### DECATUR PUBLIC LIBRARY BOARD OF TRUSTEES

#### **AGENDA**

August 17, 1989 4:30 P.M.

| I. | Call | to | Order | - | Barbara | Ohlsen, | President |
|----|------|----|-------|---|---------|---------|-----------|
|    |      |    |       |   |         |         |           |

- II. Approval of Minutes
  - A. Meeting of July 20, 1989
- III. Communication from the Public
- IV. City Librarian's Report
- V. Reports of Committees
  - A. Personnel, Policy, and Public Relations Committee
    - 1. No meeting
  - B. Finance & Properties Committee
    - 1. Approval of bills for July 1989
    - 2. Meeting of August 2, 1989
  - C. Rolling Prairie
    - 1. Report on August RPLS Board meeting
- VI. Avenues to Excellence II
  - A. Chapter II, Finances
- VII. Old Business
  - A. Maternity Leave
- VIII. New Business
  - IX. Adjournment

#### MINUTES

#### DECATUR PUBLIC LIBRARY BOARD OF TRUSTEES

#### August 17, 1989

#### I. Roll Call

The meeting was called to order at 4:37 p.m. by President Ohlsen. Members present: Mrs. Ohlsen, Mr. Gaumer, Mr. Lockmiller, Mrs. Lutovsky, and Mr. Sorensen. Members absent: Mrs. Martin, Mrs. Shade, and Mr. Smith. Staff present: Ms. Humphreys, Mr. Seidl, Mr. Kupish, and Ms. Kikolla.

#### II. Minutes

The July minutes were reviewed. On page 2 in the Rolling Prairie report, "many" should be changed to "some." The last sentence in the same paragraph should read "Rolling Prairie Library will be working with these libraries to help them meet standards in the future." The minutes were approved with these two corrections.

#### III. Communication From The Public

No one indicated they wished to speak.

#### IV. City Librarian's Report

The City Librarian's written report had been previously mailed.

There was discussion on the extra money (an estimated \$32,000) which will be generated by the increased corporate replacement tax. That money will be added to the 1989/90 revenue.

Buying abridged vs. unabridged books-on-tape was discussed. Both cost and availability are factors when purchasing; the library buys some of each.

The new air conditioning compressor was installed August 11. It is guaranteed for one year.

The library has 30 days to respond to a lawsuit filed recently by Owen Balding.

An intern at the Herald & Review is writing three articles about this library and comparing it to other central Illinois libraries. They should be published soon.

The Joliet Public Library was recently fire-bombed and the children's collection was destroyed. This library would like to call them to find out specifically what they need and send them approximately 200 to 300 children's books. The Evans collection is being closed and there are some books from there that could be spared. Mr. Sorensen made a motion to approve sending the books. The motion was seconded by Mrs. Lutovsky and unanimously approved.

Kellie Flynn, library assistant in the children's department, and Beverly Roelleke, library assistant in the reference department, have not yet been informed of the status of their scholarship request to attend library school at the University of Illinois.

#### V. Reports of Committees

Personnel, Policy, and Public Relations: This committee did not meet.

Finance and Properties Committee: The Finance Committee met on August 2, but there was not a quorum. The Board discussed the 1990/91 tax levy request. In addition, it will cost an estimated \$122,520 to implement the changes suggested in the Long Range Plan for 1990/91.

The quotes from the periodical vendors are not all in. The periodicals are now being ordered by purchase order. The city has determined that it costs them \$27 to issue a purchase order and a check.

Mrs. Lutovsky made a motion to approve the July bills. Motion was seconded by Mr. Lockmiller and unanimously carried on roll call vote.

Rolling Prairie: Mrs. Lutovsky attended the August Rolling Prairie board meeting. New officers have been elected. Some of the problems have now been worked out with the new ALTOS system.

#### VI. Avenues to Excellence

Chapter II, Finances, was reviewed.

#### VII. Old Business

The "maternity leave" item was again tabled.

#### VIII. New Business

The draft of the Long Range Plan was distributed. The executive summary is not complete and will be mailed out later. A tentative date of Saturday, September 9 from 9:00 a.m. until noon was set to review it.

A letter was sent to the city requesting \$65,000 for partial funding of the retrospective conversion of the bibliographic records to the MARC format.

#### IX. Adjournment

Mrs. Ohlsen adjourned the meeting at 5:45 p.m.

Respectfully submitted,

Daniel Gaumer, Secretary

Decatur Public Library Board of Trustees

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#### City Librarian's Report

#### July 1989

#### Statistics

Circulation increased .22% (161 items) over July 1988 and 3.66% (37,825 items) for the past twelve months. The "Hot Reads" program in the Young Adult department was successful with an 8% gain in circulation. By ending the summer reading program a few days earlier this year than last (in order to get the storyteller), both the Children's and the Extension departments had slight circulation declines. Audiocassette circulation (which includes books-on-tape) jumped a whopping 74% over July 1988. Several new display cases were purchased to house the materials.

Attendance continues to increase with a 2.3% (661 patrons) gain over July 1988. Service statistics increased 8% over last July. For the past several months, I have noted a higher usage of the library. I believe that all of our public relations and services provided are making a difference.

#### II. Budget

After three months, 24.6% of the library budget is committed. The City has amended the budget (as we requested), raising the total budget from \$2,275,242 to include the \$78,535 grant, for a total of \$2,353,777.

#### III. Collection Development

We were shocked by a recent letter from Ameritech informing us that we will have to pay for our out-of-state telephone directories beginning August 1, 1989. The cost of the directories we currently receive would be \$6,763. Libraries state-wide are protesting Ameritech's decision. We have been notified that the effective date has been changed to January 1990. We are reviewing our collection and making plans concerning possible alternatives. The telephone book collection is one of the most heavily used collections in the Reference Department.

Funds from the business information center grant have been used to purchased Infotrac and a collection of business periodicals on microfilm. Both of these sources will greatly enhance the library's ability to provide up-to-date information.

#### IV. Personnel

The Staff Development Committee receive forty completed surveys from the staff noting training needs they perceive. A copy of the survey tool is attached. Results of the survey will be used to develop training programs.

Ms. Anderson, Mrs. Gibson, and Mr. Merrick attended a one-day seminar on "Providing Customer Service." All three considered the program excellent. We are considering the possibility of getting the speaker for our annual staff institute day. An audiocassette tape of the presentation was purchased.

A leave of absence without pay has been granted to two staff members for medical reasons. Part-time staff have been working extra hours, and temporary staff will be used as needed.

