.

The resolution carried unanimously.

Adjournment: There being no further business, Ms. White moved, Mr. Parker seconded to adjourn the meeting at 6:04 p.m. **Motion carried unanimously.**

NEXT BOARD MEETING
Monday, June 20, 2022 at 6:00 p.m. at Medina Library

Ryan Carlson – President

Brian Harr – Secretary