# Waunakee Public Library Library Board Meeting Community Hall —201 N. Madison Street Friday, September 18, 2020 7:45 AM

Agendas may change prior to the commencement of the meeting.

Please check the posting board in the library lobby.

- I. Call to order
- II. Roll call: Annie Ballweg, Jean Elvekrog, Kathy Grosskopf, Melissa Hill, Erin Moran, Mike Ricker, Cathy Sheffield, Erick Plumb.
- III. Consent agenda
  - A. Approve August 21, 2020 Library Board Minutes
  - B. Approve Schedule of Bills
  - C. Approve Financial Reports, plus *Forever Fund*, 220 Account, and Capital Campaign status
- IV. Public Comments
- V. Director's Report on Library Activity and report on building and grounds
- VI. Old Business
  - A. Discuss 2021 Operating Budget\*
  - B. Discuss metrics for gradually re-opening or closing the library during the COVID pandemic
  - C. Tour of revamped public service areas
- VII. New Business
  - A. Discuss and approve resolution requesting Library Pages be included in Village of Waunakee's Employee wage scale starting in January 2021
- VIII. Adjourn

Next Library Board meeting at 201 N. Madison Street: Friday, October, 2020 @ 7:45AM in the Board Room

Notice is hereby given that the Village Board may attend this meeting. No action will be taken by the Village Board at this meeting.

Any person who has a qualifying disability as defined by the Americans With Disabilities Act that requires the meeting or materials at the meeting to be in an accessible location or form should contact the municipal clerk at (608) 850-8500, 500 West Main Street, Waunakee, Wisconsin.

\* The Library Board may convene in closed session as authorized by Section 19.85(1)(c) of the Wisconsin Statutes for considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility. The Library Board may convene in open session.

# Waunakee Public Library

# **Library Board Meeting**

# Friday, August 21, 2020

### 7:45 AM

# Meeting in Community Hall in the Library

- I. Call to order: Jean called the meeting to order at 7:45 AM
- II. Roll Call:
  - A. Roll call: Present: Jean Elvekrog, Annie Ballweg, Kathy Grosskopf, Melissa Hill, Mike Ricker, Cathy Sheffield, and Erick Plumb.
  - B. Absent: Erin MoranC. Guests: Sandi Zimbric
- III. Approval of consent agenda: Mike moved, Annie seconded. Passed.
- IV. **Public comment:** Sandi Zimbric appeared before the Board to request that the entire building be re-opened for public browsing of the collections in the near future. She cited that other public establishments have successfully re-opened safely and without incident and that the public would greatly appreciate having greater access to their library.
- V. Director's Report on Library Activity, COVID-19, and Racial Equity efforts

  The library is close to 300 visitors a day, while we are in continued limited-services mode. We are one of four libraries in the county that is offering public access to our building. The staff have worked hard on heavily marketing the outdoor spaces this summer. They have made the playground/patio more inviting with the addition of picnic tables, table umbrellas and additional outdoor trash receptacles. The Storywalk along the trail has been very popular. The landscaping continues to be a challenge, Village Trustee Gary Hertzberg will take the lead to coordinate with Library Board president Jean Elvekrog in the efforts going forward. Madison Public Library has moved to eliminate overdue fines, leaving Waunakee as one of the last libraries in the county to charge fines. Make & Take bags have been highly popular, the numbers of people wanting them tripled since June. The full Director's Report and Youth and Adult Services report are included in the Board packet.

### VI. Old Business

- A. Discuss 2021 Library Budget We will discuss the budget in September.
- **B.** Discuss library service levels during COVID-19 Pandemic We discussed when and how to increase services. Suggestions for services included limiting the number of patrons, increasing service for those making an appointment, limiting

the areas for browsing, and having touch bins and having order forms for children to choose books. Suggestions for the metrics for changing service that were discussed included looking at Dane County Public Health metrics, State of Wisconsin Public Health metrics and also possibly being able to get metrics for our own community.

### VII. New Business

- A. Report on gifts from Friends of WPL The Friends donated two picnic tables for the grassy area of the playground at a cost of \$3000.00. A local woodworker is also making a shelving/display case for the alcove at the top of the stairs. This will be an area to display additional history/holiday collections. The cost for this project was also around \$3000.00.
- **B.** Report from Building & Grounds Committee Jean Elvekrog gave us an update on the landscaping clean up effort. The Friends had around a dozen volunteers that came out to do landscape clean up on 7/27 and 8/10. She feels that another 2 hour clean up session should have everything pretty much done.
- C. Discuss and approve proposal from Vogel Bros. Inc, to construct new drive-up service window We looked at the area for the proposed window and discussed the two different style window options. The two styles are a sliding window that opens (ex. McDonalds) or a push out mechanical unit (ex. Walgreens). Both styles of windows have merits, but a combination of the two would be ideal. There was a motion to spend no more than \$30,000. for the drive-up window. Motion was made by Mike and seconded by Jean. Passed.
- VIII. Adjourn: The meeting was adjourned at 9:00 on a motion by Jean, seconded by Kathy G. Passed.

Library Board Meeting: Friday, August 21, 2020 at 7:45 AM at Community Hall 201 N. Madison Street

Respectfully submitted, Kathy M. Grosskopf, Trustee and Secretary

August 2020

Account	Vender	Amount
100-551400-210 Outside services		
1.00-551400-219 Automation levy	Total	0.0
00-331400-219 Automation levy		
	Total	0.0
00 551400 200 Lossed thems	Total	0.00
00-551400-290 Leased items	Gordon Flesch	126.02
	Total	0.00 <b>126.02</b>
00-551400-292 Maintenance contracts	SCLS	0.00
	Total	0.00
00-551400-311 Postage	Post Office	71.22
00-551400-320 Publications, subscriptions and dues	Total	71.22
so sou too see tubileutions, subscriptions and udes	Waunakee Lions Club	0.00
	ALA Amazon Prime	0.00
	WLA	0.00
	Total	
00-551400-330 Travel and training		
	SCLS	0.00
	UW- Madison	225.00
	⊔ & S⊔ Professional Development	0.00
0-551400-340 Programs	Total	225.00
-	Pig	0.00
	Apple Music	0.00
	Amazon	307.60
	Dollar Tree Demco	0.00
	Costco	0.00 0.00
	Global Communication	0.00
	UPS Store	24.00
	Brenda Salvo	180.00
	Zoom	14.99
	Chris Fascione	350.00
	Waunakee Chamber of Commerce Sticker Mule	100.00
	Kara Hoerr	30.00 0.00
	Post Office	0.00

