

RPLAC Meeting Minutes - September 25, 2023
Fall Director's Meeting - Carrollton, GA

Attendees (from attendance sheet): Sherri Stanley, Scott Parham (Clayton County Library System); Janet Boudet (Roddenbery Memorial Library); Delana Knight (Northeast Regional Library System); Allison Robinson (Sara Hightower Regional); Kevin Ellis (MCCLS); Cynthia Kilby (PMRLS); Janet Burrough (ECPL); Kathy Pillatzki (HCLS); Sandy Hester, Karen Thompson (CPRLS); Valerie Bell (ARLS); Clint Moxley (TRRLS); Angela Cortellino (SRLS); Stacy Brown (AZRLS); Beth McIntyre (PRLS); Leslie Clark (CRLS); Catherine Vanstone (SWORL); Darla Chambliss (NGRL); Leigh Wiley (Worth); Cameron Asbell (Ohoopoe); Anna Lyle (Forsyth County PL); Natalie Marshall (FRRLS); Stephen Houser (WGRLS); Geri Mullis (Marshes of Glynn); Jennifer Lautzenheiser (MGRL); Sarah Holmes (CCL); Lecia Eubanks (CHRL); Lisa MacKinney (Hall County); Whitney Payne (GPLS); Lisa Rigsby (DTRL); Elizabeth McKinney (GPLS); Lola Shelton-Council (Live Oak); Tiffany Little, Susan Morrison, Terran McCanna (GPLS); Anne Isbell (LBRLS); Christopher Evans (GPLS); Pat Herndon (JCLS).

Motion to convene the meeting at 1:07 - Approved by acclaim.

Motion to approve the agenda was made by Beth McIntyre, seconded by Lisa Rigsby. Approved unanimously.

Motion to accept the minutes of the May 3, 2023 meeting was made by Anne Isbelle, seconded by Geri Mullis. Approved unanimously.

Report from Angela Stanley (GPLS) - eResource Advisory Committee

- Palace Project and Lyris grant proposal
 - This project provides a vendor neutral e-book aggregator
 - The committee is currently exploring the reporting abilities of the product
 - The product would include all e-book content to include Proquest collection, and more.
 - The request included a one time three year contract for services.

Action items:

- a. Approval of the addition to the scope of the eResources Advisory Subcommittee to include "Provide guidance on collections development strategies for electronic materials and propose relevant updates to the RPLAC Library Standards."

This motion was made by Stephen Houser, seconded by Natalie Marshall. The motion passed unanimously.

- b. Approval of an ad-hoc Collection Development Advisory Subcommittee specifically for reviewing and developing "Minimal/Essential/Optimal" standards and a template and resources to be added to the Georgia Public Library Standards document.

This motion was made by Lisa Rigsby, seconded by Geri Mullis. The motion passed unanimously.

Discussion Item: State Health Benefit Plan (SHBP)

The list of submitted Concerns:

- Lack of information available for decision making

- Lack of funding to maintain benefits and full-time staffing
- Lack of funding for full-time staff. We have only 3 full-time staff getting SHBP. The other FTE are getting healthcare through their spouses. This used to be a plus to working when we offer low wages. Now it seems we can't offer either.
- Inability to raise increases in year 3 and 4 and ongoing from there.
- Increased costs of SHBP for next 4 years, increase might take away from staff raises as stakeholders may not support increases to both
- The unexpected nature ... not being able to plan future increases
- Funding, especially how the extra funding needed over the next few years will impact staffing decisions
- Lack of funding to maintain payroll and to continue to give pay for performance increases
- Negative 'cruel' side effects from extra costs including reduction of hours for employees and removal of healthcare coverage
- I worked at a system that had benefits removed. It reduced the levels of trust in the system and within the funding community
- SHBP costs going up will have a negative effect on our budget.
- Lay offs
- Branch closures
- Hour reductions
- Trauma from last round of cuts - my staff are terrified
- Reduction in service hours
- Staffing reductions - cutting full-time staff to part-time so they won't be benefit eligible
- Eliminating full-time positions
- Coming up with extra funds to cover increase employer expenses
- Our main concern is the increase in cost and how to maintain quality of service

Submitted Strategies:

- Shift definition of full-time/part-time staffing levels
- Alternate staffing models
- We now only hire part-time staff. If one of the 3 SHBP holders leaves or retires, then we could offer insurance to another staff member as needed.
- I don't know if we could get extra funding as our local funding sources are in the same position with their employees. Since we don't fall under the city or county, we have to use the funding they give us to cover those increases.
- Keep our same ratio of more PT than FT
- Included in my request letter an indication of the need for additional funding each year for the next 3 years
- Redefining PT/FT roles for next 4 years
- Develop 3-4 year plan on how to handle
- We chose not to fill a vacant position in order to balance our personnel budget for this year. We intend to actively monitor our staffing levels against the increase in costs upcoming. Realistically, if we can't manage via passive staff management, we will have to consider active measures (layoffs, hours reductions)
- Will request increases from local funding agencies

- I agree that TRS should start at 30 hours
- Conversations with funding agencies
- Legislative solutions - state funding re-writing of state laws (long shot)
- Work with the state library
- Request increase from funding agencies
- We are looking at external funding sources/revenue generators
- Will approach county for money
- Work on reducing full-time positions (30<)
- Spent a lot of time investigating other possible insurance companies only to be told we can't withdraw from state health
- We will ask our local funding agency for an increase to help but there is ZERO chance of any help
- Use funds that we originally provided to cover pay increases for hourly employees for first full year then ask county to cover remaining years increase
- Our planned strategy is to stay with SHBP and weather the financial increase for the time being by restructuring our budget

Support needed:

- Funding
- Forward thinking beyond the first rate hike
- GPLS
- Library Board
- Board members need to take the lead on additional funding. It's our livelihood so it feels less effective
- Peer discussions
- Christopher Evans has been supportive and is always ready to share information and opinions
- Other directors
- Georgia Council
- Library board
- Library board
- Commission funder
- staff/research scenarios
- No one. Just a lot of conflicting info
- I'm hoping that GPLS will work to cover state reimbursed employees by state legislature then get county and city to come up with
- Hopefully our board can help get local funders to increase to cover
- Financial assistance would be beneficial.
- Another potential method of support would be materials/statistics to help present the need for increasing funding to our funding agencies

Motion for adjournment at 2:00 PM was unanimously approved.

Respectfully submitted, Jennifer Lautzenheiser (Middle Georgia Regional Library)