Two staff members have applied and were accepted at the University of Illinois library school. Both are seeking grants from the Illinois State Library. This brings the number of staff working toward library degrees to three.

The library is using the services of an employment agency to fill a clerical vacancy in the circulation department until the City of Decatur Human Resources Department is able to establish a new civil service roster for this classification. Because of a recent change in the unemployment compensation law, the library will now use the services of employment agencies to fill temporary vacancies.

Sixty-two volunteers worked 167 hours in July.

#### V. Public Relations

A total of 2,120 children participated in the "Great Book Hunt." Five hundred sixty-five children and adults attended the Milbre Burch storytelling program. Thanks to all of the staff who worked so hard to make this summer reading program such an enjoyable event.

The library also sponsored the "Hot Reads" reading program for young adults, an adult discussion group entitled "The Paths of Life", Baby TALK programs, story times on the bookmobiles, visits by eighteen different groups to the library, Books-Between-Bites, and one bookmobile participated in the Decatur Celebration parade.

In September, the library will join several other groups in sponsoring a forum entitled "How well are we meeting the needs of the mentally ill in our community?".

#### VI. Building & Grounds

The library had to replace a second air compressor. Bids not to exceed the stated price were received from three companies.

Natkin (Peoria) \$7,951 Pruitt (Springfield) 5,627 Decatur Refrigeration 5,130

Decatur Refrigeration will install the new compressor on Friday, August 11.

#### VII. Other

The Library was served with a court summons on Tuesday, August 8, 1989. A suit has been filed by Mr. Owen Balding.

#### STATISTICAL REPORT

#### July 1989

#### CIRCULATION

|                            | Adult            | <u>Youth</u>   | Juvenile         | <u>Total</u>     | 12 mos.<br>to Date |
|----------------------------|------------------|----------------|------------------|------------------|--------------------|
| Total books, 1989<br>1988  | 30,346<br>29,853 | 2,851<br>2,688 | 27,969<br>29,527 | 61,166<br>62,068 | 665,570<br>662,171 |
| AV materials, 1989<br>1988 | 10,885<br>9,822  |                |                  | 10,885<br>9,822  | 122,719<br>98,293  |
| Total circulation, 1989    |                  | 2,851<br>2,688 | 27,969<br>29,527 | 72,051<br>71,890 | 788,289<br>760,464 |

Volumes purchased this 12 months to date: 14,395 Volumes purchased last 12 months to date: 15,480

#### TECHNICAL SERVICES

| New books added  | 1,167 |
|------------------|-------|
| New titles added | 457   |
| Books withdrawn  | 1,073 |
| Books mended     | 976   |
| Gifts            | 708   |

#### FINANCIAL REPORT

|                   | Budgeted  | YTD Expended<br>1989/90 | YTD Expended<br>1988/89 | Unexpended |
|-------------------|-----------|-------------------------|-------------------------|------------|
| Personal Services | 1,665,474 | 378,701                 | 356,887                 | 1,286,773  |
| Operating         | 386,698   | 66,856                  | 57,498                  | 319,842    |
| Capital & books   | 301,605   | 59,669                  | 69,842                  | 241,936    |

### STAFF STRENGTH

|                    | Previous month | <u>Terminations</u> | New staff | Present<br>Strength |
|--------------------|----------------|---------------------|-----------|---------------------|
| Professional       | 10 + 1         | 0                   | 0         | 10 + 1              |
| Library Assistants | 8 + 5          | 0                   | 0         | 8 + 5               |
| Clerical           | 18 + 10        | 0                   | 0         | 18 + 10             |
| Pages              | 5 + 11         | 1                   | 1         | 5 + 11              |
| Maintenance        | 3 + 1          | 0                   | 0         | 3 + 1               |

CURRENT VACANCIES: one half-time circulation clerk (new position), temporary page

COMPUTER DOWN-TIME FOR MONTH: none

PATRONS REGISTERED: 276 adult, 25 youth, 87 juvenile = 388 total

PATRON CONTACTS: this 12 months to date: 95,636

last 12 months to date: 103,956

| Name _                      |   | (  | optional)                   |     |
|-----------------------------|---|--|-----------------------------|-----|
| Please                      | check the type o                        | f position you hold a                        | t the library:              |     |
| Public                      | Service                                 | Technical Service                            | Other non-public servi      | .ce |
|                             | nagement<br>pport                       | Management<br>Support                        | Management Support          |     |
|                             |   | an one classificati<br>(i.e., page to clerk) | on in your tenure with t?   | he  |
| Yes _                       | No                                      |  |                             |     |
| а.                          | Have you had any                        | desire to be promote                         | d to another classification | 1?  |
|                             | Yes No _                                |  |                             |     |
| ο.                          | What kind of to complish this?          | raining or other assi                        | istance would you need to a | ıc- |
|                             | -                                       |  |                             |     |
|                             |   |  |                             |     |
|                             |   |  |                             |     |
| where 3                     |   |  |                             |     |
|                             |   | d be included in an o                        | orientation program for n   | .ew |
|                             |   | d be included in an o                        | orientation program for n   | ew  |
| employ                      | ees?                                    | d be included in an o                        |                             | .ew |
| employ                      | e training for yo                       |  |                             | .ew |
| employ  Has th  Yes  Do you | e training for you                      | ur position met your                         | needs?                      |     |
| employ  Has th  Yes  Do you | e training for you  No have any suggest | ur position met your                         | needs?                      | ıew |
| employ  Has th  Yes  Do you | e training for you  No have any suggest | ur position met your                         | needs?                      |     |
| employ  Has th  Yes  Do you | e training for you  No have any suggest | ur position met your                         | needs?                      | _   |

| Yes _ | No  |
|-------|---|
| a.    | What kind of on-the-job training are you currently receiving?                 |
|       | *   |
| b.    | Do you have any suggestions for improving on-the-job training?                |
|       |   |
|       | you participated in any library-sponsored workshops, lectures                 |
| in-se | rvice training sessions?  |
| Yes _ | rvice training sessions?  No s, which ones?                                   |
| Yes _ | No  |
| Yes _ | No  |
| Yes _ | No  |
| Yes _ | Nos, which ones?  |
| Yes _ | No s, which ones?  Do you believe that these activities were helpful?         |
| Yes _ | No s, which ones?  Do you believe that these activities were helpful?  Yes No |

