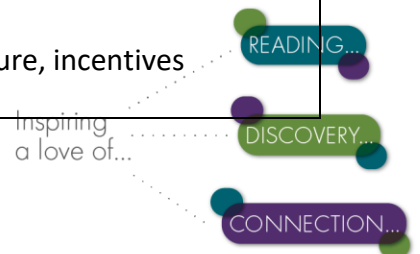


HELD	Date: August 31, 2022
	Time: 5:00 p.m. The meeting convened at 5:15 p.m.
	Location: Castle Pines Library, Event Hall
NOTICE	This meeting was held as scheduled and in accordance with applicable statutes of the State of Colorado, with the following members present:
ATTENDANCE	Board Members: Dawn Vaughn, Suzanne Burkholder, Rick LaPointe, Terry Nolan, Jessica Kallweit and Meghann Silverthorn. Jessica Kallweit arrived at 5:25 p.m. Dan Danser was absent and the absence was excused.
	Staff: Bob Pasicznyuk, Jill Corrente and Patti Owen-DeLay
	Public: None
	Guests: None

DISCUSSION ITEMS:

FAMLI Act Information	<p>Pasicznyuk reviewed why staff is recommending that the board opt-out of the program.</p> <p>There are two things that are not required of the organization that is provided if we participate; not required to provide medical benefits while on leave, or to protect the job while on leave. The board questioned if there should be some assurances of the protections. Staff is looking at this during the benefits review.</p> <p>An opt-out is for eight years. You are required when opting in to stay in the program for three years. The library would support informing staff about the program even if we don't opt in.</p>
Compensation Conversation	<p>Pasicznyuk discussed how Douglas County Libraries is doing in comparison to market looking at turnover and compensation.</p> <p>Pasicznyuk spoke about looking at job structure, incentives and benefits in addition to compensation.</p>



	<p>LaPointe shared that he would like the package of targeted solutions to give some confidence in the investments to ensure continued excellent customer service.</p>
<p>Executive Library Director's (ELD) Review Process</p>	<p>Vaughn reviewed what trustees can expect tomorrow for the ELDs annual review:</p> <ul style="list-style-type: none"> • Your observations of the ELD's performance • ELD self-evaluation • Staff 360 evaluation of ELD <p>Survey for trustees to complete by September 10, 2022</p>

<p>ADJOURNMENT</p>	<p>The meeting was adjourned at: 6:15 p.m.</p>
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