	Minuteman Press	0.00
	Amazon	0.00
	Nassco Laird Plastics	0.00
	Scls	0.00
	Total	0.00
100-551400-350 Repairs and maint		0.00
100-551400-380 Adult books	Total	0.00
	Amazon	42.23
	Baker and Taylor	2,853.95
	Mike Andre	0.00
100-551400-381 Juvenile books	Total	2,896.18
	Amazon	4.99
	Baker and Taylor	1,730.75
	Penworthy	0.00
	The Dot Central	24.98
100-551400-383 Serial subscriptions	Total	1,760.72
	Rivistas	-24.18
100 551400 204 51 11 11 11 11	Total	-24.18
100-551400-384 - Digital Materials & Computer Software		
	Amazon Demco Software	0.00
	TBS	0.00
	Verizon -Hotspots	0.00
	Venzon Hotspots	200.05 
<u>100-551400-385 Kit supplies</u>	Total	200.05
200 352 100 303 Kit supplies	Amazon	200.20
	Walmart	390.28 0.00
	UPS Store	50.64
	Pig	50.89
	Total	491.81
100-551400-386 Audio materials		
	Recorded Books	207.92
	Midwest Tape	153.89
	Amazon	19.99
	Findaway Total	214.92
100-551400-387 Videos	iotai	596.72
	Amazon	506.66
	Midwest Tape	262.64
	Total	769.30
<u>100-551400-390 Other</u>		
	Amazon	1,252.46
	Vistaprint Uline	00.0
	SCLS	53.07
	Pig	690.00
	Demco	0.00 199.24
	Walgreens	7.50
	Minuteman Press	45.00
	Total	2,247.27
<u>100-551400-391 Personnel</u>		

100 FF1400 203 Public relations	Total	0.00
100-551400-392 Public relations	Minuteman Press	0.00
	UPS Store	0.00
	Total	0.00
100-551401-210 Building serices	Total	0.00
100-331401-210 Building serices	Maly Ceramic Tile Co	0.00
	Reinders	1,245.00
	Ahern Co	258.00
	Amazon	0.00
	Total	1,503.00
100-551401-350 Repairs/Maintenance		
	Nassco	75.06
	Home depot	0.00
	Menards	325.79
	Ace Hardware	162.95
	Amazon	455.09
	Schilling Supply Company	293.35
	Capital Coffee	194.80
	Walgreens	0.00
	Middleton Farmers Coop	83.94
	Waunakee Rental	100.23
	Total	1,691.21
220 fund	Baker and Taylor	0.00
	Amazon	0.00
	Waunakee Rental	0.00
	Total	0.00
	Month Total	13,560.91

# VILLAGE OF WAUNAKEE EXPENDITURES WITH COMPARISON TO BUDGET FOR THE 8 MONTHS ENDING AUGUST 31, 2020

# GENERAL FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET AMOUNT	VARIANCE	% OF BUDGET	PRIOR YEAR
			The state of the s				
	LIBRARY OPERATIONS						
100-551400-110	LIBRARY FULL TIME	36,799.32	212,264.92	330,458.00	118,193.08	64.23	206 206 52
100-551400-120	LIBRARY PART TIME	34,373.43	210,638,67	330,623.00	119,984.33	63.71	206,386.53
100-551400-130	LIBRARY FICA	5,214.27	32,102.01	50,571.00	18,468,99	63.48	206,212.70 30,235.81
100-551400-131	LIBRARY RETIREMENT	4,010,98	24,833,27	36,403.00	11,569,73	68,22	22,281,79
100-551400-132		7,358,11	92,360,49	122,183,00	29,822,51	75,59	
100-551400-133	LIBRARY LIFE	59.92	481.57	542.00	60.43	88.85	77,859.00
100-551400-134	LIBRARY DENTAL	654.64	5.054.27	7,209.00	2,154.73	70,11	401,25 5,280,86
100-551400-210	LIBRARY OUTSIDE SERVICES	243,00	666,00	2,864.00	2,198.00	23,25	593.00
100-551400-217	LIBRARY SECURITY SYSTEMS	.00	.00	325.00	325,00	.00	
100-551400-219	LIBRARY AUTOMATION LEVY	.00	46,787,95	45,453,00	( 1,334.95)	102,94	.00 44,006,48
100-551400-225	LIBRARY COMMUNICATIONS	997,62	5,366,58	9,000.00	3,633,42	59.63	4,254.09
100-551400-290	LIBRARY LEASED ITEMS	437.06	3,414,62	4,691,00	1,276,38	72,79	514.90
100-551400-292	LIBRARY MAINTENANCE CONTRACTS	.00	2,081,60	4,500.00	2,418,40	46.26	3,173,28
100-551400-311	LIBRARY POSTAGE	34,84	259,89	1,600.00	1,340.11	16,24	584.18
100-551400-320	LIBRARY PUBS/SUBS/DUES	119,00	1,020,60	3,180.00	2,159,40	32,09	3,136,50
100-551400-330	LIBRARY TRAVEL/TRAINING	1,024,72	1,535,72	4,200.00	2,664,28	36,56	1,064.66
100-551400-340	LIBRARY PROGRAMS	968,97	7,681,43	19,000.00	11,318,57	40.43	11,205,99
100-551400-341	LIBRARY EQUIPMENT	280.63	3,783.28	7,500.00	3,716.72	50.44	8,998.46
100-551400-350	LIBRARY REPAIRS/MAINT	.00	78.00	.00	( 78.00)	.00	
100-551400-380	LIBRARY ADULT BOOKS	5,391.84	21,228.44	41,000.00	19,771.56	51.78	.00
100-551400-381	LIBRARY JUVENILE BOOKS	1,918.31	9,289.71	20,250.00	10,960.29	45.88	20,507.96
100-551400-383	LIBRARY SERIAL SUBSCRIPTIONS	( 24.18)	7,604.44	8,745.00	1,140.56	86.96	14,350.70
100-551400-384	LIBRARY COMPUTER SOFTWARE	200.05	15,408.05		( 701.05)	104.77	13,639.48
100-551400-385	LIBRARY KIT SUPPLIES	442.79	1,866.33	5,500.00	3,633.67	33.93	8,365.74 2,248.60
100-551400-386	LIBRARY AUDIO MATERIALS	1,057.59	5,421.76	12,500.00	7,078.24	43.37	6,895.70
100-551400-387	LIBRARY VIDEOS	771.46	5,631.58	8,500.00	2,868.42	66.25	COUNTY INVESTMENTS.
100-551400-390	LIBRARY OTHER	2,270.16	9,447.78	21,912.00	12,464.22	43.12	6,170.77
100-551400-391	LIBRARY PERSONNEL	.00	61.00	.00		.00	11,687.19 517.00
100-551400-392	LIBRARY PUBLIC RELATIONS	20.00	502.41	1,700.00	1,197.59	29.55	668.21
					1,107.59	29.55	000.21
	TOTAL LIBRARY OPERATIONS	104,624.53	726,872.37	1,115,116.00	388,243.63	65.18	711,240.83



