

Minutes

Approved 24Jun24

CEDAR SPRINGS PUBLIC LIBRARY

BOARD MEETING

Tuesday May 28, 2024

6:00 PM BUDGET HEARING, 7:00PM REGULAR MEETING

CEDAR SPRINGS PUBLIC LIBRARY

107 N Main Street, Cedar Springs, MI 49319

6:00pm Budget Hearing

Meeting called to order by Chair Smith at 6:00pm

Present: Tim Smith, Heidi Armock, Mark Dykstra, Tony Owen, Michelle Gritter, Ron Howell,
John Lehmoine

The Chair verified a Quorum was present to do business

Motion to Open Budget Hearing per Notice

Motion by Lehmoine 2nd by Armock to open the Budget Public Hearing
Voice Vote Ayes: All Nays: None **Motion Passes**

Budget Resolution 2024-01 Presentation-The Chair read the Budget Resolution 2024-01.

Board Discussion-It was noted the account number for Teen Books was 736.1 in the Resolution yet the City was using 736.5 in their financial reporting documents and they should match. It was noted the Resolution should be changed to match the City accounting number.

There were questions about why the City property tax millage rates being included in the Resolution and the dates of original approval. It was reviewed how the City contribution to the library was based on approved millages by the residents of the City which was most recently increased to a total of 1.22 mills subject to the Headlee roll back. The City Finance director advised the Board in a supporting document that the total property tax the Library could receive was \$142,080 but because the library lies within a Downtown Development district (DDA) \$5,580 was captured from the library total leaving \$136,500 in net property tax revenues. It was noted the \$175,400 contribution from Solon Township was not listed. The answer was because it was not a specific library property tax millage as Solon Township's contribution was from their general fund and not a library millage levied on Solon taxpayers.

It was also noted that in the paragraph “So therefore, it is ordered by the CSPL Board of Directors” should read “So therefore, it is ordered by the CSPL Board of Trustees.”

There was also a question regarding 801.6 Professional Svcs-Lawn / Snow for \$6,000 and it was understood the library is negotiating those expenses with the City. The Finance committee responded that is true but recommended the \$6,000 remain until a final agreement is reached with the City.

Under account 915 Memberships, it was agreed the Director will prepare a list of all the different memberships that are charged to this account to make sure the proposed \$700 is adequate or should be amended.

It was questioned if lawyer expenses are budgeted under account 801 Professional Service Expense and it was confirmed that was the intent for that account. Under the Work Spread sheet there is an account 818 Contracted Services Expense that is not currently funded with an amount and it was agreed that be used to account for the IT consultant contract estimated at \$5,900 with a budget amendment.

It was noted account 704.3 Part Time Library Salary is proposed to be funded at \$121,000 and the Board does need to take formal action next month to increase hourly rates by \$2.00/hr.

Public Comment-]. Owen suggested that in the Revenue part of the Resolution the Solon Township contribution could be included to help the reader see the major sources of revenue. The process of notifying the City of property tax needed / allowed was also asked. The Director offered to research under what State Statue the library now operates and how it is funded.

Motion to Close Public Hearing

Motion by Armock 2nd by Owen to close the Public Budget Hearing

Voice Vote Ayes: All Nays: None **Motion Passes**

I. Call Regular 28May24 Meeting to Order 7:00pm

Present: Tim Smith, Heidi Armock, Mark Dykstra, Tony Owen, Michelle Gritter, Ron Howell,
John Lehmoine

The Chair verified there was a quorum of the Board present to conduct business.

II. Pledge

Chair Smith led the pledge

III. Approval of Agenda

Board member Lehmoine requested an additional item under New Business (b) titled Information Sharing be added to the agenda.

Motion by Owen 2nd by Dykstra to approve the agenda as amended under New Business
Voice Vote Ayes: All Nays: None **Motion Passes**

IV. Consent Agenda

a. Minutes of 22Apr24 Regular Meeting

Discussion: There was a question regarding the approval of the Tech Plan Budget from the last meeting and the Secretary confirmed after review of the you tube recording of the meeting that the approval was to use the Budget as a “guide” and not verbatim approval of budget numbers presented. However, it was noted the first year Budget of the plan of \$18,056 has been plugged into the 2024-25 Library Budget before the Board for approval.

b. April Financial Report from City

Motion by Lehmoine 2nd by Owen to approve the consent agenda as submitted
Voice Vote Ayes: All Nays: None **Motion Passes**

V. Directors Report-J. Pugh

The written Director’s report previously submitted to the Board and a part of the supporting documents was reviewed by the Director regarding: Parking Lot Wi-Fi ; marijuana smoking by unhoused individuals at the library; Updates to Study Room Use Procedures; Update to Rules for Food in the library; Purchase of New Digital Content; Summer Reading Program Donations totaling \$1,629.08; Friends of Library \$600; Jerry Hall fund for the Teen Area has now reached \$3,535 and proposed a dedication ceremony when finished.

