

LIBRARIAN'S REPORT

November 7, 2016

Building

We have been billed for two-thirds of our project. Work is now taking place on the front of the tower. Completion should be right around the corner.

With the change in IT Manager we are behind in our technology upgrades. I plan to purchase a few things before the end of the year, but we probably will not get around to everything. My plan is to spend some of that money on things I planned to do after the first of the year and use that 2017 money to play catch up with hardware upgrades next year.

I definitely want to get the repair work done in the entry. We will need new drywall for the ceiling. When that gets done, I plan to replace the entry tile. Building repairs (other than the roof) have been minimal this year, so I do have money for this.

I would also like to move forward with replacing the circulation desk countertop and refurbishing the children's room office. These 2 projects will free up about \$25,000 of next year's money for technology or whatever else comes along. I have quotes for both of these, so we should be able to move forward with these order fairly soon.

New Hire

I am pleased to announce that Brian Christman is our new IT Manager. Brian is a Southern Wells graduate. He began his career in his family's FPC Technology business. He worked there 12 years before pursuing a career as a funeral director after his family sold the business. Brian is anxious to come back to IT in the library environment and the library seems to be a great fit for him and his family. Brian has a history with the library as he worked for us through FPC for several years prior to Christine's hire.

Brian began last Tuesday, November 1st. He is working full-time as an exempt employee at the salary of \$26/hr or \$52,000/yr. He will continue at this rate until January 2018.

Health Insurance

Our group health insurance plan expires December 1.

The library has contributed \$600/mo/employee for several years now. The best quote was a renewal of our United Healthcare Plan. The increase will be less than \$20 per month for each employee. With my retirement and possibly one or two others this next year, our rates stand to go down considerably. Lower healthcare costs would allow us to possibly go back to 13 full-time staff. I prefer that all of the administration team be full-time. Danielle's extra hours could be used in ways that can also assist in technology and marketing.

In addition to the health plan, we will again offer VSP vision insurance and life insurance. We also extended our 2017 rates through December. Going forward our renewal will align with our budget year.

Lincoln Plan

We have been working with Matthew Bates to enroll interested staff in the Hoosier S.T.A.R.T. retirement plan. In order to roll staff member's present Lincoln Plans into the new program, we will need to officially terminate the Lincoln Plan. Lincoln needs an official resolution of termination to allow the rollover process to begin without undue penalty.

Patron Issues

Ossian patron Eric Gambell was issued a criminal trespass order by the Ossian police for the Ossian Branch. I asked Susan to speak with him and specifically set boundaries for his behavior and explain the possible consequences of his actions. He did handle this well, but his behavior continued to escalate as complaints were received by both staff and patrons. He began to talk about shootings and how he was working with the FBI and the police suggested that we issue the trespass. Following the enforcement, he was seen in the main building with no incident. However, I have heard that he has since been picked and taken to a mental health facility.

Staff member Allysa Plisco had her car vandalized outside of the library on Halloween by 2 young men. When the police caught up with them, they did confess. Since they are under age, their parents have the opportunity to take care of the damages.

Dates: ILF Conference – Nov. 8-10
 Bicentennial Celebration – Sunday, Dec. 11
 Closed for the holiday --- Dec. 23-26