# VILLAGE OF WAUNAKEE EXPENDITURES WITH COMPARISON TO BUDGET FOR THE 8 MONTHS ENDING AUGUST 31, 2020

# GENERAL FUND

		PERIOD		BUDGET		% OF	
		ACTUAL	YTD ACTUAL	AMOUNT	VARIANCE	BUDGET	PRIOR YEAR
	LIBRARY BUILDING						
100-551401-110	LIBRARY BLDG FULL TIME	6,467.07	36,078.29	53,621.00	17,542.71	67.28	9,557.32
100-551401-120	LIBRARY BLDG PART-TIME	1,901.28	12,652.89	20,570.00	7,917.11	61.51	154.27
100-551401-121	LIBRARY BLDG OVERTIME	.00	39.06	.00	( 39.06)	.00	688,51
100-551401-130	LIBRARY BLDG FICA	619,35	3,750.97	5,675.00	1,924.03	66,10	702,27
100-551401-131	LIBRARY BLDG RETIREMENT	436.53	2,539.65	3,619.00	1,079.35	70,18	671.12
100-551401-132	LIBRARY BLDG HEALTH	1,026.06	13,713.85	16,938.00	3,224.15	80,96	4,047,32
100-551401-133	LIBRARY BLDG LIFE	4.67	43.47	54.00	10,53	80.50	9.79
100-551401-134	LIBRARY BLDG DENTAL	137,78	1,256,26	1,687.00	430.74	74.47	419,12
100-551401-210	LIBRARY BLDG SERVICES	258.00	5,288.02	21,200.00	15,911,98	24,94	15,694,06
100-551401-220	LIBRARY BLDG UTILITIES	3,224.36	13,605,61	45,000,00	31,394,39	30,23	8,082,98
100-551401-221	LIBRARY BLDG GAS HEAT	149,51	5,513.96	12,000.00	6,486,04	45.95	1,410,12
100-551401-341	LIBRARY BLDG EQUIPMENT	1,071.32	4,625,78	.00	( 4,625,78)	.00	.00
100-551401-350	LIBRARY BLDG REPAIRS/MAINT	1,713.24	12,579.34	23,000.00	10,420,66	54,69	68,96
100-551401-390	LIBRARY BLDG OTHER	.00	614.98	2,000.00	1,385.02	30,75	.00
	TOTAL LIBRARY BUILDING	17,009.17	112,302.13	205,364.00	93,061,87	54.68	41,505.84
	DEPOT						
100-551410-350	DEPOT REPAIRS/MAINT	.00	.00	600.00	600.00	.00	.00
	TOTAL DEPOT	.00	.00	600.00	600.00	.00	.00



# VILLAGE OF WAUNAKEE REVENUES WITH COMPARISON TO BUDGET FOR THE 8 MONTHS ENDING AUGUST 31, 2020

# LIBRARY SPECIAL REVENUE FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET AMOUNT		ARIANCE -	% OF BUDGET	PRIOR YEAR
	LIBRARY REVENUES							
220-46740011	PUBLIC CHARGES	4.95	2,890.15	18,000.00	(	15,109.85)	16.06	6,153.49
220-46740014	PHOTOCOPIES	93.99	859.37	1,700.00	(	840.63)	50.55	2,091.69
220-46740015	ROOM RENTAL	.00	1,047.16	.00		1,047.16	.00	685,12
	TOTAL LIBRARY REVENUES	98.94	4,796,68	19,700.00	(	14,903.32)	24.35	8,930,30
	MISCELLANEOUS REVENUE							
220-48140001	INTEREST INCOME	86.00	665.00	225.00		440.00	295,56	507.00
220-48540070	DONATIONS	5,000.00	5,020,00	.00		5,020.00	.00	1,085,36
	TOTAL MISCELLANEOUS REVENUE	5,086.00	5,685,00	225,00		5,460.00	2,526.67	1,592,36
	TOTAL FUND REVENUE	5,184.94	10,481.68	19,925.00	(	9,443.32)	52.61	10,522,66



# VILLAGE OF WAUNAKEE EXPENDITURES WITH COMPARISON TO BUDGET FOR THE 8 MONTHS ENDING AUGUST 31, 2020

# LIBRARY SPECIAL REVENUE FUND

		PERIOD ACTUAL	YTD ACTUAL	BUDGET AMOUNT		ARIANCE	% OF BUDGET	PRIOR YEAR
	LIBRARY							
220-551400-390	LIBRARY OTHER	527.61	737,26	500.00	(	237.26)	147,45	450.00
	TOTAL LIBRARY	527.61	737.26	500.00	(	237,26)	147.45	450.00
	TOTAL LEISURE ACTIVITIES	527.61	737.26	500.00	(	237.26)	147.45	450.00
	TRANSFERS OUT							
220-592400-900	TRANSFER OUT	.00	3,500.00	.00	(	3,500,00)	.00	.00
	TOTAL TRANSFERS OUT	.00	3,500.00	.00	(	3,500.00)	.00	.00
	TOTAL OTHER FINANCING USES	.00	3,500.00	.00	(	3,500.00)	.00	.00
	TOTAL FUND EXPENDITURES	527.61	4,237.26	500.00	(	3,737.26)	847.45	450.00
	NET REVENUES OVER EXPENDITURE	4,657.33	6,244.42	19,425.00			=	10,072.66

