

APPROVED RHPL Budget Meeting Notes – Nov.1 ,2022

Attending: Dawn Jardine, Don O'Shea, Trish Dantzic, Sarah DeVeer, Josh Bardfield, Sally Dwyer-McNulty, Amy Husten

Don opened the meeting at 6:00 PM. Josh and Dawn reported the revised budget is now balanced and includes the following changes to the original proposed budget:

- Allowances for 3 health care contributions of \$7500 each have been added to health care expenses. The decision to offer a buyout if an employee chooses not to take the health care will be made in December or January.
- Director's salary will not get an increase due the Director's plan to leave the position as of Feb. 28, 2023. PT staff members raises will remain the same as originally proposed and will bring all employees to the minimum wage state standard that will go into effect as of 2024. Total salary increases for 2023 will amount to \$11,721.50 and also include increases for FT staff.
- All library fines past and future will be eliminated. Board Resolution was proposed by Trish, Sarah Seconded, All in favor voted to pass the following resolution:

"The Red Hook Public Library will adopt a fine free policy that includes amnesty for all fines and replacement costs over 3 years old. Date effective will be Jan. 1, 2023."

- Income from Grants and Donations have been increased to better reflect funding that is very likely to come through for the All Abilities programs and private grantors.
- All employees holding regular weekend hours will retain their 2022 weekend rates. Those rates will be frozen going forward, staying in effect throughout the employee's tenure. For staff without regular weekend hours, time and a half will no longer be paid after 12/31/22. Full time employees do not receive time and a half
- 259 tax income is budgeted based on the 2022 level of funding.
- Funding for Ebooks, Audio and Steaming services has been reduced from originally proposed but is still an increase over 2021.
- Depreciation for 2022 capital projects has been taken out of the budget.

Amy proposed the Board adopt the 2023 revised budget, Sarah seconded, All in Favor. The meeting was adjourned at 7:20 PM.

Minutes submitted by Amy Husten