

HAZEL PARK MEMORIAL LIBRARY  
123 EAST NINE MILE ROAD  
HAZEL PARK, MICHIGAN 48030

LIBRARY BOARD MEETING  
MONDAY, MAY 20, 2013, 6:30 P.M.  
CITY COUNCIL CHAMBERS

CALL TO ORDER:

The Regular Meeting of the Hazel Park Memorial (HPML) Board of Directors was called to order at 6:32 P.M. by Sandra Pond. All members of the Board were in attendance.

BOARD OF DIRECTORS PRESENT:

Sandra Pond, President  
Bob Peterson, Vice President  
Linda Zeiss, Secretary  
Ed Bullock  
Michael Pyciak  
Irene Zagar  
Corrine Stocker, Library Director

IN THE AUDIENCE: Linda Sims, Shirl Howell, Richard Robbins, Andrea Pennington, Shelley O'Brien

CONVOCATION

PLEDGE OF ALLEGIANCE

PUBLIC COMMENTS ON AGENDA ITEMS: N/A

ADDITIONS TO AND APPROVAL OF THE AGENDA:

Stocker removed the budget transfer request from the agenda. Bullock made a motion to support the deletion from the agenda. Peterson supported the motion. The motion was approved, 6-0.

APPROVAL OF MINUTES:

Zagar motioned to approve the minutes of the April 22, 2013 meeting as well as the minutes from the special budget meeting on May 6, 2013. Pyciak supported the motion. The motion was approved, 6-0.

DIRECTOR'S REPORT:

NOTE: A COMPLETE NARRATIVE OF THE DIRECTOR'S REPORT IS ATTACHED.

The Director placed the following monthly documents in each Board member's packet:

CIRCULATION REPORT FOR APRIL, 2013  
MAY INVOICES  
APRIL 2013 PROGRAM STATISTICS  
PROPOSED EMPLOYMENT CONTRACT FOR CHARLES HAYES  
PROPOSED LIBRARY BUDGET FOR THE 2013-2014 FISCAL YEAR  
CHART SHOWING LIBRARY REVENUE AND EXPENDITURE OF GENERAL FUND SINCE 2009.

Peterson motioned to "receive and file" the Director's Report. Zagar supported the motion. The motion carried, 6-0.

NEW BUSINESS:

- Employment Contract for Charles Hayes. Peterson made a motion to deny the contract as written. The motion was supported by Zeiss. Peterson stated that his objection to the contract was based on the fact that the input from the library was basically non-existent. He also questioned the fairness of the contract, as it provided Chas with a raise and the rest of the library staff have not received raises since 2008, outside of promotions. Peterson pointed out that the contract involved multiple raises, including a raise of \$1.10 per hour as well as a \$6,000 medical insurance policy and paid time off. He added that there were a few other sections of the proposed contract that needed work, including hours of labor and division of work. Shelley O'Brien passed out a two page handout pertaining to the contract. Pyciak stated that he could not support the contract because we couldn't offer someone in a paraprofessional position who doesn't possess a bachelor's degree more money per hour than a master degreed librarian. He also agreed with Peterson that the City gave the library board no involvement in the process of creating the contract. O'Brien stated that the contract would result in Chas being available for more hours but making less money per hour; she added that it would save the library \$3,000. She discussed Chas' work on City Vision and the technical support work that Chas would perform for the City under the proposed contract. Pyciak raised some questions about the financial breakdown between the City and the Library in the proposed contract. Bullock confirmed that Chas would not receive overtime pay under the proposed contract. Pyciak stated that he was concerned that the City took it upon themselves to give Chas a raise. O'Brien explained that the raise was to compensate for the loss of after-hours cable pay that Chas has been receiving from the City. Pond added that Chas would be receiving the benefits of a medical insurance policy as well as paid time off. Bullock pointed out that Chas would probably make more money if he worked in the private sector. O'Brien asked us to look at her handout showing private sector pay for tech jobs. Pond pointed out that it was not an accurate comparison, since Chas' job at the library is not strictly a tech position but rather a combination of library and tech work. Stocker added that Chas did not possess the credentials for a private sector IT position. O'Brien stated that OAS would provide Chas with training and certification opportunities. Pond stated that even if we kept Chas at his current rate of pay, he would still be receiving an insurance plan worth \$6,000 per year. Pyciak stated that there is no dispute about Chas' value or benefits but there is dispute about what hourly rate he should receive. O'Brien stated that we would be paying him \$14.42 per hour under the proposed contract, which would

save the library \$3,000 per year. Pond said that everyone would be happier if the contract reflected these amounts. Stocker pointed out that what was originally discussed with the city was that the library would pay for 30 of Chas' hours and the city would pay for 10, which would have saved the library \$8,000. However, the proposed contract required the library to pay for 36 of his hours and resulted in a savings of just \$3,000 to the library. Peterson stated that the proposed contract would ultimately result in Chas receiving a raise, which would be unfair to other library employees. Pyciak stated that is essentially a raise and he can't as a member of the library board approve paying someone who doesn't even possess a high school diploma more than we are paying a librarian who has a master's degree. Zeiss pointed out that it was her understanding that Chas had an agreement with a previous library director that he was to further his education. O'Brien stated that he is enrolled in classes now. She agreed to revise the contract to address library concerns. Pyciak suggested that O'Brien comes back with a contract with lower numbers for salary. O'Brien stated that she would not be giving him a pay cut to do the same work in more hours. Pyciak stated that you are giving him benefits, which are worth several thousand dollars. O'Brien stated that it is not cash in his pocket. Ponds added that we are just saying that you leave his pay where it is at. Peterson called the question. A roll-call vote was taken: Peterson-no, Zeiss-no, Zagar-no, Pyciak-no, Bullock-no and Pond-no. The motion failed, 6-0.

