

MAHOMET PUBLIC LIBRARY DISTRICT BOARD OF TRUSTEES

REGULAR MONTHLY MEETING DECEMBER 12, 2022 6:15PM AT THE LIBRARY

Members Present: Susie Baker, Jeanne Campion, Carrie Heimann, Chris Moore, Rebekah Rhode

Not Present: Kevin Kelsey, Kristen Streeter **Also present:** John Howard, Kate Smith

Chris Moore opened the meeting by reading the library's mission statement: "Together we create a welcoming community that empowers everyone to learn, connect, create, and grow."

Approval of the Regular Meeting Minutes for November 14, 2022

Rebekah Rhode asked that a few words be changed to better reflect what she said about arranging the collection by genre.

Rebekah Rhode moved to approve the regular meeting minutes for November 14, 2022. Susie Baker seconded; the motion passed.

Treasurer's Report

Jeanne Campion moved to approve the financial report for November 2022. Carrie Heimann seconded. Roll call vote; all trustees voted in favor of the motion.

Jeanne Campion moved to approve the check register for November 2022. Rebekah Rhode seconded. Roll call vote; all trustees voted in favor of the motion.

Chris Moore asked about the check written to "RAILS." John Howard explained that RAILS is the library system to the north and they manage the Illinois Libraries Present program.

Director's Report

John Howard submitted the director's report before the meeting.

He told the board he thought the statistics were the best thing about this month's report. Jeanne Campion commented that the number of Wi-Fi sessions was very high. John said he thought the busy day of voting might account for some of that. Kate Smith added that the Wi-Fi had been having some issues, which might account for extra sessions each day. John said he was really excited about the 12% increase in circulation over the previous year, especially in nonfiction for both the adult and juvenile collections. Susie Baker commented that it had been "Nonfiction November," which may have had something to do with it.

Jeanne Campion said she really likes the adult take and make kits and thanked Youth and Programming Librarian Becca Strom for this program.

Carrie Heimann said she attended the Stuffed Animal Sleepover event with her children, and she thought it was a raging success and her kids thought it was great. She added that she appreciated the addition of the evening storytime.

Chris Moore asked about the statistic for Consumer Reports and John said it represents the number of sessions. John added that, compared to other online resources, 26 sessions for Consumer Reports in a month is far more than he'd seen.

Chris Moore also said he really liked the report on the GIES student project. John passed around copies of the resource guide created by the students and said that this year's group was really good and he was impressed with their work and felt the library got something out of it. Rebekah Rhode asked what the library planned to do with these, and John said the guides would be available in the public space, but they were more a resource for librarians to use to point people to the resources they need. Susie Baker suggested putting the guide on the website. Kate said the students gave them the file, but it might be better to recreate the information with links, rather than upload the entire PDF.

John told the board that he and Kate met with Kim Rice (current president of the Friends of the Library and a faculty member in the Field Education Office at the UIUC School of Social Work) on Friday. He explained that this was the first part of a discussion about whether we might get a Social Work intern and what that might look like. He told the board that there are more and more discussions in the library world about working with social workers and that it's a developing area.

Audience Comments – No Comments

Committee Reports – Finance Committee

Jeanne Campion told the board that the finance committee met December 9 to discuss health insurance premium costs. She referred trustees to Kate Smith's report submitted with the board packet, pointing out that Kate had included costs for covering all five eligible employees, just to be certain the library could afford it, even though it's unlikely that will be needed. Jeanne also told the board she had contacted the school district and learned they pay 80% of the cost of employee premiums.

Jeanne said that Kevin Kelsey could not attend the board meeting, but wanted his statement from the committee meeting to be read at the board meeting. She read his statement to the board: "We don't want people to leave us for better benefits and we want to be able to attract good people in the future."

Jeanne told the board that the finance committee recommended that the library cover 80% of the health insurance premium for eligible employees.

Chris Moore asked Kate to explain how she would budget for this benefit and she told him she would determine how many employees she expected to need the benefit and budget for one more, just in case. She also told the board that at some point she expected the need for the QSEHRA to go away, either through natural employee attrition or when all eligible employees opt to use the provided health insurance.

