

**Minerva Public Library Finance Committee  
Budget Meeting  
November 12, 2014 in the Library Board Room**

Meeting called to order: 1:00 pm

**Present:** Trustees Louanne Kiko and Richard Rutledge; Library Director Tom Dillie; Fiscal Officer Mary Jane Smith

**Review 2015 Draft Appropriation:** The Committee reviewed the draft appropriation detail and summary and the narrative descriptions provided by both the Director and Fiscal Officer. Mrs. Kiko inquired about the wage increase and the proposed service award for all hourly staff. There was general discussion about the basis for the wages and the service award. All staff had several years of pay cuts because of reduction in hours of work from 2009-2012 and mandatory furlough days from 2010-2013. The library has not traditionally paid awards for years of service and this award is not considered by the Director as a precedent. There was also general discussion of the proposed premium holidays for the health insurance. Director Dillie explained that there would likely be a premium increase in July 2015, and that the COG plan was increasing the deductibles and co-insurance effective January, 2015. COG has historically offered at least one premium holiday a year to its members. As a new member of the consortium Minerva does not year qualify for that holiday, but its ratio of premium contributions vs. payouts will be reviewed by COG during the renewal period, and if the library does qualify in the next year, it should thereafter. 2015 should be the last year for a library-funded premium holiday. Mrs. Kiko emphasized that we need to make sure that these expenditures do not eat into the library's cash reserve. While there is no guarantee how, or if, the PLF will be altered in the next biennium budget, Director Dillie said that he doesn't anticipate any reduction in revenue, and the current revenue will support the suggested appropriation.

Adjourned: 3:00 pm