LORAIN PUBLIC LIBRARY SYSTEM  
Lorain, Ohio

Minutes

Lorain Public Library System  
Thursday, March 17, 2016  
5:00 p.m. South Branch, 2121 Homewood Dr., Lorain, OH  
Regular Business Meeting

Mr. Kovach called the meeting to order at 5:17 p.m.

Roll Call

Present: Dr. Badillo, Mr. Kovach, Ms. Novak, Mr. Virden

Regular Business

No board member indicated a conflict of interest with today’s agenda.

#2016-027 Approval of Minutes

Dr. Badillo moved, Ms. Novak seconded that the minutes of the February 18, 2016, meeting be approved.

Roll Call: yeas, unanimous

#2016-028 Approval of Fiscal Officer’s Report

Mr. Virden moved, Ms. Novak seconded that the Fiscal Officer’s Report for the month ending February 29, 2016, be approved.

Mr. Wilson reported to the Board that the month end cash balance as of February 29, 2016, was $8,723,332. Of the February month end cash balance, $7,040,444 was in Operating/Governmental Funds, of which $5,835,189 was unencumbered. Revenues for the month totaled $790,405 which represented 7.7% of estimated revenue without transfers and/or advances. Year-to-Date Expenses were $1,295,704 which represented 14.6% of the estimated annual expenses without transfers. Year-to-Date Expenses plus encumbrances totaled $2,543,565 or about 28.6% of the estimated annual expenses for 2016. The unencumbered cash balance as of February 29, 2016, was $7,475,471.
Report of the Fiscal Officer (continued):

Correspondence & Public Record’s Request

James Leonard sent a correspondence requesting to address the board this evening.

Agenda

There were four resolutions added to today’s agenda:

2016-038 Approve 2% Increase to the Salary Ranges in the Wage, Leave & Benefit Policy for Non-Bargaining Unit Staff

2016-039 Resolution of Appreciation – Lorain Levy Committee

2016-040 Resolution of Appreciation – Avon Levy Committee

2016-041 Resolution of Appreciation – Domonkas Levy Committee

Other

Assistant Fiscal Officer, Sheila Lanning will be attending a training workshop on Fraud Protection and Detection in April. Administrative Clerk/Central Supply Debbie Leyva will be attending a training workshop on inventory control and cycling counting in the near future. Mr. Wilson will be attending the Ohio Public Finance Officers Training in June. This is the third year, achieving certification requirements under the American Public Treasurer’s certification program. This certification is maintained with an annual two-day per year update instead of the full week long training.

Roll Call: yeas, unanimous

Report of the Director

Ms. Eldridge welcomed everyone to the South Branch and thanked Dr. Badillo for her interest in attending the New Trustee Workshop.

The Ohio Library Council has offered an invitation to their Trustee Dinner on April 26, 2016, in Independence. Ms. Eldridge will forward information to board members for those who are interested.
Report of the Director continued:

Board/Personnel

New board member orientation with Dr. Badillo has been completed. Ms. Eldridge conveyed her appreciation of Ms. Whitney and Mr. Wilson for their assistance.

Ms. Eldridge conveyed her deepest sympathy for Mr. Cromer, former Library Director, as his mother recently passed away.

Ms. Eldridge has submitted her letter of retirement for September 30, 2016.


Ms. Eldridge attended the Lorain Mayor State of the City on March 16, 2016.

Ms. Eldridge will attend the State of Lorain City Schools meeting on March 22, 2016.

Professional Relations

There was plenty of press coverage this month.

Donations

Community Foundation Krieg-Winterton Family Fund donated $1,529.

Assistant Directors Report

Ms. Whitney thanked Mr. Kovach for the cake that was provided this evening.

Ms. Whitney stated that out of the thirteen library levies on ballots throughout Ohio, seven of them passed with over 70% approval rating. This statistic is encouraging and shows people still support their local libraries. Ms. Whitney expressed her appreciation for the hard work of staff on the levies.

