



**Cameron Parish Library Board of Control
Regular Meeting
Monday, November 22, 2010
Cameron Library
3:00 P.M.
AGENDA**

- 1) Call to Order- Cyndi Sellers
- 2) Prayer - Wanita Harrison
- 3) Pledge of Allegiance - John Calzada
- 4) Minutes
- 5) Financial Report and Budget 2011
- 6) Pay Scale
- 7) Strategic Plan - Survey Results
- 8) Printer purchase
- 9) Architect for Grand Lake
- 10) Changes for Grand Chenier
- 11) Acceptance of Johnson Bayou
- 12) JB - sculpture
- 13) Adjourn



PROCEEDINGS

Cameron Parish Library
Board of Control
Regular Meeting
Cameron Library
November 22, 2010

Board President, Cyndi Sellers called the meeting to order at 3:03 p.m. at the Cameron Library. Board Members present were Cyndi Sellers, John Calzada, Geralyn Myers, Gail Delcambre, Stephanie Rodrigue, Lisa Hunt and Board Secretary Bobbie Morgan. Absent was Wanita Harrison. Visitors were artist Jerry Gorum, Howard Romero, Darrell Williams and Dede Sanders.

The prayer was led by Stephanie Rodrigue and John Calzada led the Pledge of Allegiance.

On the motion of Stephanie Rodrigue, seconded by Lisa Hunt, and carried, the board unanimously voted to accept the minutes as written.

On the motion of Stephanie Rodrigue, seconded by Lisa Hunt and unanimously approved, the board voted to proceed with the sculpture project at the Johnson Bayou Library with input from Mr. Jerry Gorum.

On the motion of Stephanie Rodrigue, seconded by Geralyn Myers, and carried, the board unanimously voted to accept the 2010 budget amendments to the 2010 budget.

The board was made aware that in 2011, there may be a loan repayment to FEMA that will come out of debt service expense if FEMA does not forgive the loan.

On the motion of Lisa Hunt, seconded by Geralyn Myers, and carried, the board unanimously voted to receive the financial report presented by Darrell Williams.

A discussion on the pay scale was held. An Associate or equivalent hours of college, technical or business school should be added to the allocation scale. On the motion of Geralyn Myers, seconded by John Calzada and carried, the board unanimously voted to accept the pay scale.

On the motion of Lisa Hunt, seconded by Stephanie Rodrigue, the board unanimously voted to accept the hours of operation for the libraries for 2011.

On the motion of Stephanie Rodrigue, seconded by John Calzada, and carried, the board unanimously voted to adjust the budget to add provisions for hurricane evacuation and to set the director's salary adjustment to 6%.

On the motion of Stephanie Rodrigue, seconded by Lisa Hunt, and carried, the board unanimously voted to adopt the 2011 budget with the provisions above included.


On the motion of Lisa Hunt, seconded by John Calzada, and carried, the board unanimously voted to purchase a copier with a price under \$9,000.

On the motion of Geralyn Myers, seconded by Lisa Hunt, and carried, the board unanimously voted to hire King Architects for the Grand Lake Library new building remodel.

On the motion of John Calzada, seconded by Lisa Hunt, and carried, the board unanimously voted to accept the proposed changes in the design of Grand Chenier.

There being no further business and upon the motion of John Calzada, seconded by Geralyn Myers, the meeting was adjourned.

