Virtual Meeting conducted via Zoom

ATTENDEES

Karen Ellison – President Michelle Shirk – Vice President Corey Campbell Dave Decker Marie Gilliland Scott Siefker

ABSENT

Gregg Fuhlenbrock - Secretary

ALSO IN ATTENDANCE

Fonda Owens – Director Mark Phillips - Legal Counsel Cindy Lane -Treasurer

CALL TO ORDER

President Ellison called the meeting to order at 6:40 PM.

PUBLIC FORUM

President Ellison called for questions or comments from the public. There were none.

Scott Siefker moved and Corey Campbell seconded to amend the meeting agenda as presented and to add an additional item 5 (C) 1 – Specifications to Electrical Service.

President Ellison called for the vote by roll call.

Karen Ellison Aye
Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Scott Siefker Aye
Michelle Shirk Aye

Motion carried.

CONSENT AGENDA

President Ellison called for a motion to approve the consent agenda as follows:

Minutes of the November 19, 2020 Board of Trustees Meeting

Memorandum of Minutes December 17, 2020

Manager Reports

Financial Report

Approval and Payment of Claims ---per APV Batch December 17, 2020

Marie Gilliland moved and Scott Siefker seconded to approve the consent agenda as presented.

President Ellison called for the vote by roll call.

Karen Ellison Aye
Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Scott Siefker Aye
Michelle Shirk Aye

Motion carried.

REPORTS

Director

Director Owens reported that the construction project for the Exchange building is progressing. Window framing and installation of the glass has begun. New framing for the Indiana Avenue entrance is started and conduit and piping are being installed.

In other updates, Ms. Owens reported that a lot of bills were paid in December for yearend preparation and getting everything in good order going into 2021.

Ms. Owens provided an update on statistics regarding COVID related issues. Thus far, 33 staff have been interviewed for possible COVID related exposures. 8 staff have tested positive. Ms. Owens attended a zoom meeting of the County COVID task force and it was reported at the meeting that the first citizens in La Porte will be vaccinated with the COVID vaccine on December 18th.

Legal Counsel

Mark Phillips reported that he continued with work on the easement issue and getting any appropriate paperwork in place for the Exchange building project.

UNFINISHED BUSINESS

805 Harrison - Request from PEP

Ms. Owens reported that on December 15th she attended a committee meeting of the Historic Preservation Commission. She learned that the properties owned by the Library at 805 Harrison St. and 912 Indiana Avenue, as well as on the 1000 block of Maple Avenue are in the National Historical District but not the local district. As such, the only requirement for demolition is to file for the permit with the City's Engineering and Building Services Department, which has been done. Once the permits are acquired there is a 60 day waiting period before demolition can take place. The committee voted to shorten the waiting period for the Library from 60 days to 30 days, because they were already aware of the Library's intent to demolish the structures at 805 Harrison and 912 Indiana Avenue. Ann Shaffer has worked with Ms. Owens to file for the permits and will publish the required legal ads within the next week.

Feasibility Study

Ms. Owens reported that a final draft of the study was included in the board packet for the Board's review in preparation for discussion at the January Board of Trustees meeting and how the study will relate to planning in 2021.

Exchange Building Progress Specification to Electrical Service

Ms. Owens included this agenda item for discussion on the ongoing challenges with the electrical service to the Exchange Building. She introduced Zach Benedict with MKM Architects who would address any questions from the board.

Scott Siefker expressed concern over the plans to increase the amp service from 800 to 1200 amp. In his opinion even 800 amp service seems overkill for the electrical needs of the building. He asked Mr. Benedict to provide an analysis on the breakdown of amps required for the building.

Additionally, Mr. Benedict would follow up with NIPSCO for clarification on the location of the transformer and if there is a possibility of mounting it on a pole if the amps were reduced to 600 amps. Attorney Mark Phillips asked Mr. Benedict what time table he expected for talking with NIPSCO and Mr. Benedict explained that he would have a report the week of December 21st.

Scott Siefker moved and Dave Decker seconded to table the request for additional expenditures related to the electrical service at the Exchange Building.

President Ellison called for the vote by roll call.

Karen Ellison Aye
Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Scott Siefker Aye
Michelle Shirk Aye

Motion carried.

