

AKRON-SUMMIT COUNTY PUBLIC LIBRARY  
BOARD OF TRUSTEES  
REGULAR MEETING  
DECEMBER 12, 2019  
MAIN LIBRARY BOARD ROOM

President James Casey called the regular meeting of the Board of Trustees of the Akron-Summit County Public Library to order at 4:41 pm in the Lolita Adair Board Room of Main Library. The following members of the Board answered the roll call: James Casey, Jill Darlington, John Frola, Angela Neeley, William Rich, Bernard Rochford, and Ray Weber. Present from Library staff were Pam Hickson-Stevenson, Michelle Scarpitti, Carrie Burrier, Andrea Cowgar, Carla Davis, Cheryl Engel, Stephanie Jolliff, Pat Manning, Ryan McCoy, Lisa Peercy, Pam Plumley, Carl Roxbury, Val Sherman, and Barb White.

Mr. Frola moved, seconded by Mr. Weber, to adopt the agenda. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried. 19-90  
AGENDA

Mr. Frola moved, seconded by Ms. Neeley, to adopt the minutes of the October 31, 2019 meeting. The roll call vote followed: Mr. Casey, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. Mrs. Darlington abstained. The motion carried. 19-91  
OCTOBER  
BOARD MINUTES

Mr. Casey thanked everyone for attending the committee meetings and the Board meeting. He stated that much information was exchanged and that there was great discussion and clarification achieved. PRESIDENT'S  
REMARKS

Michelle Scarpitti, Fiscal Officer, presented the executive summary and financial report for October 2019. The main revenue the Library received was the Public Library settlement of \$1,030,286. The Library also received an unanticipated refund of \$67,278 from the Bureau of Worker's Compensation. Ms. Hickson-Stevenson also reported that the stained glass window came out of the wooden frame at the Goodyear Branch. The listed repair cost was \$9,500 to reinstall it with an aluminum frame. This is an example of repair costs in aging buildings.

Mr. Weber moved, seconded by Mr. Rochford, to adopt the financial report for October 2019. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried. 19-92  
OCTOBER  
FINANICIALS

Ms. Scarpitti presented the donor/gift list and reported that in October the Library received \$848.25 in monetary donations. In addition, there were approximately two and a half pages of material donations. Mr. Weber moved, seconded by Mr. Rochford, acceptance of the donor/gift list with great appreciation. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried. 19-93  
DONOR/GIFT LIST

Ms. Scarpitti presented the investment reports for October. She stated that the Library received \$25,244.95 in interest. There were no changes in any of the investments.

[The investment reports are appended to the minutes.]

Ms. Scarpitti then asked the Board to approve a budget adjustment. The Library has an agreement with the City of Akron to pay for the first hour of parking in the deck for submitted parking tickets. The Library already paid \$44,000. The true-up of the prior year, which is conducted annually, calls for an additional \$5,000. Ms. Scarpitti requested approval to move \$5,000 from line 3818 item (Automation Support – Admin Systems) in fund number 101 to line item 3570 (Rent – Public Parking) in fund number 101 to cover the amount per the public parking agreement.

Mr. Rich moved, seconded by Mr. Weber, to reduce line item 3813 by \$5,000 and to increase line item 3570 by \$5,000. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-94  
APPROVAL OF  
BUDGET  
ADJUSTMENT

Ms. Scarpitti then requested that the Board approve the Resolution Authorizing Advances of Taxes for Tax Year 2019, Payable in 2020. This is a resolution the Library sends to Summit and Portage Counties every year. Ms. Scarpitti explained that the Board is authorizing her to state that the Library wants advances of the 2019 taxes in two settlements and does not want to wait until the end of the year 2020.

Mr. Rochford moved, seconded by Mr. Rich, to approve the resolution asking for advances of the tax monies for tax year 2019. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-95  
REQUEST  
FOR ADVANCE  
TAXES

Ms. Scarpitti next requested that the Board approve the disposal of 72 tables and one non-repairable Xerox WorkCentre copier. The intention is to donate the tables to a local organization and to discard the copier. The tables were purchased for Library branches and Main Library when they opened years ago.

Mr. Rich moved, seconded by Mr. Rochford, to approve the request for disposal of the stated tables and copier. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-96  
DISPOSAL OF  
SURPLUS  
PROPERTY

Ms. Percy, Human Resources Director, presented the personnel report for October 2019. She stated there were no changes to the report since its mailing.

