

AGENDA WARREN SELECTBOARD

Location: Warren Municipal Building

Date: December 17, 2019

Time: 7:00 PM

Agenda Items

7:00 PM – 7:10 PM

Public Comment

7:15 PM – 8:30 PM

Budget Continuance – Warren Fire Dept.,
Warren Library, Warren Conservation
Commission

8:40 PM -

Approval of Minutes from December 10, 2019

8:45 PM -

Approval of Accounts Payable Warrants &
Payroll Warrants

\$17,555.18

\$208,674.53

9:00 PM -

Other Business

Next Meeting To Be Scheduled

Minutes of December 17, 2019

Warren Selectboard

7:00 PM

Warren Municipal Building

Members Present: Andrew Cunningham, Chair, Bob Ackland, Vice Chair, Luke Youmell, Randy Graves.

Members Absent: Camilla Behn

Others Present: Jeff Campbell, Jerrod Alvord, Jito Coleman, Marie Schmukal, Ellen Kucera, George Schenk, TV 44/45 and Cindi Jones.

7:05 PM - Meeting called to order by Mr. Cunningham.

7:08 PM – Public Comment – None

7:10 PM – Warren Conservation Commission Budget – Mr. Coleman explained that there was a slight increase in the knotweed budget line item and a decrease in the Blueberry Lake Management line. They have a volunteer now taking over the mowing of the Blueberry bushes. They will be using the Assessments & Studies Budget Line item to sign a contract with Arrowwood to create wildlife corridor maps for the Lincoln Peak Land Acquisition. They also will be working with the Planning Commission on the Zoning updates to include wildlife corridor protections. Mr. Jito also explained that they are working to get a grant from the Interval Conservation Nursery to fund an additional \$10,000 that would go to a knotweed lab to experiment and find out what exactly will kill the knot weed. They are working with the Friends of the Mad River and the Granville Conservation on a project to eradicate a large patch in Granville Gulf.

Mr. Schenk, also a member of the Conservation Commission came to talk about the allocation to the Capital Account for 2020. The account currently represents 8.5 years of contributions. He explained that the ecosystems are experiencing a stress/change not just from the environment but from how people co-exist with mother nature. The conservation tracts being purchased are ones that are up high up and that we are not looking at the lower corridors area's for conservation. He has four thoughts of actions:

1. Increase the reserve fund 10-fold.
2. Through Zoning make enforceable critical corridor areas to protect.
3. Conserve the present heritage and not contribute.
5. Commit to saving the Natural Heritage.

Mr. Ackland asked how do we get the public's input on this? Mr. Coleman commented that the Conservation Commission is committed to doing an educational drive on what owners can do. Include in the Town Report an educational portion and at Town Meeting set aside ½ hour for the Conservation Commission to share this education to see what the town's people want to do. Mr. Cunningham commented that he sees that it could be a possibility that it would be a combination of the first two ideas. The board thanked Mr. Coleman and Mr. Schenk for coming in presenting their budget and for sharing their thoughts on the Conservation Funding Allocation.

7:50 PM – Warren Public Library – Marie Schmukal, Ellen Kucera- Ms. Schmukal started the discussion off with a 2019 fact sheet handout. There were 8,791 visits with an average of 756 people/month. There were 2,480 people that attended Library programs with an upswing of 5.9% since 2015. The Library has become a very vibrant place for people of all ages. There were a total of 2500 people that attended programs. Highlights - they applied and were one of 14 libraries to the Children Literacy Foundation. The Warren Library received \$2000 worth of books and Warren Elementary received \$500 in books and free programming. This initiative was to strengthen the school Library with the Warren Public Library connection. They still continue to offer home schoolers with a book club and the Children's Librarian added creative writing class this year for them. They continue to offer a free Play Friday program that is very popular and getting beyond their capacity. Mr. Graves asked why? Ms. Schmukal commented that the after school is expensive for some families, so one day a week kids can go to library. This is where 5th and 6th graders are testing their independence go to library on their own for a while. The 4th annual peep style contest had over 40 people with a special guest: State Library Jason Brotton. They continue to building community and partnerships – Warren Arts contraband series, a successful community interest with the arthritis foundation doing an exercise sponsored by the Council of Aging. The Library apply for a small grant through the Mad River Valley Recreation District to pay for hand weights and the town provides the space graciously. It is a free program with about 5-8 seniors coming that have been attending on Wednesdays regularly. Work continues between Moretown and Joslin libraries. Some colorful Outreach was a float at the 4th of July parade performance that is getting lots of engagement outside of the Warren and media coverage to show libraries are not just quiet places.