Carrie Heimann said that her own research had shown that organizations typically cover 75-80% of employee premiums. She asked if the library planned to offer insurance for dependents. John told her that the library would only cover employee premiums and employees would need to pay 100% of any dependent premiums.

Carrie said she agreed with Kevin Kelsey's statement because this is a good employee attraction and retention strategy. She added that she was comfortable using taxpayer dollars for this and it was the right thing to do. She recommended covering employee premiums at 80% and revisiting QSEHRA in September.

Rebekah Rhode said she agreed with Carrie, but was hesitant to commit to 80%, pointing out that it would be harder to decrease the percentage in a future year, but easier to increase it.

Jeanne proposed covering premiums at a lower percentage for now and revisiting the number when the QSEHRA goes away. After some discussion, the trustees agreed to this.

Carrie asked why there was a line for website expenses on the report. Kate explained that she and John wanted to present the budgetary impact of all proposed changes so the trustees could see the bottom line variance with different health premium scenarios. John reminded the board that they would be discussing website vendors and prices at a future meeting.

Carrie Heimann moved to pay 70% of the health insurance premiums, given that the QSEHRA is still in place for 2023. Susie Baker seconded. Roll call vote; all trustees voted in favor of the motion.

New Business

A. Review of Serving our Public 4.0

Chris Moore reminded the board that this is the same document they reviewed last year as a requirement of the per capita grant, so he was not expecting a tidal wave of discussion, but he opened the floor for discussion.

John Howard reminded the board that the one weakness they did find in last year's review was the lack of a capital asset plan. He said that library staff was starting the process for this plan, but it is not completed.

Chris pointed out the checklist at the end related to the building expansion, commenting that things are dynamic and changing, with new "best of practice" things that come up, and he asked John to be sure the architect keeps up with all of this.

Rebekah Rhode asked about the risks of viruses and ransomware. John told her the library recently added anti-phishing software to the system because ransomware has become such a problem. He said the most mission-critical library data is actually stored at the library system level, so he should probably ask Illinois Heartland what safeguards they've put in place. Chris told John to pass on his thanks to Scott Davis, saying that as soon as the anti-phishing software was put into place, the spam in his library email account just stopped.

Strategic Plan – No Report

Board Advocacy – Discussion of Murder Mystery Dinner February 2023

John Howard told the board he had secured the use of the Methodist Church for the murder mystery event on February 18, 2023. He said there would be no alcohol, but they could serve mocktails. He also said he had offered the church four free tickets as a thank you for allowing the library to use the building. Since they are considering hosting a murder mystery event themselves, they could try it out.

John said that because there would be no alcohol, they could keep the ticket price at \$50 despite the higher food costs. He listed several script options and the board agreed to use the Titanic-themed story.

Carrie Heimann volunteered to coordinate the décor and library employees Becca Strom and Tammy Caputo volunteered to help her.

Rebekah Rhode asked if board members would be seated at tables or serving. Chris Moore said he was leaning toward serving unless ticket sales were slow. Carrie Heimann said she already had a group to purchase a table.

Trustee Comments

Carrie Heimann said that board candidate Stevie Stutzman had reached out to her and Carrie walked the neighborhood with her, collecting signatures. Susie Baker said that Stevie had come to her book club and was enthusiastic about joining the board.

Jeanne Campion told the board she would be resigning as treasurer in early March to avoid a gap in authorized signatures and show

the new treasurer how she does things.

Closed Session

Rebekah Rhode moved to enter closed session pursuant to Illinois Statue ILCS 120/2(c)(1) in order to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body. Susie Baker seconded. The motion passed and the board entered closed session at 7:03pm.

The board returned from closed session at 7:25pm.

Adjournment

Susie Baker moved to adjourn the meeting. Jeanne Campion seconded; the motion passed. The meeting adjourned at 7:26pm.

Respectfully Submitted by Kate Smith, Business Manager