Mr. Rich moved, seconded by Mrs. Darlington, to adopt the Personnel Report. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-97  
PERSONNEL  
REPORT

**AKRON-SUMMIT COUNTY PUBLIC LIBRARY  
Personnel Report – November-December 2019**

**RESIGNATIONS:**

<u>Employee</u>	<u>Classification</u>	<u>Date</u>	<u>Agency</u>
Black, Chris	Maintenance Worker	12/06/2019	Facilities Services
Hall, Mason	Security Officer	12/05/2019	Security

Knight, Alexis	Student Assistant	10/29/2019	Business & Gov't.
Slepy, Jackson	Student Assistant	11/12/2019	Mogadore
<b><u>SELECTIONS:</u></b>			
<b><u>Employee</u></b>	<b><u>Classification</u></b>	<b><u>Date</u></b>	<b><u>Agency</u></b>
Carney, Lucille	Early Childhood Librarian	12/16/2019	North Hill
Duplaga, Patricia	Substitute PSA I	11/15/2019	Public Services
Patel, Chandni	Student Assistant	10/28/2019	Mogadore
Riddle, Marissa	Student Assistant	10/28/2019	Mogadore
Winer, Mary	Student Assistant	11/25/2019	Business & Government

**CHANGE OF STATUS:**

<b><u>Employee</u></b>	<b><u>Classification</u></b>	<b><u>Date</u></b>	<b><u>Agency</u></b>
Butcher, Zachary	Substitute PSA I PT Public Service Assistant I PT	10/28/2019	Public Services Circulation
Swarthout, Matthew	Facilities System Specialist (12/8 \$24.76/hr) System Support Technician (9/8 \$19.38/hr)	11/11/2019	Facilities Services Information Technology

**PROMOTION:**

<b><u>Employee</u></b>	<b><u>Classification</u></b>	<b><u>Date</u></b>	<b><u>Agency</u></b>
Nakoneczny, Michael	Acquisition Assistant (7/6 \$15.00/hr) Acquisition Specialist (12/1 \$22.31/hr)	10/28/2019	Technical Services Technical Services
Carracher, Erin	LEDS Librarian (11/5 \$21.40/hr) Mobile Services Manager (15/1 \$28.35/hr)	11/11/2019	Mobile Services Mobile Services

**TRANSFER:**

<b><u>Employee</u></b>	<b><u>Classification</u></b>	<b><u>Date</u></b>	<b><u>Agency</u></b>
Humes, Cathryn	Public Service Assistant II FT Public Service Assistant II FT	12/02/2019	Kenmore Fairlawn-Bath

**CHANGE OF CLASSIFICATION:**

<b><u>Employee</u></b>	<b><u>Classification</u></b>	<b><u>Date</u></b>	<b><u>Agency</u></b>
Walker, Monica	FMLA w/o pay Extended Medical Leave of Absence (Unpaid - 40 weeks)	10/31/2019	Culture & AV

**RETIREMENT:**

Shull, Robert  
07/24/06 – 01/04/20 – Security Officer FT, Security

**NUMBER OF STAFF MEMBERS**

	<b><u>06.16.09</u></b>	<b><u>06.09.10</u></b>	<b><u>12.07.17</u></b>	<b><u>12.05.18</u></b>	<b><u>12.04.19</u></b>
Full-Time Staff:	291	270	265	276	270
Part-time/Job-Share Staff:	68	54	46	46	48
Student Assistants:	86	73	73	76	82
Total number of Staff:	445	397	384	398	400
Full-Time Equivalents	339	307	298	309	307

**NOTE:** These numbers cannot be compared from month to month for the following reason: the numbers may not reflect additions and deletions to the payroll system as the changes are made immediately prior to or after the date the personnel action is effective.

Ms. Hickson-Stevenson reported that the Library did not receive the State Library LSTA grant that would have provided funds to purchase the eTuk, an electric three-wheeled vehicle, to use as a pop-up library. She stated that the LSTA Advisory Committee shared an opinion that it would duplicate bookmobile service. She stated that she has not given up hope and plans to contact local philanthropic funders.

