



ZION-BENTON PUBLIC LIBRARY

BUDGET AND FINANCIAL COMMITTEE MEETING

Zion-Benton Public Library District
Genealogy Room
Monday April 15, 2019 at 6:00 PM

Minutes

The meeting was called to order at 6:07pm.

Present: Jacqueline Holmes, Mary Martin, Wendy Driver, Beverly Mull, and Mikael Jacobsen (Staff)

Discussion on the salary schedule adjustment plan for the next 6 years.

- Mr. Jacobsen presented a salary schedule adjustment plan. This plan will adjust the salary schedule to reach the \$15 minimum wage by 2025. It also takes in to account the desire to keep an appropriate dollar amount between each pay grade.
- Each pay grade will be increased a certain % each year.
- Mr. Jacobsen suggested the Board adopt this plan year-to-year in order to allow for changes in the law.

Discussion on merit and cost of living adjustment plans.

- Mr. Jacobsen presented three merit and/or Cost of Living Adjustment amounts.
 - A 2.5% increase will amount to a \$34,800 addition to the Library's budget if all staff receive the full amount.
 - A 2.8% increase will amount to a \$38,200 addition to the Library's budget if all staff receive the full amount.
 - A 3% increase will amount to a \$40,500 addition to the Library's budget if all staff receive the full amount.

Discussion on budget proposals

1. Adding additional hours
 2. Not adding additional hours
- Mr. Jacobsen presented two budgets in detail. One budget will allocate funds to be open 1-5pm on Sundays. The other budget does not.
 - The ability to be open additional hours comes from cuts to online resources, not filling open positions, and renegotiating contracts with vendors.

The meeting adjourned at 7:11pm.

The next meeting is scheduled for May 21, 2019.



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Respectfully submitted by
Mikael Jacobsen