Under program attendance 582 people attended various programs so far in the month of May. Study room use has averaged 20 per week and 18 Community Room rentals so far in May.

VI. Chairperson’s Report-T. Smith

The Chair asked that committee meetings provide enough notice to the Board so that if any Board members have comments or input, they would like to pass along to the Committee that is meeting can be passed along. Secondly, it appears that all the Board members Handbooks or Policy manuals may not contain the most recent version and suggested we hold a special meeting or workshop to do that. The Director noted that he would like to post the most up to date version of a lot of that information on the web site for everyone and the public to see.

VII. Committee Reports

The Chair then reviewed the various committee reports noting there were none except under the IT Committee and Finance Committee items will be addressed later in the meeting.

- a. Personnel Committee
- b. Policy Committee-
- c. By-laws Committee
- d. IT (Technology) Committee-

- e. Finance Committee-
- f. Strategic Plan Committee

Public Comment

D. Macomon (sp?) addressed the Board regarding the WIFI in the parking lot not being up to par, being turned off at night and he would like it back on 24/7. He noted he is not a minor and assured the Board he does not smoke marijuana.

VIII. Unfinished Business

a. 2024-25 Budget

(1) Adequate Line-item funding for 2024-25 Tech Budget

Discussion: The Director felt there was not a need to pass a motion to list individual line items in the Tech Budget as it was his job as Director to make sure all the various Technology needs of Library are met (i.e. a new server) within the budget limits as approved. He will definitely take into account the Tech Plan and will update the Board as those and other various expenditures are completed.

**Motion by Owen to approve the Tech Budget as submitted 2nd There was no second
Motion Fails for lack of a second**

(2) Budget Resolution 2024-01

Discussion: It was noted the Resolution before the Board is proposed to include the suggested changes previously discussed and it is imperative it be passed now.

Motion by Armock 2nd by Howell to approve Budget Resolution 2024-01 totaling \$362,300 as amended in previous budget hearing comments i.e. millage year dates; including Solon contribution; Teen Book account number and using Board of Trustees vs. Board of Directors

Roll Call Vote: Ayes: Dykstra, Gritter, Lehmoine, Armock, Howell, Smith

Nays: Owen

Motion Passes

(3) Draft Technology Plan 2024-2027

Discussion: Board member Owen stressed that he felt it was important that the plan be adopted as a Board expression of this is what we want to see to the new Director. Another Board member expressed concern as to passing a plan that the new Director has not had a chance to review and comment on. The director expressed that this plan should be incorporated into a larger overall facilities plan based on what the patrons really need that he is exposed to on a day-to-day basis and start fresh. Another Board member was concerned that this was too much of a detailed directive to the person we hired. The Chair expressed the need to reach out and meet the community in the new strategic plan including the existing plans to build from.

Motion by Owen 2nd None

**to approve the Technology Plan 2024-27 as guide.
Motion Fails for lack of a second**

b. List of Projects-update

The Director will be updating the Board on the status of the various projects at future meetings.

IX. New Business

a. City Auditor Quote for Library Audit

Howell believes there is a need to have an independent audit and we should approach the City Auditor for a quote. The Director pointed out the purchasing policies require a request for proposals (rfp) be issued and seek 3 quotes to review.

Motion by Howell 2nd by Lehmoine to seek 3 quotes from auditors for a public library audit.

Voice Vote Ayes: All Nays: None **Motion Passes**

b. Information Sharing

Lehmoine was concerned that we do not share enough information with Solon Township regarding the library and requested the Director reach out to them. The Chair noted this is important like sending monthly director's reports and presenting an annual report to the City and Township but must refrain from using too much of the Director's time since the library posts almost everything on line. The Director said he will follow up on the concern.

