

## FY22 Wyoming Public Library Budget Comments

**Please list staffing changes, salary adjustments, benefit changes due to the budget increase or decrease:**

**Albany:** Some positions were unfilled in FY21 due to the pandemic, which created a personnel reserve that we have used to give a \$1.50 raise to circulation staff and create 2 new full-time positions.

**Big Horn:** No changes

**Campbell:** Staff reduced by 0.5FTE; no salary adjustments; employee cost sharing implemented for medical insurance in high deductible plan, increased cost sharing for low deductible plan.

**Carbon:** All staff received a 1.3% COLA.

**Converse:** Salary changes between 0% and 4% based on merit/time/job description/current wages.

**Crook:** Overall 3% salary increase. Increased amount for vacation/personal leave payout for potential retirement of 3 longtime employees. Benefits -- increase in retirement system premiums, decrease in health insurance premiums.

**Fremont:** Two full-time positions changed to part-time positions. Loss of one part-time position. Facilities supervisor job description change and salary decrease. Consolidation of Library Director and main branch manager positions. Consolidation of Children's Lead Librarian and Young Adult Lead Librarian positions into one Youth Services Lead Librarian position.

**Goshen:** No staffing changes

**Hot Springs:** None

**Johnson:** We have gone from 6 full-time staff to 5 full-time staff and 2 part-time. The number of hours (40 per FTE) stayed the same. We realized cuts via reductions in health insurance and benefit expenses by having 2 PT instead of 1 FT.

**Laramie:** nothing at this time

**Lincoln:** None

**Natrona:** Increase in insurance premiums and Wyoming Retirement Contributions

**Niobrara:** 3% increase

**Park:** County gave all county employees a Cost of Living Increase as well as giving department heads increase in budget to allow for raises.

**Platte:**

**Sheridan:** Cost of Living Increase for staff (2.5% for those working under 1 year and 5.0% for those working at least 2 years). Hiring freeze on one full time position until January 2022 (basically a 6 month delay before it can be filled).

**Sublette:** N/A

**Sweetwater:** 1 fulltime position was moved to part-time, 13 part-time positions had a reduction in hours, 1 part-time position was eliminated after the employee resigned.

**Teton:** No

**Uinta:**

**Washakie:** Hourly staff received \$1/hour

**Weston:** The Board was given the go-ahead to utilize the cash on hand to establish salary tiers and bring wages closer to those paid to other county employees.

**Will there be changes to the collection, open hours, programs, branch operations, etc., due to your budget increase or decrease?**

**Albany:** Collection development funds decreased due to loss of revenue from the Friends of the Library. FOL is estimating that they will be able to provide approximately \$23,000 in collection funds. Previously they have provided \$52,000 annually.

**Big Horn:** We reduced the book budget in 3 of the branches, and will be open Saturdays for 4 hours at one of the branches.

**Campbell:** Collection budgets cut 15%, program budgets cut 25%

**Carbon:** We have opened a Makerspace at our headquarters location. No change to open hours.

**Converse:** Collection decreased by \$53,000 Programming decreased by \$12,000 Databases eliminated & board expense decreased new contracts that saved money, janitorial. Insurance decreased.

**Crook:** No

**Fremont:** The Fremont Co. Commissioners made a significant change to the library system's budget structure. Facilities and operations are covered by tax revenues in the General Fund.

Collections, programming, advertising, services, staff training are currently funded completely through grants, donations, and self-generated revenues from fines and fees. This is directly related to the significant decrease in mineral revenues.

**Goshen:** No changes

**Hot Springs:** No

**Johnson:** We cut Saturday hours entirely in September 2020 and have not returned them.

**Laramie:** not at this time

**Lincoln:** None

**Natrona:** No

**Niobrara:** No

**Park:** Budget funds have been redistributed to allocate for more programming and outreach, while collection budget has stayed somewhat the same

**Platte:**

**Sheridan:** No additional changes this year.

**Sublette:** No

**Sweetwater:** The collection budget was reduced by \$76,000, Hoopla checkouts were moved from 7 items per month to 4, tutor.com was not renewed, hours of operation were reduced at all locations and one location is now closed every Monday.

**Teton:** No

**Uinta:** no

**Washakie:** None are planned at this time

**Weston:** Our hours remain the same for staff while our open hours are a half-hour less each day so staff may sanitize computer stations, etc...

**Are facility additions, remodeling, renovation, or repairs funded in the budget?**

**Albany:** No

**Big Horn:** Partial, depending on what falls under the county maintenance budget and what belongs to the library budget.