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| 8.  |        | raining sessions held that might have been useful to you, but you nable to attend?   |
|-----|--------|--|
|     | Yes    | No   |
|     | a.     | If yes, why were you not able to attend?   |
|     |        |  |
|     |        |  |
| 9.  | held o | ou participated in conferences, seminars, workshops, or lectures utside of the Library while you have been employed at DPL which irectly related to your position? |
|     | Yes    | No   |
|     | a.     | If yes, do you believe that attending these outside programs was worthwhile in helping you meet the needs of your position?  |
|     |        | Yes No   |
|     | b.     | List the programs attended.  |
|     |        |  |
|     |        |  |
|     |        |  |
| 10. |        | u think of any kind of in-house training or outside training not<br>tly offered that would help you improve your job performance?                                  |
|     | Yes    | No   |
|     | a.     | If yes, please list.   |
|     |        |  |
|     |        |  |
|     |        |  |
|     |        |  |
|     |        |  |
|     |        |  |
|     |        |  |
|     |        |  |
|     |        |  |
|     |        |  |

| 11.  | Are the  | ere other personal growth types of progr  | ams that             | you l          | nave atter       | nded?      |
|------|--|---|----------------------|----------------|------------------|------------|
|      | Yes  | No  |                      |                |                  |            |
|      | a.   | Were they worthwhile?   |                      |                |                  |            |
|      |  | Yes No  |                      |                |                  |            |
|      | b.   | What kinds of programs for personal groffered at DPL?   | rowth wou            | ıld yo         | ou like to       | see        |
|      |  |   |                      |                |                  |            |
|      |  |   |                      |                |                  |            |
|      |  |   |                      |                |                  |            |
|      |  |   |                      |                |                  |            |
|      |  |   |                      | 5              |                  |            |
|      |  |   |                      |                |                  |            |
| PART | II.  | This part of the survey is to find out ested in a particular program as wel This list is by no means exhaustive so suggestions for other programs. Check  | l as the<br>o we wel | level<br>.come | of intercomments | rest.      |
| 1.   | Librar   | y tours   |                      |                |                  |            |
|      | a.<br>b.   | tours of DPL branches/departments tours of other area libraries   | no<br>               |                | moderate<br>     | high<br>—— |
| 2.   | Traini   | ng sessions by <u>DPL Staff</u>   |                      |                |                  |            |
|      | a.<br>b.<br>c.<br>d.<br>e.<br>f.<br>g.<br>h.<br>i.<br>j.<br>k.<br>l. | library terminology using common bibliographic terms circulation policies/procedures interlibrary loan basic reference tools filing rules/use of card catalog acquisition process OCLC basics of automation government publications intellectual freedom micro-computer |                      |                |                  |            |
|      | m.<br>n.   | on-line catalog<br>other  |                      |                |                  |            |
|      |  |   |                      |                |                  |            |

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| 3. | Traini | ng sessions presented by Administration | n   |     |          |      |
|----|--------|---|-----|-----|----------|------|
|    |        |   | no  | low | moderate | high |
|    | a.     | payroll                                 |     |     |          |      |
|    | b.     | budget                                  |     |     |          |      |
|    | c.     | personnel policies                      |     |     |          |      |
|    | d.     | insurance                               |     |     |          |      |
|    | e.     | safety/security                         |     |     |          |      |
|    | f.     | programming                             |     |     |          |      |
|    | g.     | administrative operations               |     |     |          |      |
|    | h.     | other                                   |     |     |          |      |
|    |        |   |     |     |          |      |
| 4. | Semina | ars/workshops presented by specialists  | in: |     |          |      |
|    | a.     | communication skills                    |     |     |          |      |
|    | b.     | management by objectives                | -   |     |          |      |
|    | c.     | copyright laws                          |     |     |          |      |
|    | d.     | leadership                              |     |     |          |      |
|    | e.     | performance appraisal                   |     |     |          |      |
|    | f.     | management skills                       |     |     |          |      |
|    | g.     | supervisory skills                      |     |     |          |      |
|    | h.     | problem employees                       |     |     |          |      |
|    | i.     | problem patrons                         |     |     |          |      |
|    | j.     | public relations                        |     |     |          |      |
|    | k.     | effective writing                       |     |     |          |      |
|    | 1.     | team building                           |     |     |          |      |
|    | m.     | grievance handling                      |     |     |          |      |
|    | n.     | stress management                       |     |     |          |      |
|    | 0.     | time management                         |     |     |          |      |
|    |        | orientation of new employees            |     |     |          |      |
|    | р.     |   |     |     |          |      |
|    | q.     | re-orientation of employees             | -   |     |          |      |
|    | r.     | Equal Employment Opportunity/           |     |     |          |      |
|    | _      | Affirmative Action                      |     |     |          |      |
|    | s.     | indexing                                |     |     |          |      |
|    | t.     | problem bosses                          |     |     |          |      |
|    | u.     | strategic planning                      |     |     |          |      |
|    | v.     | interviewing techniques                 |     |     |          |      |
|    | W.     | organizational change                   |     |     |          |      |
|    | х.     | patron relations                        |     |     |          |      |
|    | aa.    | intellectual freedom                    |     |     |          |      |
|    | ab.    | on-line reference                       | -   |     |          |      |
|    | ac.    | micro-computer                          |     |     |          |      |
|    | ad.    | other                                   |     |     |          |      |
|    |        |   |     |     |          |      |
|    |        |   |     |     |          |      |
|    |        |   |     |     |          |      |
|    |        |   |     |     |          |      |

| AL | e you interested in staff exchanges?  |   |
|----|---|---|
| Y  | Yes No  |   |
| k  | only within your own department/division? between departments with related activities? between any library departments? some other location (does not have to be at DPL)? |   |
| P  | any other comments concerning training/staff development?   |   |
| -  |   | _ |
| -  | ·   |   |
| -  |   |   |
| -  |   |   |
| -  |   |   |
| -  |   | _ |
| -  |   |   |
| -  |   | _ |
| -  |   |   |
| -  |   |   |
|    |   |   |

INSURANCE R PRGFESSIONAL SERVICES RIALS TO MAINT BLDGS RIAL TO MAINT AUTO EQUIP CE SUPPLIES L TO MAINT BLDGS ENT-IMER AUTO EQUIP 1 PAGE ETTES G SCHOOL CE SUPPLIES DESCRIPTION MENT-IMRF G SCHOOL 7/31/89 BILLS AND PAYRULLS FUR PERIOD ENDING 4MOUNT DECATUR PUBLIC LIBRARY -GENERAL FUND VENDOR CMD 3143120