EXECUTIVE  
DIRECTOR'S  
REPORT

Mr. Weber inquired about the OLC report on library levy results from the latest election that Ms. Hickson-Stevenson included in the packet. He asked how much each library spent and what engagement was needed to get the levies passed. Ms. Hickson-Stevenson stated that, to her knowledge, the data was not available in a centralized manner and that OLC has not collected or provided the information. She will ask OLC staff to see if it is possible to get the information. She commented that Summit County offers both advantages and disadvantages for levy campaigns. Most of the Ohio library levies passed with a higher than minimum margin, which is a good thing to be able to claim. Mr. Weber stated that he wants it to pass, but does not want to overspend or not spend enough on the levy campaign. Ms. Hickson-Stevenson also stated that former Director David Jennings had stated to her that the library levy team would need approximately \$125,000 to \$150,000 to run a levy campaign.

OHIO PUBLIC  
LIBRARY LEVY  
RESULTS

**REPORT OF PERSONNEL COMMITTEE MEETING  
MAIN LIBRARY  
NOVEMBER 18, 2019**

*On Monday, November 18, 2019, the Personnel Committee of the Akron-Summit County Public Library Board of Trustees met in the Board Room at Main Library. The meeting was called to order at 4:03 pm by Committee Chair Bill Rich. Also in attendance were committee members John Frola, Angela Neeley, Bernie Rochford, and James Casey. Trustee Ray Weber also attended. Additionally, Library staff members Pam Hickson-Stevenson, Lisa Percy, Michelle Scarpitti, and Barb White attended.*

PERSONNEL  
COMMITTEE  
REPORT FROM  
NOVEMBER 18, 2019

*Mr. Frola moved to adopt the agenda, and all committee members voted aye.*

*The first topic on the agenda for discussion was proposed personnel policy revisions. The proposals pertained to changes in FLSA status for supervisors; in the Library workweek; in direct deposit requirements; and to corrections needed in other policies such as Flex Time and Sunday Hours. Committee members reviewed the recommended revisions and asked the administrators to make*

additional changes to the Compensatory Time policy. Committee members also reviewed spreadsheets showing the costs of different scenarios regarding pay.

Ms. Hickson-Stevenson then presented two new job descriptions, both of which are for jobs in the Facilities Services Department. She explained that the first new description, Security Systems Specialist, is based partly on the job description for the Facilities Systems Specialist. The new description is a result of combining the systems responsibilities with duties involved in working hours every week as a security officer. The second new job description, Facilities Project Specialist, will increase the capacity of the Facilities Services Department by enabling the completion of project work more efficiently and effectively.

Mr. Rochford moved to recommend to the Board the adoption of the job descriptions for Security Systems Specialist and Facilities Systems Specialist. All committee members voted aye.

The roll call followed: Mr. Casey, Mrs. Darlington, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. Mr. Frola had stepped out of the room and did not vote. The motion carried.

The Committee postponed discussion of Executive Director and Fiscal Officer performance evaluations until the next Personnel Committee meeting.

With no further business, Mr. Rich declared the meeting adjourned at 6:17 pm.

Pam Hickson-Stevenson  
Executive Director

**REPORT OF PERSONNEL COMMITTEE MEETING  
MAIN LIBRARY  
DECEMBER 9, 2019**

On Monday, December 9, 2019, the Personnel Committee of the Akron-Summit County Public Library Board of Trustees met in the Board Room at Main Library.

The meeting was called to order at 3:34 pm by Committee Chair Bill Rich. Also in attendance were committee members John Frola, Angela Neeley, Bernie Rochford, and James Casey. Trustee Ray Weber also attended. Additionally, Library staff members Pam Hickson-Stevenson, Lisa Percy, Michelle Scarpitti, and Barb White attended.

Mr. Rochford moved to adopt the agenda, and all committee members voted aye.

The first topic on the agenda for discussion was the FLSA status of exempt employees. An employee with the status of exempt is exempt from the provisions for overtime. Ms. Hickson-Stevenson explained that, typically, supervisors in other organizations with the level of responsibility that ASCPL supervisors have are exempt. This is the case for supervisors in other Ohio metro public libraries too. She also stated that the work of ASCPL supervisors has grown over recent years and that it is increasingly difficult for them to perform their jobs in a 37.5-hour workweek. She recommended to the committee that supervisors in the Library system who are not already exempt be changed to exempt and that the workweek for exempt supervisors be changed from 37.5 hours to 40 hours.