APPROVED



Cynthia Sellers, Board President

ATTEST



Barbara Morgan, Secretary

Cameron Parish Library Payscale 2011

2% across, 3% down

| Points | Entry | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J |
|------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 175 1 | \$ 8.15 \$ 16,952.00 | \$ 8.31 \$ 17,291.04 | \$ 8.48 \$ 17,636.86 | \$ 8.65 \$ 17,989.60 | \$ 8.82 \$ 18,349.39 | \$ 9.00 \$ 18,716.38 | \$ 9.18 \$ 19,090.71 | \$ 9.36 \$ 19,472.52 | \$ 9.55 \$ 19,861.97 | \$ 9.74 \$ 20,259.21 | \$ 9.93 \$ 20,664.39 |
| 200 2 | \$ 8.39 \$ 17,460.56 | \$ 8.56 \$ 17,809.77 | \$ 8.73 \$ 18,165.97 | \$ 8.91 \$ 18,529.29 | \$ 9.09 \$ 18,899.87 | \$ 9.27 \$ 19,277.87 | \$ 9.45 \$ 19,663.43 | \$ 9.64 \$ 20,056.70 | \$ 9.84 \$ 20,457.83 | \$ 10.03 \$ 20,866.99 | \$ 10.23 \$ 21,284.33 |
| 225 3 | \$ 8.65 \$ 17,984.38 | \$ 8.82 \$ 18,344.06 | \$ 9.00 \$ 18,710.95 | \$ 9.18 \$ 19,085.16 | \$ 9.36 \$ 19,466.87 | \$ 9.55 \$ 19,856.21 | \$ 9.74 \$ 20,253.33 | \$ 9.93 \$ 20,658.40 | \$ 10.13 \$ 21,071.56 | \$ 10.33 \$ 21,493.00 | \$ 10.54 \$ 21,922.85 |
| 250 4 | \$ 8.91 \$ 18,523.91 | \$ 9.08 \$ 18,894.39 | \$ 9.27 \$ 19,272.27 | \$ 9.45 \$ 19,657.72 | \$ 9.64 \$ 20,050.87 | \$ 9.83 \$ 20,451.89 | \$ 10.03 \$ 20,860.93 | \$ 10.23 \$ 21,278.15 | \$ 10.43 \$ 21,703.71 | \$ 10.64 \$ 22,137.78 | \$ 10.86 \$ 22,580.54 |
| 275 5 | \$ 9.17 \$ 19,079.63 | \$ 9.36 \$ 19,461.22 | \$ 9.54 \$ 19,850.44 | \$ 9.73 \$ 20,247.45 | \$ 9.93 \$ 20,652.40 | \$ 10.13 \$ 21,065.45 | \$ 10.33 \$ 21,486.76 | \$ 10.54 \$ 21,916.49 | \$ 10.75 \$ 22,354.82 | \$ 10.96 \$ 22,801.92 | \$ 11.18 \$ 23,257.96 |
| 300 6 | \$ 9.45 \$ 19,652.01 | \$ 9.64 \$ 20,045.05 | \$ 9.83 \$ 20,445.96 | \$ 10.03 \$ 20,854.87 | \$ 10.23 \$ 21,271.97 | \$ 10.43 \$ 21,697.41 | \$ 10.64 \$ 22,131.36 | \$ 10.85 \$ 22,573.99 | \$ 11.07 \$ 23,025.47 | \$ 11.29 \$ 23,485.98 | \$ 11.52 \$ 23,955.70 |
| 325 7 | \$ 9.73 \$ 20,241.57 | \$ 9.93 \$ 20,646.41 | \$ 10.12 \$ 21,059.33 | \$ 10.33 \$ 21,480.52 | \$ 10.53 \$ 21,910.13 | \$ 10.74 \$ 22,348.33 | \$ 10.96 \$ 22,795.30 | \$ 11.18 \$ 23,251.21 | \$ 11.40 \$ 23,716.23 | \$ 11.63 \$ 24,190.56 | \$ 11.86 \$ 24,674.37 |
