

NJLA County Library Section
Meeting Minutes
8/22/22

- Introductions/ Executive Board Updates
 - Joy Robinson, NJLA Liaison checking in. Remember that the Intellectual Freedom Committee is here to support any needs. Contact information can be found on the website.
 - The Intellectual Freedom Committee requests that any challenges (book, display, etc.) be reported to the committee. No incident is too small!
 - The Committee's contact/ leadership/ info can be found on their NJLA page: <http://njlamembers.org/intellectualfreedom>
 - Admin/Management Pre Conference Day: Management, middle management, ways to become a supervisor, Carolyn Oldt to spearhead. Need to form a committee to organize and put it forward to the conference committee. Rosy Wagner also volunteered to help.
 - Blurb in NJLA weekly newsletter about our meetings. Each month they will mention our topic. September: EDI
 - Next meeting: September 19, 2022 at 10am next meeting: Burlington Cty Library - IDEA task force discussion
 - Website information has been updated with section meetings, schedule, and leadership information
- By-Laws Review 10 min.
 - Change name of section to County & Large Libraries (*Vote*)
 - [Link to Bylaws](#)
 - Majority voted to change: 7 yes, 2 abstain
 - Members at Large: we are supposed to have up to 8 representatives. Natalie will send out an email to the listserv to get feedback on standardizing the number of representatives and language.
- Conference Ideas 5 min.
 - Partner with Admin and Management Forum on pre-conference? Mini forum/ conference?
 - Confirmed idea with Admin/Management
 - Life of a Branch Manager: Stepping stones for new supervisors
 - Table to share information at conference
 - Luncheon and Awards / Networking
- Recruitment & Retention 30 min.
 - In newsletters to the community, more and variety of applicants. Not solving all the issues but it is definitely helping. People leave for remote jobs.
 - Sussex: postings not pulling people in but social media and county newsletter to get the word out. Difficult to fill hourly positions/extended hours are hard to fill. Job applicants are picky in what they are looking for.
 - Is it like that anywhere else? YES, Warren/Cape May

- Warren sends out a newsletter to get postings, LibraryLink, NJLA - finding people don't want to work nights or weekends. Losing out on good people
- Ocean County: Retirements are taking solid workers who are upper management and the people who are internal do not have enough experience to move into those positions. Only 1-5 years of experience and can't move into higher level positions. Training from within is hard and the applicants are not quite ready. Library Assistants - we need a million but can only hire within Ocean County. There are so many jobs at \$15, have approval finally to hire outside Ocean County. The market is flooded with other jobs. 21 hours a week is not glamorous and not what they want. Lots of job openings in every department. Gap of knowledge created by retirements.
- Monmouth: Travel positions in a county system. Deficit of being able to operate a branch. Want flexibility in hours worked. 20% vacancy. Keeping branches open is a challenge. There is no youth employment rate in NJ which makes it difficult. Can't start as a page now, hiring at the Library Assistant rate. Develop internal talent - direct them to cheaper MLS programs and help them navigate and find time to get work done. Sunday hours are a challenge too.
- Montclair: posted LA position to college boards. Good candidate selection. Limit hours to 15 and more people apply. Gives more flexibility. Having a "drop-in/fill-in" option can work too.
- Somerset: post on handshake (colleges), RVCC, system-library technicians/assistants that act as substitutes that have some regular hours to keep up with training, remote work is available for all staff. Training from home, meetings, etc. Try to promote from within because we have a lot of middle management positions and unique jobs in Tech, HR, Marketing. Pay scales make things difficult. -not civil service. We have Library Intern positions for people who have 18+ credits and positions automatically upgraded to librarian positions once the individual graduates.
- Gloucester: Everything not civil service has to go through the county and postings are difficult. Starting to post on the library website, directing applicants to the county. Haven't had difficulty hiring librarians. Word gets out quickly to college students. Post at NJLA, LLNJ.
- Cape May: Difficulty in hiring librarians - recently relaxed residency in County requirement for Librarians but still hard to get new Librarians. Considering "library associate" position which is like library intern.
 - Sussex: Reference Depts are now relaxing, Library Associate position, 4 yr degree required.
 - Monmouth uses it as well. PT & FT
 - Library Associate: building supervisor position
 - Ocean: uses them for people who are within 6 months of graduating library school.