Looking forward to 2020 the strategic plan was up in 2018 and they have been and will be scheduling meetings for public comments. The plan is using an open-ended approach so it is just library specific. They are looking for the aspirations from the community.

Budget 2020 increase is adding a staff person. It would be a kids programming budgeted at 9 hours a week focusing on a lot of kid's stuff. This seems to be the only increase in the budget form 2019.

Mr. Ackland asked about how many hours? Ms. Schmukal commented 9 hours a week. Staff line \$24,794 down to 17,222. When Ms. Schmukal took over in 2017, she had taken on more responsibilities so there was not staff needed. With all the increase in programs and community outreach is over capacity in what she can handle. Ms. Kucera commented that there was an additional issue because the Library Board used 2019 numbers to create the budget and approve by their board. They realized that the salary numbers implemented were not correct for 2019. In 2019 the Library Board presented a salary increase of 3.5 increase for Ms. Schmukal one percent higher than the normal town employees. The Library was acknowledging a merit base increase in the 2019 year as Ms. Schmukal finished her schooling for a Certificate of Librarianship and felt that it was a professional development increase deserved for her efforts. The Library Board since realized that somewhere along the way it was not approved by the Selectboard and the library was not made aware of it. The numbers in the 2019 annual report were the numbers of the increase presented to the taxpayers in the reports. The budget numbers of the library board in 2019 showed the increase of 3.5% and the town's budget was 2.5%. To complicate the matter, they were not aware it was a 53 week pay period week in 2019.

Mr. Graves wanted some clarification that the 2019 budget shows \$103, 777 and the library should have been \$109,117. Mr. Ackland recalls that it was talked about that if the Library wanted to do a merit raise that the Friends of Library would pay the town but he wasn't sure how it was decided on. Mr. Ackland commented that we have no process on giving town employees merit increases. Ms. Schmukal commented that Library Board on 12/10/2018 presented the budget with the 3.5 percent merit raise in the Librarian Salary. Mr. Graves commented that he wasn't sure if it was decided on that day to approve increase but remembers there was a follow up in January in executive session to discuss. Mr. Ackland commented that Mr. Ellison in previous meetings stated the Library Board can tell the Selectboard what to do, but Mr. Ackland commented that the Library board can't tell the Selectboard what to do. The Selectboard holds the purse strings. Ms. Schmukal commented that they had talked with Mr. Ellison and Ms. Kauffman but they couldn't recall whether the Friends would pay for this. The amount is \$390 that would be due for the merit increase. Mr. Graves responded in looking at actual and budget \$103, 962 and 103,777 per 2019. On the budget sheet presented from the library it was projected at \$109,117. Mr. Graves commented that there is a disparity there. Mr. Graves commented that the actuals will be higher as there are 2 more weeks in December. Mr. Ackland commented that there are two processes going on two different tracks and that more communication is needed.

There is still one question open on how to go forward. – Ms. Schmukal commented that more communication and the final approved budget needs to be approved by the Library board prior to when the budget gets approved and printed in the Town report as submitted. The Library's Budget should match the numbers in the budget that is approved by the voters is the one that has the total budget. In moving forward Mr. Cunningham commented that the Library should take of the merit raise from the 2019 from their funds. Mr. Ackland commented that he doesn't have a problem with Library board setting out metrics and paying the extra compensation out of their funds. He felt that the Selectboard was in the dark about what the metrics and what the expectations were. The Library Board needs to recognize that the Selectboard is the keeper of the money and they have to approve what is done. The Library Board can make all decisions they want on their own funds but not on the funds allocated by the Selectboard. Mr. Graves asked if the Library could do some reworking on this? Ms. Schmukal asked "what would you like to see different?" Mr. Ackland commented that the Library presentation generates more confusion. Currently Mr. Youmell stated that nothing seems to match the numbers being submitted. The Library Board will rework the numbers once they have all the correct numbers and both the Town and Library will communicate to ensure the numbers match in the reports and in the budget. The board thanked Ms. Schmukal and Ms. Kucera for coming in.