Bid for Old Mobile Library

Ms. Owens opened up the only bid received for the sale of the Mobile Library. The bid received was from John Smith in the amount of \$1,500.

Dave Decker moved and Corey Campbell seconded to accept the bid as presented.

President Ellison called for the vote by roll call.

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Karen Ellison	Aye
Corey Campbell	Aye
Dave Decker	Aye
Marie Gilliland	Aye
Scott Siefker	Aye
Michelle Shirk	Aye
Motion carried.	

NEW BUSINESS

Resolution for 2020 Wages/Salaries/Classifications/Benefits

Scott Siefker moved and Marie Gilliland seconded to approve the resolution for 2020 Wages/Salaries/Classifications/Benefits as follows:

La Porte County Public Library Salary Resolution 2021

WHEREAS, all compensation and benefits paid to officials and employees must be included in an annual resolution adopted by the La Porte County Public Library Board of Trustees per IC 36-12-2-24 (a) & (b). The following are presented for the year 2021.

Section I: 2021 Wage/Salary Ranges and Positions and Classifications

The La Porte County Public Library Board of Trustees, hereby reaffirms the salaries and pay schedule for employees of the Library as adopted at the November 19th, 2020 meeting. The schedule is effective with the first full pay in January of 2021. The Library shall consist of the following positions, except as otherwise authorized. Employees herein may receive compensation as set forth or within the respective ranges of amounts set herein. Wage and salary ranges do not specify starting wages or salary. The starting wage or salary is dependent on qualifications.

Proposed Wage Ranges for 2021						
Job Classification	Salaried	Exempt	Hourly	Nonexempt	Wage/Sa	alary Range
Director	Х	Х			\$80,000	\$105,000
Manager	Х	Х			\$51,000	\$75,000
Professional II	Х	Х			\$39,520	\$54,080
Professional I			Х	Х	\$17.00	\$24.00
Paraprofessional			Х	Х	\$11.85	\$17.00
Specialist II			Х	Х	\$10.85	\$16.00
Specialist I			Х	Х	\$9.85	\$15.00

LA PORTE COUNTY PUBLIC LIBRARY BOARD OF TRUSTEES MEETING

MINUTES December 17, 2020 Virtual Meeting conducted via Zoom

Internships		Х	Х	\$9.85	\$15.00
Maintenance II		Х	Х	\$11.85	\$16.25
Janitorial		Χ	Х	\$9.85	\$15.25

Section II: Leave Benefits - 2021

9 Paid Holidays payable as outlined in Employee Handbook Paid Time Off – schedule as of January 1, 2021, and paid out as outlined in Employee Handbook

	Number of Hours Scheduled Per Week				
Years of Service thru Dec.31	Less than 20	20 to 29 hrs	30 to 39 hrs	40 hrs	Professional Employees
	0	Pro-rated	Pro-rated	Pro-rated	Pro-rated
1 through 4 years	0	60	90	120	170
5 through 9 years	0	80	120	160	210
10+ years	0	100	150	200	250

Section III: H S A contribution - 2021

Employees who have coverage under the Library's group health insurance and completed a wellness check in 2020 will receive a \$1,000 contribution to a health savings account established by the employee as per the payout determined by the Library.

Presented to the La Porte County Public Library Board of Trustees, read in full, and adopted this 17th day of December, 2020 by the following aye and nay vote.

President Ellison asked for the vote by roll call.

Vote taken by roll call:

Motion carried.

Karen Ellison Aye
Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Michelle Shirk Aye
Scott Siefker Aye

Resolution of Encumbrances

Marie Gilliland moved and Dave Decker seconded to approve resolutions of Encumbrances for Operating, LIRF, and Rainy Day Funds as follows:

LA PORTE COUNTY PUBLIC LIBRARY RESOLUTION TO ENCUMBER OPERATING FUND

WHEREAS, it has been determined that it is now necessary to encumber appropriations from the Operating Fund for contracts and purchase orders for items and for services, to further the projects of La Porte County Public Library, which have not yet been delivered during 2020.

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of La Porte County Public Library, La Porte County, Indiana, that the following appropriations hereby be encumbered from the 2020 budget for Operating Fund and ordered set apart out of that fund herein named and for the purposes herein specified, subject to the laws governing the same –

PO #	<u>Amount</u>	<u>Vendor</u>	
1870	\$9.29	INGRAM	
1910	\$11.39	BAKER & TAYLOR	#L432468
1911	\$11.15	INGRAM	
1923	\$12.21	BAKER & TAYLOR	#L432468
1926	\$6.19	INGRAM	
1951	\$14.43	BAKER & TAYLOR	#L432468
1953	\$11.77	INGRAM	
1956	\$42.03	INGRAM	
1957	\$11.15	INGRAM	
1972	\$9.57	BAKER & TAYLOR	#L432468
1985	\$4.29	INGRAM	
1987	\$13.63	INGRAM	
1992	\$16.09	BAKER & TAYLOR	#L432468
1993	\$17.99	BAKER & TAYLOR	#L432468
1995	\$15.92	MIDWEST TAPE	
1996	\$477.60	MIDWEST TAPE	
1997	\$48.00	MIDWEST TAPE	
2000	\$25.53	INGRAM	
2002	\$123.92	INGRAM	
2003	\$50.37	INGRAM	
2008	\$14.44	BAKER & TAYLOR	#L432468
2010	\$15.00	MIDWEST TAPE	
2011	\$16.98	MIDWEST TAPE	
2013	\$132.18	INGRAM	
2023	\$128.19	BAKER & TAYLOR	#L432468
2024	\$42.24	BAKER & TAYLOR	#L432468
2025	\$6.19	INGRAM	
2027	\$176.58	INGRAM	
2028	\$68.58	INGRAM	
2029	\$32.11	INGRAM	
2043	\$59.56	BAKER & TAYLOR	#L432468
2044	\$20.95	BAKER & TAYLOR	#L432468
2046	\$12.39	INGRAM	

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2047	\$143.58	INGRAM	
2048	\$125.29	INGRAM	
2049	\$43.09	INGRAM	//L 400 400
2055	\$13.32	BAKER & TAYLOR	#L432468
2056	\$8.19	BAKER & TAYLOR	#L432468
2057	\$39.99	MIDWEST TAPE	
2058	\$26.93	MIDWEST TAPE	//L 400 400
2069	\$14.43	BAKER & TAYLOR	#L432468
2070	\$37.08	BAKER & TAYLOR	#L432468
2075	\$50.39	INGRAM	
2076	\$68.35	INGRAM	#1.400.400
2083	\$61.05	BAKER & TAYLOR	#L432468
2084	\$65.12	BAKER & TAYLOR	#L432468
2085	\$225.30	MIDWEST TAPE	
2087	\$55.99	MIDWEST TAPE	
2091	\$218.56	BAKER & TAYLOR	#L432468
2092	\$280.59	BAKER & TAYLOR	#L432468
2093	\$349.39	INGRAM	
2094	\$65.35	INGRAM	
2095	\$292.72	INGRAM	
2096	\$542.52	INGRAM	
2097	\$219.10	INGRAM	
2104	\$48.16	BAKER & TAYLOR	#L432468
2105	\$40.51	BAKER & TAYLOR	#L432468
2106	\$60.95	MIDWEST TAPE	
2107	\$13.24	MIDWEST TAPE	
2108	\$138.94	MIDWEST TAPE	
2113	\$19.16	BAKER & TAYLOR	#L432468
2114	\$10.77	BAKER & TAYLOR	#L432468
2115	\$29.49	INGRAM	
2116	\$27.24	INGRAM	
2118	\$65.59	INGRAM	
2119	\$169.30	INGRAM	
2126	\$117.94	MIDWEST TAPE	
2128	\$96.29	MIDWEST TAPE	
2130	\$9.99	OVERDRIVE	
2131	\$184.33	BAKER & TAYLOR	#L432468
2132	\$223.54	BAKER & TAYLOR	#L432468
2134	\$37.38	INGRAM	
2135	\$63.58	INGRAM	
2137	\$30.69	INGRAM	
2140	\$467.95	KABELIN ACE HOME CENTER	
2149	\$44.99	MIDWEST TAPE	
2150	\$260.08	MIDWEST TAPE	
2152	\$64.73	BAKER & TAYLOR	#L432468
2153	\$38.85	BAKER & TAYLOR	#L432468
2158	\$5,000.00	PATRON POINT, INC	
2160	\$5.04	WT COX	
2168	\$8.07	INGRAM	
2171	\$268.64	INGRAM	

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2172	\$413.01	INGRAM	
2173	\$61.70	INGRAM	
2184	\$527.56	BAKER & TAYLOR	#L432468
2185	\$231.65	BAKER & TAYLOR	#L432468
2186	\$18.00	BAKER & TAYLOR	#L432468
2188	\$162.70	MIDWEST TAPE	# 2 TO 2 TO 0
2189	\$324.82	MIDWEST TAPE	
2190	\$56.71	MIDWEST TAPE	
2195	\$450.00	JK3 LAWNCARE INC	
2197	\$2,112.00	LONGARDNER MECHANICAL	
2199	\$190.01	BAKER & TAYLOR	#L432468
2200	\$168.33	INGRAM	#E 102 100
2202	\$140.48	INGRAM	
2203	\$42.51	INGRAM	
2215	\$347.55	BAKER & TAYLOR	#L432468
2216	\$247.12	BAKER & TAYLOR	#L432468
2217	\$848.38	MIDWEST TAPE	#L402400
2218	\$162.92	MIDWEST TAPE	
2219	\$38.67	MIDWEST TAPE	
2220	\$23.98	OVERDRIVE	
2224	\$986.31	BAKER & TAYLOR	#L432468
2225	\$346.11	BAKER & TAYLOR	#L432468
2226	\$132.02	INGRAM	#L432400
2227	\$27.49	INGRAM	
2228	\$1,136.07	INGRAM	
2229	\$352.52	INGRAM	
2230	\$655.55	INGRAM	
2231	\$19.94	INGRAM	
2233	\$240.00	BIBLIOTHECA, LLC	
2240	\$6,465.49	OFFICE INTERIORS	
2244	\$11.99	OVERDRIVE	
2251	\$25.00	FREEMAN MANUFACTUING & S	
2252	\$263.82	DEMCO	SOLLEL COM
2253	\$2,500.00	JR INTERIORS, INC	
2255	\$753.71	TEAM 150, INC.	
2261	\$95.57	TEPE SANITARY SUPPLY, INC.	
2265	\$2,500.00	JON-DON	
2272	\$2,300.00 \$779.47	BAKER & TAYLOR	#L432468
2272	\$1,038.61	BAKER & TAYLOR	#L432468
2273	\$151.18	BAKER & TAYLOR	#L432468
2274	\$6,376.50	THE FLYING LOCKSMITHS OF	
2277	\$375.82	BAKER & TAYLOR	#L432468
2278	\$663.28	BAKER & TAYLOR	#L432468
2279	\$766.06	INGRAM	#L432400
2280	\$556.70	INGRAM	
2281	\$777.72	INGRAM	
2282	\$278.30	INGRAM	
2283	\$397.95	INGRAM	
2285	\$4,959.16	MIDWEST TAPE	
2286	\$927.54	MIDWEST TAPE	
2200	φ υ Ζ1.υ4	MIDWESTIAPE	

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2287	\$1,006.51	MIDWEST TAPE
2288	\$322.22	MIDWEST TAPE
2289	\$74.47	OVERDRIVE
2295	\$900.69	OVERDRIVE
2296	\$1,500.00	MARBACH & BRADY LAND SURVEYING, INC.
2297	\$595,182.00	LARSON DANIELSON CONSTRUCTION CO., INC.
	\$652,263.55	Total

Presented to the La Porte County Public Library Board of Trustees, read in full, and adopted this 17th day of December, 2020, by the following aye and nay vote.

LA PORTE COUNTY PUBLIC LIBRARY RESOLUTION TO ENCUMBER LIBRARY RESERVE FUND

WHEREAS, it has been determined that it is now necessary to encumber appropriations from the Library Reserve Fund for contracts and purchase orders for items and for services, to further the projects of La Porte County Public Library, which have not yet been delivered during 2020.

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of La Porte County Public Library, La Porte County, Indiana, that the following appropriations hereby be encumbered from the 2020 budget for Library Reserve Fund and ordered set apart out of that fund herein named and for the purposes herein specified, subject to the laws governing the same –

Purchase Order #	<u>Vendor</u>	Amount Encumbered
PO#2144	PAVEY EXCAVATING CO., INC.	\$47,800.00
PO#2162	PAVEY EXCAVATING CO., INC.	\$10,215.00
PO#2233	BIBLIOTHECA, LLC	\$15,990.00
PO#2297	LARSON DANIELSON CONSTRUCTION INC	\$21,000.00

Total \$95,005.00

Presented to the La Porte County Public Library Board of Trustees, read in full, and adopted this 17th day of December, 2020, by the following aye and nay vote.

LA PORTE COUNTY PUBLIC LIBRARY RESOLUTION TO ENCUMBER RAINY DAY FUND

WHEREAS, it has been determined that it is now necessary to encumber appropriations from the Rainy Day Fund for contracts and purchase orders for items and for services, to further the projects of La Porte County Public Library, which have not yet been delivered during 2020.

La i one county i abilo Library, willou have not yet been delivered during 2020.

NOW THEREFORE, BE IT RESOLVED by the Board of Trustees of La Porte County Public Library, La Porte County, Indiana, that the following appropriations hereby be encumbered from the 2020 budget for Rainy Day Fund and ordered set apart

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out of that fund herein named and for the purposes herein specified, subject to the laws governing the same –

Purchase Order #	<u>Vendor</u>	Amount Encumbered
PO#1713	MKM ARCHITECTURE+DESIGN, INC.	\$ 566.03
PO#1778	MKM ARCHITECTURE+DESIGN, INC.	\$ 1,068.79
PO#1991	MKM ARCHITECTURE+DESIGN, INC.	\$ 9,000.00
PO#2147	ROBERT TYLISZ APPLICANCE	\$ 8,093.00
PO#2240	OFFICE INTERIORS	\$ 67,162.54
PO#2241	VISTA AV INTEGRATION	\$ 20,304.00
PO#2242	VISTA AV INTEGRATION	\$ 8,794.40
PO#2264	NEW AGE TELECOM	\$ 20,859.29
PO#2297	LARSON DANIELSON CONSTRUCITON INC	\$375,248.00

Total \$511,096.05

Presented to the La Porte County Public Library Board of Trustees, read in full, and adopted this 17th day of December, 2020, by the following aye and nay vote.

President Ellison asked for the vote by roll call.

Vote taken by roll call:

Karen Ellison Aye
Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Michelle Shirk Aye
Scott Siefker Aye

Motion carried.

Resolutions of Fund Transfers

Dave Decker moved and Scott Siefker seconded to approve the resolutions of Fund Transfers for Library Operating and Rainy Day as follows:

BOARD OF TRUSTEES LA PORTE COUNTY PUBLIC LIBRARY

Whereas, it has been shown that certain existing appropriations in the Operating Fund now have unobligated balances which will not be needed for the purposes for which appropriated, and others have deficit balances, it is therefore resolved that the following existing appropriation surpluses and deficits be transferred as follows:

Transfer

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Fig. C. C. L. C. Little and M. C.	T. Oller C. C. H. H	ć F.000
From Salary – Internships	To Other Capital Improvements	\$ 5,000
From Salary – Maintenance	To Other Capital Improvements	\$ 35,000
From FICA	To Other Capital Improvements	\$ 24,000
From INPRS	To Other Capital Improvements	\$ 45,000
From Health Insurance	To Other Capital Improvements	\$ 55,000
From Ins - Liability	To Other Capital Improvements	\$ 4,000
From Ins – Vehicles	To Other Capital Improvements	\$ 8,000
From Ins – Workers Comp	To Other Capital Improvements	\$ 4,000
From Other Svcs – Snow Removal	To Other Capital Improvements	\$ 24,000
From Other Svcs – Software ILS	To Other Capital Improvements	\$ 30,000
From Other Svcs – Bldg – Cleaning	To Other Capital Improvements	\$ 10,000
From Other Svcs – Trash Pick up	To Other Capital Improvements	\$ 4,000
From Data Lines	To Other Capital Improvements	\$ 25,000
From Gas – Main	To Other Capital Improvements	\$ 10,000
From Gas – CS	To Other Capital Improvements	\$ 6,000
From Gas – FL	To Other Capital Improvements	\$ 3,000
From Gas – HA	To Other Capital Improvements	\$ 4,000
From Gas – RP	To Other Capital Improvements	\$ 5,000
From Gas – Exchange	To Other Capital Improvements	\$ 4,000
From Electric – Main	To Other Capital Improvements	\$ 17,000
From Electric – CS	To Other Capital Improvements	\$ 4,000
From Electric – RP	To Other Capital Improvements	\$ 5,000
From Electric – Exchange	To Other Capital Improvements	\$ 6,000
From Cell Phones	To Other Capital Improvements	\$ 5,000

Presented to the La Porte County Public Library Board of Trustees, read in full, and adopted this 17th day of December, 2020, by the following aye and nay vote.

LIBRARY APPROPRIATION RESOLUTION BOARD OF TRUSTEES LA PORTE COUNTY PUBLIC LIBRARY

Whereas, it has been shown that certain existing appropriations in the Rainy Day Fund now have unobligated balances which will not be needed for the purposes for which appropriated, and others have deficit balances, it is therefore resolved that the following existing appropriation surpluses and deficits be transferred as follows:

Transfer

From Prof Svcs – Eng/Archt To Construction/Renovations \$71,000

Presented to the La Porte County Public Library Board of Trustees, read in full, and adopted this 17th day of December, 2020, by the following aye and nay vote.

President Ellison asked for the vote by roll call.

Vote taken by roll call:

Karen Ellison Aye

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Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Michelle Shirk Aye
Scott Siefker Aye

Motion carried.

Recommendation Regarding Emergency Paid Sick Leave 2021

With the expiration of the Families First Coronavirus Response Act and to assist employees affected by the COVID-19 outbreak with job-protected leave and emergency paid sick leave, Ms. Owens recommended to extend the benefit into 2021 and until such time there is further action by Congress or other factors that affect this benefit. The extension of the benefit by the Library will support those employees who may be impacted by COVID-19 and need time away from work.

Dave Decker moved and Corey Campbell seconded to approve the recommendation as presented:

President Ellison asked for the vote by roll call.

Vote taken by roll call:

Karen Ellison Aye
Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Michelle Shirk Aye
Scott Siefker Aye

Motion carried.

Library Legal Counsel

Scott Siefker moved and Marie Gilliland seconded to retain the legal services of Newby, Lewis, Kaminski & Jones.

President Ellison asked for the vote by roll call.

Vote taken by roll call:

Karen Ellison Aye
Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Scott Siefker Aye

Michelle Shirk Abstained

Motion carried.

Meeting Dates for 2021

Dave Decker moved and Scott Siefker seconded to approve the meeting dates for the Library Board of Trustees monthly meetings for 2021 as follows:

January 21, 2021

February 18, 2021

March 18, 2021

April 15, 2021

May 20, 2021

June 17, 2021

July 15, 2021

August 19, 2021

September 16, 2021

October 21, 2021

November 18, 2021

December 16, 2021

President Ellison asked for the vote by roll call.

Vote taken by roll call:

Karen Ellison Aye
Corey Campbell Aye
Dave Decker Aye
Marie Gilliland Aye
Michelle Shirk Aye
Scott Siefker Aye

Motion carried.

QUESTIONS OR COMMENTS FROM THE PUBLIC

President Ellison called for questions or comments from the public. There were none.

QUESTIONS OR COMMENTS FROM THE BOARD

President Ellison called for questions or comments from the Board. Holiday wishes were expressed by all board members.

ADJOURNMENT

Scott Siefker moved and Marie Gilliland seconded to adjourn the meeting.

President Ellison asked for the vote by roll call.

Vote taken by roll call:

Karen Ellison Aye Corey Campbell Aye

Dave Decker Aye
Michelle Shirk Aye
Marie Gilliland Aye
Scott Siefker Aye

Motion carried.

President Ellison adjourned the meeting at 7:35pm.