| 350 8 | \$ 10.02 \$ 20,848.82 | \$ 10.22 \$ 21,265.80 | \$ 10.43 \$ 21,691.11 | \$ 10.64 \$ 22,124.94 | \$ 10.85 \$ 22,567.44 | \$ 11.07 \$ 23,018.78 | \$ 11.29 \$ 23,479.16 | \$ 11.51 \$ 23,948.74 | \$ 11.74 \$ 24,427.72 | \$ 11.98 \$ 24,916.27 | \$ 12.22 \$ 25,414.60 |
| 375 9 | \$ 10.32 \$ 21,474.29 | \$ 10.53 \$ 21,903.77 | \$ 10.74 \$ 22,341.85 | \$ 10.96 \$ 22,788.68 | \$ 11.18 \$ 23,244.46 | \$ 11.40 \$ 23,709.35 | \$ 11.63 \$ 24,183.53 | \$ 11.86 \$ 24,667.21 | \$ 12.10 \$ 25,160.55 | \$ 12.34 \$ 25,663.76 | \$ 12.59 \$ 26,177.04 |
| 400 10 | \$ 10.63 \$ 22,118.52 | \$ 10.85 \$ 22,560.89 | \$ 11.06 \$ 23,012.10 | \$ 11.28 \$ 23,472.35 | \$ 11.51 \$ 23,941.79 | \$ 11.74 \$ 24,420.63 | \$ 11.98 \$ 24,909.04 | \$ 12.22 \$ 25,407.22 | \$ 12.46 \$ 25,915.37 | \$ 12.71 \$ 26,433.67 | \$ 12.96 \$ 26,962.35 |
| 425 11 | \$ 10.95 \$ 22,782.07 | \$ 11.17 \$ 23,237.71 | \$ 11.40 \$ 23,702.47 | \$ 11.62 \$ 24,176.52 | \$ 11.86 \$ 24,660.05 | \$ 12.09 \$ 25,153.25 | \$ 12.33 \$ 25,656.31 | \$ 12.58 \$ 26,169.44 | \$ 12.83 \$ 26,692.83 | \$ 13.09 \$ 27,226.68 | \$ 13.35 \$ 27,771.22 |
| 450 12 | \$ 11.28 \$ 23,465.53 | \$ 11.51 \$ 23,934.84 | \$ 11.74 \$ 24,413.54 | \$ 11.97 \$ 24,901.81 | \$ 12.21 \$ 25,399.85 | \$ 12.46 \$ 25,907.84 | \$ 12.70 \$ 26,426.00 | \$ 12.96 \$ 26,954.52 | \$ 13.22 \$ 27,493.61 | \$ 13.48 \$ 28,043.48 | \$ 13.75 \$ 28,604.35 |
| 475 13 | \$ 11.62 \$ 24,169.50 | \$ 11.85 \$ 24,652.89 | \$ 12.09 \$ 25,145.95 | \$ 12.33 \$ 25,648.87 | \$ 12.58 \$ 26,161.84 | \$ 12.83 \$ 26,685.08 | \$ 13.09 \$ 27,218.78 | \$ 13.35 \$ 27,763.16 | \$ 13.61 \$ 28,318.42 | \$ 13.89 \$ 28,884.79 | \$ 14.16 \$ 29,462.48 |
| 500 14 | \$ 11.97 \$ 24,894.58 | \$ 12.21 \$ 25,392.48 | \$ 12.45 \$ 25,900.32 | \$ 12.70 \$ 26,418.33 | \$ 12.96 \$ 26,946.70 | \$ 13.21 \$ 27,485.63 | \$ 13.48 \$ 28,035.34 | \$ 13.75 \$ 28,596.05 | \$ 14.02 \$ 29,167.97 | \$ 14.30 \$ 29,751.33 | \$ 14.59 \$ 30,346.36 |
| 525 15 | \$ 12.33 \$ 25,641.42 | \$ 12.57 \$ 26,154.25 | \$ 12.83 \$ 26,677.33 | \$ 13.08 \$ 27,210.88 | \$ 13.34 \$ 27,755.10 | \$ 13.61 \$ 28,310.20 | \$ 13.88 \$ 28,876.40 | \$ 14.16 \$ 29,453.93 | \$ 14.44 \$ 30,043.01 | \$ 14.73 \$ 30,643.87 | \$ 15.03 \$ 31,256.75 |

