

**Musser Public Library Board of Trustees**  
Musser Public Library, 408 East 2nd St  
April 21<sup>st</sup>, 2021, 5:00pm

**Roll Call**

**Present:** Pam Collins; Scott Comstock; Jane Daufeldt; Nancy Dew; Diana Gradert; Jarod Johnson; Jeanett Martinez; Jon Moravec; Bret Olson

**Absent:** Anthony Loconsole

**Guest:** Greg Benefiel; Robert Fiedler; Mallory Moffitt (secretary)

**Call to Order:** Gradert called the meeting to order at 4:58pm

**Approval of Agenda:** Dew moved to approve the agenda, seconded by Moravec; Motion passed

**Approval of Minutes:** Daufeldt moved to approve; seconded by Dew; Motion passed

**Ratify Bills for Payment:** Dew moved to ratify the bills from 03/19, 04/02, and 04/16 as presented; seconded by Daufeldt; Motion passed

**Receive Communications:** No report

**Citizens Speak:** No report

**Staff Liaison:** We filled the part-time Reference/Circulation position, her name is Rebecca Dardon. She will begin training Monday April 26th.

**Friends' Report:** Xiaowen has moved everything over to the Community Foundation and Pam signed the paperwork to allow the Community Foundation to transfer money from previous Friend's group account into the new accounts. The group is working with Chad to create promos about joining the Friend's.

**Director's Report:** We are beginning to see more groups reserve and use our meeting rooms. The City sponsored a Johnson & Johnson vaccination clinic for City employees. All library staff that desired the vaccine obtained one. We are partnering with Parks and Rec as a way of reaching more children during summer reading. The theme is Treasure Hunts. We hope this will be a start of further partnering with the Parks and Rec department. Pam has been talking to Dave with the Muscatine Journal. Setting up a meeting with Pam, Chad, and people from the Quad City Times about how to work together. Working on getting patrons free access to Muscatine Journal online (like we have with New York Times).

**Old Business**

1. Betty wrote a grant to the State of Iowa - Early Childhood Iowa Program for LENA but then got a call about possible additional funding, we are hoping that it will cover LENA. Cost for next year is \$8,000.00 and we know the Friends will pay if we cannot get additional funding. Cannot scale how the program wants us to. We have absorbed staffing costs, all that remains is the cost per family at about \$160/family. Betty is looking at 50 families for the upcoming year, anything beyond that increases staffing costs tremendously. Musser is now the only LENA site in Iowa.

## **New Business**

1. Introduction of new Board Member, Scott Comstock. Works in the school district in the technology department.
2. Board Terms and Prospective Board Members. We will revisit term expirations at the next meeting after checking with the City. Jodi Hansen has volunteered to fill vacancy and we are hoping to ask Elly to fill the other vacancy.
3. Library Pay Scales - Pam received a call from another library asking about our pay scales. We have begun looking at how our pay scales compare to pay scales from libraries of similar size communities. We get a list of comparable cities and Bobby has looked up their pay scales. Merit pay has been done incorrectly, we have been doing one a year while other departments give them to everyone. Pages are grossly underpaid, the City changed seasonal pay rate to \$9.00/hour but did not change rate for our pages. Hiring a consultant will get us further faster. Johnson moved to hire an independent consultant to look into salary, wages, and compensation for current staff and provide a recommendation; seconded by Daufeldt; Motion passed. Leftover money in personnel can be used to cover the cost of the consultant. Pam will begin researching consultants and get bids to present to the Board.

**Adjourn: Meeting adjourned at 5:55pm**

Next Board Meeting May 19<sup>th</sup>, 2021