

Fairfax Community Library
Board of Trustees' Meeting
October 26, 2017

The meeting was called to order at 4:46 PM. In attendance were: Eric Foreman, Chris Fearon, Pat Gallant, Janel Gamm, Liz Griffin.

The minutes of the October 17 board meeting were read. A motion to approve was made by Chris, and they were approved.

Debbie met with the Board for the first 10 minutes of the meeting to discuss the rationale for her request for a salary increase and an increase in hours worked.

One significant financial concern for Debbie is that the copays for her health insurance have increased 50%

Along with a request for salary increase, Debbie also believes that there is a need for her (and her staff) to have more hours.

The library, she said, is a very busy place with a busy patron stream all day, reducing the time she has for administrative concerns. Further, there are some projects, such as updating the library website, and applying for grants that require large chunks of focused time. Other activities she would like to undertake, but lacks sufficient time for are: visits to local child care providers, and visits with residents of our local senior housing. Book delivery to the home bound is an activity she would like to revitalize.

After Debbie's presentation the Board entered Executive Session at 5:05. A lengthy discussion ensued vis a vis salary and hour increases for library staff.

The Trustees exited Executive Session at 6:15 PM.

We discussed several options in regard to hours and COLA for the library staff. The final total for the 2018 Fairfax Community Library budget is \$107,815. This represents a 3.44% increase over last year's budget request. The budget includes a weekly 2 hour increase for the program planner, a 1 hour increase for the library director, a .75 hour increase for the library assistant, and a 2% COLA increase for all staff. The exception is the summer student who will earn the Vermont minimum wage of \$10.50. (Incidentally the library substitute wage will be \$12.50) A motion was made by Chris to submit the budget of \$107,815, with an increase of 3.44% to the Select Board for their approval. The motion was approved unanimously.

Liz Griffin made a motion to adjourn, and the meeting adjourned at 6:30.

Respectfully submitted,

Elizabeth Griffin, secretary