19-98  
ADOPTION OF JOB  
DESCRIPTIONS FOR  
FACILITIES  
SERVICES

PERSONNEL  
COMMITTEE  
REPORT FROM  
DECEMBER 9, 2019

*Mr. Rochford moved to recommend to the Board that the FLSA status of supervisors in the Library system who are not already exempt be changed to exempt and that the workweek for exempt supervisors be changed from 37.5 hours to 40 hours, with an effective date of December 23, 2019. All committee members voted aye.*

The roll call followed: Mr. Casey, Mrs. Darlington, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. Mr. Frola had stepped out of the room and did not vote. The motion carried.

*Ms. Hickson-Stevenson then reviewed recommendations for pay adjustments. The first recommendation is for a 1.5% step increase in December, to take effect with the last pay period of 2019, for all regular non-supervisory staff hired before January 1, 2019. This recommendation excludes APD officers, substitutes, and student assistants. Committee members discussed the dollar figures that had been presented and asked that those numbers be reviewed before the Finance Committee and Board meetings on December 12. Committee members discussed the pay adjustment recommendation and the role that the Finance Committee plays in determining the affordability of pay adjustments. Personnel Committee members agreed that the committee would express no judgment of the Library's financial capacity.*

*Mr. Rochford moved to recommend to the Board approval of a 1.5% step increase in December, to take effect with the last pay period of 2019, for all regular non-supervisory staff hired before January 1, 2019. All committee members voted aye.*

Mr. Rich suggested that if this motion were approved at this time, it would be occurring before the Finance Committee report. It was decided to have the finance discussion first to make sure this is affordable to the library and to determine what implications there might be for the levy campaign.

Mr. Frola voiced his concern over the additional step increase that he brought up in the earlier Finance Committee meeting. It is approximately a \$150,000 issue in 2020 and every year thereafter. He spoke about the consistency of a 1% adjustment and a 1.5% step increase over the last three years. This was done within the spending. He expressed concern about the Library heading into deficit spending. He stated he was concerned about moving into the next levy cycle with a 4% salary increase. Ms. Hickson-Stevenson stated that it is 2.5% increase in 2020, with the other 1.5% occurring in 2019. Mr. Frola commented on the role that perception plays.

Ms. Hickson-Stevenson stated that the last time staff received anything close to a 4% increase to the pay scale was in 2005; in 2008 the Board approved a 2.5% increase to the pay scale with a 1.5% performance step increase. Regular staff received no pay raises in 2010, 2011, 2012, 2014, and 2015. Regular staff received a 1.25% increase to the pay scale in 2013. She said she understands that the timing is a concern, but feels it is important to recognize the staff for what they have done.

Mr. Rochford stated that the other reality is the retention issue. It is hard to recruit and retain staff without competitive pay in a competitive market.

19-99  
APPROVAL OF FLSA  
STATUS OF  
SUPERVISORS

Mr. Frola expressed concerns about getting the 2020 budget in place and that it is time to look at where money is needed and where money can be trimmed or contained. Ms. Hickson-Stevenson shared that expenditures on personnel make up the largest share of Library expenditures. Mr. Frola commented that the employees do a great job; his concerns are not about them but about budgeting and looking at the next levy cycle. Ms. Hickson-Stevenson stated that, depending on the decisions regarding pay made at this meeting, the Library's administrators can look at the March permanent budget to see what adjustments can be made.

Mr. Casey asked Mr. Frola if there would be a motion to approve the recommendation or a motion to table the decision on the 1.5% step increase until March. Mr. Rich suggested that someone could move to postpone further consideration of the motion until a certain date or certain meeting. Mr. Weber asked why the recommendation to do the 1.5% adjustment came now as opposed to earlier in the year, and how long has the Library been enjoying the last levy? Ms. Scarpitti stated that it started in 2015 and the last collections would be in 2021.

Mr. Rochford stated he thinks the Library needs to invest in the staff. If cuts are needed, they should be made to materials. The down years from the recession hit and staff not getting raises has put ASCPL behind other libraries. Mr. Weber asked if it has put us behind other libraries, what did they do that we didn't? Ms. Hickson-Stevenson responded that peer libraries laid people off during the recession and designated furlough days. ASCPL cut a few hours through closing on Sundays and through attrition, which were much slower ways of saving money. Mr. Rich said that he agreed with Mr. Rochford, but it will be difficult to make up savings in other areas with salary being the biggest part of the budget. In addition, he observed it could really hurt services if the library cuts too much.

