

Wyoming FY15 Public Library Budget Survey – comments

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

NONE: Sublette

Albany: There are no changes in staffing, salary or benefits at this time. We are working to open on Mondays and have hired one additional circ position, and will hire a shelver and will be giving some additional hours to current employees later this fall.

Big Horn: Big Horn County now pays all Library expenditures. All library staff are employees of the Big Horn County. All staff received an increase in their wages, plus vacation and sick leave hours were grandfathered in along with retirement benefits. We are also being paid according to the years we have been working for the library system, not being paid as new county employees. We are like all other new employees in that we are receiving only half of the vacation days until we have been employed by the county for a year. The above budget does not reflect the increase that everyone received with their wages. The Commissioners approved the wage increase after the budget was approved. So our budget will actually be more that what I have posted above. The above number is what we are using.

Campbell: A 20-hour Branch Services Specialist position was added for Wright Branch Library. Salary adjustments include funding for a 1% COLA and 3.5% merit raise. The budget included a 4% increase in health care insurance and a 1.25 % increase for the Wyoming Retirement pension benefit.

Carbon: Will be considering closing two libraries, the Elk Mountain Library and the Sinclair Library

Converse: One full-time and one 30-hour position are being eliminated. If library hours are reduced, further cuts in staffing hours will follow.

Crook: Added Library Aide position at Moorcroft Branch Library (19 hours/week). 2.5% COLA increase across-the-board. Increase in premiums to Wyoming Retirement System (library pays 100% of premium). Slight increase in dental premiums (paid by employee).

Fremont: Health insurance rates increased for staff. Fremont County switched to a different pay rate for the employer which impacted us slightly. Employer rates for retirement increased slightly. Staff received a 3% raise. 4 positions received a raise designed to get them closer to the middle of the Standard Occupational Classification range for their position. On-call staff received a \$0.50 cents an hour increase for being on call.

Goshen: This year employees are paying 20% of the cost of the insurance package and 100% of the optional dental package.

Hot Springs: \$100 a month raises for full time employees and more hours and a \$0.50 raise for part time position.

Johnson: All staff received a \$100 per month salary increase. This applied to all Johnson County employees. Loss of one branch library employee. Hired a part time person through the summer

Laramie: During the course of FY 14 vacancies were not filled for non-critical positions and duties were re-aligned for some of the existing staff. This allowed LCLS to cut approximately 214 staff hours a week. For FY 15 the Library Board approved salary increases to bring library positions to market rates aged to Jan 2013.

Lincoln: Two children's librarians received additional 5 hours/week each. All staff received a 4% pay increase. The library covered the entire retirement contribution increase.

Natrona: 2.5% salary adjustment for staff. Security officer contract added for \$56,520. \$50,000 pass-through to support the We Read program.

Niobrara: 4% increase in salaries

Park: All employees received a 2% increase. \$900 added to last year's operations budget.

Platte: \$50.00 per month increase for full time, \$0.25 per hour increase for part time

Sheridan: Commissioners gave a small raise to staff this year which averaged to about a 2% increase. Health insurance coverage continues to move to an 80/20 split over the next 4 years. Currently at 90/10.

Sweetwater: Three full time and three part time positions vacated in FY14 were eliminated to bring the budget more in line with governmental funding amounts and to allow us the ability to allocate funds to other areas of the library. Additional county funds were provided to cover a 5% increase in health care premiums and provide a 2.5% COLA.

Teton: Wyoming Retirement and Worker's Compensation increases

Uinta: Some staffing will be reduced when the open hours are lowered.

Washakie: Insurance will be provided for full time staff. Some staff positions will see an increase in wages.

Weston: Employees were given a \$0.50 raise

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

NO: Big Horn, Campbell, Crook, Hot Springs, Lincoln, Natrona, Niobrara, Park, Platte, Sheridan, Teton, Washakie, Weston

Albany: We are working to be open an additional half day.

Carbon: Less service, charges for ILL's and less programming.

Converse: Open hours may be cut, waiting for board decision.

Fremont: Amount for collections, programming, and operations increased. Amount budgeted for facilities projects also increased. No changes to open hours will result.

Goshen: Library hours will be decreased from 49 hours per week to 44 hours per week.

Johnson: The Linch Branch Library closed on June 30, 2014 due to lack of use. All other services remain the same

Laramie: Branch hours were reduced in FY 14 to assist with cutting costs for the FY 15 and future budgets.