- Request to rubberize rooftop ductwork. Bullock made a motion to have the work done. Peterson supported the motion. The motion was approved, 6-0.

#### OLD BUSINESS:

1. Library Budget for Fiscal Year 2013-2014. Stocker presented the Board with a chart showing how our taxes have dropped since 2009, along with our expenditures of the general fund. She explained that although our fund balance is projected at \$165,000 at the end of this fiscal year, \$100,000 of that amount is already committed to boiler replacement costs and retiree health care, leaving just \$65,000. She urged the Board to reconsider cutting library hours and recommended cutting the first half of the day on Friday--as it is the least busy time of the week--as well as Saturday. Bullock made a motion to close the library for the first four hours of the day on Fridays beginning in the new fiscal year. Peterson supported the motion. The motion was approved, 6-0. Peterson made a motion to pass the budget with an adjustment made for the Friday closure. Bullock supported the motion. The motion was approved, 6-0.

COMMITTEE REPORTS: Zeiss reported that she was the only one of the Library Friends to help with the cleanup of the library grounds and that the Friends are selling candy for \$6.00 per box.

PLANNING: None

PUBLIC COMMENTS:

Richard Robbins: He thanked the Board for developing a working relationship. He stated that he was opposed to the library spending more of its fund balance. He asked the Board to consider investing in a new HVAC system now--as opposed to later--to save money. He also indicated that he would not support a special assessment unless it was used to support a more efficient HVAC system.

Linda Sims: I'd like to give Corrine the staff's full support in all of the measures that we have to take in order to have the library remain open—that is our primary goal. As much as it hurts us to have to cut hours, we just have to do it. And we have to look for funding outside wherever we can find it.

Shirl Howell: I didn't realize until tonight that Chas does not even have a high school diploma. I'm not saying that we should get rid of him. But isn't there someone qualified out there with the education who would be worth whatever we are willing to pay them? I have a 13 year old granddaughter who is good at fixing computers and electronics.

Stocker: In Chas' defense, it's not as though he has no formal training; he is just 3 classes away from completing his associate's degree in computers. Our librarians are good at pc troubleshooting. However, what Chas does is far more complicated than that—he provides network and server support.

BOARD MEMBERS' AND DIRECTOR'S COMMENTS:

Linda Zeiss:

We made some tough cuts. I think it needed to be done, sooner than later. It would have been even worse. Thanks to all of us, including Corrine and Linda for what they do every day.

Irene Zagar:

I think it's great that they are cutting the hours on Friday; that makes sense. We need to save money.

Bob Peterson:

There was an audit done here two or three years ago by an engineering professor and he found some thermostats that were hidden by books. We need to keep those thermostats open so that air can get to the thermostat and it can sense what is going on; somewhere around here is a report concerning that. I hated some of what we had to do tonight, but that's a price that we have to pay. And certain entities throughout the state drag their feet and they haven't done anything. We are trying to stay ahead of the game by fixing a couple of problems early on instead of waiting and then having to cut down to 30 hours a week. Years ago, it got to the point where the library only had three employees. We don't want to get to that point.

Michael Pyciak:

(Library Board's Minutes of 5/20/13)

Special thanks to Leah Martin and Chris Walny for full-time commitment working as part-time librarians at the rate they are being paid. I've noticed on the Web site over the past year how many teen programs there are and I really appreciate it. Special thanks also to Corrine for giving us a lot of good empirical data on a situation that is really emotionally heart-wrenching. Thanks to my fellow library board directors that we can work as a team to ensure the best outcome for the community.

Ed Bullock:

Detroit Edison has an energy audit service for homes. Can we find out if they can do the same for the library? (Stocker agreed to look into it.) I'm fully supportive of keeping Chas because he has skills that no one else here has and saves us a lot of money. And he's a Hazel Parker, so we're putting money back into the community.

Corrine Stocker:

Thank you everyone for attending the meeting. It's a little heart-breaking for me to have to cut some of our hours but we have to do what we have to do and I just hope that the public understands that. I also wanted to let Rich Robbins know that we do have our thermostats programmed to dial down when the library is closed.

Sandy Pond:

I want to thank all of the volunteers that have been giving their time to the library—it's greatly appreciated. During these times, it's obviously very important, and as you can see, it's going to be tougher times ahead--it's not getting better. Chas is greatly appreciated with what he does here but I think that our budget is a testament to what we are dealing with and why we have to be the way we are with the decisions we make that affect our future going forward. What happens if the day comes that nobody is able to get 40 hours a week? We really have to put our best foot forward and try to do what we can. We really would hate to see us get to that situation. It's very unfortunate that we have to cut hours. Just to let you know, there could be more down the road; we have to try to do the best we can. It's not Corrine's effort—it's everyone's effort. Like Linda said, we support what's going on and I think that there's somebody out there that doesn't understand that it's a group effort. Thank you for all of the hard decisions that you are having to make and the things that you are having to do. But it's necessary.

ADJOURNMENT:

Zeiss motioned adjournment at 7:43 P.M. Peterson supported the motion. The motion carried 6-0.