

**MINUTES OF THE REGULAR MEETING OF THE  
BOARD OF TRUSTEES OF THE  
COALINGA-HURON LIBRARY DISTRICT  
Tuesday August 13, 2024, 5:30 p.m.  
Coalinga Library – Program Room**

---

**TRUSTEES PRESENT:** Mr. Crawford, President; Mr. Campbell Clerk; Mrs. Culbertson, Trustee

**TRUSTEES ABSENT:** Mr. Chavez, Vice-President; Mr. Diaz, Trustee

**ADMINISTRATION PRESENT:** Ms. Mary Leal, Director of Library Services; Ms. Jacqueline Collings, Administrative Assistant

**I. OPEN SESSION/CALL TO ORDER**

Call to Order: President Mr. Crawford called the meeting to order at 5:30 P.M.

Roll Call: Board members present: Lisa Culbertson, Roger Campbell, and Tom Crawford

Pledge of Allegiance: Pledge of Allegiance lead by Mr. Crawford.

Approval of Agenda: Mr. Campbell moved to approve the agenda, seconded by Mrs. Culbertson. Motion carried unanimously.

**II. CONSENT AGENDA**

- C-1 Approval of June 2024 checks 18327 thru 18336 in the amount of \$107,437.52 of which payroll was \$52,995.94.
- C-2 Approval of minutes for Board Meeting held on July 23, 2024.

Mr. Crawford asked for a motion to approve. Mrs. Culbertson moved to approve the consent agenda, seconded by Mr. Campbell. Motion carried unanimously.

**III. PUBLIC COMMENTS**

**Mr. Vosburg:** Speaking as a staff member I will be talking to you about wage compression that has increased the gap between Library Staff and Library Specialist in the recent years. In 2020 Library Staff has seen 16% increase due to minimum wage requirements. Additionally, both Library Staff and Specialist have both received 5% in the last union negotiations. Unfortunately, the 16% was not extended to specialist positions decreasing the wage gap between the roles.

This diminishes the reputation concerning knowledge skills and abilities of the specialist position. I urge the board to rectify this discrepancy. An HR firm survey highlights positions like mine are already significantly underpaid. Another critical concern is the substantial increase in minimum wage from \$12 to \$16 in 2020 constituting a 33% rise. If we factor fast food wage increase at \$20 an hour, of course we don't work in fast food, that is a 66% increase that minimum wage got that we didn't get.

While acknowledging different opinions on this mandatory minimum wage increase, which I am totally against, inflation has gone up 21% from 2020-2024. Measure B has surged from 451K in 2022 to 648K in 2023. This is all the Measure B minutes, that is a 43.6% increase. Property Tax revenue as of the last budget has yet to be approved is set to rise from 602k to 750k that is a 24.5% increase.

Given these financial gains directly linked to inflation it is fitting that some of these resources be allocated to fair staff compensation. That money did not come out of nowhere, that money came because of inflation, every time those taxes go up, every time items go up in cost you are going to pay more taxes on them as well, those taxes come to the library. As staff members we have to pay those taxes as well. In past discussions there was concern that using Measure B money for wages was not a good idea due to the fear of Measure B not passing. However, last year we found that Measure B was not critical for the survival of the library.

I would like to consider for you all to look at the wage analysis that the attorney is going to give to you. I would also like to share with you the outcome of the last raises that we got.

From 2021 to 2023 Library Specialist II from step 6 went from \$24.09 to \$24.94 per hour, that is a \$0.85 cent per hour raise in three years. That equals \$147 in our pockets in three years to deal with 21% inflation. Guess how many the Library Staff got because of minimum wage increases \$530.

That tells me that Specialist II we are not even looked at as important anymore. The fact that we only got \$0.85 cents in three years is a slap on the face. You have one person that just got their master's degree, another that got their bachelor's degree and others that are working on their education. The idea that we are not an educated staff is not true, and I have a certificate for Software Engineering, the same position at the school with no requirements at all for my job pays \$80,000 a year. Here I get \$55,000. I know this is a library, but we try to do the best that we can (Mr. Vosburg handed out a sheet to the board).

I would like to thank our director for a much-needed water fountain. We all really appreciate this new water fountain.

#### IV. CLOSED SESSION

- CS-1 Conference with Labor Negotiator – Government Code #54957.6  
Employee Organization: Local 39, Stationary Engineers.

Went into closed sessions at 5:39 P.M.

Came back from closed sessions at 6:05 P.M.

Nothing to report.

#### V. ACTION ITEMS

No action items.

#### VI. DIRECTOR'S UPDATE

- Summer Reading was a huge success.
- Testing for the part time employee for Huron.
- Still talking to the union about the Young Adult Specialist job description.

#### VII. BOARD MEMBER REPORT

**Mr. Campbell:** Nothing to report.

**Mrs. Culbertson:** Last week and this week my grandkids have been wanting to come to the library. They have had a ball down here. It is really nice here; we have a good library for our community.

**Mr. Crawford:** Nothing to report.

#### VII. ADJOURNMENT

Mr. Crawford asked for a motion to adjourn. Mr. Campbell moved, seconded by Mrs. Culbertson. Motion carried unanimously. Meeting was adjourned at 6:08 P.M.

**DATE OF THE NEXT REGULAR MEETING:** The next regular Board Meeting is Tuesday, September 10, 2024, at 5:30 P.M. at the Huron Branch Library Program Room.