

**EVANSDALE PUBLIC LIBRARY  
MONTHLY BOARD OF TRUSTEES MEETING  
Monday, December 17, 2018 – 6:00 PM**

**Call to Order:** The meeting was called to order by President Hansen at 6:00 p.m.

**Roll Call:** Present: Clements, Hansen, Johnson, Nichols, and Pritchett  
Absent: Borwig, Kettwig and Rasanen  
A quorum was present.

Also present were Mayor Doug Faas and Eunice Riesberg, library consultant with the State Library of Iowa who will be presenting the board continuing education following the meeting.

**Approval of November 19, 2018 Monthly Meeting Minutes:** Johnson moved and Pritchett seconded to approve the minutes from the November 19, 2018 meeting. Ayes – 5. The motion carried.

**Approval of bills to be paid in December:** Clements moved and Hansen seconded to approve the bills to be paid in December. Ayes - 5. The motion carried.

**Treasurer's Report:** Pritchett gave the Treasurer's report.

**Circulation Report:** The circulation report was reviewed. There were no comments or questions.

**Old Business:**

1. **Employee compensation:** Hansen noted that the compensation committee did not meet. He said he tried to meet with City Clerk Kobliska to discuss insurance and other things but could not because the auditors were here. Johnson noted she had gotten some information and was interested in looking at making the position a full-time one.
2. **Acceditation:** Tabled until January.

**New Business:**

1. **Budget discussion and approval:** There was considerable discussion about the budget as it was presented at the table. Hansen said that Clements and he met and Clements presented the numbers that they came up with, which included a wage increase of 3%, an additional \$500 in programming to offset the money lost from the Friends of the Library funding, and an additional \$1000 increase in books and subscriptions to add yet more books to the e-collection. There were no numbers filled in for the insurance issue and several board members felt that since the compensation committee had not met and because that is such a large part of the budget, they couldn't truly finalize the budget. Nichols questioned who paid for worker's compensation for the library employees and it was noted it is in the library's budget. Hansen feels it needs to go to yet another committee, and Johnson disagreed. Mayor Faas weighed in and said he felt that they were already pushing the envelope with time limitations because the budget needs to be finalized and submitted to the State by February end, but they need to have something to give to the City Council in a timely fashion in case there was a speed bump, plus he needs time to review all the numbers and prepare for that. There were comments about the extensive cost of the insurance and Director Jensen spoke her piece about that. She noted that every other department finds the money to provide multiple employees with both single and family insurance plans and she does not understand why it has to be such a controversial issue with the library, especially when the city attorney has given her opinion on the matter. Because there was such disagreement at the table about the budget and whether it should be as is or include numbers for full-time, Mayor Faas suggested having two budgets presented that could be voted upon and

that was agreeable. Hansen said he'd contact the City Clerk to get numbers for the insurance and get those to Director Jensen. Johnson asked Director Jensen if she could manipulate the existing budget proposal to reflect the wages at 40 hours a week with the additional benefits included as a full-time employee and Jensen said that she could. The budget was tabled until the January meeting when two budgets could be presented.

- 2. 5-year Capital Improvement Plan:** Director Jensen noted that the Mayor had suggested she bring this to the board's attention and that they should consider putting together a 5-year plan for Capital Improvement expenditures. No action was taken at this time.

**Discussion:** When asked about the status of the Waterloo Courier subscription, Director Jensen noted that they did not wish to offer the renewal subscription at the price that was decided upon at the last meeting and so the subscription was cancelled.

**Adjournment:** There being no further business the meeting was adjourned at 7:08 p.m.

Respectfully submitted,

Dick Clements, Board Vice-President