

# ITEM IV.C.

**MINUTES**  
**LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT**  
**BOARD OF TRUSTEES' SPECIAL MEETING**  
**FEBRUARY 18, 2022**  
**(Approved on March 10, 2022)**

The Board of Trustees Bylaws Committee of the Las Vegas-Clark County Library District met in a Special Meeting via Zoom, at 12:00 p.m., Friday, February 18, 2022.

**Present:**

Board:	B. Wilson, Chair	K. Rogers
	K. Whiteley	B. Wilson
	J. Jiron	F. Ortiz
	E. Foyt	N. Waugh
Counsel:	G. Welt	
Absent:	K. Benavidez	R. Ramaker
	E. Foyt	J. Melendrez
Staff:	Kelvin Watson, Executive Director Numerous Staff	

The meeting began at 12:01 p.m.

**Roll Call (Item I.)** All members listed above represent a quorum. Appendix A.

**Public Comment (Item II.)** None.

**Agenda (Item III.)** Trustee Waugh moved to approve the Agenda as proposed.

There was no opposition and the motion carried.

**New Business (Item IV.)**

**Discussion and Possible Board Action to implement the Administrative Team's 2021 frozen merit and COLA adjustments retroactive to July 1, 2021. (Item IV.A.)**

Chair Wilson explained that the main reasoning for freezing salaries last year was to make sure no monies or pay raises given, in excess of market conditions. Everyone, with the exception of the IT Director, is well within the market range of salaries. He also explained, the rest of the District's staff have received their raises and were never frozen. He doesn't see a reason to continue the freeze while the new compensation study is completed. One exception is for the IT Director to cap out at the top rate that's being proposed and will be looked at again in April with a lump sum payment to catch up to what's outside that top rate. By next year, it should be caught back up and on track and within the proposed rates.

Trustee Waugh moved a motion to authorize staff to implement the Administrative Teams' frozen performance/merit (3%) and COLA (2.75%) increases retroactive (effective July 1, 2021) and to allow a one-time lump sum (over the max) payment of \$2,617.81 to the Chief

Information Officer. Trustee Whiteley second the motion.

Trustee Ortiz stated for the record that he is opposing the motion, because it isn't clear. The motion isn't clear if it is asking the Board to approved the motion to include it as a contract or as following the collective bargaining agreement. He also asked for clarity of the retroactivity from the motion given on February 10, 2022 at the Regular Board of Trustees Meeting. Is it retroactively from 2021 to 2023, or will it be revisited in two years from 2022 to 2024?

Director Watson responded the motion is to authorize the staff to implement the Administrative Team's frozen after the study, everybody's within the market, with the exception of the CIO, that this is retroactively going back to the increases that they were supposed to receive last July. Director Watson also explained they can revisit answers to Trustee Ortiz's other questions at another time, because they are not relevant to the motion.

Trustee Ortiz then agreed to vote on the motion but is not satisfied with the answer given as things are still unclear.

Trustee Whiteley explained that she believes the integral result is to lift the freeze, which was meant to expire when the study came in and a study was provided.

There was no opposition and the motion carried.

Counsel Welt ask the Board if there are any questions regarding the general pay scale, the benefits, or the collective bargaining agreement- to submit to the staff so an answer can be prepared for the next meeting. To be sure not to get in the way of the negotiations of the collective bargaining agreement.

**Announcements  
(Item V.)**

None.

**Public Comment  
(Item VI.)**

None.

**Adjournment  
(Item VII.)**

Chair Wilson adjourned the meeting at 12:12 p.m.

Respectfully submitted,

Elizabeth Foyt, Secretary



# 2022 ATTENDANCE

		2022	January 20 Regular Board Mtg	February 2 Finance and Audit Comm. Mtg	February 10 Regular Board Mtg	February 18 Special Board Mtg	March 10 Regular Board Mtg	April 11 Finance and Audit Comm. Mtg	April 21 Regular Board Mtg	May 19 Regular Board Mtg	June 2 Risk Management Comm. Mtg	June 9 Nominations Comm. Mtg	June 9 Regular Board Mtg	July 14 Regular Board Mtg	August 11 Regular Board Mtg	September 8 Regular Board Mtg	October 13 Regular Board Mtg	November 10 Regular Board Mtg	December 8 Regular Board Mtg																				
Benavidez	Kelly	P		P	A-E																																		
Foyt	Elizabeth	P		P	A-E																																		
Meléndrez	José	P		P	A-E																																		
Ortiz	Felipe	P		P	P																																		
Ramaker	Sandra	P		A-E	A																																		
Wilson	Brian	P		P	P																																		
Rogers	Keith	P		P	P																																		
Waugh**	Nathaniel	P		P	P																																		
Jiron****	Jennifer	P		P	P																																		
Turner Whiteley****	Kate	P		P	P																																		

P	Present
A-E	Excused Absence
A-U	Unexcused Absence
	attended Committee meeting but not a member
	Term Ended