There are ten employees going to the Public Library Association (PLA) Conference April 5-9, 2016.

New Staff Orientation is scheduled for April 28, 2016.

The new software has been installed for the Laptop Labs at the Columbia Branch. The teens have already started using this area frequently to power up their digital devices.
Committee Reports

Finance, Audit and Properties Committee

None

Library Services and Personnel Committee

The updates for the Circulation Policies were reviewed. The selection and recruitment process for a candidate for the director’s position was discussed.

Fraud Hotline

None

Communications

Mr. Leonard read a thank you letter on behalf of SEIU District 1199 demonstrating their gratitude for Ms. Eldridge’s diligent work on the passing of the three levies. The letter conveyed appreciation of every committee member, volunteer and union member that helped as well. Above all else, SEIU District 1199 wanted to thank the backing of voters for getting the levies passed.

Audience Participation

Supervisors

Ms. Grizzell welcomed everyone to the South Branch. Ms. Grizzell shared how touched she was by the community’s support of the levy and how they communicated that support to her in the weeks preceding the victory. Ms. Grizzell stated the celebration was a success, the meeting room was full. The patrons who attended expressed to her how appreciative they were to be able to attend the celebration as it made them feel more a part of the victory. Ms. Grizzell informed there is a local author who is coming to the South Branch to do a free signing. Ms. Grizzell thanked the board for the opportunity to attend the PLA Conference in April.

Friends of the Library

Avon Friends just had their book sale and they netted $318.40. Their annual adult art show is going on currently.

Columbia Friends book sale will be held the week of April 4th.
Audience Participation continued (*Friends of the Library)*:

Domonkas Friends March Madness book sale starts March 18, 2016. The new storage room really helps with organizing these book sales. Thanks to Ms. Whitney and Pam Coghlan for advocating creation of the room.

Lorain Friends next meeting is in April. The annual Mini Golf program is coming up in April.

North Ridgeville Friends next meeting is April 4, 2016.

The Friends Exchange will be a brunch this year on April 22, 2016, from 10 am – 1 p.m. at the Domonkas Branch. Ms. Eldridge will forward all information to board members.

*Foundation*

The last meeting was a couple of weeks ago. They are still collecting donations for the Summer Reading Program. Gloria Buxton is a new member and will be helping Ms. Eldridge with the Summer Reading Beach Party this year.

*Other*

Ms. Hayes advised the “Guys Read” program offered at General Johnnie Wilson Middle School and Washington Elementary School has been a real success. Channel 5 has shown interest in doing a story on the success of the program. The librarians are excited about the interest and improvement of the children in the program.

*New Business*

**#2016-029 Approval of Personnel Appointments**

Ms. Novak moved, Mr. Virden seconded to approve the following personnel appointments:

- Bronwyn Burk, Library Aide, Public Services at the South Branch Library, part-time, effective February 29, 2016, at an hourly rate of $8.100 per hour, grade UA, step 2.
- Nancy Tomek, Library Associate I- Temporary, Public Services system-wide, part-time, effective March 14, 2016, at an hourly rate of $15.768 per hour, for a period of up to six months terminable at any time, subject to the needs of the Library.

**Roll Call:** yeas, unanimous
New Business Continued:

#2016-030 Acceptance of Donations/Grants

Ms. Novak moved, Mr. Virden seconded to accept donations/grants as follows:

Community Foundation – Krieg-Winterton for Lorain Library $ 1,529.00

Roll Call: yeas, unanimous

#2016-031 Approval to Attend Ohio Public Finance Officers Training Institute

Mr. Virden moved, Ms. Novak seconded to approve five days of release time and expenses for James Wilson, CFO to attend the Ohio Association of Public Treasurers Ohio Public Finance Officers Training Institute June 13th through June 17th, at a cost not to exceed One Thousand, Four Hundred and Twenty-Six Dollars ($1,426.00).