## VILLAGE OF WAUNAKEE BALANCE SHEET AUGUST 31, 2020

## LIBRARY SPECIAL REVENUE FUND

**ASSETS** 220-11110 COMMINGLED CASH 61,577.47 175.00 220-11801 CASH ON HAND 61,752.47 TOTAL ASSETS LIABILITIES AND EQUITY **FUND EQUITY** 1,070,50 220-34222 DESIGNATED - PIRANO 54,437,55 220-34300 FUND BALANCE 55,508.05 BEGINNING FUND BALANCE 6,244.42 REVENUE OVER EXPENDITURES - YTD 61,752.47 TOTAL FUND EQUITY 61,752.47 TOTAL LIABILITIES AND EQUITY



# 1030243: Waunakee Library Forever Fund

	7/1/2020 To 7/31/2020
Balance	11112020 10 1/01/2020
Beginning Balance	270,777.96
Contributions/Gifts	
Contributions*	0.00
*Contribution totals include net gift amounts for credit card gifts. Each credit card gift is assessed a merchant processing fee by the donor's credit card company of approximately 4%.	
Transfers In	0.00
	0.00
Portfolio Gains (Losses)	
Investment Results, Net Of Fees	8,001.79
	8,001.79
Grants/Distributions	
Grants/Distributions	(10,537.41)
Transfers Out	0.00
MCF Support	(225.65)
	(10,763.06)
Ending Balance	\$268,016.69
Cash Available for Grants as of 7/31/2020	\$0.00

# WAUNAKEE PUBLIC LIBRARY MONTHLY ACTIVITY REPORT

August

2020

			2020			2019	% Change	% Change	YTD
		August	Prev Month	Yr-to-date	August	Yr-to-date	Prev Month	Prev Year	% Change
							. res monen	Trev rear	70 Change
# of Days Library was op	en	26	26	166	26	192	0.0%	N/A	N/A
CIRCULATION							0.070	N/A	N/F
Physical circulation		16,335	12,134	106,063	36,215	170,467	34.6%	E 4 00/	27.00
Digital circulation		3,411	3,598	26,322				-54.9%	-37.8%
Library Total		19,746	15,732	132,385				13.5%	27.4%
Per Day library was o	pen	759	605	798			25.5%	-49.7%	-30.7%
Average of Deforest, Mo		17,395	15,830	126,123			25.5% 9.9%	-49.7% -45.3%	-19.9% -47.4%
By Category									
Books									
Juv	enile Fiction	2,403	1,909	13,580	4,926	20,568	25.00/	E4 20/	24.00
	enile Non-Fiction	950	734	6,926			25.9%	-51.2%	-34.0%
	y Readers	886	669	6,741	2,439	12,268	29.4%	-61.4%	-43.5%
	ture books	2,433	1,667	17,401	6,573	10,690	32.4%	-64.5%	-36.9%
	otal Juvenile	6,672	4,979	44,648	16,456	28,365	46.0%	-63.0%	-38.7%
	ing Adult	793	645	3,829	1,429	71,891	34.0%	-59.5%	-37.9%
	ult Fiction	2,698	2,170	14,568	3,672	5,307	22.9%	-44.5%	-27.9%
	ult non-Fiction	1,850	1,336			17,747	24.3%	-26.5%	-17.9%
	ge print	744	636	10,780	3,347	16,665	38.5%	-44.7%	-35.3%
	alt Paperbacks	80		3,804	794	4,287	17.0%	-6.3%	-11.3%
	otal Adult		74	864	263	1,661	8.1%	-69.6%	-48.0%
,	otal Addit	5,372	4,216	30,016	8,076	40,360	27.4%	-33.5%	-25.6%
Magazines		369	215	2,038	618	3,272	71.6%	-40.3%	-37.7%
Audio		828	563	5,517	2,012	10,582	47.1%	-58.8%	-47.9%
DVD and Blu	ı-ray	2,176	1,469	16,694	5,943	30,112	48.1%	-63.4%	-44.6%
Software an	d video games	33	9	145	33	213	266.7%	0.0%	-31.9%
Kits		44	12	2,865	1,387	7,470	266.7%	-96.8%	-61.6%
Electric Reso		0	0	0	0	0	N/A	N/A	N/A
E-reader, lap	otops, equipment	39	23	222	101	549	69.6%	-61.4%	-59.6%
E-books		3,411	3,598	26,322	3,006	20,661	-5.2%	13.5%	27.4%
% of tota	al circulation	17.3%	22.9%	19.9%	7.7%	10.8%	-24.5%	125.4%	
PROGRAMS					7.770	10.070	24.570	123.470	N/A
Children									
Number		10	14	153	11	255	-28.6%	0.10/	40.00/
Attendance		521	995	5,737	1,643	11,279	-47.6%	-9.1%	-40.0%
Young adult			333	3,737	1,043	11,279	-47.0%	-68.3%	-49.1%
Number		1	14	34	,	41	03.00/	FO 000	47 404
Attendance		4	79	822	35	41	-92.9%	-50.0%	-17.1%
Adult			,,	022	33	1,297	-94.9%	-88.6%	-36.6%
Number		4	6	32	8	73	22.20/	F0 00V	F.C. 204
Attendance		33	65	519	142	73 1,259	-33.3% -49.2%	-50.0% -76.8%	-56.2% -58.8%
NEW DATBONS ADDED									
NEW PATRONS ADDED		61	24	400	396	819	154.2%	-84.6%	-51.2%
UBLIC MEETING ROOM	BOOKINGS	1	2	49	12	12	-50.0%	-91.7%	308.3%
TUDY ROOM BOOKINGS		0	0	726	81	81	NA	-100.0%	796.3%
UBLIC PC SESSIONS		221	140	1,763	0	1,430	57.9%	N/A	23.3%
INIQUE WIRELESS USERS		747	591	7,680	2,992	26,763	26.4%	-75.0%	-71.3%
CURBSIDE TRANSACTIONS	5	84	73	1,796	0	0	15.1%	N/A	N/A
OF VISITORS TO LIBRAR	Y	6,100	4,944	74,293	35,422	123,358	23.4%	-82.8%	-39.8%