| | | | | 2% across, 3% down | | | | | | | | | Page 2 |
|-----------|--------------|--------------|--------------|--------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--|--------|
| Points | Entry | Step A | Step B | Step C | Step D | Step E | Step F | Step G | Step H | Step I | Step J | | |
| 550 | \$ 12.70 | \$ 12.95 | \$ 13.21 | \$ 13.47 | \$ 13.74 | \$ 14.02 | \$ 14.30 | \$ 14.59 | \$ 14.88 | \$ 15.17 | \$ 15.48 | | |
| 16 | \$ 26,410.66 | \$ 26,938.88 | \$ 27,477.65 | \$ 28,027.21 | \$ 28,587.75 | \$ 29,159.51 | \$ 29,742.70 | \$ 30,337.55 | \$ 30,944.30 | \$ 31,563.19 | \$ 32,194.45 | | |
| 575 | \$ 13.08 | \$ 13.34 | \$ 13.61 | \$ 13.88 | \$ 14.16 | \$ 14.44 | \$ 14.73 | \$ 15.02 | \$ 15.32 | \$ 15.63 | \$ 15.94 | | |
| 17 | \$ 27,202.98 | \$ 27,747.04 | \$ 28,301.98 | \$ 28,868.02 | \$ 29,445.38 | \$ 30,034.29 | \$ 30,634.98 | \$ 31,247.68 | \$ 31,872.63 | \$ 32,510.08 | \$ 33,160.29 | | |
| 600 | \$ 13.47 | \$ 13.74 | \$ 14.01 | \$ 14.30 | \$ 14.58 | \$ 14.87 | \$ 15.17 | \$ 15.47 | \$ 15.78 | \$ 16.10 | \$ 16.42 | | |
| 18 | \$ 28,019.07 | \$ 28,579.45 | \$ 29,151.04 | \$ 29,734.06 | \$ 30,328.75 | \$ 30,935.32 | \$ 31,554.03 | \$ 32,185.11 | \$ 32,828.81 | \$ 33,485.39 | \$ 34,155.09 | | |
| 625 | \$ 13.87 | \$ 14.15 | \$ 14.44 | \$ 14.72 | \$ 15.02 | \$ 15.32 | \$ 15.63 | \$ 15.94 | \$ 16.26 | \$ 16.58 | \$ 16.91 | | |
| 19 | \$ 28,859.65 | \$ 29,436.84 | \$ 30,025.57 | \$ 30,626.09 | \$ 31,238.61 | \$ 31,863.38 | \$ 32,500.65 | \$ 33,150.66 | \$ 33,813.67 | \$ 34,489.95 | \$ 35,179.75 | | |
| 650 | \$ 14.29 | \$ 14.58 | \$ 14.87 | \$ 15.17 | \$ 15.47 | \$ 15.78 | \$ 16.09 | \$ 16.42 | \$ 16.74 | \$ 17.08 | \$ 17.42 | | |
| 20 | \$ 29,725.43 | \$ 30,319.94 | \$ 30,926.34 | \$ 31,544.87 | \$ 32,175.77 | \$ 32,819.28 | \$ 33,475.67 | \$ 34,145.18 | \$ 34,828.08 | \$ 35,524.65 | \$ 36,235.14 | | |
| 675 | \$ 14.72 | \$ 15.01 | \$ 15.31 | \$ 15.62 | \$ 15.93 | \$ 16.25 | \$ 16.58 | \$ 16.91 | \$ 17.25 | \$ 17.59 | \$ 17.94 | | |
| 21 | \$ 30,617.20 | \$ 31,229.54 | \$ 31,854.13 | \$ 32,491.22 | \$ 33,141.04 | \$ 33,803.86 | \$ 34,479.94 | \$ 35,169.54 | \$ 35,872.93 | \$ 36,590.39 | \$ 37,322.19 | | |
| 700 | \$ 15.16 | \$ 15.46 | \$ 15.77 | \$ 16.09 | \$ 16.41 | \$ 16.74 | \$ 17.07 | \$ 17.42 | \$ 17.76 | \$ 18.12 | \$ 18.48 | | |
| 22 | \$ 31,535.71 | \$ 32,166.43 | \$ 32,809.76 | \$ 33,465.95 | \$ 34,135.27 | \$ 34,817.98 | \$ 35,514.34 | \$ 36,224.62 | \$ 36,949.11 | \$ 37,688.10 | \$ 38,441.86 | | |
| 725 | \$ 15.62 | \$ 15.93 | \$ 16.25 | \$ 16.57 | \$ 16.90 | \$ 17.24 | \$ 17.59 | \$ 17.94 | \$ 18.30 | \$ 18.66 | \$ 19.04 | | |
