



**UMATILLA COUNTY  
SPECIAL LIBRARY  
DISTRICT**

Strengthening our community libraries

425 South Main Street  
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Pendleton, OR 97801

Phone (541) 276-6449

**Board of Directors – work session  
March 2, 2024 12pm-4pm (includes lunch)**

**In Person: Pendleton Center for the Arts, 214 N Main St, Pendleton, OR.**

**Meeting Purpose:**

- To discuss and work through wage equity discussion, and review UCSLD strategic plan.

**Desired Outcomes:**

- Direction for competitive wage scale
- Updated knowledge and vision related to UCSLD strategic plan.
- Renewed and rejuvenated board members and board relationships

**Agenda:**

<b>What</b>	<b>Result</b>	<b>Time</b>
Greetings	Present were Board Members – Caty Clifton, Sharone McCann, Kathy Thew, John Thomas and Nick Nash. District Director, Heather Estrada was also present. Board and Director took turns sharing about their best and worst jobs. Got to know one another a bit better for the first 30 minutes.	12:00-12:30
Wage info	Wage info and discussion - Heather shared three sample salary scales (from City of Pendleton, Baker County Library District, and City of Milton-Freewater). After much discussion about the pros and cons of each, the board recommended they would like to set a 7 step scale. Each position at the District on it's separate scale. The Board also suggested a starting and top salary for each position. Caty and Heather agreed to work on filling in the numbers and to present a scale for review at the next Board Meeting.	12:30-1:45
Break	Breather	1:45-2:00
Strageic Plan	Review Strategic Plan and priority steps going forward – Nick led a discussion and walk through each of the goals on the Strategic Plan to check in on them. Several will be a focus before the end of this FY and all felt like it was a good refresher as this will be updated in FY 24-25.	2:00-3:15

Closure	Wrap up - ended and went to Prodigal Son for an early dinner.	3:15-3:30

Sign language interpretation will be provided for the public if requested 48 hours before the meeting; notice 72 hours before the meeting is preferred. Requests may be made to Heather Estrada at 541-276-6449.