Registration: $485 (if paid by May 15, 2016)
Hotel Room: $705 ($141/room/night)
Meals: $175 ($35 per day in-state allowance)
Mileage: $ 61

TOTAL ESTIMATED COST: $1,426

Roll Call: yeas, unanimous

#2016-032 Renew Contract with Wadsworth Solutions

Ms. Novak moved, Mr. Virden seconded to authorize the Chief Fiscal Officer to enter into a contract with Wadsworth Solutions to provide system-wide HVAC, quarterly maintenance service, for an amount not to exceed Twenty-Four Thousand, One Hundred and Fifteen Dollars and Fifty Cents ($24,115.50), an increase of 6% from 2015.

Roll Call: yeas, unanimous

#2016-033 Renew Contract with 3M for Library Security Equipment Maintenance

Ms. Novak moved, Mr. Virden seconded to authorize the Chief Fiscal Officer to renew the contract with 3M Company to provide annual equipment maintenance for the Library's materials security control systems in an amount not to exceed Twenty-Nine Thousand, Sixty Dollars ($29,060), a 5% increase from 2015.

Roll Call: yeas, unanimous
New Business Continued:

#2016-034 Renew Contract with Reliable Lawn Service to Provide Lawn Service for the Avon and North Ridgeville Branches

Ms. Novak moved, Mr. Virden seconded to authorize the Chief Fiscal Officer to enter into a contract with Reliable Lawn Service to provide annual landscaping services in the amount of Nineteen Thousand, Three Hundred and Fifty-Two Dollars, $19,352, an increase of 2.5% from 2015.

Roll Call: yeas, unanimous

#2016-035 Revisions to Circulation Policies

Ms. Novak moved, Dr. Badillo seconded to approve the following changes to the Circulation Policies:

<table>
<thead>
<tr>
<th>CIRCULATION POLICIES (2013-3-24 2016-03-17 REV)</th>
</tr>
</thead>
</table>

LIBRARY CARD ELIGIBILITY REQUIREMENTS

1. All Ohio residents are eligible for a free Lorain Public Library System card.
2. Lorain Public Library System offers four types of library cards:
   A. Standard card – applied for in person at a library service location
   B. Browser card – for children twelve and under which provides access to three juvenile print materials and all eMedia
   C. Teen card – for children thirteen to seventeen which provides access to three print materials and all eMedia
   D. eCard – provides access to all eMedia but not print or audiovisual materials

3. Cards are issued for one year and must be renewed every year with the exception of eCards.
4. Library cards are not renewed for borrowers who have outstanding fines, fees, or unreturned overdue items.
5. The following rules apply in order to have a standard library card issued:
   A. Children up through 8th grade must have the signature of a parent or a guardian on the registration form. Parents must be present to provide identification and verification of address.
   B. Adults, and children who do not need a parent’s signature, must provide photo identification and current, permanent address. (A post office box is not an acceptable form of identification). A birth date is required.
   C. Children 9th grade and above, who do not have photo identification must have a signature of parent or guardian on the registration form. Parents must be present to provide identification and verification of address.
   D. Children under the age of 18 may not be issued a standard card if their custodial parent or guardian has a blocked account or an account that has been sent to collection for outstanding fines and/or bills owed to the library. These children would be eligible for a Browser or Teen card as an alternative to a standard card.
New Business Continued (2016-035):

6. The following rules apply to have a Browser or Teen card issued:
   A. A completed application including name, address, telephone number and birth date. A parent’s signature or photo identification is not required.

7. The following rules apply to have an eCard issued:
   A. The requester must not already have a standard CLEVNET borrower’s card.
   B. The requester must live, work, own property or attend school in Ohio.
   C. The requester must submit a completed online application including name, address, telephone number, birthday and valid email address.