PAGE

| П   | の                 | SERVICES | EQUIPHENT                | 3103<br>81018<br>11018 |          | 1465<br>  1   | ERENCE<br>ILT                       | JLT<br>EQUIPMENT                  | LE COUTP     | JER TRAVEL | 9t D65                             | renice<br>Jyenice<br>Justine                                | itt<br>Auto Equip<br>Auto          |       |           | 40               |                |  |
|---|-------------------|----------|--------------------------|------------------------|----------|---|-------------------------------------|-----------------------------------|--------------|------------|------------------------------------|---|------------------------------------|-------|-----------|------------------|----------------|--|
| PAGE  | CHECK DESCRIPTION | 31/8     | 40000<br>00000           |                        |          | 1/31/89 SERV TO MAINT BUILDINGS<br>7/31/89 MAG/PAPERS-MAIN ADULI<br>7/31/89 MAG/PAPERS-MAIN ADULI | 31/8                                | 31/8                              | 31/8         | 31/8       | 31/8<br>31/8<br>31/8               | 1000<br>1000<br>1000<br>1000<br>1000<br>1000<br>1000<br>100 |                                    | /31/6 |           | PAGE             |                | 7/06/69 EXPENDITURES<br>7/21/69 EXPENDITURES<br>7/31/89 EXPENDITURES<br>7/31/89 EXPENDITURES<br>7/31/89 EXPENDITURES   |
| 1 Pm. AGLLS                                   | 25                | 966      | 10.5                     | 1000                   |          | 27040<br>27040<br>27041<br>27042  |                                     |                                   |              |            |                                    |   |                                    |       |           | D PAYROLLS       | ING            | NUMBER<br>26506<br>26819<br>26821<br>26822<br>26822<br>26977   |
| ILL. BILLS AND                                | MOUNT             | 60.06.   | 67.90<br>79.00<br>121.36 | 112.00                 | 199-00-7 | 24<br>24<br>24<br>24<br>24<br>24<br>24<br>24<br>24<br>24<br>24<br>24<br>24<br>2                   | 190-00<br>633-60<br>83-450<br>16-00 | 58-32<br>12-00<br>121-36<br>63-60 | 138-27 50-00 | 20.00      | 56-61<br>16-90<br>678-60<br>215-36 | 111.80<br>55.90<br>111.80<br>56.10                          | 490-80<br>490-80<br>28-59<br>61-00 | 34.91 | 66,726,91 | . ILL. BILLS AND | FOR PERIOD END | AMOUNT<br>8 - 50<br>105 - 13<br>22 - 58<br>52 - 56<br>52 - 56  |
| GLASIZOUNE DECATUR PUBLIC LIBRARY OF DECATUR. | BATE OF VENDOR    | 189      | <b>133333</b>            | 00000                  | 9000     | 727/89 0115 ELEVATOR COMPANY<br>721/89 OMNI INTERNATIONAL. LTD.<br>721/89 ODYSSEY CONCEPTS        | <b>a</b> aa <b>a</b> a              | BBB3                              | 00000        | B 80 80 4  | 20000                              | 0000  | 30000                              | 9.9   | TOTAL     | CITY OF DECATUR  |                | #EQUEST VENDOR 1/20/89 TIPP NOVELTY CO 1/20/89 BAKER & TAYLOR CO 1/21/89 BAKER & TAYLOR CO 1/21/89 BAKER & TAYLOR CO 1/21/89 BAKER & TAYLOR CO 1/31/89 BAKER & TAYLOR CO |

| GLA3010<br>40000 DECATUR PUBLIC LIBRARY  | R                                      | C I T Y O F<br>EPORT OF EXPENDIT            | JF DE CATUR<br>VOITURES TO BUDGET               | FY 1989                         | -90 20 DECATUR                                       | PUBLIC LIBRARY | PA 7  | GE 47<br>/31/89      |
|--|--|---|---|---------------------------------|--|----------------|---|----------------------|
| DESCRIPTION<br>SALARIES & WAGES  | ANNUAL                                 | MONTHLY<br>EXPENDITURES                     | YEAR-TO-DATE<br>EXPENDITURES                    | Y-T-D<br>BUDGET                 | UNEXPENDED<br>BALANCE                                | ENCUMB ERA NC  | UN ENCUMBERED<br>BALANCE                          | PRCNT                |
| GULAR SALAR<br>LIDAYS<br>CK TIME<br>CATION TIME  | 1,311,953                              | 44,942.25<br>262.34<br>1,013.43<br>4,264.25 | 281,090-71<br>5,546-59<br>3,213-31<br>11,842-52 | 327,988                         | 1,030,862-29<br>5,546-59-<br>3,213-31-<br>11,842-52- | 8888           | 1,030,862,29<br>5,546,59<br>3,213,31<br>11,842,52 | 21.4                 |
|  | 1,311,953                              | 50,482.27                                   | 301,693,13                                      | 327,988                         | 1,010,259.87   | 00.            | 1,010,259.87                                      | 23.0                 |
| ERSCNAL  | 35,44                                  | 75.   | 5.856.6   | 8,86                            | 91   | 0              | 591.  | 16.                  |
| KELIKEMEN 1987<br>GROUP LIFE INSURANCE<br>HOSPITAL AND MEDICAL INSURA<br>MICKERS COMPENSATION<br>SERVICE RECOGNITION | 71,215                                 |   | 34.211.69                                       | 17,955<br>3,285<br>462          | - 90-  | 8888           |   | 2046                 |
|  | ,52                                    | 10.2  | 08.1  | 14                              | ,512.  | 10             | .512.   | 21.                  |
| CONTRACTUAL SERVICES   |  |   |   |                                 |  |                |   |                      |
| DVERTISING<br>RINTING AND BINDING<br>ERV TO MAINT BUILDING   | 3,800                                  | 301-69                                      | MO0   | 2,150                           |  | 10-0           | 17.0  | 222-44               |
| ERV TO MAINT IMPROVEMENTS ERV TO MAINT AUTO EQUIPMEN ERV TO MAINT OFFICE EQUIP                                       | 227                                    | 0000  | 3347 3  | 450<br>671<br>671<br>671<br>671 | 340  | 370.0<br>172.0 | 1.282.6   | 35.98                |
| ASEPHONE   | Ono                                    | 257<br>896.9                                | 100040  | 3,000                           | 737  | 2000           | 362<br>634<br>54<br>54                            | 2046                 |
| AND CAND   | 00000000000000000000000000000000000000 | 653.96<br>996.996<br>991.92<br>455.00       | 2,027.96<br>2,027.96<br>2,145.67<br>560.00      | 1,262<br>2,537<br>2,299<br>649  | 4, 345.67<br>1, 945.67<br>7, 054.33<br>7, 064.33     | 424            | 4,345.67<br>1,472.04<br>1,630.33                  | 13.9<br>57.9<br>27.9 |
| UITICN REIMBÜRSEMENT<br>THER PROFESSIONAL SERVI<br>RCFESSIONAL MEMBERSHIP  | 282                                    | 98.7  | 317-0   | 973                             | 937  |                | 937.3<br>8,632.9<br>2,285.0                       | 53                   |
| ENTAL-D P EQUIPMENT  | 40                                     | 0.0   | 04  | 3,912                           |  | 00             | 273.5   | 20.                  |
|  | 256,170                                | 8,612.65                                    | 36,486.00                                       | 60,785                          | 219,684.00   | 8,535.00       | 211,149.00  | 17.6                 |
| CAMULITIES<br>ASCLINE<br>ANITORIAL SUPPLI  | r) r                                   | M.  | 25-1  | $\sim$                          | 174.8  | 77.70          | 174-8   | 64                   |
| MATERIALS TO MAINT BLDGS<br>MATERIAL TO MAINT AUTO EQUI<br>OFFICE SUPPLIES   | 30,000                                 | 740.51                                      | 7,775.40 479.05 5,131.66                        | 3,150                           | 6, 224-60<br>2, 520-95<br>24, 868-34                 | 1,223.20       | 5,001-40<br>2,520-95<br>22,973.00                 | 64.3<br>16.0<br>23.4 |
| OTHER CHARGES  | 53,000                                 | 2,945.41                                    | 14,587.22                                       | 12,849                          | 38,412.78  | 3,446,30       | 34,966,48   | 34-0                 |
| RANS   | 19,613<br>34,563<br>2,657<br>583       | 221   | 044   | 8,640<br>8,640                  | 19,613-00<br>25,922-25<br>1,992-74                   | 8888           | 19,613.00<br>25,922.25<br>1,992.74                | 25.55                |
| RAL  | 11,247<br>6,240<br>2,625               | 937.27<br>520.00<br>105.00                  | 2,811.81<br>1,560.00<br>1,959.80                | 1,500                           | 35.1<br>80.0<br>65.2                                 | 888            | 435-1<br>680-0<br>665-2                           | 25.0                 |
|  | 77.528                                 | 4.717.53                                    | 82 3  | 15.043                          | 61-745-61  | 00             | 19-57-19  | 20.4                 |