# Library Activity Report Erick Plumb September 2020

# **COVID-19 and Library Activity**

- We continue to inch closer to more "normal" services. On September 8, we opened our outdoor bookdrop for 24/7 access, which we hadn't done since March. The first week of unlimited drop-offs has gone well. We continue to quarantine returned items for four days before touching. SCLS Delivery is now providing 5-day-per-week service, so , hopefully, our patrons will see the items come to them a little bit more quickly. Finally, on September 11, we transferred the pre-checked-out holds from the bags in History Hall and Community Hall to the regular hold shelves near the checkout stations. Going forward, items on hold will not be bagged and will need to be checked out by patrons at the self-checkout stations, similar to pre-pandemic. Going back to handling hold items normally dramatically speeds up the process for staff and patrons alike; there had been a lag between when patrons were notified that they had an item available and when we had it placed in a bag and ready for pickup, and that led to some confusion as we have grown steadily busier.
- We are set to "soft-launch" increased browsing beyond the lobby beginning September 14. We had been set to launch with higher capacities allowed and much fanfare but the horrendous rise in cases countywide due to UW's launch of their academic year has caused us to tap the brakes a bit. Staff, justifiably, were quite concerned about greatly expanding access at a time when we are seeing unprecedented levels of new COVIC cases in Dane County. After much discussion with managerial staff, members of the Library Board, and at an all-staff meeting on September 11, we determined a course of action; we will allow up to 4 people to browse upstairs at a time for fifteen minutes. We will allow one individual or family group at a time to browse in the youth services area, again for the short 15 minute span. All furniture, toys, ipads, and other activity stations have been removed from both levels. As we wait to see how the health landscape settles or changes in coming days, we will begin to consider allowing more people at a time for possibly greater amounts of time. For now, we think these capacity numbers are sufficient, but we foresee growing busier throughout the fall. It became very apparent to me that staff needed us to start slowly and gain experience and comfort with expanded access before jumping in deeper. I was heartened to hear that, while they are concerned, staff are excited to give our community more access to the residents' library and are eager to make it work!
- The start of school on September 8 brought a noticeably greater number of people to the building, including many that asked for places to study or meet with friends/classmates. Staff and I are beginning to think through possible options that could accommodate socially-spaced studying this late-fall and winter. I believe it is important for us to somehow provide space as safely as we can, while still enforcing health guidelines. I have been interested to see how the Village Center has adapted to

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- provide some spaces for small groups already. I hope to present a proposal for the Board's consideration at the October or possibly November meetings.
- Finally, and happily as a complete change of topic, on September 2, we held a reverse-parade for children and families to celebrate the end of summer and the start of a new school year. In previous years, we held an end-of-summer carnival event, but COVID cancelled that. This year, kids and their families drove through the library lot and waved to staff and picked up prizes. 139 people attended which was fantastic to see.

# Youth Services Report by Brittany Gitzlaff

August was spent wrapping up several of our core services as we transition to fall and the start of a new school year. We finished our last week of the Summer Storytimes, aired our final Camp Starlight program, and ended our two month long Summer Reading Program. Our Grab Bags continue to be an appreciated service (59 for the month) and the Make & Take craft bags have been in high demand (265 for the month). One new service we premiered this month is Dial-a-Story. Patrons can call the library at any time and listen to a story over the phone. We will continue to explore and offer non-virtual options as we move into a new school year and work to support the schools, teachers, and students to the best of our abilities.

# **Adult Services Report by Courtney Cosgriff**

In August, I hosted my Ales and Tales book club. I distributed marketing materials for September's All Around Town program. I attended an anti-racism webinar that dealt with building diverse collections and running collection audits. I attended a webinar dealing with COVID and patron problems that may arise from it. I attended a Building Connections meeting where we discussed September's program. Amy and I met separately with our September presenter from the Midwest Center for Cultural Competence to discuss tech logistics and discussion format for the program. I held drawings for the Adult Summer Reading Program. I'm in the process of picking my 2021 books for Ales and Tales.





# LIBRARY BOARD SUMMARY SHEET

**MEETING DATE: 09/18/2020** 

ITEM: Approve Resolution Requesting Library Pages be included on Village of Waunakee's Employee Pay Scale

PRESENTER: Erick Plumb, Library Director

**ISSUE SUMMARY:** The Waunakee Public Library has four employees serving as Library Pages. These part time employees check in and re-shelve returned items, and also assist with retrieving items that are to be sent to other libraries. They are invaluable. They are not currently included in the Village of Waunakee's employee wage scale. As such, they have been started at minimum wage for years. For the work they do, and for the community we live in, minimum wage is inadequate and we have often lost Pages for higher paying work elsewhere. Recently, I noted that new staff at the McDonald's in Waunakee were hired at \$12/hr. I propose that beginning in 2021 the Library Pages be included in the wage scale, at H1, the lowest level grade. In 2020, the lowest grade paid \$11.78 per hour for dishwashers and kitchen assistants at the Village and Senior Center.

**BUDGET IMPACT:** The Pages work a total of 68 hour per two-week pay period, with individual hours ranging from 9 hours per period to 23 hours per period. All are paid \$7.25/hr. We do not know what the hourly rates for 2021 will be until the Village Board approves the 2021 budget this fall. In 2020, such a change would have added \$8,009 to our budget.

**STAFF RECOMMENDATION:** Staff recommends approval

**RECOMMENDED MOTION:** approve resolution requesting the Village of Waunakee include Library Page positions on Village pay scale at H1 grade beginning in January 2021.

