Oneida County Library Board Meeting
August 28, 2023 – Oneida County Library
Budget Hearing

Meeting was called to order at 5:30 p.m. by Chair Tracy Ward. In attendance were Tracy Ward (Chair), Brent Grote (Vice-chair), Jane Ann Ward (Secretary), Lois Willie (Treasurer) and Kami Willie (Member). Director Kathy Kent was excused as she was on vacation with family.

Minutes: Secretary Ward read the minutes aloud to board members. Brent moved to approve the minutes. Kami seconded the motion. Vote was unanimous.

Revised Budget and Pay Raises: Board members discussed the adjustments to the Proposed Budget due to the revised pay raises and hours of some of the library staff. (Note: After the July 25, 2023 meeting, some discrepancies were noted in the Proposed Budget and brought to the attention of Director Kent. After she corrected those discrepancies she emailed out the Revised Budget and pay raise scale to the board members). The Revised Budget was published as a legal notice in the local newspaper. These are the corrections made to the Proposed Budget: Two of the employees' hours were increased by 50 hours, one of them being the employee whose hours were previously reduced by 260 in the Proposed Budget. All of the Pages' wages were refigured and corrected, giving them a slight increase in wages.

Chair Tracy Ward reported back about the phone message she left with State Library Consultant Clay Ritter about the board's concerns involving the nepotism law and the increase in the one staff member's hours. Clay had been on vacation and hadn't returned her call. In the meantime, Director Kent contacted him and he sent a reply saying that the board has the code and it was up them to decide the proper way to proceed. Chair Ward read the reply of Rob Renna to the board, "This is a matter for the Board. Personally, as the issues of nepotism have been addressed previously at the time of [Kathy's] hiring, I don't think there would be any conflict. The Board determined at that time that she [the employee] was a good hire and properly vetted against the appearance of nepotism, thus she should be allowed to progress and grow in her role, as needed by the Library. You have a wonderful Board and I think when you pose them the same question, they will agree with your assessment that [this staff member] get her hours."

Lois requested that Jane Ann read the paragraph she found in Idaho Ethics in Government to support this: "An employee of a governmental entity holding a position prior to the election of a local government official, who is related within the second degree, shall be entitled to retain his or her position and receive *general* pay increases, step increases, cost of living increases, and/or other *across the board* increases in salary or merit increases, benefits and bonuses or promotions."

Budget Approval: At 5:45 p.m., since no citizen appeared at this budget hearing to protest or question it, Chair Ward asked for a motion to approve the Revised Budget for 2023-2024 as shown in the newspaper legal notice. Kami so moved. Lois seconded the motion. Vote was unanimous by the board to approve the 2023-2024 Revised Budget.

Amend Policy: Chair Tracy Ward requested that the board look at our library nepotism policy to revise it at our next regular meeting in order to coincide with the current Idaho Code and Idaho Ethics in Government. Jane Ann said she would research both of those entities to ensure the board has access to the most current rules to work with at our next regular meeting.

Meeting was adjourned at 5:50 p.m. The board will meet for a picnic on Thursday, September 7, 2023 at 5:30 p.m. Food assignments were printed in the July 25, 2023 minutes.

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Date /s/ Tracy Ward, Chair

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/s/ Jane Ann Ward, Secretary

Oneida County Approved Library Budget 2023-24

Income:	
Property Taxes	$192,868
Other Intergovernmental Money	$25,904
Grants Received	$11,000.00
Other Library Income	$156,500.77
Total Income	**$386,272.77**
Expenses:	
Library Operating Expense	$181,828.94
Personnel	$204,443.83
Total Expense	**$386,272.77**