8:45 PM – Warren Fire Dept. – Jeff Campbell & Jerrod Alvord - Mr. Alvord started out the conversation with that they have 26 members with 2 more taking Fire Fighter 1 Class. Fire calls are down but the member response has been up in responding. Mr. Campbell went line by line through the budget with an increase in radio dispatch because of the one dedicated phone line. Mr. Campbell did comment that if at some point if the town could move the repeater to the new proposed tower on Sugarbush. They lowered repairs and maintenance as they feel now with the contract they have; the repairs would be down. Mr. Graves inquired about the medical physical line as nothing has been used.

Mr. Campbell commented that he is working with the Volunteer Fire Counsel to see what they do for physicals and that it does not need to be a CDL Intrastate one or can it be a CDL physical that is not so regulated since they drive within state. They have been encouraging all volunteers to get a physical and that they can submit for reimbursement. Over all the budget has decreased from last year.

Mr. Cunningham asked about the Capital Truck Reserve Fund. Mr. Campbell commented that they are raising the fund to \$100,000 for the allocation as they have plans on purchasing another truck. The PPE account will remain at \$25,000 and the Stand Pipe account will remain at \$5,000 for capital allocations. The board thanked Mr. Campbell and Mr. Alvord for coming in.

9:05 PM – Other Business:

Selectboard Meetings – The board will not meet the rest of December and will meet on January 7, to finish the budget and have the Capital Budget Meeting. They will have a short meeting during the day to approve any Lister omissions or corrections prior to closing the year.

9:10 PM - Department of Public Works – Mr. Cunningham pointed out that the board is still trying to figure out the costs and how it fits into Town of Warren budget. Mr. Ackland commented that they would be looking at candidates that have construction, engineering, computer skills, as a manager in a truck skill set. Other questions were: Do we go with a 4- or 5-man crew, seasonal summer, or contract work out. That person would need to be able to plow in the winter. The target date would be after winter, maybe May 1 or June 1 and the board would have to budget 8 months for that position including benefits and other line items in the DPW section of the budget. The next question that came up was how to make the transition and then to sell it to the taxpayers at town meeting. The board looked at the position in various towns that are close to the miles of road and population for a salary figure but have not commented on what that would be.

9:30 PM – Approval of Accounts Payable – Motion by Mr. Ackland to approve the Accounts Payable Warrants as presented for \$208,674.53, second by Mr. Youmell. All in Favor: VOTE: 4-0.

9:32 PM – Approval of Payroll Warrants – Motion by Mr. Ackland to approve the payroll warrants as presented for \$ 17,155.18, second by Mr. Youmell. All in Favor: VOTE: 4-0.

9:35 PM – Approval of Minutes for December 10, 2019 – Motion by Mr. Youmell to approve the Minutes of December 10, 2019, second by Graves. All in Favor: VOTE: 4-0.

9:37 PM – Motion by Mr. Ackland to adjourn, second by Mr. Youmell. All in Favor: VOTE: 4-0.

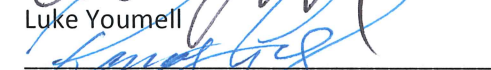
Minutes Respectfully Submitted by,
Cindi Jones, Warren Town Administrator