| 23 | \$ 32,481.78 | \$ 33,131.42 | \$ 33,794.05 | \$ 34,469.93 | \$ 35,159.33 | \$ 35,862.52 | \$ 36,579.77 | \$ 37,311.36 | \$ 38,057.59 | \$ 38,818.74 | \$ 39,595.11 | | |
| 750 | \$ 16.08 | \$ 16.41 | \$ 16.73 | \$ 17.07 | \$ 17.41 | \$ 17.76 | \$ 18.11 | \$ 18.48 | \$ 18.85 | \$ 19.22 | \$ 19.61 | | |
| 24 | \$ 33,456.24 | \$ 34,125.36 | \$ 34,807.87 | \$ 35,504.03 | \$ 36,214.11 | \$ 36,938.39 | \$ 37,677.16 | \$ 38,430.70 | \$ 39,199.32 | \$ 39,983.30 | \$ 40,782.97 | | |
| 775 | \$ 16.57 | \$ 16.90 | \$ 17.24 | \$ 17.58 | \$ 17.93 | \$ 18.29 | \$ 18.66 | \$ 19.03 | \$ 19.41 | \$ 19.80 | \$ 20.20 | | |
| 25 | \$ 34,459.93 | \$ 35,149.12 | \$ 35,852.11 | \$ 36,569.15 | \$ 37,300.53 | \$ 38,046.54 | \$ 38,807.47 | \$ 39,583.62 | \$ 40,375.30 | \$ 41,182.80 | \$ 42,006.46 | | |
| 800 | \$ 17.06 | \$ 17.41 | \$ 17.75 | \$ 18.11 | \$ 18.47 | \$ 18.84 | \$ 19.22 | \$ 19.60 | \$ 19.99 | \$ 20.39 | \$ 20.80 | | |
| 26 | \$ 35,493.72 | \$ 36,203.60 | \$ 36,927.67 | \$ 37,666.22 | \$ 38,419.55 | \$ 39,187.94 | \$ 39,971.70 | \$ 40,771.13 | \$ 41,586.55 | \$ 42,418.29 | \$ 43,266.65 | | |
| 825 | \$ 17.58 | \$ 17.93 | \$ 18.29 | \$ 18.65 | \$ 19.03 | \$ 19.41 | \$ 19.79 | \$ 20.19 | \$ 20.59 | \$ 21.01 | \$ 21.43 | | |
| | \$ 36,558.54 | \$ 37,289.71 | \$ 38,035.50 | \$ 38,796.21 | \$ 39,572.13 | \$ 40,363.58 | \$ 41,170.85 | \$ 41,994.27 | \$ 42,834.15 | \$ 43,690.83 | \$ 44,564.65 | | |
| 850 | \$ 18.10 | \$ 18.47 | \$ 18.83 | \$ 19.21 | \$ 19.60 | \$ 19.99 | \$ 20.39 | \$ 20.80 | \$ 21.21 | \$ 21.64 | \$ 22.07 | | |
| | \$ 37,655.29 | \$ 38,408.40 | \$ 39,176.56 | \$ 39,960.10 | \$ 40,759.30 | \$ 41,574.48 | \$ 42,405.97 | \$ 43,254.09 | \$ 44,119.18 | \$ 45,001.56 | \$ 45,901.59 | | |
| 875 | \$ 18.65 | \$ 19.02 | \$ 19.40 | \$ 19.79 | \$ 20.18 | \$ 20.59 | \$ 21.00 | \$ 21.42 | \$ 21.85 | \$ 22.28 | \$ 22.73 | | |
| | \$ 38,784.95 | \$ 39,560.65 | \$ 40,351.86 | \$ 41,158.90 | \$ 41,982.08 | \$ 42,821.72 | \$ 43,678.15 | \$ 44,551.72 | \$ 45,442.75 | \$ 46,351.61 | \$ 47,278.64 | | |
| 900+ | \$ 19.21 | \$ 19.59 | \$ 19.98 | \$ 20.38 | \$ 20.79 | \$ 21.20 | \$ 21.63 | \$ 22.06 | \$ 22.50 | \$ 22.95 | \$ 23.41 | | |
| | \$ 39,948.50 | \$ 40,747.47 | \$ 41,562.42 | \$ 42,393.67 | \$ 43,241.54 | \$ 44,106.37 | \$ 44,988.50 | \$ 45,888.27 | \$ 46,806.03 | \$ 47,742.15 | \$ 48,697.00 | | |

Seniority Benefits: At the end of every 5th year, pay would increase 2 steps. (Ex: From pay step C to pay step E would be used to calculate pay increase for year 6)