Sublette: We have cut spending on materials, programming, capital expenses and tech replacement.

Sweetwater: The materials budget was increased by \$10,000.

Uinta: Yes. Open hours will be reduced in the main library and both branches.

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

NO: Albany, Carbon, Crook, Goshen, Hot Springs, Johnson, Lincoln, Natrona, Park, Platte, Sublette, Sweetwater, Uinta, Washakie, Weston

Big Horn: No. County takes care of all building expenses. All maintenance and repairs and utilities are under the county budget for the two of the five libraries in the county that are in county owned buildings. These are Basin and Lovell Library buildings. The other three libraries are operated in buildings owned by their respective towns.

Campbell: The library is conducting a feasibility study, but funding for the study is running through the County Public Works budget.

Converse: A library consultant to assist with the building projects will be reimbursed from the library's remaining building funds rather than the Special Purpose one cent sales tax.

Fremont: Small to medium sized facility repairs are funded in the budget.

Laramie: Yes, we are in the process of re-upholstering furniture, replacing failed windows and repairing damage to a branch library building.

Niobrara: 95-year old windows are being renovated in the Carnegie portion of the building and the boiler is being replaced along with a few lighting changes in an effort to increase energy savings. A WAM-WCCA lease is the funding mechanism and some repayment is budgeted.

Sheridan: \$10,000 capital funding to resurface the Fulmer Library parking lot. There is some talk from the commissioners to use some consensus funding in the fall to upgrade our phone system but this amount isn't included in the official budget.

Teton: Only normal facility maintenance.

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

NO: Albany, Big Horn, Carbon, Crook, Goshen, Hot Springs, Johnson, Lincoln, Platte, Sweetwater, Teton, Weston

Campbell: Campbell County's children's population continues to increase. We have added an extra story time at CCPL to address increased attendance.

Converse: The county is in the midst of an economic boom. No explanations have been given regarding the library's funding request reduction.

Fremont: Not many changes for economy or demographics. This budget year was positive for the county so the library benefited with an increase in its overall budget.

Laramie: The economy seems to be recovering, which has allowed the County Commissioners to approve the allocation of additional one-time funding for computer replacement, a vehicle purchase to assist with our outreach services and assist with the costs of the furniture re-upholstering.

Natrona: The community is growing, but no direct budget correlation.

Niobrara: Oil and pipeline activity continues and we continue to see temporary workers who are in need of library services.

Park: A reduction in assessed valuation and less revenue from oil and mineral extraction have made it necessary to be very frugal.

Sheridan: No change to the local economy. Extra money provided by the Commissioners for raises came out of cash reserves.

Sublette: None. Still down from a few years ago but it seems to have leveled off.

Uinta: Mill went down and Non-mill revenues also dropped.

Washakie: There has been very little change.

Other comments you wish to share:

NONE: Campbell, Converse, Fremont, Hot Springs, Johnson, Laramie, Lincoln, Natrona, Niobrara, Park, Platte, Sheridan, Sublette, Sweetwater, Washakie, Weston:

Albany: Received \$44,000 in 1 cent sales tax and \$120,000 from direct hardship aid resulting from a presentation to the county commissioners. The additional \$120,000 will fund the library and insure that we can pay bills.

Big Horn: The things are paid with our budget are: Payroll, Computer Maintenance, Computer Equipment, Copy Machine Rent & Supplies, Equipment, Equipment Repair, Library Expenses, Book Processing, Postage, Advertising, Printing Supplies, Telephone, Wyoming State Library Fees, Auto Maint. & Travel, Memberships & Prof. Development, Books, Surety Bonds"

Carbon: This is a reelection year and there was very little support by the five commissioners. Perhaps electing new commissioners will help.

Crook: While our budget figure looks huge, it includes \$601,049 pass-through to the Library Foundation for the Library Endowment Challenge program. Without that the budget is actually \$562,057, a slight increase over last year.

Goshen: The county commissioners are no longer annually allocating 1.7 mills to the library as they did since 1999. On April 15, 2014 a motion passed to fund the library and fair by a mill levy that will be established every year out of the county 12 mills.""

Teton: Facility renovation and expansion are complete.

Uinta: It has become difficult to provide the services expected from a library; the revenues continue to drop.