



**Approved Meeting Minutes
Ferndale Area District Library
December 3, 2015 SPECIAL MEETING
6:00 pm**

1. Called to order 6:07 pm
2. In attendance: Trustees Bartos, Gilmore, Herzig, Yesbick , Library Director Keyser
B&F Committee Member A. Hanlin

Absent: Trustee Steinman

Appoint Monique Herzig Acting Secretary

Director requests additions to Agenda

4a. VOIP (Voice Over Internet)

4b. Retirement Plan (three parts)

4c. Bonus or COLA increase to payroll.

3. Approval of Agenda as amended (moved by Gilmore, second Yezbick) motion passes.
4. Public comment: No public comment
- 4 a. VOIP – most cost effective option is to contract with TLN (The Library Network) for VOIP service.

Motion: Approve VOIP from TLN for phone services as proposed.

4 b. Retirement Plan – Wishing to keep current level of retirement benefits and contribution for staff under our new EIN. Two proposals for discussion: Money purchase plan (401-style) and Deferred Contribution 457.

Motion: Resolution to approve proposed 457 Deferred Compensation Plan as presented.
(Yezbick/Gilmore) motion passes.

Motion: Resolution to approve proposed Money Purchase Plan as presented. (Gilmore/Herzig) motion passes.

Motion: To approve provision which allows employees to borrow against Money Purchase Plan as presented. (Yezbick/Gilmore) motions passes.

4 c. General discussion on cost / benefits of COLA increases for staff. Appropriate compensation will be considered as part of the budget conversations – Budget Workshop. No board action at this time.

5. Correspondence: Frank Castronova resignation. Also potential press releases discussed.
Reminder to adjust communication to current trustees.
6. Board Member replacement discussion. Trustees will reach out to networks to identify potential candidates for recommendation to Mayor and City Council.
7. Revision to Strategic plan: Proposed to strike 5.2 and have one statement under item number 5 to read: "Secure funding through passage of a millage proposal in FY17" –revised 12/15
Motion: To amend Strategic Plan as proposed (Herzig/Gilmore) unanimous
8. Millage discussion: Dissemination of contents of millage retreat. Consensus to get Millage on the ballot in August 2016. School board representatives invited to attend December 17 Regular Meeting.
9. Budget Workshop: tentatively scheduled for week of January 6, 2016. Will replace regularly scheduled B&F Meeting. Fiscal Agency will has offered to attend.
10. Audit Presentation: No draft. But expect Gabridge will present at 12/17/15 Regular Meeting.
11. Committee Reports:
We now have openings on Arts & Exhibitions and Friends Liaison. New committee appointments will take place at organizational meeting in January.
F. Personnel – A. Gilmore reminds us to please complete the Directors survey.
12. Review Action Items: none
13. Announcements: none
14. Adjourn:
Motion to Adjourn : 7:35 (Herzig/Gilmore) unanimous