

Minutes: Special Meeting of Abilene Public Library Board June 24, 2020

Roll call

Present

Wendy Moulton

Marilyn Holt

Amanda Cormack

Sheila Biggs

Carri McMahon

Kara Cromwell

Cindy Montgomery

Absent

Chris Ostermann, mayor

Sandy Foltz

Elly Cauthon

Sheryl Davidson

Meeting called to order by president Sheila Biggs.

Purpose of the meeting was approval of 2021 budget.

Prior to meeting Wendy Moulton provided board with information sheets and narratives regarding budget and three options for consideration.

Option A: Mill levy stays flat at 2020 budget level of 8.287. All staff will receive a step up on the pay plan after receiving a position evaluation at the end of 2020, but there will be no increase to overall pay ranges for 2021.

Option B: Mill levy is lowered to 8.22. This number will allow library to remain eligible for grants from both the State of Kansas and the North Central Kansas Library System. To receive State Aid, the 2021 Tax Income must equal at least \$520,802.68 or the mill levy must equal at least 8.287; for North Central Kansas Library System grant, the library will most likely have to comply with Maintenance of Effort requirements. Option B does not provide step up or range salary increases.

Option C: Mill levy is lowered to 8.13 which takes away \$4,871 in grants since library will no longer meet requirements. No step up or range salary increases. Areas most affected by these cuts are library material, adult programming, technology, and staff development.

Sheila began meeting by reviewing the library's study of salaries, as well as conclusion from city-hired consulting firm of Austin Peters Group. Suggested that an alternative to step up increases could be use of \$10,000 from Emergency Grant received for employee salaries. Although this would not be equivalent to step up increases, it would offer staff some salary relief to employees. During follow-up discussion she also reviewed the availability of money from the

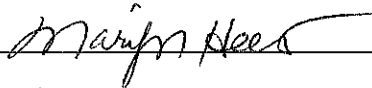
Community Foundation from the Hass bequest, saying that it was not unreasonable for library to ask for additional funds above that allotted in a single year.

Each board member took a turn asking questions and expressing opinions regarding the three options. Amanda Cormack also asked if it was possible to combine segments from each, creating a fourth option, that set a mill levy that still retained grant money and step up in salaries. Board discussion agreed that it was important to maintain a budget level that allowed library to receive grants and would hopefully fund step ups, but putting together a fourth option did not seem workable. Paramount in members' comments, questions, and group discussion was level of mill levy, retaining grants, staff salaries, and stretching staff assignments, with no additional employees, to cover four floors of library. While members generally agreed that Option A was preferable, the unknowns of future economic downturns due to Covid-19 were factors in a consensus to adopt Option B which has a mill levy lower than the current one in place but still meets the requirements for receiving grant monies.

Motion to approve Budget Option B, made by Amanda Cormack; seconded by Carri McMahan; approved. Wendy Moulton and Kara Cromwell were thanked for their hard work in developing budget options and providing board with study materials.

Motion to adjourn, made by Marilyn Holt; seconded by Amanda Cormack; approved.

Next regularly scheduled meeting is July 14, 2020

A handwritten signature in cursive script, appearing to read "Marilyn Holt", is written over a horizontal line.

Submitted, Marilyn Holt, June 25, 2020