8. A person must be 18 years of age to borrow audiovisual equipment or art prints.

9. An active LPLS, GAC or CLEVNET card with the borrower's current name will be honored at any LPLS agency.

10. A registered borrower must present an active LPLS, GAC or CLEVNET card in order to charge out items.

11. A patron is responsible for all items checked out using his/her borrower’s card. A patron must report the loss or theft of his/her library card immediately.

GENERAL INFORMATION

Fees:
Patrons will be assessed fees for all lost or damaged materials.
The fee for replacement of a lost card will be $1.00.
If a lost item is returned within six (6) months of payment, a refund will be given less a $5.00 processing fee (receipt required).

Debt Collections: A delinquent account may be sent to a collection agency. If your delinquent account is sent to a collection agency you will also be charged an additional fee.

Magazines:
Some current issues may not be borrowed. Practices vary throughout the system.
Check with Circulation staff for details.

Microfilm and/or Photocopy Research Fees:
The Library charges a fee of $2.50 per obituary or other microfilm/book information lookup request that is to be copied and mailed/emailed to the requester. An additional fee of $10.00 is charged if the requester expressed an urgent need to have the information provided within 48 hours of the Library’s receipt of the information request.

Video Cassettes/DVDs:
Upon presentation of a valid library card a borrower may take out ten (10) video titles or DVD titles per valid adult library card.
New Business Continued (2016-035):

Video Games:
Upon presentation of a valid library card, a borrower may take out two (2) video game titles per valid library card. No reserves may be placed on video games and items may not be renewed.

Framed Art Prints:
Borrowers may have no more than two framed art prints checked out at one time. Borrowers must be 18 years or older.

Interlibrary Special Loans Fees:
Any charge levied by the lending library or agency shall be paid by the borrower.

Ohio Obituary Index:
It costs $2.50 per name to order an obituary and is limited to ten names per transaction with fees payable in advance. $1.00 per page will be assessed per page for photocopies from the LPLS collection.

Reserves Placing Holds:
The Library accepts reserves and inter-library loan requests for any materials except those designated “no hold,” or reference.

Renewals:
Items, except for DVDs, videos, and video games, may have five (5) renewals provided there are no reserves holds requests waiting. Except for new DVDs and “no hold”, all DVDs and videos may have two (2) renewals, provided that there are no reserves holds waiting for the item. Video games may not be renewed.

Framed art prints may have two (2) renewals.

Bookmobile Outreach items, except for DVDs and videos, may have two (2) renewals provided there are not any reserves holds requests waiting.

Patrons may renew items by telephone, Internet and in person without bringing the items into the library, provided that the borrower’s account is not delinquent, the items to be renewed are not overdue, there are no outstanding requests on the items, and providing that the Circulation System is not down.

Golden Buckeye Cards:
Borrowers with Golden Buckeye cards will not be charged fines on overdue print materials and compact discs. However, card holders will be charged fines on overdue DVDs and videos, damage to equipment, and the value of damaged or lost items.

Suspension of Borrowing Privileges:
Borrowing privileges may will be suspended for card holders whose when fines and/or fees exceed $10.00.
New Business Continued (2016-035):

