

North Powder Council Meeting  
Minutes  
December 22, 2025  
City Hall (340 E Street)  
6 PM

Call to Order/Pledge of Allegiance: Mayor John Frieboes called the meeting to order 6:03 PM. The pledge of allegiance was said.

Roll Call: Don McClure, Tonya Dias, John Frieboes, Becky Sturm, Lindsey Thompson and Alan Brown was present.

Public Comment:

There was no public comment.

Amend/Accept Agenda: Agenda approved.

Amend/Accept Minutes: No minutes at this time.

Accounts Payable: City Recorder explained that there are some invoices coming in that are past due. Credit card is over the limit and needs to be paid. Would like to get these under control and move forward with everything caught up. Councilor Don McClure made motion to pay the bills, Councilor Alan Brown 2<sup>nd</sup> the motion. Vote Unanimous.

Library Report: Mike Schoeningh clarified wages that was adopted into budget for 20 hours per week for Library Director and Library Assistant. PERS will be paid for any person working over 600 hours per year. He would like to hire a Library Director at 20 hours per week and give them PERS as an incentive. They have been paying PERT for the last Director. The position will pay \$14.70 per hour. Would like to suggest extra hours in the afternoon for after school. Hours are 10a – 2pm currently. Getting more people in the morning then in the afternoon right now. After Hours School program is up in the air currently. The questions are: How much payroll has been used? Should come under with PERS right now. Can library staff work better with more people and less hours? Retired people don't mind helping. There are accumulated grants for afterschool programs but they don't include wages. There are plenty of applicants. Discussed the days to be opened. One suggestion was Open Monday, Tuesday, Thursday and Friday with a Library Director. Another suggestion was open on Saturday. That would help get more people in because of working during the week. Saturday's could be a busy day.

Do applicants want to work under 600 hours per year? This would be 10 – 11 hours a week. This question will be asked during interviews. Mike stated that he want a "Labor of love" thing. The love of the job. Should do the 20 hours to one person if they may stay long term. Would like to have the person dedicated to the hours. Councilor Diaz stated that CID recommends no sick leave for part time. We can have substitutes that won't cost extra. She stated that we should hire as many hours needed, no more than 20, to get someone. Councilor Brown asked if 11 hours a week can make the impact needed. Mike stated that they have some pretty good applicants. They can go to 24 hours max, but will they want under 20 hours. This job in tells keeping track of grant moneys budgeted, ordering etc. Sending grants in, back up on what has been spent. Timeline of After school grants: 1: They want to know when there is a change of employees. There may be some tension, those that applied for them are not here anymore. Vote for hours, Councilor Brown motioned, take it to the edge of hours, pay PERS, 20 hours. Councilor Diaz made motion for 1 person at 16 hours per week. Will qualify for PERS. Wage will be \$14.80 per hour.

Councilor Brown 2<sup>nd</sup>. Decision unanimous. Interviews will be before 15<sup>th</sup> of January. Per Mayor should be as close to the 1<sup>st</sup> as possible.

Mayor stated that we still can't open just yet. Would like to have new person when we move into the new Library.

Public Works Report:

Advertising for the position should be put on Indeed, City's website, EO Classifieds and Elkhorn Media. Would like to have it on Facebook site, however need to speak with Pam at CIS to make sure that is something we can do.

Advertisement cost should stay under \$600 dollars. Will check with Elkhorn Media how long that will run. Councilor Brown motioned to contact and get price for packages. Advertise if no more than \$600. Unanimous vote.