

FULTON COUNTY PUBLIC LIBRARY/ 2024 BUDGET PUBLIC HEARING
September 26, 2023

CALL TO ORDER

FCPL Board President Keith McGrew called today's Public 2024 Budget Hearing to order at 6:00 p.m. Present at the meeting were Trustees Keith McGrew, Rachel Arndt, Brian Walsh, Emily Schouten, Paul Zartman, and Betty Martens. Absent: Raenae Overmyer. FCPL staff members present were Director Andrea Stineback, Business Manager Jo McCollough, April Gross, Amanda Gilbert, and Administrative Assistant Michelle Conley.

Business

There were no questions or comments about the proposed 2024 Budget.

AJOURNMENT

McGrew adjourned the meeting at 6:01 pm.

Respectfully Submitted, Michelle Conley, Administrative Assistant

Keith McGrew

Paul Zartman

Betty Martens

Raenae Overmyer

Brian Walsh

Rachel Arndt

Emily Schouten

Next Regular Board Meeting:

Monday, October 9, 2023 at **5:00 p.m.** via Zoom or in Meeting Room B.

FULTON COUNTY PUBLIC LIBRARY/BOARD OF TRUSTEES MEETING
September 26, 2023

CALL TO ORDER

FCPL Board President Keith McGrew called today's Board Meeting to order at 6:01 p.m. Present at the meeting were Trustees Keith McGrew, Rachel Arndt, Brian Walsh, Emily Schouten, Paul Zartman, and Betty Martens. Absent: Raenae Overmyer. FCPL staff members present were Director Andrea Stineback, Business Manager Jo McCullough, April Gross, Amanda Gilbert, and Administrative Assistant Michelle Conley.

APPROVAL OF MINUTES

The August Board Meeting minutes were read and approved after a motion by Schouten, seconded by Arndt. Motion carried.

The August 31, 2023 Executive Session minutes were read and approved after a motion by Arndt, seconded by Zartman. Motion carried.

APPROVAL OF FINANCES

The finances were presented to the Board for review. Arndt moved to approve the financials. Martens seconded. Motion carried.

OLD BUSINESS

SERVER QUOTE

April Gross presented quotes for new servers from Trust Tech in Valparaiso, Vital Computing in New Castle, and Van Ausdall & Farrar Managed IT Services in Indianapolis. Martens moved to approve the Trust Tech quote of \$19,141.00. Walsh seconded. Motion carried.

NEW BUSINESS

Commitment to join Indiana State Library Consortium for Public Library Internet Access

A secretary is needed to attest to the commitment, and Secretary Raenae Overmyer was currently not at the meeting. Arndt moved to appoint Martens secretary of the meeting. Walsh seconded. Motion carried. Martens moved to approve the commitment to join Indiana State Library Consortium for Public Library Internet Access. Schouten seconded. Motion carried.

Director Salary for 2024

During discussion on budget hearing and adoption dates at the July 2023 Board Meeting, the Board discussed the need to keep wages competitive and encourage employees to stay, using other Indiana libraries of similar population sizes to FCPL as a guide. This was done and presented in the budget forms. McCollough explained that while the increase may seem large at first glance, the discrepancy between our 2023 Director Salary and where we would be, using the data collected, was twice as large. To make the changes less impactful, the difference was divided in two and the proposed increase would occur in the 2024 and 2025 Budget Years. Walsh moved to approve the increase to \$67,080 for 2024 Director Salary. Martens seconded. Motion carried.

2024 Compensation Plan for Hourly Staff

The 2024 Compensation Plan for Hourly Staff was also changed to reflect numbers closer to other Indiana libraries of similar size. McCollough explained that the numbers were not based on a straight percentage across all positions but on the same statistical data gathered in determining the Director's Salary. Some positions were closer to the target mean than others. Again, the

increases were divided in two, with half of the proposed increase occurring in the 2024 Budget Year and half in the 2025 Budget Year. The Board expressed their appreciation of all the FCPL employees and stressed they would like to stay committed to improving the compensation plan each year. Arndt moved to accept the 2024 Compensation Plan for Hourly Staff as presented. Zartman seconded. Motion carried.

Collection Development & Management Policy

The Collection Development & Management Policy approved by the Board on 12/31/2021 was revisited. The Board thought the policy was good and suggested to change the word “examined” on the Request for Reconsideration of Library Materials Form to “read, viewed, listened to or examined.” Arndt suggested to also make the Library Bill of Rights available to patrons in pamphlet and/or poster form. McGrew suggested including the option for parents to request a limited access card for their minor children on the library card application.

Long Range Plan

Janet Nelson from ReThinking Libraries will be present at the October Board Meeting via Zoom to go over the Facility Needs Assessment and Facility Visioning report. The September 2023 Version 2.1 of the report was presented to the Board.

Bond Counsel

Stineback asked the Board if they had a preference on who to hire as Bond Counsel for the library’s upcoming bond issue. The library had worked with Ice Miller on the last bond issue. Arndt made the motion to ask Ice Miller to be our Bond Counsel again. Walsh seconded. Motion carried.

DIRECTOR’S REPORT

Andrea highlighted several items from her September report, noting that the StoryWalk in Kewanna is now finished. She also informed the Board that our 2021-2022 Audit was now in the final stages and asked if the Board President would be available to attend the Exit Conference. McGrew said he would attend.

ADJOURNMENT

There was no Other Business on hand. McGrew adjourned the meeting at 7:06 pm.

Respectfully Submitted, Michelle Conley, Administrative Assistant

Keith McGrew

Paul Zartman

Betty Martens

Raenae Overmyer

Brian Walsh

Rachel Arndt

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