**LOAN PERIODS, FINES, FEES & MISCELLANEOUS INFORMATION**

<table>
<thead>
<tr>
<th>Type of Material</th>
<th>Loan Period</th>
<th>Fines</th>
</tr>
</thead>
<tbody>
<tr>
<td>Books**</td>
<td>21 Days</td>
<td>10 Cents per day, per item</td>
</tr>
<tr>
<td>Magazines**</td>
<td>7 Days</td>
<td>10 Cents per day, per item</td>
</tr>
<tr>
<td>Pamphlets**</td>
<td>21 Days</td>
<td>1 Cent per day, per item</td>
</tr>
<tr>
<td>Pictures</td>
<td>21 Days</td>
<td>1 Cent per day, per item</td>
</tr>
<tr>
<td>Audio Books (any format)</td>
<td>21 Days</td>
<td>10 Cents per day, per item</td>
</tr>
<tr>
<td>New DVDs</td>
<td>7 Days</td>
<td>$1.00 per day, per item</td>
</tr>
<tr>
<td>DVDs and Videos</td>
<td>7 Days</td>
<td>10 Cents per day, per item</td>
</tr>
<tr>
<td>Video Games</td>
<td>7 Days</td>
<td>$1.00 per day, per item</td>
</tr>
<tr>
<td>Multi-media kits</td>
<td>7 21 Days</td>
<td>10 Cents per day, per item</td>
</tr>
<tr>
<td>Compact Discs</td>
<td>21 Days</td>
<td>10 Cents per day, per item</td>
</tr>
<tr>
<td>Slides; Slide/Cassette</td>
<td>21 Days</td>
<td>10 Cents per day, per set</td>
</tr>
<tr>
<td>CD-ROM Discs</td>
<td>21 Days</td>
<td>10 Cents per day, per set</td>
</tr>
<tr>
<td>Framed Art Print (Limit Two)</td>
<td>21 Days</td>
<td>25 Cents per day, per item</td>
</tr>
</tbody>
</table>
New Business Continued (2016-035):

**OUTREACH SERVICES: LOAN PERIODS, FINES, FEES & MISCELLANEOUS INFORMATION**

<table>
<thead>
<tr>
<th>Type of Service</th>
<th>Materials</th>
<th>Loan Period</th>
<th>Fines</th>
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</thead>
<tbody>
<tr>
<td>Books by Mail</td>
<td>Books</td>
<td>35 Days</td>
<td>No Charge</td>
</tr>
<tr>
<td></td>
<td>Magazines</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Audio Books</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Compact Discs</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>CD-ROMs</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Videos (VHS &amp; DVD)</td>
<td></td>
<td></td>
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<tr>
<td><strong>Bookmobile Outreach</strong></td>
<td>Books</td>
<td>14 Days</td>
<td>No Charge</td>
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<tr>
<td></td>
<td>Magazines</td>
<td>14 Days</td>
<td></td>
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<tr>
<td></td>
<td>Audio Books</td>
<td>14 Days</td>
<td></td>
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<tr>
<td></td>
<td>Compact Discs</td>
<td>14 Days</td>
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<tr>
<td></td>
<td>CD-ROMs</td>
<td>14 Days</td>
<td></td>
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<tr>
<td></td>
<td>Videos (VHS &amp; DVD)</td>
<td>7 Days</td>
<td></td>
</tr>
</tbody>
</table>

*Sundays are not considered in computing fines for overdue materials. Maximum overdue fine is $3.00 per item.*

**Fines do not accumulate on children’s books, and or magazines, and pamphlets. However, a billing notice is sent for items which are more than 42 days overdue. Items not returned at that point are then considered lost in circulation and the borrower will be billed for the cost of the item. This may result in the borrower’s account becoming delinquent.**

**Roll Call:** yeas, unanimous
#2016-036 Approval to Engage Bricker & Eckler for Legal Services

Ms. Novak moved, Mr. Virden seconded to authorize the Fiscal Officer to engage the law firm of Bricker & Eckler to serve as legal counsel for the design-professional-selection process and construction services associated with Main Library HVAC upgrades for an amount not to exceed Twenty Thousand Dollars ($20,000.00).

Roll Call: yeas, unanimous

#2016-037 Approval to Advertise/Sponsor 21st Annual Hispanic Leadership Conference

Ms. Novak moved, Mr. Virden seconded to approve a Five Hundred Dollar ($500) level advertisement/sponsorship expenditure with The Coalition for Hispanic/Latino Issues and Progress (CHIP) in support of the April 22nd & 23rd 21st Annual Hispanic Leadership Conference.