| GLA3010                            |                    | CITYO                   | FDECATUR                         |                    |                        |                 | PAGE 106                           |
|------------------------------------|--------------------|-------------------------|----------------------------------|--------------------|------------------------|-----------------|------------------------------------|
| 41000 CPL-CANTONI TRUST            | RE                 | PORT OF EXPEN           | REPORT OF EXPENDITURES TO BUDGET | FY 1989-90 FUND    | 92 PUBLIC              | LI BRARY-TRUSTS |                                    |
| OB DESCRIPTION EXPENDITURES        | ANNUAL<br>BUDGET E | EXPENDITURES            | YEAR-TO-DATE<br>Expenditures     | Y-T-D<br>BUDGET    | UNEXPENDED<br>BALANCE  | ENCUMBERANC     | UNENCUMBERED PRCNT<br>BALANCE COMM |
| 900 EXPENCITURES                   | : 0000*6           | 253.43                  | 799.84                           | 2,250              | 8,200.16               | 1,658.96        | 6,541,20 27,3                      |
|                                    | 000*6              | 253.43                  | 799.84                           | 2,250              | 8,200.16               | 1,658.96        | 1                                  |
| ** EIVISION TOTAL **               | 000 *6             | 253.43                  | 799.84                           | 2,250              | 8,200-16               | 1,658,96        | 6,541,20 27,3                      |
| GLA3010                            | RE                 | PORT OF EXPEN           | REPORT OF EXPENDITURES TO BUDGET | FY 1989-90<br>FUND | 92 PUBLIC              | LIBRARY-TRUSTS  | PAGE 107                           |
| CESCRIPTION                        | ANNUAL<br>BUDGET E | MONTHLY<br>EXPENDITURES | YEAR-TO-DATE<br>EXPENDITURES     | Y-T-D<br>BUDGET    | UNEXPENDED<br>BALANCE  | ENCUMBERANC     | UNENCUMBERED PRCNT<br>BALANCE CCMM |
| EXPENDITURES                       | 10,000             | 00.                     | 00.                              | 2,499              | 10,000.00              | 00              | 10,000.00                          |
|                                    | 10,000             | 00.                     | 00                               | 2,499              | 10,000,00              | 00              | 10,000,00                          |
| ** EIVISION TOTAL **               | 10,000             | 00.                     | 00.                              | 2,499              | 10,000-00              | 00              | 10,000,00                          |
| 6LA3010<br>43000 6PL-BRIDGES TRUST | R                  | REPORT OF EXPENDIT      | ADITURES TO BUDGET               | FY 1989-90<br>FUND | 92 PUBLIC              | LIBRARY-TRUSTS  | PAGE 108<br>3 7/31/89              |
| 0 0                                | ANNUAL<br>BUDGET   | EXPENDITURES            | YEAR-TO-DATE<br>EXPENDITURES     | Y-T-D<br>BUDGET    | UNEXP ENDED<br>BALANCE | ENCUMBERANC     | UNENCUMBERED PRCAT<br>BALANCE CCMM |
| 900 EXPENDITURES                   | 1,500              | 9.76                    | 139.26                           | 375                | 1,360.74               | 00              | 1,360,74 9.3                       |
| ** DIVISION TOTAL **               | 1,500              | 9.76                    | 139.26                           | 375                | 1,360.74               | 00.             | 1,360,74 9,3                       |
|                                    |                    |                         |                                  |                    |                        |                 |                                    |
|                                    |                    |                         |                                  |                    | 5                      |                 |                                    |
|                                    |                    |                         |                                  |                    |                        |                 |                                    |

