

THE DALLES-WASCO COUNTY LIBRARY

East Seventh Place and Court Street

The Dalles, Oregon 97058

Telephone (503) 296-2815

MINUTES

Library Board Meeting
January 6, 1981

Present were Boardmembers Anne Turner, Marion Rohde, Del Anderson, Librarian Richard Wagner, and Asst. Librarian Sheila Dooley.

Chairman Anne Turner asked if there were any corrections or additions to the minutes of the prior meeting. There were none and the minutes were approved as submitted.

Anne Turner asked Dick Wagner for an explanation of the library's policy regarding sick leave. Dick Wagner said that each employee accrued one day sick leave per month. Anne asked about time off for doctors' appointments, etc. Dick Wagner reported that employees could take sick leave, personal leave, or if they so requested and it did not affect their job, he would permit a change in shift so that they could make up the time lost by coming early or staying late, so long as the time was made up within the pay period.

Del Anderson commented that upon reviewing the salary schedule he was surprised at the salaries, especially the Librarian's and Assistant Librarian's. He said that Martin Marietta had employees earning comparable salaries who supported a wife and children. Dick Wagner replied that library salaries are established by the City Council and correspond to salaries for other comparable city positions, e.g. Planner, Parks Director, Administrative Asst. What Martin Marietta does or does not pay its employees is immaterial unless it involves comparable positions, training and responsibility. Furthermore, he stated, an employee's marital or familial status is irrelevant as a person's compensation should be determined by job performance and not family responsibilities. Anne Turner agreed, saying that the argument that employees with family responsibilities should receive more compensation than those without reminded her of the use of the same argument to justify discrimination against women. Wagner commented that every survey of library salaries with which he was familiar showed that both his and his assistant's salaries were typical of salaries paid for similar positions in similar libraries. He recalled that a survey conducted only last year showed that of 22 small to medium libraries reporting, his salary was 11th for administrators and only \$6 per month above the mean. Anne Turner stated that she thought the salaries for the Librarian and the

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There was also a brief discussion of the Salary Schedule
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