



DOWNTOWN • 610 Quincy St. Rapid City, SD 57701 • (605) 394-6139 or (605) 394-4171
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Date: July 11, 2016
To: RCPL Board of Trustees
From: Maryanne Rohrer, Policy Committee Chair
Re: Board Bylaws

Date: July 6, 2016
To: Maryanne Rohrer, Policy Committee Chair
From: Jim McShane, Library Director
Re: Board Bylaws

Motion: Move to approve the revision to the Board Bylaws to allow the Library Director (with prior consent of the Board Chair) to promote employees at the rate deemed appropriate up to and including Step 8 of the applicable compensation scale.

Background:

According to the Rapid City Public Library Board of Trustees Library Board Bylaws and Rules, Rules of Order, number 31, the Director has been given the authority to hire a new employee up to Step DD on the appropriate compensation scale. Step DD exactly corresponds to 8 on the numeric scale now used by the City. The Bylaws have been updated to also give authority to promote existing employees up to Step 8 on the appropriate compensation scale with prior approval of the Board Chair.

31. Authorization of the Director and Board Chair to Hire or Promote Step ~~DD~~ 8. The Director, with the prior consent of the Board Chair, may hire new or promote employees at the rate deemed appropriate under the circumstances, up to and including Step ~~8DD~~ of the applicable compensation scale. If such a hiring occurs, the Board Chairperson shall promptly provide notice to the Board. If the Board Chairperson does not approve Director's request to hire a new employee at a rate between Step 2AA and Step ~~DD~~8, the Director may bring the request to the Board for its approval of the hire.

If Director desires to hire a new employee above Step ~~DD~~ 8 of the applicable compensation scale, the Board must provide specific approval of the hire above Step ~~DD~~8. In such a case, the Director shall make any job offer contingent upon Board approval of the hire above Step ~~DD~~8.

All decisions to hire new employees shall comply with all applicable agreements, union contracts, policies, and laws.