

*The Mission of LARL  
is to link people and communities  
to resources and experiences  
for learning and enrichment.*

**LARL BOARD OF TRUSTEES  
EXECUTIVE COMMITTEE MEETING  
MINUTES**

**A meeting of the Lake Agassiz Regional Library Executive Committee was held on Thursday, December 20<sup>th</sup>, 2012 at the Moorhead Branch. President Perry called the meeting to order at 5:30 p.m.**

**Executive Committee Members Present:** Bunes, Bursik, Hooper, Ingersoll, Lindgren, Perry (Chair).

**Executive Committee Members Absent:** Vinz.

**Others Present:** Fredette, Sprynczynatyk, Liz Lynch

**PUBLIC INPUT.**

None

**APPROVAL OF AGENDA**

*(Lindgren/Ingersoll) Move to approve the agenda of the December 20<sup>th</sup>, 2012 Executive Committee Meeting. MCU.*

**MINUTES OF THE OCTOBER 18<sup>TH</sup>, 2012 EXECUTIVE COMMITTEE MEETING.**

*(Bursik/Bunes) Move to approve the October 18<sup>th</sup>, 2012 Executive Committee Meeting Minutes as presented. MCU.*

**FINANCIAL REPORT**

Sprynczynatyk discussed that through November we are 91.67% of the way through the year and have spent 85.71% of the budget. Although Salaries – Substitutes is at 108.8% of budget, the total Personnel budget is at 86% of budget. Staff Training and Development is at 100% of budget, but funds were also designated for Training and some of those funds have been spent. Mileage – Staff is at 108.64% of budget due to the additional staff training. Regional Board Meetings/Mileage is at 114.54% due to union negotiations going long and Director Search Committee meetings. Attorney fees are high due to Union Negotiations going long and a grievance that almost went to arbitration. Recruitment is at 123% of budget due to internal hiring in Moorhead which has caused multiple positions to be advertised in the Fargo Forum  
(over)

## **Minutes of the December 20<sup>th</sup>, 2012 Executive Committee Meeting – Page 2**

which is significantly more expensive than other papers in the LARL region. Van expenses are at 118% of budget due to several routine maintenance items that came up in 2012 that shouldn't come up again for quite some time. Several Materials lines are over 100%. Materials spending overall is at 100.18% of budget but we don't anticipate much more in spending in that category the rest of the year.

Sprynczynatyk discussed that letters were sent to all Signatories in early December asking how much they will be budgeting for LARL in 2013. As of the December 20<sup>th</sup>, five Signatories responded and all will meet LARL's 2013 budget request. The Signatories that have responded are Becker County, Detroit Lakes, Clay County, Wilkin County, and Breckenridge. A deadline of December 31<sup>st</sup> was put in the letters, so not all Signatories have responded yet.

Sprynczynatyk also discussed an issue brought up by a few employees regarding health insurance. LARL pays over \$5,000 per year per participant in the health insurance plan. One employee asked, since they don't participate in the plan, could they be paid an additional \$5,000? Another employee asked if LARL would reimburse employees for health insurance costs if they didn't participate in LARL's plan but got cheaper coverage on their own? Sprynczynatyk discussed the items with a Blue Cross Blue Shield representative and was told that Blue Cross strongly discourages "Cash In Lieu" arrangements. Paying employees not to enroll in a company's health insurance plan, encourages healthy employees to leave the plan or go without insurance. Thus the plan is eventually left with only the unhealthiest individuals and rates tend to increase dramatically. The representative also suggested that no health plans make any major changes at this time, as Healthcare Reform is currently going on and no one knows how things will turn out. The Committee discussed the issues and doesn't feel LARL should move forward with considering paying employees to not be on LARL's health insurance plan.

### **DIRECTOR'S REPORT**

Fredette and Lynch attended an Open House in Fertile earlier in the day where volunteers who helped with the branch remodeling project were recognized. The remodel turned out very good and the Branch Librarian has been asked to speak about the project at the January Full Board Meeting.

A lot of time has been spent updating job descriptions and posting ads for the Crookston and Moorhead Hub Supervisor positions and the Assistant Regional Library Director. The ads were recently posted.

Fredette is in the process of contacting new and returning Legislators in the LARL region. Lynch will lead the LARL delegation at Library Legislative Day in March.

Great River Regional Library is having a classification/compensation study conducted, something LARL might want to consider at some point if the budget allows.

(continued on next page)

## **Minutes of the December 20<sup>th</sup>, 2012 Executive Committee Meeting – Page 3**

Fredette also noted that LINK Sites have been around for about 8 years and it may soon be time to review and consider their operation going forward.

### **PRESIDENT'S REPORT**

No report

### **OTHER**

Buness gave an update on the AMC (Association of Minnesota Counties) meeting he helped set up/participated in regarding libraries. He asked the meeting attendees how many of their library systems were deficit spending. Outside of LARL and NWRL, no other commissioners spoke up.

Bursik discussed that libraries need to educate legislators about libraries. Fredette noted that Lynch will have the opportunity to meet and develop relationships with city, county, and state officials. In addition to new legislators, there are a number of new city and county officials recently appointed to positions across the region.

Hooper and Lindgren were thanked for their years of service on the LARL Board.

The meeting adjourned at 6:35 p.m.