



**Park County Library System
1500 Heart Mountain Street
Cody, Wyoming 82414
Board of Trustees Special Meeting
May 2, 2019 4:00 pm**

Library board members present were Greg Bevenger, Bobbie Bronnenberg, John Gordnier and Nickie Proffitt. Library personnel present were Frances Clymer, and Lisa Heimer.

Chair Greg Bevenger called the meeting to order at 4:07 pm.

Compensation Report- The board held a discussion about how report information will be shared before a final report and implementation strategy is in place. They discussed the fact that there were significant changes in the numbers from the March draft of the report to the April draft of the report. They discussed the significant issues and concerns identified in review of second draft, and the changes possible from eliminating one library from the data while adding in another library's data that was not collected until February. Board members gave specific questions about the report to Frances Clymer prior to the meeting and she had answers from the consultant to some of the questions. The consultant was available to answer questions about the report and the data over the phone but the board members chose not to call at this point, as they needed to discuss revised needs.

There was further discussion about the probable additional costs for the consultant and additional time needed to continue her the study. The consensus from the board was that they would like the consulting company to develop a salary schedule (step/grade) with ranges based on library data, and they would like to talk with the company in a phone call during a future meeting about steps, issues with longevity and a method for plugging the current employees into the salary schedule.

John Gordnier will write additional narrative for the budget report to be turned in to the county clerk tomorrow, May 3, 2019. It will describe the initial results of the compensation study that show many people in the library system are below industry standard minimums.

The meeting adjourned at 5:55 pm.

Greg Bevenger
Chair

Frances B. Clymer
Library Director

Lisa Heimer
Administrative Assistant