X. Agenda Items for June Meeting

- a. Year end 2023-24 Budget Amendments
- b. Notifications and Rules of Order
- c. Approval of Fees

XI. Informational Items

- a. Library Audit Requirements

Public Comment

D. Clark-commented on the past strategic plan, past Director's report, everything we need is here before us

R. Powell-53 ½ yrs. resident, commented on the numerous events of music, movies foods, and events going to happen in Cedar Springs

XII. Board Comments

Heidi Armock-appreciates the knowledge James is showing

Mark Dykstra- appreciated all the data being discussed and James optimizing the library

Tony Owen-just loves the technology part of the library plan

Michelle Gritter-appreciate the Director's report and usage numbers, moving forward making progress

Ron Howell-we've got the budget approved and a Director with the tools and funds to make it happen

John Lehmoine-confident in James, solid budget moving forward, bright future glad to be part of this Board

Tim Smith-really appreciates the give and take from everyone and impressed with how much we have got done in such a short time.

XIII. Motion to Adjourn

Motion by Owen 2nd by Gritter to adjourn at 8:37pm

Voice Vote Ayes: All Nays: None Motion Passes

Respectfully submitted by Secretary Howell  31May24
Board Approved-  24Jun24

Next regular meeting scheduled for Monday, June 24th, 2024, at 7pm at the library.

Meeting Attachments:

- Budget Hearing-Budget Requirements, 2024 Annual Tax calculation, Per Capita Funding, Budget Spread Sheet, Technology Budget, Balance Sheet 30Apr24, Budget Resolution,
- Draft Minutes of 22Apr24 Regular Meeting
- April Financial Report from City
- Director's Report May 2024
- Budget Resolution 2024-01(revised)
- List of Projects
- Draft Technology Plan 2024-2027
- Audit Requirements

Minutes

Draft

CEDAR SPRINGS PUBLIC LIBRARY

REGULAR BOARD MEETING

Monday June 24, 2024

7:00 PM MEETING

CEDAR SPRINGS PUBLIC LIBRARY

107 Main Street, Cedar Springs, MI 49319

I. CALL TO ORDER

Meeting called to order by Chair Smith at 7:00pm

Present: Tim Smith, Heidi Armock, Mark Dykstra, Tony Owen, Michelle Gritter, Ron Howell, John Lehmoine

Chair verified a Quorum present to do business

II PLEDGE OF ALLEGIANCE

Chair Smith led the pledge

III Approval of Agenda

Motion by Dykstra 2nd by Lehmoine

Discussion: A Board member noted the packet is quite large

Voice Vote: Ayes: All Nays: None Motion Passes

IV Consent Agenda

a. Minutes of 28May24 Budget Hearing and Regular Meeting

b. May Financial Report from City

Motion by Owen 2nd by Gritter to accept the consent agenda as presented.

Voice Vote: Ayes: All Nays: None Motion Passes

V. Directors Report (June) -J. Pugh

A written report had been submitted to the Board as part of the meeting packet and within that report the topic of Fraudulent Account Activity was discussed in detail how the City Finance Director detected unauthorized activity and an unauthorized check in the CSPL bank accounts resulting in the Bank redepositing \$21,065.57. After temporarily locking the accounts, additional checks and balances were put in place between City Finance Director and Library

Director and the accounts will be closely monitored in the coming months. The Director will also be establishing more internal controls to track financial activity. It was recommended, and the Director agreed, certain account numbers not be published in the packet to add additional security.

The Director then reviewed the rest of the items in his report which included a safety walk through, assessment and placement of the 18 cameras by the Kent County Sheriff's department.

Because of the Cedar Blitz Gravel Grinder event on Saturday July 13th expecting 1,700 people on Maple street he made the decision to close the library for that day.

The director was asked if he had any contact with Solon Township and he reviewed the various items he worked on with the Township i.e. how to preserve maps.

There was additional discussion on the process of paying monthly library bills and the director will update the Board on the additional internal controls he is putting in place.

VI. Chairperson's Report-T. Smith

The Chair noted that he had different conversations with different board members about Library operations and it is important that all these items be discussed at the meeting. Now that we have a Director in place it is important the Board refrain from individual email discussions about Library business and follow the agreed upon procedure of going through the Chair.

It was also noted that July is the time for the Officers of the Board to be voted on and Chair appointments to the various committees. If any Board member does not want to be reappointed or desires to serve in another area to let him know.

VII. Committee Reports

Discussion: The Chair noted that no committees had met during the past month. A Board member noted the Strategic Plan Committee needs to have the appointments filled.