The Warren Selectboard



Andrew Cunningham, Chair

Bob Ackland, Vice Chair

Luke Youmell

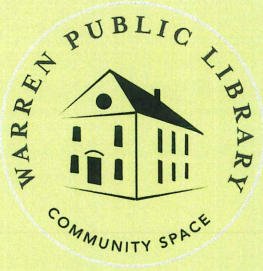
Randy Graves

Camilla Behn

Warren Fire Department Budget 2020

| Account | Name | Actual 2016 | Budget 2017 | Actual 2017 | Budget 2018 | Actual 2018 | Budget 2019 | Actual 2019 | Budget 2020 |
|----------------|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| 100-40-4200-10 | Remuneration | 34,101.00 | 51,000.00 | 35,592.00 | 40,000.00 | 33,120.00 | 40,000.00 | | 40,000.00 |
| 100-40-4210-12 | Benefits | 2,609.00 | 3,500.00 | 2,723.00 | 3,000.00 | 2,534.00 | 3,000.00 | | 3,000.00 |
| 100-40-4212-38 | Supplies | 4,949.00 | 5,000.00 | 4,964.00 | 4,500.00 | 4,573.00 | 4,500.00 | | 4,500.00 |
| 100-40-4213-39 | Dues, Subscriptions, Mtgs | 2,012.00 | 1,500.00 | 1,175.00 | 2,000.00 | 647.00 | 2,000.00 | | 2,000.00 |
| 100-40-4215-60 | Repairs & Maint / NOT BLDG | 24,678.00 | 30,000.00 | 30,045.00 | 30,000.00 | 23,362.00 | 30,000.00 | | 25,000.00 |
| 100-40-4217-39 | Fuel / Diesel & Gas Only | 1,043.00 | 1,200.00 | 1,310.00 | 1,200.00 | 2,526.00 | 3,000.00 | | 3,000.00 |
| 100-40-4218-19 | Contracted Services / Licen | 1,294.00 | 3,000.00 | 255.00 | 4,500.00 | 7,754.00 | 6,000.00 | | 7,500.00 |
| 100-40-4219-50 | Uniforms & Safety Equip. | 3,933.00 | 5,000.00 | 4,073.00 | 5,000.00 | 3,575.00 | 4,500.00 | | 4,500.00 |
| 100-40-4220-38 | Fire Hose | 0.00 | 5,000.00 | 5,206.00 | 5,000.00 | 3,422.00 | 4,000.00 | | 4,000.00 |
| 100-40-4221-56 | Minor Equipment | 9,062.00 | 10,000.00 | 8,463.00 | 10,000.00 | 8,451.00 | 10,000.00 | | 10,000.00 |
| 100-40-4223-48 | Radio Dispatch | 7,716.00 | 5,000.00 | 6,049.00 | 6,000.00 | 6,228.00 | 6,000.00 | | 6,400.00 |
| 100-40-4223-49 | Air Packs | 0.00 | 1,000.00 | 0.00 | 1,000.00 | 392.00 | 1,000.00 | | 0.00 |
| 100-40-4224-48 | Medical Exams | 0.00 | 1,000.00 | 0.00 | 0.00 | 0.00 | 1,000.00 | | 1,000.00 |
| New | Training | | 5,000.00 | 4,245.00 | 2,000.00 | 1,557.12 | 2,000.00 | | 2,000.00 |
| New | Admin | | 1,500.00 | 252.00 | 1,500.00 | 2,636.00 | 2,000.00 | | 2,000.00 |
| | Total | 91,397.00 | 128,700.00 | 104,352.00 | 115,700.00 | 100,777.12 | 119,000.00 | | 114,900.00 |

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2019 By the Numbers

8,791 Visits

Average 756 people/month

↑ 5.9% since 2015

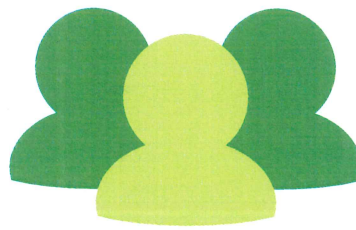
Circulation

13,077 Physical Items

2,853 Digital Items



1,100 volunteer
hours



110 New Patrons

Interlibrary Loans

235



Warren



224

Technology Access

58 3D printer usages

342 patrons using own device

522 sessions on library devices

2,480 people
attended
programs



(figures as of 12/15)

