

**Community Library Network
Board of Trustees Special Meeting Minutes
May 30, 2019
Post Falls Library**

We Empower Discovery

Trustees present: Katie Blank, Bob Fish, Regina McCrea, Judy Meyer, Michelle Veale
Staff present: John Hartung, Anne Abrams, Rebecca Melton, Janelle Sells

Call to order: The meeting was called to order at 1:03 by Katie Blank, Chair

Roll call: Katie Blank, Bob Fish, Regina McCrea; Judy Meyer arrived at 1:14 and Michele Veale arrived at 1:30

Discussion of salaries for 2020 budget: first and second drafts

The Director explained that two draft budgets were prepared for Board discussion. Draft 1 was presented at the May 16, 2019 regular meeting and Draft 2 includes pro-rated sick and vacation for PERSI level employees, 2.5 extra hours for Athol, and 15 extra hours for Emerging Technology but no new positions. He also explained that an adjustment of \$1.50 was added to most positions in both drafts to make the District more in line with Coeur d'Alene Public Library who also offers PERSI benefits and pro-rated sick and vacation pay.

Fish requested that staff include the 3% increase allowed by Idaho State law to the draft budget and Blank explained that staff were asked to present a draft budget without the 3%. Meyer asked if there was Board consensus to add the 3% and to work on increasing staff salaries.

Blank is in favor of holding the salary range in the 61-63% of total budget but may support raising that percentage. Allocating the 3% increase to salaries is a hard sell.

McCrea suggested that Draft 2 should be examined closely to see what salary adjustments might be possible to address the issue of so many staff leaving the District. She supports looking at an amalgamation of the two drafts.

Veale asked if salary needs might necessitate allocating money from the collections line.

The Director emphasized the primary budget work so far has been to prepare drafts 1 and 2. He mentioned that staff would be glad to examine revenue lines and tighten all expense lines to maximize money for salaries. He requested that the Board direct staff to look at raises only or raises and prorated benefits.

Fish and Veale suggested that expense lines be examined for possible reductions in order to raise salaries. Fish would like to see staff treated as if the library could be a career.

Blank reminded the Board that there cannot be a vote about taking the 3% at this meeting, but the Board can direct staff to prepare another budget that includes the increase.

Staff was asked to work on a budget that includes the 3%. All Board members expressed approval for considering paid time off for PERSI level employees.

Action items for the next agenda will include taking the 3% increase and paid time off (PTO).

Agenda discussion and requests:

None

Set Special and regular meeting dates:

None

Meeting review:

None

Adjournment

The meeting was adjourned at 3:20

M, C, Fish

Respectfully submitted,

John Hartung and Rebecca Melton

Calendar of events:

Jun 6:	2 - 5	Post Falls	special meeting
Jun 20:	2 - 5	Spirit Lake	regular meeting
Jun 27:	10 - 1	Post Falls	special meeting

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