- a. Personnel Committee
- b. Policy Committee-
- c. By-laws Committee
- d. IT (Technology) Committee-
- e. Finance Committee-
- f. Strategic Plan

Public Comment

Rose Powell-mentioned a library business neighbor was holding a Saturday event called the Cedar Blitz Gravel Grinder (bicycle) Race on Saturday July 13th on Maple Street expecting 1,700 participants. The City is pending approval subject resolving access to the library's parking area. The Chair noted that there are no room rentals for that day and CSPL will close that morning to avoid conflict. She also noted the Council has a new member and Garden Club is making a

concerted effort to assist with the return of Monarch butterflies to the area and everyone is to promote the growth of the milkweed plant and create and preserve rings of grass around the base of trees for monarch shelter in storms.

Donna Clark-Noted how busy the library is and appreciated the new Director and his comprehensive report.

VIII. Unfinished Business

a. Year End Budget Amendments

Discussion- A spreadsheet was part of the packet including those accounts that needed to be adjusted for the end of the 2023-24 Budget year which is June 30th. It was noted that the Board has followed a past practice of amending the Budget at the beginning of the calendar year and in June to always keeping the Budget balanced in accordance with the State Budget Act. The Chair noted that we need to continue to work with the City as they list the Library Budget as part of the overall City Budget so we need to get ours to them earlier than we did this year.

Motion by Howell 2nd by Owen to approve the spreadsheet of amendments as submitted.

Roll Call Vote: Ayes: Dykstra, Gritter, Lehmoine, Owen, Armock, Howell, Smith

Nays: None

Motion Passes

b. Notifications and Rules of Order

Motion by Owen 2nd by Lehmoine to approve the new Special Rules of Order as presented as a new Section 6.2 in the Manual

Discussion- Board member Lehmoine proposed a list of Special Rules regarding Notices to become Section 6.2 of the Board Manual to promote communication between the Board and the City of Cedar Springs and Solon Township. This list came out of a settlement with the county prosecutor in September of 2016 where the library failed to properly post a notice of a Library meeting in compliance with the Open Meetings Act. There was concern expressed that such a detailed list could be interpreted as a "gotcha" if not followed to the letter. It was emphasized that was not the intent but primarily to address cancelations and special meetings and to formalize the 2016 agreed process as well as improve communication. It was suggested that the last item listed, "*Any public notices the library issues to the library website and posted in the library will send a copy to the clerks of the City and Township for their postings.*" is not needed based on current practices.

There was then a **Motion** by Lehmoine and 2nd by Owen to remove the last item shown above from the original motion.

Voice Vote: Ayes: All Nays: None **Motion Passes**

The Chair then brought back on the table the original motion to approve the proposed Special Rules of Order with the last item removed.

Voice Vote: Ayes: 6 Nays: 1 **Motion Passes**

c. Approval of Fees

Discussion- A Schedule of Fees was part of the packet and the Chair noted that the fees for, “*Overdue Books and BOD*”: \$.015 per day and “*Overdue Movies*”: \$1 per day had been eliminated by previous Board action.

The Director asked for consideration in reducing **Printing**: \$.20 per page for black and white, \$0.55 per page for color be reduced to \$.10/ page and \$.25/ page respectfully since the copier was paid for, yearly revenue is about \$210 and a new one will be needed by 2025. It was noted a new copier could cost \$5,000 and the Director needs to prepare an analysis of how that is to be paid to breakeven, including annual maintenance, which will include the per page fee.

Motion by Owen 2nd by Lehmoine to approve the revised Schedule of Fees removing those already eliminated but no change to **Printing**.

Roll Call Vote: Ayes: Dykstra, Gritter, Lehmoine, Owen, Howell, Smith

Nays: Armock

Motion Passes

IX. New Business

a. Staff Wage Rates for 2024-25 Budget Year

Discussion-Included in the packet was a spreadsheet of employees with rates of pay and the pay Levels A-E which showed a \$2.00/ hr. pay increase for all employees. The Director noted the spreadsheet did not list employee D. Ovokaitsy so she was added. The Chair clarified this was an action of the Board to express appreciation to all employees for their efforts to keep the library running smoothly in the absence of a Director and the Board is open to further recommendations by the new Director. The Director noted that he will be reassessing the current job descriptions based on employee interview input and conduct a wage survey of surrounding libraries.

Motion by Owen 2nd by Dykstra to approve the spread sheet as presented with the additional employee D. Ovokaitsy.