Warren Library

| | 2019 Budget | 2019 Projected Actual | 2020 Proposed | |
|---|----------------|--------------------------|------------------|---------------|
| Funds Received | | | | |
| Town of Warren Approved/Requested | 109,842 | 107,333 | 118,669 | |
| Grants | 590 | 1,783 | 564 | |
| Library Account | 1,300 | 1,200 | 1,200 | |
| Friends | 7,275 | 6,508 | 7,825 | |
| TOTAL FUNDING | 119,007 | 116,824 | 128,258 | |
| Expenditures | | | | |
| Salary & Benefits | | | | |
| Payroll - Librarian | 39,635 | 39,989 | 40,626 | |
| Payroll - Staff | 17,222 | 16,453 | 24,045 | |
| TOTAL PAYROLL | 56,857 | 56,442 | 64,671 | 13.74% |
| Benefits | 34,795 | 34,795 | 36,222 | 4.10% |
| SUBTOTAL SALARY & BENEFITS | 91,652 | 91,237 | 100,893 | 10.08% |
| Adult Books - Town | 5,200 | 5,000 | 5,200 | |
| Large Print Books - Town | 200 | 175 | 200 | |
| Child Books - Town | 1,800 | 1,800 | 1,800 | |
| Young Adult Books - Town | 200 | 200 | 200 | |
| Patron Request Books - Friends | 1,000 | 800 | 1,000 | |
| Replacement Materials - Friends | 350 | 391 | 500 | |
| eBooks - Friends | 200 | 208 | 250 | |
| Periodicals - Town | 500 | 540 | 550 | |
| Periodicals - Friends | 1,000 | 863 | 1,000 | |
| Digital Collection | 1,500 | 1,479 | 1,500 | |
| Adult Audiobooks - Town | 750 | 736 | 750 | |
| Child Audiobooks - Town | 500 | 477 | 500 | |
| Audiobooks & DVDs - Friends | 2,630 | 2,046 | 2,980 | |
| Toys and Games | 100 | 90 | 100 | |
| Maker Programs and Supplies - Friends | 350 | 250 | 350 | |
| Programs - Library Account | 1,200 | 1,200 | 1,200 | |
| Book Discussion Programs - Friends | 400 | 150 | 400 | |
| Children Programs - Friends | 400 | 400 | 400 | |
| Summer Reading Program - Friends | 400 | 570 | 400 | |
| Telephone | 2,220 | 2,225 | 2,230 | |
| P.O. Box & Courier | 945 | 945 | 945 | |
| Supplies | 950 | 926 | 950 | |
| Technology | | | | |
| Equipment | 1,500 | 700 | 1,000 | |
| Catalog Fees | 425 | 396 | 425 | |
| Website | 200 | 168 | 200 | |
| Software | 75 | 16 | 75 | |
| Repairs and Maintenance | 600 | 130 | 600 | |
| Professional Development - Town | | | | |
| Conferences & Mileage | 425 | 1,166 | 425 | |
| Memberships | 390 | 510 | 390 | |
| Professional Development - Friends | 300 | 0 | 300 | |
| Miscellaneous - Town | 300 | 200 | 300 | |
| Miscellaneous - Friends | 245 | 331 | 245 | |
| SUBTOTAL OPERATING EXPENSES - TOWN | 18,780 | 17,879 | 18,340 | -2.34% |
| SUBTOTAL GRANTS IN TOWN ACCOUNT | 590 | 1,783 | 564 | |
| SUBTOTAL FRIENDS | 7,275 | 6,509 | 7,825 | |
| SUBTOTAL LIBRARY ACCT | 1,200 | 1,200 | 1,200 | |
| TOTAL TOWN EXPENSES | 110,432 | 109,116 | 119,233 | 7.97% |
| TOTAL LIBRARY BUDGET | 119,497 | 118,608 | 128,822 | |

budget worksheet

| | 2019 Budget | 2019 Spent YTD | 2019 % YTD | 2019 Amt remaining | 2019 Projected | 2020 Proposed | amount change | percent change |
|-------------------------------------|----------------|-------------------|---------------|-----------------------|-------------------|------------------|------------------|-------------------|
| Magazines | | | | | | | | |
| Adults | 5,200 | 4901 | 94% | 299 | 5000 | 5200 | 0 | 0.00% |
| Large Print | 200 | 175 | 88% | 25 | 175 | 200 | 0 | 0.00% |
| Children | 1,800 | 1757 | 98% | 43 | 1800 | 1800 | 0 | 0.00% |
| Young Adults | 200 | 187 | 94% | 13 | 200 | 200 | 0 | 0.00% |
| Periodicals – Newspaper | 500 | 540 | 108% | -40 | 540 | 550 | 50 | 10.00% |
| Digital Collection | 1,500 | 1479 | 99% | 21 | 1479 | 1500 | 0 | 0.00% |
| Audio/Video | | | | | | | | |
| Adults | 750 | 736 | 98% | 14 | 736 | 750 | 0 | 0.00% |
| Children (audiobooks and DVDs) | 500 | 477 | 95% | 23 | 477 | 500 | 0 | 0.00% |
| Toys and Games | 100 | 90 | 90% | 10 | 90 | 100 | 0 | 0.00% |
| Telephone | 2,220 | 2040 | 92% | 180 | 2225 | 2230 | 10 | 0.45% |
| Postage, PO Box & Courier | 945 | 942 | 100% | 3 | 945 | 945 | 0 | 0.00% |
| Supplies | 950 | 926 | 97% | 24 | 926 | 950 | 0 | 0.00% |
| Technology – Equipment | 1,500 | 699 | 47% | 801 | 700 | 1000 | -500 | -33.33% |
| Technology – Catalog Fees | 425 | 396 | 93% | 29 | 396 | 425 | 0 | 0.00% |
| Technology – Website | 200 | 168 | 84% | 32 | 168 | 200 | 0 | 0.00% |
| Technology – Software | 75 | 16 | 21% | 59 | 16 | 75 | 0 | 0.00% |
| Repairs & Maintenance | 600 | 129 | 22% | 471 | 130 | 600 | 0 | 0.00% |
| Prof Dev – conferences and mileage* | 425 | 1166 | 274% | -741 | 1166 | 425 | 0 | 0.00% |
| Prof Dev – memberships | 390 | 510 | 131% | -120 | 510 | 390 | 0 | 0.00% |
| Miscellaneous | 300 | 179 | 60% | 121 | 200 | 300 | 0 | 0.00% |
| | 18,780 | 17513 | 93% | 1,267 | 17879 | 18340 | -440 | -2.34% |