**Campbell:** Campbell County Public Works budget for library includes exterior concrete work (\$25,000) and installation of electronic door locks (\$80,000)

**Carbon:** Facility repairs are funded out of the county general fund. No additions, remodels, or renovations planned.

**Converse:** no

**Crook:** No -- all facility repairs, etc. was put under the County Facilities Manager's budget last year.

**Fremont:** We have \$5,800 in our budget for security camera upgrades. We did not pursue any capital improvement projects this fiscal year.

**Goshen:** There is a small amount set aside for repairs

**Hot Springs:** No

**Johnson:** No.

**Laramie:** none

**Lincoln:** None

**Natrona:** No

**Niobrara:** No

**Park:** No

**Platte:**

**Sheridan:** \$15,000 is set aside to assist with the \$2.1 million roof/hvac/generator replacement.

**Sublette:** No

**Sweetwater:** No

**Teton:** Yes the budget

**Uinta:** no

**Washakie:** No, they are not.

**Weston:** None

**Have there been any changes to the local economy or demographics that have resulted in changes to the budget or to library services?**

**Albany:** Covid-19

**Big Horn:** None

**Campbell:** Campbell County's assessed valuation dropped from \$4.24 billion to \$3.4 billion due to lower production and prices in coal, oil and natural gas

**Carbon:** Things didn't get quite as dire in Carbon county as people thought, so we wound up getting the full budget we asked for.

**Converse:** the general decrease in oil and gas resulting in less sales tax, property tax, and a decline in our economy.

**Crook:** No

**Fremont:** The pandemic continues to adversely affect small businesses. The hit to the energy industry continues to impact every county budget.

**Goshen:** No

**Hot Springs:** Oil, gas and coal are not resources for income any longer.

**Johnson:** More retirees have moved to the area, leading to us utilizing the Utah State Library for the Blind to supplement our Large Print collection. Our population shrank some; fewer families attend. Johnson County's valuation declined another 20 percent.

**Laramie:** Sales tax increase compensated for the reduction in property taxes.

**Lincoln:** None

**Natrona:** No

**Niobrara:**

**Park:** No, other than an increase in population and library users but this has not been a factor in the budget allocation

**Platte:**

**Sheridan:** Continuation of COVID-19 budget restrictions but at the same time, this also brought about a shortage in available workers. County increased staff wages through a Cost of Living increase and we have had to hire new employees at higher wages than in the past to compete with other employers.

**Sublette:** No

**Sweetwater:** County revenue is down over 20% and continues to decrease.

**Teton:** Property values have increased, thus increasing the property tax values. There is also an increase in motor vehicle taxes.

**Uinta:**

**Washakie:** An overall decrease to Washakie County economy has reduced our budget significantly.

**Weston:** In March, we were expecting drastic budget cuts. While oil, gas, and coal continue to impact County valuations, there was an unexpected boost from the railroad.

**Other comments you wish to share:**

**Albany:** The library purchased a bookmobile with Foundation funds that will be added as a service point in FY22.

**Big Horn:** None

**Campbell:**

**Carbon:** Our County Commissioners may change our funding model next year to give us an exact portion of the mill levy, rather than applying for funds with all the other county agencies.

**Converse:**

**Crook:** This year's budget was the same as last year, other than the salary/benefits items mentioned above. We took a pretty big hit last year and weren't able to get any of that back this year -- but we were fortunate in not taking any more hits this year and being able to offer small salary increases.

**Fremont:** We are developing ways to fund temporary staff positions through grants and donations. The reduction in staff from the previous fiscal year continues to affect public access hours particularly.

**Goshen:**

**Hot Springs:**

**Johnson:** The constant decline in Johnson County's valuation will continue to hammer our budget. We have cut back as far as we can, from \$741,000 in FY-19/20 to \$527,415 in FY-21/22.

**Laramie:** We are experiencing booms and bust from the mineral industry for the first time. FY19 we saw an increase due to oil production. FY20 was flat. FY21 we had an increase in tax income. FY22 we had a 22% decrease in property tax due to the drop in oil prices and reduction in production in our county. Due to an increase in sales tax collection for FY22 we only saw a 10% reduction in tax income. The board intentionally saved funds from FY21 as we knew this drop was coming, so over all our total shows a 4% increase.

**Lincoln:** None

**Natrona:** No

**Niobrara:**

**Park:**

**Platte:**

**Sheridan:**

**Sublette:**

**Sweetwater:** We have been told to reduce our budget by at least 10% for next fiscal year and maybe more. We've also been told we rely too much on county and city funds and need to find other ways of funding the library.

**Teton:** COVID and inability to hire staff due to housing shortages may lead to reductions or changes in hours and services.

**Uinta:**

**Washakie:**

**Weston:** We are receiving funding for the budgets through budget allocation versus mill levy.