Roll Call: yeas, unanimous

#2016-038 Approve 2% Increase to the Salary Ranges in the Wage, Leave & Benefit Policy for Non-Bargaining Unit Staff

Ms. Novak moved, Mr. Virden seconded to approve a two percent (2%) increase to the pay ranges for the non-bargaining unit salary scales in the Wage, Leave & Benefit Policy for Non-Bargaining Unit Staff.

Roll Call: yeas, unanimous

#2016-039 Resolution of Appreciation – Lorain Levy Committee

Ms. Novak moved, Mr. Virden seconded the following Resolution of Appreciation:

WHEREAS, the Lorain Public Library System benefits from the work and commitment of many community volunteers; and

WHEREAS, the success of the Lorain Library Levy was dependent on the dedication and hard work of the Citizens Committee for the Lorain Library Levy; and

WHEREAS, the leadership of Levy Chairperson Phil Dore and Treasurer Anthony Campana, and the tireless efforts of the levy committee resulted in an overwhelming victory for Lorain Libraries; and

WHEREAS, the Citizens Committee for the Lorain Library Levy has contributed a considerable amount of personal and professional time to the library;
New Business Continued (#2016-039):

THEREFORE, BE IT RESOLVED, that the Lorain Public Library System Board of Trustees does publicly acknowledge Levy Chairperson Phil Dore, Treasurer Anthony Campana, Citizens Committee for the Lorain Library Levy members Christina Wade, Frank Sipkovsky, Pat Morrisson, Rev. Jimmy Madsen, Friends of the Lorain Public Library, Inc., District 1199 S.E.I.U. and many other levy volunteers who helped behind the scenes, and extends its appreciation on behalf of the Board and Staff.

Roll Call: yeas, unanimous

#2016-040 Resolution of Appreciation – Avon Levy Committee

Mr. Virden moved, Ms. Novak seconded the following Resolution of Appreciation:

WHEREAS, the Lorain Public Library System benefits from the work and commitment of many community volunteers; and

WHEREAS, the success of the Avon Branch Library Levy was dependent on the dedication and hard work of the Avon Library Levy Committee; and

WHEREAS, the leadership of Levy Chairperson Kristin Lieb and Treasurer Judy Muzzy, and the tireless efforts of the levy committee resulted in an overwhelming victory for the Avon Branch Library; and

WHEREAS, the Avon Library Levy Committee has contributed a considerable amount of personal and professional time to the library;

THEREFORE, BE IT RESOLVED, that the Lorain Public Library System Board of Trustees does publicly acknowledge Levy Chairperson Kristin Lieb, Treasurer Judy Muzzy, Avon Library Levy Committee members Doug and Kathy Petersen, Heather Giannetti, Ruth Ann Sroka, Friends of the Avon Library, District 1199 S.E.I.U. and many other levy volunteers who helped behind the scenes, and extends its appreciation on behalf of the Board and Staff.

Roll Call: yeas, unanimous

#2016-041 Resolution of Appreciation – Domonkas Levy Committee

Ms. Novak moved, Mr. Virden seconded the following Resolution of Appreciation:

WHEREAS, the Lorain Public Library System benefits from the work and commitment of many community volunteers; and

WHEREAS, the success of the Domonkas Branch Library Levy was dependent on the dedication and hard work of the Domonkas Library Levy Committee; and
New Business Continued (2016-041):

WHEREAS, the leadership of Levy Chairperson Lou Suarez, Co-chairperson Marydale Rogan and Treasurer Wiegand Wishner, and the tireless efforts of the levy committee resulted in an overwhelming victory for the Domonkas Branch Library; and

WHEREAS, the Domonkas Library Levy Committee has contributed a considerable amount of personal and professional time to the library;

THEREFORE, BE IT RESOLVED, that the Lorain Public Library System Board of Trustees does publicly acknowledge Levy Chairperson Lou Suarez, Co-chairperson Marydale Rogan, Treasurer Wiegand Wishner, Domonkas Library Levy Committee members Robert and Susan Hatch, Debra Jackson, Friends of the Domonkas Library, District 1199 S.E.I.U. and many other levy volunteers who helped behind the scenes, and extends its appreciation on behalf of the Board and Staff.

