

FULTON COUNTY PUBLIC LIBRARY

BOARD OF TRUSTEES MEETING

JULY 8, 2013

CALL TO ORDER

Linda Erp, President Pro Tem, called the meeting to order at 4:17 p.m. Present at today's meeting were board members, Linda Erp, Rusty McGrew, Rosa Metzger, and Raenae Overmyer. Bob Uhrich and Sandy Sawyer were absent. FCPL staff members present were, Jon Gaskill, Becky Williams, Selena Rouch, April Gross, Tami Holloway, Janet Johnson, Janice Porter, Lois Coffing, and Colleen Diveley. Mr. Terry Porter, an Aubbee patron was also present at today's meeting.

MINUTES

Minutes from the June meeting were reviewed and Rusty made a motion to accept the minutes as presented. Rosa gave her second and the motion carried.

FINANCIALS

Claims were presented to the board in the amount of \$210,689.53 and payroll claims in the amount of \$43,459.73. Rusty moved to accept and Rosa gave her second. Motion carried.

OLD BUSINESS

Dennis McKee submitted an estimate of \$90,000.00 for the renovation of the Tombaugh house for the library's use. Several reasons for, and against, the purchase of the Tombaugh house were presented. Rusty asked Jon to submit to the board a written needs assessment. The topic was tabled until more written information is presented.

At this point in the meeting Linda Erp asked for introductions around the room as there were many people present. The meeting then continued.

Jon told the board there would be a meeting on July 19, 2013, in his office, at 1:00 p.m. with Dan Hedder of Umbaugh and Associates. Dan will present findings from the audit. All are welcome to attend.

NEW BUSINESS

Jon and Dawn will begin preparing for the budget meeting with the Department of Local Government Finance soon.

NEW Branch Managers, Directors + Asst. Directors
Jon proposed making Department Heads salaried as opposed to hourly pay. By having a salary structure there would be no unexpected changes for staff members.

Jon would also like to implement a bi-weekly pay instead of twice a month. This would be twenty-six pays over the course of the year. Tami Holloway voiced some concern with the bi-weekly pay schedule. Jon said it would also make payroll easier for Dawn. Selena asked if the Department Heads would be involved in a meeting to discuss the possible salary changes. Linda Erp said she was in favor of a change. Jon feels the changes will make FCPL attractive to ~~young~~ ^{new hires} people and he wants to keep the professional integrity of the library. Rusty would like to see a list of changes in writing from Jon. The changes will be presented at the next board meeting. Jon would like to begin figuring pay increases for 2014. He asked the board to approve a three percent pay raise for staff. That equals a .25 per hour increase for staff currently making \$8.00 per hour. Rusty moved to approve the raise and Raenae seconded. Motion carried. This will help with the budget figuring for 2014. Jon read from the library policy about working extra hours. He will double check the laws about overtime and compensation to be sure FCPL is following the law. April asked if Computrain can be used for employee scheduling, and if Department Heads can see the schedules. Jon said he will look into that and also call Karen Ainsley of the State Library about hours for staff. A proposal was made to change the Vacation Policy. It currently states that a staff member must wait a full year for vacation time, and if necessary, until January of the following year, depending on hire date. Some people have waited almost a year and a half to meet the requirement due to their hire date. The matter was tabled until Jon can present more information at the next board meeting.

At 5:15 p.m. Rosa Metzger had to leave, and the meeting became just informational for those still present.

A library patron has complained about an ^{NR}~~X~~ rated movie titled, *Little Deaths*. This movie and another ~~X~~ rated movie, *The ABC's of Death*, are very graphic and some patrons consider them inappropriate for any age level. There was a lot of discussion about censoring library materials and Janice asked Tami what criteria are used when ordering movies for the library. Tami said she usually orders the new release movies. Many times it's impossible to tell what a movie is like just from the description given. Jon read aloud the board-approved policy on censorship from the policy manual. After discussing the pros and cons, it was decided to remove the movie from the shelves until a resolution is made. A subcommittee will meet with the patron to discuss the issue, and report back to the board at the next meeting. It was suggested that a movie rating link be posted on our website to help people make informed choices. ?

ADJOURNMENT

As there was no other business and the patrons had nothing more to add to the meeting, adjournment was at 5:38 p.m.

Respectfully submitted,

Colleen Diveley

Next regular Board Meeting will be August 12th, at 4:00 p.m. in the Indiana Room of the FCPL-Rochester.

