



AGENDA FOR SPECIAL PUBLIC MEETING

DATE: Monday, December 5, 2022 at 6:00pm

LOCATION: In Person: Vancouver Community Library; 901 C Street; Columbia Room

Zoom Link: <https://us02web.zoom.us/j/84815488388>
Meeting ID: 848 1548 8388
Passcode: 180342

6:00 p.m. Special Meeting

1. Call to Order
2. Agenda Approval ACTION
3. Chair Announcements INFORMATION
4. Business
- 4.1 WPEA Agreement ACTION
 Resolution 2022-25: WPEA MOU – 2021 Market Salary Review
5. Board comments
6. Setting of next regular meeting – Monday, December 19, 2022 (Hybrid: Zoom/Vancouver Community Library)
7. Adjournment

Fort Vancouver Regional Library District
Staff Report 2022-59
WPEA Salary Review Agreement

TO: Board of Trustees

FROM: Amelia Shelley, Lee Strehlow

DATE: 12/05/2022

SUBJECT: WPEA Salary Review Agreement

SUMMARY:

FVRL recently came to an agreement with our WPEA union members over compensation as agreed upon in the Collective Bargaining Agreement ratified in December 2021. Staff is requesting the Board ratify a Memorandum of Understanding with UFCW Local 365 of the Washington Public Employees Association covering wage increases based on FVRL's 2021 salary review.

Key Considerations of the MOU

- FVRL undertook a salary review as agreed upon in the current collective bargaining agreement
- The new compensation plan brings all WPEA members to a minimum of 100% of market.
- The 2021 FVRL-WPEA Collective Bargaining Agreement included language that placed employees within their pay grade based on time in position. This MOU moves employees to their new pay grade at the step equivalent to their current placement, but not less than their current pay rate. For example employees currently in step A would move to step 1, employees currently in step B would move to step 2, etc. This helps maintain pay equity and pay based on experience working a specific job classification.
- This MOU includes a one time incentive stipend to all WPEA represented employees which is prorated according to the individual's full time equivalent (FTE). One hundred percent (100%) full time equivalent (FTE) employees (40 hours per week) will receive \$3,000. Employees working less than full time will receive a prorated amount commensurate with hours worked.
- Payment of the stipend is conditional upon continued employment (through Jan 31, 2023) and will only be paid to those in good standing on December 15, 2022.
- Salary increases to take effect when ratified by both the Board and WPEA membership

Budget Impact

- Cost of salary increases are within the capacity of the 2022 budget and can be accommodated in the draft 2023 budget.

Performance Expectations

Employees receive annual pay increases on their designated periodic increment dates (PID). These dates are set based on the terms of the 2021 FVRL-WPEA Collective Bargaining Agreement. In most cases, this

aligns with the date they enter a new job classification. Employees receive quarterly performance reviews. Those not meeting performance expectations are placed in a Performance Improvement Plan (PIP) and do not receive an increase on their PID. If they meet the goals of the PIP within six months they will receive their increase retroactive to their PID. If they do not meet the goals of their PIP after more than six months they will not receive an increase until their next PID.

Staff Recommendation

Staff recommend the ratification and approval of the WPEA Memorandum of Understanding.

Advantages: Approving wages reflects our confidence in our WPEA members' skills and abilities, and our desire to provide appropriate compensation for their work. All FVRL employees are impacted by many of the social and societal stresses that the pandemic has wrought including inflation, struggles to find childcare, rising housing costs and concerns about personal health and safety.

Disadvantages: Obligates FVRL to future wage increases without knowledge of the economy or ability for FVRL to pay. WPEA and FVRL accept that this could lead to layoffs in the future should funds fall short of obligations.

Resolution Script: 2022-25

**RESOLUTION OF THE FORT VANCOUVER REGIONAL LIBRARY DISTRICT BOARD OF TRUSTEES
AUTHORIZING THE RATIFICATION OF A MEMORANDUM OF UNDERSTANDING BETWEEN THE
FORT VANCOUVER REGIONAL LIBRARY DISTRICT AND UFCW LOCAL 365 OF THE WASHINGTON
PUBLIC EMPLOYEES ASSOCIATION**

NOW, THEREFORE, BE IT RESOLVED that the Fort Vancouver Regional Library District Board of Trustees adopts Resolution 2022-25, authorizing the ratification of the WPEA MOU with FVRL.

FORT VANCOUVER REGIONAL LIBRARY DISTRICT

Resolution 2022-25

**RESOLUTION OF THE FORT VANCOUVER REGIONAL LIBRARY DISTRICT
BOARD OF TRUSTEES AUTHORIZING THE RATIFICATION OF A
MEMORANDUM OF UNDERSTANDING BETWEEN THE FORT VANCOUVER
REGIONAL LIBRARY DISTRICT AND UFCW LOCAL 365 OF THE WASHINGTON
PUBLIC EMPLOYEES ASSOCIATION**

The special meeting of the Fort Vancouver Regional Library District (FVRL) Board of Trustees was held on December 5, 2022 at Vancouver Community Library and virtual and attended by a quorum of the Board for the conduct of such business; and, after due consideration and deliberation, the following resolution was passed by a majority vote of all Trustees then attending.

WHEREAS, the FVRL Board of Trustees authorizes the ratification of Memorandums of Understanding (MOU) between UFCW LOCAL 365 OF THE WASHINGTON PUBLIC EMPLOYEES ASSOCIATION (WPEA), and

WHEREAS, this MOU will implement the bargained results of FVRL's 2021 Salary Review which has resulted in a new compensation plan, classification structure and wage and salary increases for WPEA members; and

WHEREAS, the new compensation plan results in pay increases that are within the approved 2022 FVRL budget, and

WHEREAS, the MOU includes a one time incentive payment to WPEA represented employees results in compensation that is also within the approved 2022 FVRL budget, and

WHEREAS, the MOU between WPEA and FVRL will take effect upon ratification by both entities,

NOW, THEREFORE, BE IT RESOLVED that the Fort Vancouver Regional Library District Board of Trustees adopts Resolution 2022-25, authorizing the ratification of the WPEA MOU with FVRL.

Adopted this 5th day of December 2022

Jane Higgins, Chair

Penny Love-Henslee, Vice-Chair