

**Rapides Parish Library**  
**Personnel Committee of the Board of Control**  
**March 19, 2024**

Minutes

A meeting of the Personnel Committee of the Rapides Parish Library Board of Control was held at the Westside Regional Library located at 5416 Provine Place, Alexandria, LA.

Committee members present were Mr. James Morgan (Chair), Ms. Suelynne Mickey, Ms. Lana Havens, and Board President Le’Anza Jordan (Ex-Officio). Also present were Library Director Celise Reech-Harper, Human Resources Manager Jackie Brown, Business Manager Stacy Dubrock, and Administrative Assistant Kendra Bertrand.

Mr. Morgan called the meeting to order at 3:00 p.m. and invited Pastor William Avants to lead an invocation.

Ms. Mickey motioned to approve the agenda. Ms. Havens seconded, and the motion unanimously passed.

Ms. Mickey motioned to approve the minutes from the January meeting, seconded by Ms. Havens. Mr. Morgan put forth a substitute motion to amend the minutes, adding the words “contractually required” before “salary increase” in reference to the Director’s pay increase. Ms. Mickey seconded the substitute motion, which unanimously passed on vote.

Ms. Reech-Harper invited Ms. Brown and Ms. Dubrock to address the committee on the topic of a cost of living adjustment for library employees. Ms. Brown proposed a one-time additional increase of 1% for 2024, which will be added to the 3% increase employees receive annually. If approved, the 1% increase would be effective April 1, 2024.

Ms. Dubrock explained that a 1% increase for all existing staff (with the exception of the Director) would total approximately \$36,000. Due to open positions not being filled in the first quarter of the year, that amount is available in the salaries budget. She emphasized that the expenditure would not be new spending, but use of the existing budgeted amount.

Ms. Havens motioned to bring the proposed cost of living adjustment before the Board. Ms. Mickey seconded, and the motion unanimously passed.

Ms. Havens motioned to adjourn the meeting, seconded by Ms. Mickey. On unanimous vote, the meeting was adjourned at 3:20 p.m.

Respectfully submitted by

Celise Reech-Harper  
Secretary

James Morgan  
Committee Chair