| ANNUAL MONTHLY YEAR—TO—DATE BUDGET BALANCE ENCUMBERANC BUDGET EXPENDITURES EXPENDITURES BUDGET BUDGE | CPL-BRECKENRIDGE TRUST | R                | REPORT OF EXPEN         | EXPENDITURES TO BUDGET FY 1989-90 92 PUBLIC LIBRARY-TRUSTS | FY 1989-90<br>FUND | 92 PUBLIC             | LIBRARY-TRUSTS | PAGE 107<br>3 7/31/89 |  |
|--|------------------------|------------------|-------------------------|--|--------------------|-----------------------|----------------|-----------------------|--|
| 10,000     .00     2,499     10,000.00     .00       10,000     .00     2,499     10,000.00     .00       10,000     .00     2,499     10,000.00     .00   |                        | ANNUAL<br>BUDGET | MONTHLY<br>EXPENDITURES | YEAR-TO-DATE<br>EXPENDITURES                               | Y-T-D<br>BUDGET    | UNEXPENDED<br>BALANCE | ENCUMBERANC    | UNENCUMBERED PRCAI    |  |
| .00 .00 2,499 10,000.00 .00 .00 .00  |                        | 10.000           | 000                     | 00.  | 2,499              | 10,000.00             |                | 10,000.00             |  |
| 10,000 .00 .00 2,499 10,000.00 .00   |                        | 10,000           |                         | 00.  | 2,499              | 10,000,00             |                | 10,000.00             |  |
|  | 4+ TV                  | 10,000           |                         | 00.  | 2,499              | 10,000.00             | 00-            | 10,000,00             |  |
|  |                        |                  |                         |  |                    |                       |                |                       |  |
|  |                        |                  |                         |  |                    |                       |                |                       |  |
|  |                        |                  |                         |  |                    |                       |                |                       |  |
|  |                        |                  |                         |  |                    |                       |                |                       |  |

| C 1 T Y O F D E C A T U R PAGE 108 REPORT OF EXPENDITURES TO BUDGET FY 1989-90 92 PUBLIC LIBRARY-TRUSTS 7/31/89 | N.                                    | 375 1,360.74 .00 1,360.74 9.3<br>375 1,360.74 .00 1,360.74 9.3 | 375 1,360,74 .00 1,360,74 9,3 |  |                                 |
|---|---------------------------------------|--|-------------------------------|--|---------------------------------|
| F D E C A T U R   | YEAR-TO-DATE<br>EXPENDITURES          | 139.26   | 139.26                        |  |                                 |
| REPORT OF EXPEND  | ANNUAL MONTHLY<br>BUDGET EXPENDITURES | 1,500 9.76   | 1,500 9.76                    |  |                                 |
| 6LA3010   | 4 OB DESCRIPTION b CD EXPENDITURES    | 1 900 EXPENDITURES   | ## EIVISION TOTAL ##          | 13 14 15 15 15 15 15 15 15 15 15 15 15 15 15 | 110<br>119<br>230<br>231<br>221 |

#### FINANCE AND PROPERTIES COMMITTEE

August 2, 1989 3:30 p.m.

Chairperson Dan Gaumer called the meeting to order at 3:37 p.m. Members present: Mr. Gaumer, Jerrodean Martin, Barbara Ohlsen, and Jim Seidl. Staff present: Jim Kupish. The lack of a quorum prevented voting on topics discussed.

\* \* \* \* \* \* \* \* \* \* \* \* \* \* \*

The first topic for discussion was the 1990/91 tax levy request. The Board must submit a tax levy request to the City Council after the September 21, 1989 Board meeting. The levy represents 85% of the library's funding. Mr. Seidl was instructed to prepare a rough draft budget showing projected expenditures and revenue estimates. Increases and decreases for each line item will be explained. Expenses generated by the Long Range Plan will also be noted. A copy of the 1990/91 budget proposal is attached.

\* \* \* \* \* \* \* \* \* \* \* \* \* \* \*

The next agenda item was a review of the Illinois Unemployment Insurance Act of 1989. Jerry Bauer, City of Decatur Risk Manager, recommended that the library consider using an employment agency for the seven temporary page positions to reduce our unemployment insurance risk. The temporary pages each work 15 hours per week and are paid \$5.57 per hour. Social security and worker's compensation add an additional \$.65 per hour, for a total cost of \$6.22 per hour.

The committee discussed 1) continuing with the present method; 2) using an employment agency; 3) using an employment agency for new temporary pages. It was the committee's opinion that we should try an employment agency for  $\underline{\text{new}}$  temporary pages with the cost per hour not to exceed \$6.22 per hour.

\* \* \* \* \* \* \* \* \* \* \* \* \* \*

The next agenda item was the library's elevator maintenance contracts. Mr. Seidl is collecting information on the cost of maintaining service contracts for the library's two elevators to ensure competitive pricing. However, the two contracts have different renewal dates. Mr. Seidl proposed that the library not sign a new contract for the passenger elevator, but wait until the freight elevator contract is due in January 1991. The contracts will be reviewed at that time.

\* \* \* \* \* \* \* \* \* \* \* \* \* \*

The next agenda item was a discussion of how the library collects its delinquent accounts. In 1988/89, \$42,000 was collected in fines. Accounts over \$30 are sent to the Credit Bureau for collection. For the six month period 12/88 to 6/89, 74 patrons with materials valued at \$4,163 and fines of \$1,132 were turned over. Twenty accounts were settled (with materials returned or a cash settlement) for a total of \$1,029. The library received no money from

the Credit Bureau since the amount collected was less than the cost of the service.

Transworld Systems, Inc. offers a collection service but the library would have to pay, for example, \$7.50 for each patron turned over. Transworld guarantees 100% profit on our investment.

Example: \$7.50 X 100 patrons = \$750

Transworld will collect \$1,500.

Transworld is more aggressive in trying to collect the money within the first 90 days. However, they cannot block the patron's credit like the Credit Bureau does. The Committee was of the opinion that the Decatur Credit Bureau is still the best option, but that the Library should raise the amount from \$30 to \$50 before an account is turned over. The Credit Bureau charges 50% of accounts collected under \$50 and 33% for accounts over \$50.

\* \* \* \* \* \* \* \* \* \* \* \* \* \*

The final topic was an update on the use of a private security firm versus an off-duty policeman to provide security for the library. Mrs. Martin noted that the Personnel, Policy, and Public Relations Committee approved the use of an off-duty policeman last year, but wanted an evaluation of the program. An evaluation will be made and provided to the Board. Mr. Seidl reported that a security firm should cost around \$7 or \$8 per hour, compared to \$12 for an off-duty policeman. The committee will discuss this item after additional information is available.