FOR MORE INFORMATION CONTACT: Erick Plumb, Library Director 849-4208,

# Village of Waunakee Compensation Strategy Salary Wage Scale Adopted: 10/06/2014 Effective: Jan 1st, 2020 - 2.5% Market-Based Salary Adjustment

		N.	Minimum (95%) Step 1	97.50% Step 2 1% ↑	Target Rate (100%) Step 3 1% ↑	102.5% Step 4 1% ↑	105.0% Step 5 1% ↑	107.5% Step 6 1% \underset	110.0% Step 7 1% ↑	112.5% Step 8 1% ↑	115.0% Step 9 1% ↑	117.5% Step 10 1% ↑	Maximum Step	Maximum (120%) Step 11
Grade	Position		1 year	1 year	1 year	2 years	2 years	2 years	2 years	3 years	3 years	3 years	3 %	years
S17	Police Chief Director of Public Works / Village Engineer	s s	49.31 102,564.80	\$ 50.54 \$	\$ 51.79 \$ 107,723.20	\$ 53.10 \$ 110,448.00	\$ 53.62 \$ 111,529.60	\$ 54.43 \$ 113,214.40	\$ 57.17 \$ 118,913.60	\$ 58.62 \$ 121,929.60	\$ 60.08 \$ 124,966.40	\$ 61.58 \$ 128,086.40	\$ \$	63.12
\$16	Finance Director	s s	47.90 99,632.00	\$ 49.09	\$ 50.32 \$ 104,665.60	\$ 51.59	\$ 52.87 \$ 109,969.60	\$ 54.19	\$ 55.53 \$ 115,502.40	\$ 56.93 \$ 118,414.40	\$ 58.33 \$ 121,326.40	\$ 59.80 \$ 124,384.00	\$ \$	61.31
\$15	Vacant Grade	s s	46.48	\$ 47.64 \$	\$ 48.83 \$ 101,566.40	\$ 50.05	\$ 51.31 \$ 106,724.80	\$ 52.59	\$ 53.90	\$ 55.25 \$ 114,920.00	\$ 56.63	\$ 58.05	\$ 12	59.49 123,739.20
\$14	Community Services Director	s s	45.08 93,766.40	\$ 46.21 \$ 96,116.80	\$ 47.37 \$ 98,529.60	\$ 48.54 \$ 100,963.20	\$ 49.75 \$ 103,480.00	\$ 50.98 \$ 106,038.40	\$ 52.26	\$ 53.59	\$ 54.91 \$ 114,212.80	\$ 56.28 \$ 117,062.40	\$ 12	57.70 120,016.00
\$13	Vacant Grade	s s	43.67 90,833.60	\$ 44.76 \$	\$ 45.87 \$ 95,409.60	47.01 \$ 97,780.80	\$ 48.21 \$ 100,276.80	\$ 49.41 \$ 102,772.80	\$ 50.64	\$ 51.91 \$ 107,972.80	\$ 53.20 \$ 110,656.00	\$ 54.53 \$ 113,422.40	\$ 11	55.89 116,251.20
\$12	Police Lieutenant Deputy Administrator/Village Clerk	s s	42.26 87,900.80	\$ 43.31	\$ 44.39 \$ 92,331.20	45.50 \$ 94,640.00	\$ 46.64 \$ 97,011.20	\$ 47.80	\$ 48.98 \$ 101,878.40	\$ 50.24 \$ 104,499.20	\$ 51.48	\$ 52.77 \$ 109,761.60	\$ 11	54.08 112,486.40
\$11	Vacant Grade	s s	40.84	\$ 41.85	\$ 42.91 \$ 89,252.80	43.97 \$ 91,457.60	\$ 45.09 \$ 93,787.20	\$ 46.22 \$ 96,137.60	\$ 47.38 \$ 98,550.40	\$ 48.55	\$ 49.75	\$ 51.01	\$ 10	52.29 108,763.20
\$10	Vacant Grade	s s	39.43	\$ 40.42 \$ 84,073.60	\$ 41.43 \$ 86,174.40	3 \$ 42.46 0 \$ 88,316.80	\$ 43.52 \$ 90,521.60	\$ 44.61 \$ 92,788.80	\$ 45.73 \$ 95,118.40	\$ 46.87 \$ 97,489.60	\$ 48.04 \$ 99,923.20	\$ 49.24 \$ 102,419.20	\$ 10	50.48 104,998.40
68	Vacant Grade	s s	38.02	\$ 38.97 \$ 81,057.60	\$ 39.95	\$ 40.95 5 85,176.00	\$ 41.97 \$ 87,297.60	\$ 43.01	\$ 44.10	\$ 45.19	\$ 46.32 \$ 96,345.60	\$ 47.48	\$ 10	48.66
88	Library Director*	\$ \$	36.61 76,148.80	\$ 37.52 \$ 78,041.60	\$ 38.46 \$ 79,996.80	5 \$ 39.43 0 \$ 82,014.40	\$ 40.41	\$ 41.42 \$ 86,153.60	\$ 42.46 \$ 88,316.80	\$ 43.51	\$ 44.61 \$ 92,788.80	\$ 45.73 \$ 95,118.40	\$ \$	46.62 96,969.60
S7	Village Clerk Senior Services Director Construction Manager	s s	35.20	\$ 35.89 \$ 74,659.10	\$ 36.80 \$ 76,547.33	3 5 78,435.55	\$ 38.67	\$ 39.63 \$ 82,424.16	\$ 40.62	\$ 41.63 \$ 86,582.50	\$ 42.68	\$ 43.74 \$ 90,974.21	S S	44.85
98	Assistant Village Administrator / HR Manager	s s	33.79	\$ 34.63	\$ 35.50	36.38	\$ 37.29	\$ 38.24	\$ 39.19 \$ 81,515.20	\$ 40.16 \$ 83,532.80	\$ 41.16 \$ 85,612.80	\$ 42.20	8 8	43.26
SS	Vacant Grade	s s	32.37 67,329.60	\$ 33.19	\$ 34.02 \$	2 \$ 34.87 0 \$ 72,529.60	\$ 35.74 \$ 74,339.20	\$ 36.63	\$ 37.54	\$ 38.48	\$ 39.45 \$ 82,056.00	\$ 40.44 \$ 84,115.20	× ×	41.45
22	Recreation Supervisor	s s	30.98	\$ 31.74 \$ 66,019.20	\$ 32.53	3 \$ 33.34 0 \$ 69,347.20	\$ 34.17 \$ 71,073.60	\$ 35.03	\$ 35.91	\$ 36.82	\$ 37.72	\$ 38.66	8	39.65
83	Vacant Grade	s, s,	29.56 61,484.80	\$ 30.30	\$ 31.05	\$ 31.84 0 \$ 66,227.20	\$ 32.64 \$ 67,891.20	\$ 33.45	\$ 34.29	\$ 35.14 \$ 73,091.20	\$ 36.02	\$ 36.92	\$ \$	37.83
22	Vacant Grade	s, s,	28.15 58,552.00	\$ 28.85	\$ 29.57 \$ 61,505.60	7 \$ 30.31 5 63,044.80	\$ 31.06	\$ 31.85 \$ 66,248.00	\$ 32.65	\$ 33.46	\$ 34.30	\$ 35.16 \$ 73,132.80	\$ 2	36.03
S1	Youth Services Librarian Adult Services Librarian	s, s,	26.73 55,598.40	\$ 27.39 \$ 56,971.20	\$ 28.09	9 \$ 28.79 0 \$ 59,883.20	\$ 29.52 \$ 61,401.60	\$ 30.24 \$ 62,899.20	\$ 31.01	\$ 31.79 \$ 66,123.20	\$ 32.56 \$ 67,724.80	\$ 33.37	8 8	34.21