Roll Call Vote: Ayes: Dykstra, Gritter, Lehmoine, Owen, Armock, Howell, Smith

Nays: None

Motion Passes

X. Agenda Items for July 22nd Meeting

- a. Director Projects for Budget Year 24-25
- b. Board Officers and Committee Assignments
- c. Annual Meeting Schedule and known CSPL Closure dates
- d. Strategic Plan

XI. Informational Items-OMA, Michigan Library Law Consultant

In the packet was a comparison of Open Meetings Act sections they related to the proposed Notifications and Rules of Order in VIII Unfinished Business (b) along with an Informational

Sheet from Clare Membiela, Library Law Consultant for the Library of Michigan about the Open Meetings Act.

Public Comment

Rose Powell-Encouraged everyone to come to Amphitheater on Wednesdays from 7-9pm to hear great music and before that attend the car show at the Legion 5-7pm. Thanked the Director again for his work.

XII. Board Comments

Armock-no comment

Dykstra – no comment

Gritter- Thanked the Director for his work on the fraudulent account issues.

Howell-no comment

Lehmoine-Thanked the Chair for starting the process to update all the Board member Manuals.

Owen- Maybe we could trim down the minutes to Motions only now that we have You Tube recordings. Was having difficulty downloading September of 2013 items.

Smith -We are getting real work done. Thanked the Director again for organizing and taking on difficult issues.

XIII. Motion to Adjourn

Motion by Owen 2nd Gritter to adjourn the meeting.

Time: 8:51pm

Voice Vote: Ayes: All Nays: None

Motion Passes

Respectfully submitted by Secretary Howell

Pen M. Howell

28 JUN 24

Board Approved-

Ji Smith

6/28/24


Next regular meeting scheduled for Monday, July 22nd, 2024, 7:00 pm at the library.

Meeting Attachments:

- Draft Minutes of 28May24 Budget Hearing and Regular Meeting
- May Financial Report from City
- Director's June Report
- 2023-24 Budget Amendments
- Schedule of Fees
- Proposed Notifications-Rules of Order
- Staff Wage Rates
- OMA Pubic Notices

CSPL 2023-24 Budget Amendment

June 24, 2024

Account	Current	YTD-May 2024	Amended	Difference
Revenues				
452,000 Library Revenue-Solon Township	\$ 89,400.00	\$ 118,165.00	\$ 118,165.00	\$ 28,765.00
453,000 USF Funds-Erate	\$ 2,000.00	\$ 3,466.49	\$ 3,500.00	\$ 1,500.00
515,000 State Aid	\$ 7,000.00	\$ 10,265.44	\$ 10,500.00	\$ 3,500.00
625,000 Bank fees-fines & service	\$ 4,500.00	\$ 5,772.22	\$ 6,500.00	\$ 2,000.00
664,000 Interest Earned	\$ 300.00	\$ 8,426.13	\$ 9,500.00	\$ 9,200.00
674,400 Summer Reading Program Donations	\$ -	\$ 3,330.00	\$ 5,000.00	\$ 5,000.00
674,700 Area Library Lost & Damaged Books	\$ 250.00	\$ 347.17	\$ 500.00	\$ 250.00
677,000 Miscellaneous	\$ -	\$ 3,967.55	\$ 4,000.00	\$ 4,000.00
sub total	\$ 103,450.00	\$ 153,740.00	\$ 157,665.00	\$ 54,215.00
Current Total Revenue Budget	\$ 262,840.00	\$ 288,549.88	\$ 317,055.00	\$ 54,215.00
Expenditures				
704,300 Part Time-Library Salary	\$ 93,500.00	\$ 99,487.12	\$ 115,000.00	\$ 21,500.00
717,000 Pension Expense	\$ 3,530.00	\$ -	\$ -	\$ (3,530.00)
736,000 Adult Book Expense	\$ 7,500.00	\$ 7,281.61	\$ 8,000.00	\$ 500.00
926,000 Electric Expense	\$ 5,700.00	\$ 5,505.82	\$ 8,000.00	\$ 2,300.00
905,000 Computer Expense	\$ 3,450.00	\$ 10,201.20	\$ 11,000.00	\$ 7,550.00
956,000 Miscellaneous Expense	\$ 1,000.00	\$ 1,211.29	\$ 1,500.00	\$ 500.00
964,500 MTT/STC Prior Year Refunds	\$ -	\$ 1,369.59	\$ 1,500.00	\$ 1,500.00
999,100 Appropriation to Fund Balance	\$ 13,000.00	\$ -	\$ 14,035.00	\$ 1,035.00
sub total	\$ 127,680.00	\$ 125,056.63	\$ 159,035.00	\$ 31,355.00
Current Total Expense Budget	\$ 285,700.00	\$ 166,816.74	\$ 317,055.00	\$ 31,355.00
Revenue Expense Difference	\$ (22,860.00)	\$ 121,733.14	\$ 0.00	\$ 0.00
 Ron M. Howell, Board Secretary				
		approval date		
		6/27/24		