\* \* \* \* \* \* \* \* \* \* \* \* \* \*

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,

fames C. Seidl City Librarian

# FUND: 20 DECATUR PUBLIC LIBRARY

# REVENUE

| Object<br>Code   | Description  | 1988-89<br>Actual  | 1989-90<br>Budget                                  | 1990-91<br>Estimate                                |
|--|--|--|--|--|
| 30001000   | <u>Fund Balance</u><br>Beginning Fund Balance  | 171,977.53   | 210,747  | 154,694  |
| 30100107   | <u>Taxes</u><br>Property Tax - Library   | 1,723,889.06   | 1,855,000  | 2,051,238  |
| 30200104<br>30200107                                     | Intergovernmental Revenue Replacement Tax State Grants or Other Total  | 169,711.84<br>115,698.05<br>285,409.89                               | 160,000<br>105,989<br>265,989                      | 190,000<br>96,000<br>286,000                       |
| 30500509<br>30500510<br>30500511<br>30500514<br>30500515 | Fines and Fees Library Fines & Fees Library Non-Resident Fees Library Lost & Damaged Bool Verifax Reserves Total | 42,841.13<br>8,517.35<br>4,746.20<br>730.40<br>2,793.25<br>59,628.33 | 43,000<br>9,600<br>5,400<br>800<br>1,500<br>60,300 | 44,000<br>8,500<br>5,500<br>800<br>1,500<br>60,300 |
| 30700101   | Investment Income Investment Interest  | 38,407.56  | 35,900   | 32,000   |
| 30800805<br>30800899                                     | Other Income Contributions & Donations Misc. Income Total  | 492.21<br>2,644.85<br>3,137.06                                       | 0<br>2,000<br>2,000                                | 0<br>8,000<br>8,000                                |
|  | Fund Total   | 2,282,449.43   | *2,429,936   | 2,592,232<br>-2,417,232<br>175,000                 |

<sup>\* -</sup> does not reflect \$78,535 grant

# FUND: 20 DECATUR PUBLIC LIBRARY

# EXPENDITURES

| Object<br>Code | Description                                       | 1988-89<br>Actual | 1989-90<br>Budget | 1990-91<br>Estimate |
|----------------|---|-------------------|-------------------|---------------------|
| 090            | -   | 1,244,414.52      | 1,311,953         | 1,350,908           |
| 101            | Overtime  | 201.40            | 0                 | 0                   |
| 102            | Temporary Salaries                                | 38,061.88         | 35,448            | 36,961              |
| 104            | Retirement - IMRF                                 | 204,788.64        | 229,502           | 257,213             |
| 111            | Group Life Insurance                              | 1,215.00          | 1,215             | 1,300               |
| 112            | Hosp. & Medical Insurance                         | 57,765.00         | 71,821            | 106,500             |
| 114            | Worker's Compensation                             | 14,472.00         | 13,140            | 20,000              |
| 115            | Service Recognition                               | 2,097.50          | 2,395             | 2,700               |
|                | Total   | 1,563,015.94      | 1,665,474         | 1,775,582           |
|                | Contractual Services                              |                   |                   |                     |
| 201            | Advertising                                       | 622.26            | 800               | 800                 |
| 202            | Printing and Binding                              | 7,624.75          | 8,750             | 8,000               |
| 210            | Serv. to Maint. Buildings                         | 11,070.46         | 12,000            | 13,000              |
| 211            | Serv. to Maint. Improvement                       | s 716.45          | 340               | 500                 |
| 212            | Serv. to Maint. Auto Equip.                       | 3,850.18          | 2,000             | 3,000               |
| 213            | Serv. to maint. Office Equip                      |                   | 12,000            | 13,000              |
| 231            | Electricity                                       | 56,609.33         | 67,000            | 74,000              |
| 232            | Gas   | 7,516.08          | 15,000            | 16,000              |
| 233            | Telephone   | 13,744.66         | 16,000            | 16,500              |
| 234            | Water   | 795.19            | 800               | 850                 |
| 238            | Auditing Services                                 | 731.00            | 900               | 2,200               |
| 240            | Training School Expense                           | 1,926.05          | 5,050             | 5,000               |
| 241            | Conf. & Other Travel Expense                      | e 4,907.42        | 3,500             | 3,500               |
| 245            | Postage   | 6,808.22          | 9,200             | 10,000              |
| 247            | Computer Software Expense                         | 289.00            | 1,000             | 1,000               |
| 249            | Copying Expense                                   | 150.54            | 0                 | 0                   |
| 272            | Tuition Reimbursement                             | 1,365.80          | 2,000             | 3,000               |
| 280            | Other Prof. Services                              | 9,476.32          | 12,500            | 13,000              |
| 284            | Professional Membership Fee                       | s 2,007.00        | 2,300             | 2,500               |
| 286            | Rental (Data Processing)                          |                   | 32,400            | 35,000              |
| 289            | Rental (Equipment)                                | 17,035.53         | 18,000            | 19,000              |
|                | Total   | 169,727.24        | 221,540           | 239,850             |
|                | Commodition                                       |                   |                   |                     |
| 210            | Commodities                                       | 1 000 05          | 2 500             | 2 000               |
| 310<br>312     | Gasoline  | 1,800.85          | 2,500             | 3,000               |
| 320            | Janitorial Supplies                               | 3,017.86          | 3,500             | 3,500               |
|                | Materials to Maint. Bldgs.                        | 15,559.03         | 14,000            | 15,000              |
| 337<br>345     | Materials to Maint. Auto Equation Office Supplies | 27,386.53         | 3,000             | 4,000               |
|                | Office Supplies                                   |                   | 30,000            | 30,000              |
| 357            | Employee Recognition Supplied Total               |                   | 0                 | 0                   |
|                | TOTAL   | 50,212.61         | 53,000            | 55,500              |