Village of Waunakee Zero Based Budget Summary 2021 Budget

		Library		Library Building	Total		Library Fund
Expenditures	\$	236,466	\$	103,198	\$ 339,664	\$	500
Revenues		212,683	_		 212,683		18,125
Net cost of service		23,783		103,198	126,981		(17,625)
Share of general revenues	_		_				
Tax Levy needs	\$	23,783	\$	103,198	\$ 126,981	\$	(17,625)
Expenditures							
2020 Budget		237,127		103,200	340,327		500
Increase		(661)		(2)	(663)		_
Tax levy							
2020 Budget		44,539		103,200	147,739		(19,425)
Increase		(20,756)		(2)	(20,758)		1,800

Reasons for changes

1. Library -

Village of Waunakee Zero Based Budgeting - Summary 2021 Budget

			2021		2020		
Library		y <u></u>	Budget	2000	Budget		Variance
Expenditures							
	Wages	\$	-	\$	=	\$	-
	Fringes		-		=		-
	Other	-	236,466	_	237,127	-	(661)
	Subtotal		236,466		237,127		(661)
Revenues							
<b>COUNTY LIBRARY AID</b>	100-43740020	\$	212,683	\$	192,588		
			_		-		
				-			
	Subtotal		212,683		192,588		
Net cost of service			23,783		44,539		
Share of general revenues					_		
Tax Levy needs		\$	23,783	\$	44,539		
			2021		2020		
Library Building			Budget		Budget		Variance
Expenditures				8			
	Wages	\$	-	\$	-	\$	
	Fringes		-		-		e-
	Other		103,198		103,200		(2)
	Subtotal	\$	103,198		103,200		(2)
Revenues							
		\$	-	\$	-		
	C la 4 a 4 a 1	4		\$	_		
	Subtotal	\$	-	Ą			
Net cost of service	Subtotal	۶	103,198	Ą	103,200		
Net cost of service Share of general revenues	Suptotal		103,198	, 	103,200		
	Subtotal	\$ \$	103,198	\$	103,200		

<u>Library Fund</u>			2021 Budget	2020 Budget
Expenditures				
	Wages	\$	-	\$ 
	Fringes		-	-
	Other		500	500
	Subtotal	\$	500	\$ 500
Revenues				
PUBLIC CHARGES	220-46740011	\$	12,000	\$ 18,000
VENDING		\$	1,200	
ROOM RENTALS			3,000	1.50
PHOTOCOPIES	220-46740014		1,700	1,700
INTEREST INCOME	220-48140001		225	225
		a <del></del>	-	16
	Subtotal	\$	18,125	\$ 19,925
Net cost of service			(17,625)	(19,425)
Share of general revenues				-
Tax Levy needs		\$	(17,625)	\$ (19,425)

																														•		895			10,254
																									Description	Programming design & printing	Imekeeping rees (24 employees x 12 months)			2,864	Building fire alarm monitoring/maintenance	325	Increase due to additional tech in new building		45,453
Difference	1	895	10.254		,	ī		(375)	(2.1)	(5,000)	(000'0)		(1.000)	(2006)	•	382	(200)	(2.000)	(200(-)	(2,656)	(000/2)	•	•		Amount	\$ 2,000 8				\$ 2,864	\$ 1,220	2 1,220	\$ 55,707		\$ 55,707
2020	2,864	325	45,453	000'6	4.691	4,500	1,600	3,180	4,200	19,000	7.500	,	41.000	20,250	8,745	14,707	5,500	12,500	8.500	21.912	1 '	1,700	237,127	(If necessary)	Unit Price	300 8	3.00					7 F II	0,		051
2021	2,864	1,220	55,707	000'6	4.691	4,500	1,600	2,805	4,200	14,000	7,500	. '	40,000	20,250	8,745	15,089	2,000	10,500	8,500	19,256		1,700	237,127	(If nec	Quantity	288	7007						System		
																									ltem Vendor	1 Graphic Design 2 PAYPATH		0 4	5		1 Per Mar 2		1 South Central Library System	2	
Account Name	LIBRARY OUTSIDE SERVICES	LIBRARY SECURITY SYSTEMS	LIBRARY AUTOMATION LEVY	LIBRARY COMMUNICATIONS	LIBRARY LEASED ITEMS	LIBRARY MAINTENANCE CONTRACTS	LIBRARY POSTAGE	LIBRARY PUBS/SUBS/DUES	LIBRARY TRAVEL/TRAINING	LIBRARY PROGRAMS	LIBRARY EQUIPMENT	LIBRARY REPAIRS/MAINT	LIBRARY ADULT BOOKS	LIBRARY JUVENILE BOOKS	LIBRARY SERIAL SUBSCRIPTIONS	LIBRARY COMPUTER SOFTWARE	LIBRARY KIT SUPPLIES	LIBRARY AUDIO MATERIALS	LIBRARY VIDEOS	LIBRARY SUPPLIES	LIBRARY PERSONNEL	LIBRARY PUBLIC RELATIONS			Account Name	LIBRARY OUTSIDE SERVICES					LIBRARY SECURITY SYSTEMS		LIBRARY AUTOMATION LEVY		
Account Number	100-551400-210	100-551400-217	100-551400-219	100-551400-225	100-551400-290	100-551400-292	100-551400-311	100-551400-320	100-551400-330	100-551400-340	100-551400-341	100-551400-350	100-551400-380	100-551400-381	100-551400-383	100-551400-384	100-551400-385	100-551400-386	100-551400-387	100-551400-390	100-551400-391	100-551400-392			Account Number	100-551400-210					100-551400-217		100-551400-219		