Mr. Weber stated there were two end results from the actions. The Library chose to be good to good employees by not using layoffs. Mr. Rochford stated the Library was good to those who were not laid off, but it was bad that there were years with no increases. Mr. Weber stated that the Library took the more benevolent approach by letting attrition take care of reducing numbers. Employees had the benefit of no one being laid off, and now the Library is being compared to libraries that did lay people off and that are now giving raises. Mr. Rochford stated that if the Library does not increase wages with regularity, there will not be people working the desks to lend materials. Mr. Weber stated that the Library would have stayed competitive by laying people off when its competitors were laying people off. Mr. Rochford said the Library cannot undo the past, but with the employment market today, if steps aren't taken to increase the Library's marketability, the Library will not have people to work the desks and it won't matter. Mr. Weber agreed that was fair.

Mr. Frola said he would like to get to a point of not discussing the lack of raises in the past. He wants to focus on the timeframe from the last levy success to the next levy campaign. He stated the Board can't change the past but can look at what the Library needs to be competitive this year and next year.

Ms. Hickson-Stevenson stated that it is important to understand the reason ASCPL is not competitive. Pay raises were not given for five years. She also shared that employees have increasing expenses without a commensurate increase in wages. It is important to understand the background, and it is important to stay competitive with other public libraries and with local employers. Mr. Weber stated

that the Library has a problem of its own making. ASCPL can't compete with others because nobody was laid off. He wondered if now the thinking is it was a bad decision. Ms. Scarpitti stated that either way, the Library would have been paying. Layoffs would have brought the expense of paying unemployment for those laid off. Also, if you lay off, you generally lose the staff to do things. Mr. Rochford responded to Mr. Weber's comment that not using layoffs was not a mistake. Either way, the Library would have had problems to address. Mr. Rochford also commented that the history, ancient as it may seem, is still relevant, and that the most important issue is the current labor market.

Mrs. Darlington stated that employees are an asset, not a liability. They are the people that do the work. So, if the Library wants to have the services, and have the face of the library that is meeting people, and have services for the levy, employees have to be paid.

Mr. Casey said that he struggles with continually going back more than ten years to discuss pay issues. Correcting the past now is coming at a time the Library is moving into deficit spending. He commented it is a very poor time from a budget standpoint and from the overall timeframe for the Library. Mr. Frola stated that in all fairness, that was not Ms. Hickson-Stevenson's making. Mr. Casey agreed, stating that it was collectively part of the Board's decision. Ms. Hickson-Stevenson stated there was a meeting when Mr. Jennings requested a higher percentage for raises but the Board declined his request.

Mr. Rich commented that from the political perspective of a levy campaign, it would have been better to have the extra step increase earlier in the year, but from a financial perspective, it would have been worse as the Library would have been paying out more.

Mr. Rochford stated that as the Board looks toward the future, it is important to consider: What are we going to ask for? What kind of library do we want? Who do we want working here? Then the Library needs to present that vision to the public. If the public doesn't see it, then the Library makes cuts and the public lives with the cuts made.

Mr. Casey said that it was time to put an end to the discussion. He said that concerns about offending people sometimes impede discussion. Every staff member and Board member is behind this organization and supportive of it. Frank discussions sometimes are necessary. Everyone is concerned about staff pay. The Board wants to compensate employees correctly and adequately and to reward staff for their service. The Board wants to retain good people. He asked that this be the end of the ten-year discussion of not adequately compensating staff. Ms. Hickson-Stevenson stated she would not bring it up again. Mr. Casey then called for the vote.

