

## **LIBRARIAN REPORT**

**November 12, 2024**

### **Budget**

The Form 4 of our budget was submitted correctly last month. Now we wait on the 1782 notice to be sent from the DLGF for our review. If everything looks correct, I sign and send in the 1782 notice back to the DLGF and then wait again for our budget approval by the end of December/beginning of January. Once we receive that approval, we have a few months break from the budget process before it begins again for budget year 2025.

### **New Hire-voting item**

Robin Barton, our Material Services Assistant, retired on October 31. This opened up a position in Material Services, since Chloe has now assumed the role of assistant. We laterally filled the Material Services position with Nicole Zurcher. Nicole was a clerk II in Circulation and has always wanted to work in Material Services. This then left an open position at Circulation. We are now asking for approval to hire Karen Carpenter with a start date of 10/14/24 at a rate of \$13.75/hour for 18-20 hours/week for the Circulation Clerk position. Karen worked at Huntington and Wabash public libraries in the past and comes to us with over 9 years of library experience.

### **Policy Changes for 2025-Voting Item**

The policy changes proposed by staff for 2025 are included in the Policy Update Summary. The staff's suggestions are in column B. The yellow text is for an addition and red strikethrough for a removal. The Policy Committee for the board have included their proposal and changes for the Policy Summary in column C. If there was additional background needed, I supplied that in Column D. The full policies are included under WCPL Policies, if you want to reference the changes in the policy's entirety. Any changes approved will become effective January 1 of 2025.

### **Health Insurance- Voting Item**

Danielle and I met with our Consolidated Union rep on Thursday. We are looking at a 10.81% increase in health insurance costs if we stay with our current Anthem plan, which is slightly more than our 9.23% increase last year. The majority of our increase is because we still have 2 staff members in the 65 and older bracket.

Alan was able to find a new plan, which is still somewhat comparable to our current plan. The major differences that make me uncomfortable, for the benefit of staff, are a 20% copay and an increase in yearly deductible and out-of-pocket for preferred institutions. The new plan gives you a deductible amount for preferred (tier 1) and regular in-network (tier 2) institutions. Bluffton Regional and other Lutheran sites are Tier 1. However, Parkview hospitals are a Tier 2 and IU Health is not in-network. Along with the 20% copay, the deductibles increase by \$250/\$500 (Tier 1), \$1,750/\$3,500 (Tier 2) and the Maximum out-of-pocket increases by \$2,750/\$5,500. That being said, this plan is 8.26% lower than our current plan and 17.21% lower than our current plan renewal at \$8,168.97/month.

Now, Teresa is retiring and most likely will not be taking insurance, or if she does, it will only be for 2-3 months. I do not know of anyone else planning to join our insurance. With Teresa retiring and leaving our insurance plan, the cost reduces by \$1,752.42/month equaling \$8,114.87/month. Staff currently pay \$140/month (7 staff members) equaling \$980 per month. So, our current plan would cost \$85,618.44 for the year if no other staff member joined and we did not increase the staff contribution. We could increase the staff contribution to \$150/month for the benefit of having a 0% copay and no increase in deductible and out-of-pocket maximums. This increase would lower the library's cost for the year to \$84,778.44

With Teresa off of the new proposed plan, the cost reduces by \$1,450.80/month equaling \$6,718.17/month. Staff currently pay \$140/month (7 staff members) equaling \$980 per month. So, the proposed plan would cost \$68,858.04 for the year if no other staff joined and we did not increase the staff contribution.

I have attached the renewal quote and the new Anthem summary to the agenda. As of the end of October, we have spent 56% of insurance monies this year and I did increase next year's line item by \$3,000 to \$153,000 or 2%, so we can easily cover either plan whether additional staff members join or not.

#### **Library Closed:**

5 pm November 27-November 29<sup>th</sup>

December 24-26

5 pm December 31-January 1<sup>st</sup>

#### **Director Updates**

Community Meetings/Activities attended outside the library:

Bluffton NOW! Board Meeting

Chamber Board meeting

Chamber Executive Meeting

Rotary Meetings

Wells County Foundation Board

Wells County Foundation Board Grants Committee

#### **Meeting Updates inside the library:**

**Department Head meeting** – Spring In-Service, Long Range Plan Goals 1 and 2, Review process.

#### **Current Projects/Big Programs/News:**

Our next Children's Book Festival will be October 11, 2025

#### **-Friends of the Library Book sales**

The October Book Sale brought in \$1,800.06. This is \$192.84 more than 2023, \$132.46 more than 2022, and \$61.35 more than 2021 book sales.

Next Book Sales will be:

2025 Book Sale Dates:

- February 5-8 with the 4th being Friends Only
- June 25-28 with the 24th being Friends Only
- October 22-25 with the 21st being Friends Only