100-551400-225	LIBRARY COMMUNICATIONS	1 TDS Telecom 12	750.00 \$ 9,000	1
			000'6 \$	00
100-551400-290	LIBRARY LEASED ITEMS	1 GFC Leasing 12 2 Gordon Flesch 12 3	319.00 3,828 Copier lease 96.00 1,152 Meter click	11
			\$ 4,980	91 289
100-551400-292	LIBRARY MAINTENANCE CONTRACTS	1 South Central Library System	. \$ 4,500 Bibliotheca (Self check Maint.)	1
		7	\$ 4,500 4,500	00
100-551400-311	LIBRARY POSTAGE	1 Post office	\$ 1,600	1
			\$ 1,600	- 00
100-551400-320	LIBRARY PUBS/SUBS/DUES	2 200 200 200 200 200 200 200 200 200 2		
		2 WLA Membership-Plumb 3 WLA Membership-Gitzlaff	575	1 1
		4 WLA Membership Board	300	1
			225	
			225	
		/ WLA Membership - Staff	300	
		/ waunakee-westport Lions 8 Waunakee Rotary	80	
		9 WLA Membership - Clauss	225	Ē
		10	\$ 2,805	(375)
100-551400-330	LIBRARY TRAVEL/TRAINING	1 Amer. Library Association (Conference Registration)	ration) \$ -	
		2 Plumb SLIS CE		Î
		3 Mileage	200	1 1
		4 VVI Library Association Reg. (b)	1,500	1
		6 Misc. system workshops	1,200	1
		7 Meals WLA	200	I
		∞		
			\$ 4,200	0
100-551400-340	LIBRARY PROGRAMS	1 Youth Programs	- 1	ĺ
		4	4,000 Tewer funds due to COVID	ΙΙ

19,000 (5,000)		7,500	41,000 (1,000)	03000	- 20,250	8,745 (750)	14,707	C C C C
\$ 14,000	\$ 5,000 Patron technical equipment 2,500 Staff technical equipment	\$ 7,500 \$ 32,000 4,000 Physical & Kindle copies 4,000	\$ 40,000	\$ 19,000 1,250		325 950 150 \$ 7,995	\$ 3,400  2,400 Online database subscriptions  6,914 Overdrive (e-books)  2,375 Hot Spot subscriptions  \$ 15,089	5,000
2	1 South Central Library System 2 Amazon 3	1 Baker & Taylor 2 Amazon 3 Lucky Day Collection		1 Baker & Taylor 2 Lucky Day Collection 5	Rivistas Magazine Subscription Service     Book Pages	3 Wall Street Journal 4 New York Times 5 Hometown News 6	1 South Central Library System 2 WI Library Services 3 SCLS digital resources line 4 Verizon	1 Amazon 5
	LIBRARY EQUIPMENT	LIBRARY ADULT BOOKS		LIBRARY JUVENILE BOOKS	LIBRARY SERIAL SUBSCRIPTIONS		LIBRARY COMPUTER SOFTWARE	LIBRARY KIT SUPPLIES
	100-551400-341	100-551400-380		100-551400-381	100-551400-383		100-551400-384	100-551400-385

(2,000)		(2,656)	- (200)
12,500	8,500	21,912	1,700
10,500	1,000 1,000 6,500 \$ 8,500	1,000 Program support 7,844 7,844 7,500 500 Food for programs/events 1,000 Requested by Emily Harkins 3.25 1,000 7,25 87 \$ 19,256	\$ \$
Recorded Books     Books on Tape     Rindaway World     Midwest Tapes     Elistening Library 6	Baker & Taylor Entertainment     Midwest Tapes     3 Amazon     4	1 Costco 2 Demco 3 Office Depot 4 Piggly Wiggly 5 Tuition Reimbursement 6 Azuradisc 7 Upstart 8 Uline 9 Flexplan 10	1 2 3 4 1 Printing & Design 2
LIBRARY AUDIO MATERIALS	LIBRARY DVDs	LIBRARY SUPPLIES	LIBRARY PERSONNEL
100-551400-386	100-551400-387	100-551400-390	100-551400-391



237,127

\$ 236,466

Village of Waunakee Zero Based Budgeting - Line items 2021 Budget

2021         2020         Difference           30,698         21,200         9,498           36,000         45,000         (9,000)           12,000         12,000         -           21,000         23,000         (2,000)           3,500         2,000         1,500           103,198         103,200         (2)	Cessary)  Unit Price As 350.00 \$  250.00 \$	12 3,000.00 \$ 36,000 45,000 (9,000) 12 1,000.00 \$ 12,000 12,000 12,000
	1 Capital Coffee 2 Otis elevator 3 Vendor-TBD 4 Masters 5 Butters Fetting 6 Ahern 7 Jefferson Fire 8 Vendor-TBD	1 MG&E
Account Name LIBRARY BLDG SERVICES LIBRARY BLDG UTILITIES LIBRARY BLDG GAS HEAT LIBRARY BLDG EQUIPMENT LIBRARY BLDG REPAIRS/MAINT LIBRARY BLDG OTHER TOTAL	LIBRARY BLDG SERVICES	LIBRARY BLDG GAS HEAT
Account Number 100-551401-210 100-551401-221 100-551401-341 100-551401-350 100-551401-390	Account Number 100-551401-210	100-551401-221

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				(2,000)			1,500	(2)	
	ip purchases			23,000			2,000	103,200	
\$ 15,000	2,000 1-time equip purchases	4,000		\$ 21,000	\$ 3,500 Other		\$ 3,500	\$ 103,198	
1 Janitorial supplies	2 Maintenance supplies	3 Service calls	4		1 Various vendors	2			
LIBRARY BLDG REPAIRS/MAINT					LIBRARY BLDG OTHER			TOTAL	IOIAL
100-551401-350					100-551401-390				