*received \$900 grant from VTLIB to offset \$794.08 of this total

| | 2019 Budget | 2019 Spent YTD | 2019 % YTD | 2019 Amt remaining | 2019 Projected | 2020 Proposed | amount changed | percent change |
|----------------|----------------|-------------------|---------------|-----------------------|-------------------|------------------|-------------------|-------------------|
| PAYROLL | | | | | | | | |
| Librarian | 39,635 | 36,215 | 91% | 3,420 | 39989 | 40,626 | 991 | 2.50% |
| Staff | 17,222 | 14,953 | 87% | 2,269 | 16453 | 24,045 | 6,823 | 39.62% |
| Total Payroll | 56,857 | 51,168 | 90% | 5,689 | 56442 | 64,671 | 7,814 | 13.74% |
| Benefits | 34,795 | 33,480 | 96% | 1,315 | 34,795 | 36,222 | 1,427 | 4.10% |
| TOTAL | 110,432 | 102,161 | 93% | 8,271 | 109,117 | 119,233 | 8,801 | 7.97% |

| | | | | | | | | |
|-----------------|------|------|-----|-----|------|------|-----|-------|
| Library Account | 1300 | 1138 | 88% | 162 | 1200 | 1200 | 100 | 7.59% |
|-----------------|------|------|-----|-----|------|------|-----|-------|

| | 2019 Budget | 2019 Spent YTD | 2019 % YTD | 2019 Amt remaining | 2019 Projected | 2020 approved |
|--------------------------------------|----------------|-------------------|---------------|-----------------------|-------------------|------------------|
| FRIENDS | | | | | | |
| Patron Materials Requests – Books Ne | 1,000 | 775.46 | 78% | 225 | 800 | 1000 |
| Replacements (Book,DVD,Audio) | 350 | 390.94 | 112% | -41 | 391 | 500 |
| Periodicals | 1,000 | 863.23 | 86% | 137 | 863 | 1000 |
| eBooks | 200 | 207.65 | 104% | -8 | 208 | 250 |
| Audiobooks | 2,150 | 1517.84 | 71% | 632 | 1518 | 2500 |
| DVD – Adult | 280 | 332.82 | 119% | -53 | 333 | 280 |
| DVD – Children | 200 | 194.89 | 97% | 5 | 195 | 200 |
| Professional Development | 300 | 0 | 0% | 300 | 0 | 300 |
| Makers Program grant for supplies | 350 | 186.39 | 53% | 164 | 250 | 350 |
| Programs-Children's | 400 | 368.06 | 92% | 32 | 400 | 400 |
| Programs-Summer Reading | 400 | 570.11 | 143% | -170 | 570 | 400 |
| Programs – Book Discussions | 400 | 129.74 | 32% | 270 | 150 | 400 |
| Miscellaneous | 245 | 830.7 | 339% | -586 | 831 | 245 |
| Total Friends | 7,275 | 6367.83 | 88% | 907 | 6508 | 7825 |

| Payroll over 6 years | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | Change in 2014 to 2019 |
|------------------------------------|-------|--------|--------|---------|-------|-------|---------------------------|
| Librarian | 35701 | 36298 | 38244 | 37000 | 38295 | 39635 | 3,934 |
| Staff | 24794 | 22357 | 21138 | 16640 | 16640 | 17222 | (7,572) |
| Benefits | 17009 | 12511 | 12103 | 31321 | 33385 | 34795 | |
| | 60495 | 58655 | 59382 | 53640 | 54935 | 56857 | -3638 |
| Librarian salary percentage change | | 1.67% | 5.36% | -3.25% | 3.50% | 3.50% | 11.02% |
| Staff salaries percentage change | | -9.83% | -5.45% | -21.28% | 0.00% | 3.50% | -30.54% |