The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

*Ms. Hickson-Stevenson reported that the next pay adjustment recommendation is for a 1% adjustment to the entire salary schedule in January 2020. This is the same salary schedule adjustment that the Board approved for 2017, 2018, and 2019.*

19-100  
APPROVAL OF 1.5%  
STEP INCREASE IN  
DECEMBER 2019



*Mr. Rochford moved to recommend approval of a 1% adjustment to the entire salary schedule in January 2020. All committee members voted aye.*

19-101  
APPROVAL OF 1%  
SALARY  
ADJUSTMENT TO  
SCHEDULE

The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

*Ms. Hickson-Stevenson then reported that the final pay adjustment recommendation is for a 1.5% performance step increase to be given in April 2020 to all regular staff and student assistants with an acceptable or better performance evaluation who have been employed by the Library for at least one year. This is the same performance step increase that the Board approved for 2017, 2018, and 2019.*

*Ms. Neeley moved to recommend approval of a 1.5% performance step increase to be given in April 2020 to all regular staff and student assistants with an acceptable or better performance evaluation who have been employed by the Library for at least one year. All committee members voted aye.*

The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-102  
APPROVAL OF 1.5%  
STEP INCREASE IN  
APRIL 2020

*Ms. Hickson-Stevenson reviewed the final versions of the recommended revisions to select personnel policies. Committee members recommended a few changes in wording.*

*Mr. Rochford moved to recommend to the Board the adoption of the revised personnel policies, with additional changes as discussed. All committee members voted aye.*

The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-103  
ADOPTION OF  
PERSONNEL  
POLICY CHANGES

*At 5:10 pm, Mr. Rochford moved to enter Executive Session to discuss the compensation of the Executive Director and the Fiscal Officer. Mr. Frola seconded the motion. Mr. Rich, Mr. Frola, Ms. Neeley, Mr. Rochford, and Mr. Casey all voted aye. The motion passed.*

*The Personnel Committee went back into public session and adjourned at approximately 6:50 pm.*

*Pam Hickson-Stevenson  
Executive Director*

Ms. Scarpitti asked a question for clarification. Because Ms. Hickson-Stevenson and Ms. Scarpitti report directly to the Board and are not on the salary schedule, she asked if the Board would specify that they also were moved from 37.5 to 40 hours and that they also are compensated for 40 hours. Mr. Rich stated that that was the Personnel Committee's intention in bringing the recommendation to the Board.

Mr. Rich moved to reconsider the motion that was adopted during the personnel committee report concerning the change in the FLSA status of supervisors in the Library system. If the motion to reconsider is adopted, he will propose language that will clarify that the executive director and fiscal officer are included among the exempt supervisors. Mr. Frola seconded. The roll call vote

19-104  
RECONSIDERATION  
OF APPROVAL OF  
FLSA STATUS OF  
SUPERVISORS

followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

Mr. Rich then made a motion to change the wording of the motion to change the FLSA status of supervisors from non-exempt to exempt and to change the workweek for exempt supervisors from 37.5 hours to 40 hours a week, effective December 23. He moved to amend that motion by inserting the phrase “including the executive director and fiscal officer” after the phrase “the workweek for exempt supervisors.” The motion was seconded by Mr. Weber. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-105  
APPROVAL OF  
REVISION TO FLSA  
STATUS OF  
SUPERVISORS

Mr. Rich then made a motion to adopt the revised FLSA status of managers as amended. Mr. Weber seconded the motion. The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-106  
APPROVAL OF THE  
REVISED FLSA  
STATUS OF  
SUPERVISORS

**REPORT OF FINANCE COMMITTEE MEETING  
MAIN LIBRARY  
DECEMBER 12, 2019**

*On Thursday, December 12, 2019, the Finance Committee of the Akron-Summit County Public Library Board of Trustees met in the Board Room at Main Library.*

FINANCE  
COMMITTEE  
REPORT FROM  
DECEMBER 12, 2019

*The meeting was called to order at 3:39 pm by Committee Chair John Frola.*

*Committee members discussed the adoption of the 2020 Temporary Appropriations Budget. There was a motion, unanimously approved, to take the proposed temporary budget to the full Board as a recommendation of the Finance Committee.*

Ms. Scarpitti stated that the Board is voting on the Temporary Appropriations that go to the county.

The roll call vote followed: Mr. Casey, Mrs. Darlington, Mr. Frola, Ms. Neeley, Mr. Rich, Mr. Rochford, and Mr. Weber all voted aye. The motion carried.

19-107  
ADOPTION OF 2020  
TEMPORARY  
APPROPRIATIONS

*Mr. Frola adjourned the Finance Committee meeting at 4:35 pm.*

There was no report from the Administrative Team.

Mr. Casey stated there were no requests for Public Participation.

There were no comments for the good of the order.

There being no further business, Mr. Casey adjourned the regular meeting at 5:56 pm.

ADJOURNMENT

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary