

## REDFORD TOWNSHIP DISTRICT LIBRARY BOARD OF TRUSTEES MEETING

November 18, 2024

The regular meeting of the Redford Township District Library Board of Trustees was held on Monday, November 18, 2024 in the Board Room.

The meeting was called to order by Fred Inman, President, at 4:29 p.m.

Members present:

Jann Dagg  
Ed Horeczy  
Fred Inman  
Betsy McRae  
Felicia Thomas

Members absent: Betsy Lepak, Sue Pevovar

Also present: Garrett Hungerford, Director  
Michael Gazzarari, Business and Facilities Manager

### **AGENDA**

A motion was made by Dagg to approve the Agenda, seconded by McRae. The motion passed.

Ayes: Dagg, Inman, McRae, Horeczy, Thomas

Nays: None

### **MINUTES**

A motion was made by McRae to approve the Minutes of the regular meeting on October 21, 2024, seconded by Dagg. The motion passed.

Ayes: Dagg, Inman, McRae, Horeczy, Thomas

Nays: None

### **CITIZEN'S COMMENTS**

None

### **WARRANTS**

A motion was made by Dagg to approve the warrant requests as presented in the board packet, seconded by Thomas. The motion passed.

Ayes: Dagg, Inman, McRae, Horeczy, Thomas

Nays: None

### **FINANCIAL REPORT**

Hungerford submitted the Financial Report to the Board.

### **BUDGET TO ACTUAL REPORT**

Betsy McRae presented the Budget-to-Actual report to the Board.

### **DIRECTOR'S REPORT**

Library usage continues to grow steadily, with sustained increases across all areas. A particularly notable achievement is the 20%+ rise in new borrowers compared to the same period last year.

Currently the Youth area is a screen-free environment. A survey is being developed to gather community input and guide future decisions about technology in the space.

The library has experienced an increase of teens after school, leading to occasional disruptions to other patrons. We are exploring ways to create a welcoming environment while accommodating the growing number of teens. A recent visit to Novi who experiences a large influx of teens after school provided us with some possible solutions for our library.

Continuing to work with ElementOne, department heads are refining job descriptions across all staffing levels. We expect this project to be completed by April 2025

Preparations for the next strategic plan, scheduled for 2025 are underway.

Annual reviews are being conducted throughout November and will guide wage increase recommendations for the upcoming fiscal year. We recently bid farewell to Derwin after 11 years on our security team. Larry will be increasing his hours to provide continued coverage.

Approximately 41% of the fiscal year remains. Budget amendments will be provided at the beginning of 2025. On November 18<sup>th</sup> the TLN Director will meet with the Library of Michigan to discuss the settlement proposal regarding penal fine discrepancies. Libraries who were underpaid, including ours, are expected to receive payments.

## **COMMITTEE REPORTS**

None

## **OLD BUSINESS**

None

## **NEW BUSINESS**

### **MERS PENSION PAYMENT**

A motion was made by McRae to make an additional payment of \$220,000 to MERS to fully fund the employee retirement plan, seconded by Thomas. The motion passed.

Ayes: Dagg, Inman, McRae, Horeczy, Thomas

Nays: None

### **STATE OF MICHIGAN PUBLIC ACT 152 OF 2011**

A motion was made by Dagg to continue to opt out of the 20% employee contribution requirement, seconded by McRae. The motion passed.

Ayes: Dagg, Inman, McRae, Horeczy, Thomas

Nays: None

### **ANNUAL DIRECTOR REVIEW**

No action necessary

## **ADJOURNMENT**

A motion was made by McRae to adjourn, seconded by Horeczy. The motion passed.

Ayes: Dagg, Inman, McRae, Horeczy, Thomas

Nays: None

The meeting was adjourned at 4:58 p.m.