Roll Call: yeas, unanimous

#2016-042 Approval to Enter into Executive Session to Discuss Personnel Matters.

Mr. Virden moved, Ms. Novak seconded at 5:52 p.m. to approve adjourning to Executive Session to discuss Director’s retirement and non-bargaining unit salaries.

Roll Call: yeas, unanimous

Reconvened: 6:36 p.m.
2016-043 Approval of 2016 Salaries for Non-Bargaining Unit Staff

Ms. Novak moved, Dr. Badillo seconded to approve salary adjustments for non-bargaining unit staff, effective April 10, 2016.

<table>
<thead>
<tr>
<th>Last Name</th>
<th>First Name</th>
<th>Title</th>
<th>Current Rate</th>
<th>New Rate</th>
<th>New Annualized</th>
<th>% Increase</th>
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</thead>
<tbody>
<tr>
<td>Adamcek</td>
<td>Mary</td>
<td>ADM AIDE</td>
<td>$8,458</td>
<td>$8,628</td>
<td>$8,973.12</td>
<td>2.00%</td>
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<tr>
<td>Anderson</td>
<td>Megan</td>
<td>LIB SUP</td>
<td>22.773</td>
<td>23.229</td>
<td>45,900.50</td>
<td>2.00%</td>
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<tr>
<td>Betting</td>
<td>Elaine</td>
<td>LIB SUP</td>
<td>26.822</td>
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<td>Pamela</td>
<td>LIB SUP</td>
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<td>Comm Ser. Mgr</td>
<td>Vacant</td>
<td>LIB SUP</td>
<td>22.014</td>
<td>22.014</td>
<td>43,499.66</td>
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<tr>
<td>Elliott</td>
<td>Kiesha</td>
<td>ADM CLK</td>
<td>13.840</td>
<td>14.117</td>
<td>22,022.52</td>
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<tr>
<td>Girt</td>
<td>Dale</td>
<td>FAC MGR</td>
<td>30.262</td>
<td>30.868</td>
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<td>Grizzell</td>
<td>Cheryl</td>
<td>LIB SUP</td>
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<td>23.021</td>
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<td>Hayes</td>
<td>Meagan</td>
<td>MARKMGR</td>
<td>26.584</td>
<td>27.116</td>
<td>53,581.22</td>
<td>2.00%</td>
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<td>Kelly</td>
<td>Donna</td>
<td>LIB SUP</td>
<td>24.014</td>
<td>24.495</td>
<td>48,402.12</td>
<td>2.00%</td>
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<td>ASST FO</td>
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<td>20.880</td>
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<td>2.00%</td>
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<tr>
<td>Paganelli</td>
<td>Cheryl</td>
<td>LIB SUP</td>
<td>22.773</td>
<td>23.229</td>
<td>45,900.50</td>
<td>2.00%</td>
</tr>
<tr>
<td>Patterson</td>
<td>Jennie</td>
<td>OFF MGR</td>
<td>20.804</td>
<td>21.221</td>
<td>41,932.70</td>
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<td>Carol</td>
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<td>Leah</td>
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<td>Robert</td>
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<td>Kathleen</td>
<td>GRAPHICS</td>
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<td>20.746</td>
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<tr>
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<td>LaQuanda</td>
<td>CLERK</td>
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<td>11.220</td>
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2016 TOTAL $972,520.22 1.91%

Roll Call: yeas, unanimous

Other Agenda Items
Board of Trustees
March 17, 2016

Next Meeting

Board Meeting
Domonkas Branch Library in Sheffield Lake
April 21, 2016, at 5 p.m.

Library Services and Personnel Committee
South Branch in Lorain
April 14, 2016, at 5 p.m.

Adjournment

Time: 6:37 p.m.

Attest:

[Signatures]

President
Secretary