

Kitchigami Regional Library
16 June 2016 Board Meeting 6:00 p.m. to 8:40 p.m.
Kitchigami Building, Pine River, MN

Board Members Present: Richard Anderson, Nancy Erickson, Neal Gaalswyk, Tony DeSanto, Erin Haefele, Paul Thiede, Mary Koep, Ed G. Smith, Sheldon Monson as alternate for Jim Hofer

Absent Board Members: Blackduck Representative, Wayne Bohn, Darlene Petterson, Park Rapids Representative (Jeff Mosner had resigned), Jim Hofer, Don Niles

Others present: Tom Petschl – from Park Rapids Library Board, Gail Petschl, Ardel Nadeson, Jodi Schultz, Christy Loven, Marian Ridge

Chair Anderson, called the meeting to order at 6:00 p.m. Introductions were made. Board members were told that Jeff Mosner had resigned from the Park Rapids Library Board and that Tom Petschl, from the Park Rapids Library Board, was present as an observer to see if he wanted to fill Jeff's place on the KRLS board.

Consent agenda Motion by Mary Koep, seconded by Tony DeSanto, to approve the items on the Consent Agenda as listed below:

- May 2016 Board Meeting Minutes
- May 2016 Financial Report
- Director's Report

Motion carried.

Job Classification and Compensation Study Robert Bjorklund told the board the progress of this study explaining how he determined each job description and what factors he used to determine the criteria for the revision (based on market value wage rates) of the employee pay scale. Lengthy discussion.

Motion by Neal Gaalswyk, seconded by Tony DeSanto, that the Director proceed with the draft budgets to include the study information using 100% of the market value wage rates.

Motion by Paul Thiede, seconded by Erin Haefele, to amend the above to add "and also a set of budgets using 95% of the market value wage rates" to the above motion. Motion carried. The original motion as amended carried.

Crosby Update Crow Wing County and the cities of Crosby and Brainerd representatives have met once since the last board meeting. Additional draft information was handed out tonight. Discussion of timelines. By the end of June the City of Crosby and the Jessie Hallett Memorial Library must have informed the region of their intentions to join the region. The KRLS board vote on whether to have them join the region or not will take place the 21 July board meeting.

- 2015 Audit This audit presentation is delayed until the July 2016 KRL Board meeting.
- June 2016 Bills Motion by Paul Thiede, seconded by Ed Smith, to approve the June 2016 bills checks #19274 to #19326 in the amount of \$113,817.50. Discussion. Roll call vote: Motion carried.
- Bandwidth Opportunities The Director explained new Bandwidth increase opportunities for KRL HQ and branches. Discussion. Motion by Paul Thiede, seconded by Nancy Erickson, that the board agree that
1. We purchase the ASA necessary for the 1,000 Mgb at the Bemidji Public Library
 2. We purchase the ASAs necessary for the 200 Mgb at Park Rapids and Wadena libraries
 3. We dial up the ASAs in the other affected locations (Blackduck, Cass Lake, Longville, and Walker)
- All costs can be paid from out RLTA reserve. Motion carried.
- 2017 Draft Budgets The Director went through each county and city first draft budget answering questions for the board. These budgets were developed using 1.5% cost of living increases across the board and steps for eligible employees, maintaining current hours of service and staffing levels, (adding a component for implementation of job classification and compensation results; costs about this component would be paid from undesignated reserves for 2017).
In July the Director will bring the requested revised 2017 draft budgets which will include the compensation study information.

Motion by Paul Thiede, seconded by Tony DeSanto, to adjourn at 8:40 p.m.

Minutes respectively submitted by Administrative Assistant, Christy Loven.

Minutes signed by Board Secretary, Mary Koep _____

Date _____