# FUND: 20 DECATUR PUBLIC LIBRARY (continued)

# EXPENDITURES

| Object<br>Code | Description                 | 1988-89<br>Actual | 1989-90<br>Budget | 1990-91<br>Estimate |
|----------------|-----------------------------|-------------------|-------------------|---------------------|
|                | Other Charges               |                   |                   |                     |
| 400            | Contingencies               | 0                 | 19,613            | 10,000              |
| 415            | Transfer to General Fund    | 30,813.00         | 34,563            | 38,700              |
| 418            | Motor Vehicle Insurance     | 3,068.00          | 2,657             | 2,800               |
| 420            | Boiler Insurance            | 130.00            | 583               | 650                 |
| 421            | Property Insurance          | 12,017.00         | 11,247            | 11,750              |
| 423            | General Liability Insurance | 7,376.00          | 6,240             | 6,700               |
| 499            | Small Capital Items         | 1,051.44          | 2,525             | 3,000               |
|                | Total                       | 54,455.44         | 77,428            | 73,600              |
|                | Capital Outlay              |                   |                   |                     |
| 515            | Office Machinery & Equip.   | 4,549.64          | 12,100            | 12,000              |
| 520            | Other Machinery & Equip.    | 1,515.01          | 700               | 700                 |
| 320            | Total                       | 4,549.64          | 12,800            | 12,700              |
|                |                             |                   |                   |                     |
|                | Library Inventory           |                   |                   |                     |
| 800            | Books and Periodicals       | 235,808.43        | 245,000           | 260,000             |
|                | Total                       | 235,808.43        | 245,000           | 260,000             |
|                | Fund Total                  | 2,077,769.30      | 2,275,242         | 2,417,232           |

#### ANNUAL BUDGET

Form No. 10

400

5,000

Explanation of Budget Variances Fiscal Year: 90-91 Fund: General Operating Department: Library Division: Division No: 40000 Current Year-Explanation: Account Final Estimated New Fiscal Year-- 10% Increases or Decreases Expenditures - For Accounts over \$500.00 Budget Requests Number 090 1,311,953 \$.20/hr. pay increase and step increases 1,350,908 102 35,448 36,961 social security and worker's comp. costs 104 229,502 257,213 IMRF increase from 9.93 to 11.53 15% increase in insurance rates; \$194 per 112 71,821 106,500 month for dependent coverage 114 13,140 20,000 estimated cost of claim against library 115 2,700 benefit based on years worked 2,395 202 8,750 8,000 reduced cost for YA grant 210 12,000 13,000 restored funds transferred to account 320 211 340 500 increased fee for trash removal 212 2,000 3,000 higher cost to maintain older vehicles repair typewriters; increased usage of 213 12,000 13,000 photocopier and offset printer 231 67,000 74,000 7% rate increase 232 15,000 16,000 rate increase 238 900 2,200 cost of auditing business grant 245 9,200 10,000 increased newsletter mailings 272 2,000 3,000 two staff attending library school Baby TALK lapsit costs 280 12,500 13,000 286 32,400 35,000 maintenance costs for hardware 289 18,000 19,000 OCLC and security gate costs 312 14,000 15,000 repair north air compressor unit 337 3,000 4,000 tires for vehicles

extra funds for possible emergencies

10,000

#### ANNUAL BUDGET

Explanation of Budget Variances Fiscal Year: 90-91 Form No. 10 Fund: General Operating Department: Library Division: Division No: 40000 Current Year-Explanation: - 10% Increases or Decreases Final Estimated New Fiscal Year-Account Expenditures - For Accounts over \$500.00 Budget Requests Number 415 38,700 cost of city services provided 34,563 increased cost of materials and purchase 800 260,000 245,000 of additional titles

|   | ž           |            | 89.            | Sog <sub>78</sub> | , Ano        | s           |                   |
|---|-------------|------------|----------------|-------------------|--------------|-------------|-------------------|
|   | Telinos ted | Noba Aldon | L'A L'DOUNIO C | Other Ch          | Learthal Lea | Nater later | Tego <sub>Ţ</sub> |
| Library Assistant<br>40 hrs. Children's                 | 30,045      |            | )              | 350               |              |             | 30,395            |
| Library Assistant<br>20 hrs. Reference                  | 13,070      |            |                | 350               |              |             | 13,420            |
| Page 20 hrs.  | 5,215       |            |                | 350               |              |             | 5,565             |
| Security guard<br>20 hrs.                               | 8,640       |            |                |                   |              |             | 8,640             |
| Public Relations  |             | 6,800      |                |                   |              |             | 6,800             |
| New carpeting   |             |            |                |                   | 7,000        |             | 7,000             |
| TDD phone for deaf<br>people to call for<br>information |             | 800        |                |                   |              |             | 800               |
| Materials   |             |            |                |                   |              | 10,000      | 10,000            |
| Sunday Hours  | 29,900      | 9,500      | 200            |                   |              |             | 39,900            |
| TOTAL   | 86,870      | 17,100     | 200            | 1,050             | 7,000        | 10,000      | 122,520           |

# II. FINANCES

vide this Library boards have the responsibility to provide the best possible library se

| service. Library boards are mandated to spend tax money and all other income for library service in the best interest of the community it serves.   |
|---|
| he annual public library tax is only one of several taxes which may be levied. The following special taxes may be levied when necessary without referendum:   |
| Audit Tax: Chapter 24; 8-8-1 as to municipal libraries and Chapter 85: 701 et seq., as to townships and library districts.  |
| Building and Maintenance Fund: (Subject to back-door referendum.) Chapter 81: 3-1, 3-4, or 1003-1.  |
| Building Commission Rentals: Municipal libraries only. Chapter 85: 1031 et seq.   |
| "Errors and Omissions" Insurance: Chapter 85; 1-101 et seq. Also known as officers and directors insurance.   |
| Restoration Tax: Municipal libraries: Chapter 24: 11-70-1.  |
| Retirement Tax: IMRF: Chapter 108-1/2: 7-101 et seq.  |
| Risk Management Fund: Chapter 85: 9-105, et seq.  |
| Social Security Tax: Employer's share. Chapter 108-1/2 7-10 et seq.   |
| Tort Liability Insurance Premiums: Chapter 85: 9-103.   |
| Unemployment Compensation: Chapter 85: 9-107.   |
| Worker's Compensation: Chapter 85: 9-107.   |
| Working Cash Fund: (Subject to back-door referendum.) Chapter 81: 4-13 or 1003-1.   |
| On an annual basis, library boards shall determine if the tax rate is sufficient to meet the standards set forth in this document, and to accomplish the objectives in the library's long-range plan.           |
|   |
|   |
| On an ongoing basis library boards shall monitor their levy process and other funding sources.  |
|   |
| libraries are currently unable to provide an adequate level of support for their locally chosen roles, alternatives such as the following should be explored:   |
| a. Utilizing the special taxes as outlined above when appropriate.  |
| b. Initiating a referendum either to raise the tax rate or issue bonds.   |
| c. Forming a larger unit of service, either by combining with other small community libraries, or contracting for some services with other libraries, or expanding current boundaries to include untaxed areas. |

d. Considering fund raising activities and encouraging gifts and bequests.

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