current position(s)	Level	01-Jul-23 hourly rate	Max wklly hrs per manual	annual max per manual	Normal weekly hrs.	Normal Annual cost	2023 W-2	yrly hrs. by 23 rate	Ave. wklly hrs. by W2	23-24 annual cost	+ \$2.00/hr. x Normal wklly hrs.	24-25 hourly rate +\$2.00
Director-					42		\$19,200.72			\$57,500		
Asst. Director-Parks	E	\$15.75	20 to 26	\$21,294.00	24.50	\$20,065.50	\$20,638.14	1310.4	25.2		\$22,613.50	\$17.75
Collection Svcs Mgr.-Roberts	E	\$16.28	max. 26	\$22,010.56	15.00	\$12,698.40	\$12,193.53	749.0	14.4		\$14,258.40	\$18.28
Program Mgr.-Dubridge		\$15.23		\$20,590.96	20.25	\$16,037.19	\$12,774.23	838.8	16.1		\$18,143.19	\$17.23
Marketing Comm-Hall	C	\$14.18	max. 26	\$19,171.36	15.00	\$11,060.40	\$9,343.66	658.9	12.7		\$12,620.40	\$16.18
Library Asst. I-Christiansen	A	\$12.13	max. 26	\$16,399.76	19.75	\$12,457.51	\$13,249.37	1092.3	21.0		\$14,511.51	\$14.13
Library Asst. II-Gardner	B	\$12.13	max. 26	\$16,399.76	11.25	\$7,096.05	\$7,173.62	591.4	11.4		\$8,266.05	\$14.13
Library Asst. I-Page	A	\$11.76	1 to 6	\$3,669.12	15.25	\$9,172.80	\$2,634.24	224.0	4.3		\$10,911.68	\$13.76
Library Asst. I-Prokopy	A	\$13.65	1 to 6	\$4,258.80	1.00	\$709.80	\$469.15	34.4	0.7		\$813.80	\$15.65
Library Asst. I-VanHorn	A	\$11.76	max. 26	\$15,899.52	15.25	\$9,325.68	\$2,263.80	192.5	3.7		\$10,911.68	\$13.76
Custodian-Doerr	D	\$14.49	max. 26	\$19,590.48	10.00	\$7,534.80	\$4,178.99	288.4	5.5		\$8,574.80	\$16.49
Donna Ovokitsy (added) other positions		\$12.13										\$14.13
Human Resource Asst.	C	\$14.55	max. 26	\$19,671.60							\$17,212.00	\$16.55
Youth & Adult Services	D	\$15.30	max. 26	\$20,685.60							\$17,992.00	\$17.30
Library Asst. III	C		max. 26									
[23-24 P.T. budget \$93,500]			staff total	\$159,284	147.25	\$106,158	\$84,919		115.00	\$93,500	\$121,625	
Library Pay Schedule-P.T.		1-Jul-22				7/1/2024 (+ \$2.00)						
Library Page, Asst. I	A	\$11.20	6 mo. Eval	\$11.65	6 mo. Eval	\$13.65	6 mo. Eval					
Library Asst. II	B	\$11.55	\$13.05	\$12.01	\$13.57	\$14.01	\$15.57					
Library asst. III, Marketing Comm, H.R.	C	\$13.30	\$14.55	\$13.83	\$15.13	\$15.83	\$17.13					
Building Custodian, Youth & Adult Svcs Mgr	D	\$13.80	\$15.30	\$14.35	\$15.91	\$16.35	\$17.91					
Collections Mgr., Asst. Dir.	E	\$14.30	\$16.05	\$14.87	\$16.69	\$16.87	\$18.69					
<i>Ron M. Howell</i>												
Ron M. Howell, Secretary		24-Jun-24			Normal weekly hrs.	Normal weekly hrs.	Total Combined 2023 W-2	Current Budget	YTD May 24	rates Annual cost	annual max per manual	+ \$2.00/hr. x Normal wklly hrs.
Approved by Board 24Jun24					147.25	147.25	\$84,919	\$93,500	\$99,487	\$106,158	\$159,284	\$121,625

TI Bush

6/26/24