



King County Library System
Board of Trustees Meeting
Shoreline Library
5pm ♦ August 30, 2023

PRESENT

KCLS Board
Harish Kulkarni
Srinil Raghavan
Anne Repass

KCLS Staff

Marla Bassett
Angie Benedetti
Lisa Fraser
KD Hall
Angie Mirafior
Dominica Myers
Danielle Perry
Lisa Rosenblum
Cecile Streitman
Tracey Thompson
Lisa Yamasaki
Donna Zirkle

CALL TO ORDER

Harish Kulkarni called the meeting to order at 5:00pm. There was no quorum present, so he proceeded to staff reports.

**STAFF REPORTS
ALDER REGION**

Regional Manager Alice Darnton welcomed the Board to the Alder Region. Along with Library and Information Services Managers Jasmina Jusic and Katie Boyes, she gave an overview of the region. The Alder Region includes library locations in Bothell, Kenmore, Lake Forest Park, Shoreline and Richmond Beach. The group gave library use statistics and programming information for their locations.

CLASSIFICATION AND COMPENSATION STUDY

Human Resources Director Danielle Perry presented the findings from the recently concluded classification and compensation study. The scope of work for the study, completed by the vendor Compensation Connections, included four main components:

1. Review and recommendation of classification system and positions
2. Analysis and recommendation of compensation structure, total compensation strategy, and salary assignment
3. Recommendation for removal of systemic oppression and barriers in classifications and compensation
4. Recommendation for improving recruitment and retention system-wide, as it relates to classification and compensation.

The study concluded that 43.1% of staff positions were at market level for salary, 27.8% were leading the market, 22.9% were below market, and 6.3% were above market. The recommendations included bringing wage levels in line with market prices through a variety of methods, most notably a new, more comprehensive and equitable salary schedule. The impact to the 2024 personnel budget is \$1.9M, which includes salaries, benefits and a placeholder for cost-of-living adjustments.

The next step in the process is a Board of Trustees vote at the September 27 meeting to approve the proposed salary schedule. Once approved, implementation is planned for October 22, 2023.

FINANCE REPORT

Donna Zirkle presented the Finance report as of July 31, 2023. Year-to-date (YTD) revenues were \$75.7M, which represents 53.8% of the annual budget of \$140.7M. YTD expenses were \$70.8M, which is 50.3% of the total budget. CIP expenses YTD at the end of July were \$1.5M, which is 22.5% of the total budget of \$6.5M.

DIRECTOR'S REPORT

Executive Director Lisa Rosenblum said she was happy to see our red mobile services vehicles out in the community again. She also mentioned a recent Seattle Times article about KCLS' final increase in hours, which is due to occur on September 10. She thanked all the regional managers who participated in hiring panels which made the hours expansion possible.

She also talked about the change management training the leadership team recently went through; the training was coordinated by the Strategy Department.

She concluded her report by introducing new Trustee Verna Seal who was in the audience but will officially begin her work as a trustee in early September.

BOARD COMMITTEE REPORTS


There were no committee reports.

TRUSTEES REPORTS

There were no trustee reports.

ADJOURNMENT

Harish Kulkarni adjourned the meeting at 6:16pm.



Harish Kulkarni, President

Srini Raghavan, Secretary