

**Library Board Meeting
Thursday, October 23 2014
7:00 am
Library Meeting Room**

Open:

Guest and Public Comments:

Approval of Minutes: September 25, 2014

Treasurer's Report:

Approval of library bills

Budget overview

Wage discussion

Parking lot lighting progress

Future projects

Director's Report

Adjourn to executive closed session as allowed by WI State Statute 19.85(1)(c) to consider and discuss personnel matter(s). -- Director's P/A

Reconvene to open session for any action regarding closed session

Library Board Meeting
Thursday, October 23 2014
7:00 am
Library Meeting Room

Open: President John Kuse called the meeting to order at 7:05 Present Linda Bullette, Paula Craft, John Kuse, Deb Klein, Karla Ott and George Sievers and Director Jessica Williams. Absent was Dave Boyden.

Guest and Public Comments: None.

Approval of Minutes: September 25, 2014 *Motion by Sievers, Second by Bullette*
Unanimous

Treasurer's Report: Boyden's report was delivered by Director Williams. \$832.23 return year to date on the Endowment, payment was made for rocking chairs from memorial fund. Bills are current.

Approval of library bills

Budget overview (handout attached) This is a move to management of cash balance, wage side, employee side, and collection side are where Library Board has levers.

\$424,000 in budget. Capital expenditures based on need if over \$5,000 overall wage increase is 4% in the Village, we had proposed 2%. Nothing for salary adjustments in next 4 years in 5 year proposal. This was also true for 2015, originally. Technology fund balance is \$20,000 in addition to \$152,000 fund balance. Three percent budget increases for upcoming 4 years based on us spending down fund balance as shown on the last page.

Wage discussion We do not need to do Village's 4% wage adjustment. With performance based appraisal process need the carrot of additional pay for positive performance. Two percent in 2015 and 2% in 2016 would ensure the incentive is there for 2016. *Motion by Kuse that 2015 wage increase remain at 2% with the remaining 2% to be used in 2016 as incentive. Second by Klein. Unanimous.*

Parking lot lighting progress Light and pole are ordered.

Future projects Buy out for copier contract for \$6,000 and service contract is about \$2,500. Motion to buy out copier lease for up to \$6,200 contingent upon acceptable negotiation of service contract by Kuse, second by Bullette. Unanimous.

Other ideas:

Walkway lighting. People counter (\$200 or up). New carpet in teen area. Additions to collection. Security Camera. Jessica will bring a list to prioritize to the next meeting.

Director's Report See attached report.

Adjourn to executive closed session as allowed by WI State Statute 19.85(1)(c) to consider and discuss personnel matter(s). -- Director's Performance Assessment.
Motion to adjourn to executive closed session by Klein. Second by Bullette. Unanimous.

Discussion Director's performance appraisal.

Motion by Sievers to leave closed session, seconded by Craft, unanimous

Reconvene to open session for any action regarding closed session

Next board meeting would fall on Thanksgiving-meeting moved to November 20.
Personnel will meet October 30 at 7 am.

Motion by Bullette to give the Director a 3% increase, seconded by Klein, unanimous.

Motion to adjourn by Linda Bullette, Second by Craft, Unanimous