

**RPLAC Meeting - October 6, 2010**  
**Henry County Library - McDonough, GA**

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Present at the meeting:

**RPLAC members:**

Patricia Edwards - Jefferson County Library (Rural Single County)  
 Joe Forsee - Northwest Georgia Regional Library (Urban/Rural Multi-County)  
 Dusty Gres - Ochopee Regional Library System  
 Alan Harkness - Piedmont Regional Library System (Urban/Rural Multi-County) - *Chairman*  
 Greg Heid - Newton County Library System (Urban Single County)  
 Anne Isbell - Lake Blackshear Regional Library System (Rural Multi-County)  
 Jon McDaniel - Forsyth County Public Library (Urban Single County)  
 Adrian Mixson - Hall County Library System (Urban Single County)  
 Richard Sanders - Hart County Library (Rural Single County) - *Secretary*  
 Leigh Wiley - Worth County Library System (Rural Single County)  
 Carrie Zeiger - Flint River Regional Library System (Urban/Rural Multi-County)

**GPLS Staff/Administration:**

Christopher Evans - GPLS (Business Manager)  
 Lamar Veatch - GPLS (State Library Director)  
 Julie Walker - GPLS (Deputy State Library Director)

**Spectators:**

Kathryn Ames - Athens Regional Library System  
 Darla Chambliss - Cherokee Regional Library System  
 Marsha Christy - Houston County Library System  
 Teresa Cole - Dougherty County Public Library  
 Carolyn Fuller - Henry County Public Library System  
 Claudia Gibson - Chestatee Regional Library System  
 Peggy King - Chestatee Regional Library System  
 Claire Leavy - Lee County Library System  
 JoEllen Ostendorf - Troup-Harris Regional Library  
 Misty Reyes - Cherokee Regional Library System  
 Gilda Stanbery - Peach Public Libraries  
 Jeff Tomlinson - Uncle Remus Regional Library System  
 Billy Tripp - Peach Public Libraries  
 Jean Turn - Kinchafoonee Regional Library System  
 Alison Weissinger - DeKalb County Public Library System  
 Barbara Osborne-Harris - Coweta County Library System

*[Note: Several directors were dialed into the teleconference system, but no roll was called. There were comments from Susan Whittle and Donna Howell.]*

Corrections to the minutes of the September:

Page 2 - Claudia Gibson volunteered to be on the Ad Hoc study committee for service delivery districts.

Page 5 - The comment attributed to Claudia Muller should have been attributed to Claudia Gibson.

After a motion and a second, the minutes were approved as corrected.

*Comments from Dr. Veatch:*

Lamar Veatch - The plan with OPD/BOR is still a 10% cut for FY 2012.

Alan Harkness reiterated the latest set of data that showed a plan with all positions unfrozen and filled and showed that to make the overall cuts necessary, and the cut to grants would be more like 16% - with 17 library systems losing all materials and SSG grants, as well as at least part of their salary grants.

Lamar Veatch discussed reconfiguring of the structure and of state funding for SLBPH - will be remade into seven OAC (Outreach & Advisory Centers). A 10% cut will still be taken from this project.

Adrian Mixson asked about further cuts to GPLS operations and PINES.

Joe Forsee (and Adrian Mixson) asked about revision of SLBPH and why the system is being protected, lessening the impact on systems with an SLBPH. Lamar Veatch said that the funding structure was being changed but was not being held sacred.

Greg Heid asked about GPLS and the reduction structure.

Alan Harkness asked for comments.

Anne Isbell - said she approved of the 16% cut plan that restores positions.

Jon McDaniel initiated discussion about the level of funding for positions. There were comments about whether actual salaries should be funded, or if salaries should be funded at the conversion level (\$55k) with additional salary money to be funded locally (with that being a local decision).

Joe Forsee mentioned the unemployment costs.

Joe agreed that looking at lower funding for positions had merit in terms of equitability.

Patricia Edwards asked for clarification of the 16% cut vs. the 10% cut - addressed by Christopher Evans, with comments by Greg Heid and Julie Walker.

Several comments of approval.

Alan Harkness asked if the committee was ready for a vote?

Dusty Gres asked about the cashing in frozen positions.

Jon McDaniel asked for clarification - would this be the ongoing amount, past FY 2012?

Agreement from Christopher Evans and Lamar Veatch.

Anne Isbell asked about voluntary conversions - further discussion/attempted clarification.

Greg Heid asked what would happen the governor asks for less of a cut than we're planning for - what would happen to any leftover funds. Christopher Evans said that cuts would be applied as required, not starting out at 10% or 16%.

Lamar Veatch commented that once the RPLAC recommendation is made, each library system will have to make a report of exactly how the cuts will affect library service. May affect how the libraries are treated by the legislature.

Gilda Stanbery asked about support from GPLS about preparing reports.

Lamar Veatch and Julie Walker said that GPLS would provide consultation services as needed. Gilda Stanbery suggested a database of budget cut/hardship stories - positive response from GPLS.

Carrie Zeiger - asked whether libraries that will be put into the negatives have commented.

Donna Howell commented that even though there will a lot of hardships for her, but still prefers the big cut to losing positions.

Richard Sanders asked if there could be some flexibility about the remaining salary money - are half positions a possibility? Julie Walker said it would be possible and would be worth discussing.

Dusty Gres - asked that for clarification about the beginning-of-the-year rule for converting positions. Julie and Lamar both agreed that the rule could be made a bit more flexible.

Gilda Stanbery asked if we currently have the ability to fill vacant positions? Answer: Not in this FY. MAYBE in FY 2012. Gilda also asked about prioritizing the hiring for vacant positions - possibly based on need.

## **BREAK**

Jon McDaniel asked about whether filling vacancies would cause the budget and applicable cuts to be revisited every year.

Lamar Veatch suggested that the library positions be portrayed as teachers in a classroom, rather than administration - we're going to be losing people that impact ("personal impact") service to the communities.

Question from Marcia Christy about individual system decisions - also asked about the effect of locally-assigned furlough days and impact on TRS.

Mention of "donation of a day's pay" from Joe Forsee - not the same effect as a furlough day.

Jean Turn asked that accounting not dictate service.

Motion from Greg Heid:

"Motion to adopt the formula before us to take an across the board reduction of 16.366465% with changes made to the total vacancies cost for frozen positions to be reduced from \$80,000.00 to \$55,000.00 which will reduce the across the board cut by a further (approximate) 2.5%, with the proviso that systems that have a vacant state-paid position that don't want to receive the \$55,000.00 conversion amount for the vacancies will not get their vacant position filled, and in the future, the \$55,000.00 converted positions will be upgraded to full state-paid positions when state funding is restored."

Motion seconded by Anne Isbell.

After a suggestion for an amendment from Joe Forsee, Greg Heid pointed out a clarification of parliamentary procedure and asked that Joe restate his amendment as a second motion.

The vote was called and the motion carried. No dissenting votes.

Motion from Joe Forsee:

"I move that, with passage of the previous motion, a system be allowed to convert a position at any time during the fiscal year."

Motion seconded by Carrie Zeiger.

The vote was called and the motion carried. No dissenting votes.

Alan Harkness - "We have a plan for FY 2012." (*Applause.*)

Many requests from various directors for the posting of the text of the motions.

Sandy Hester asked when the actual numbers would be available. Julie and Lamar said ASAP, but no later than the December directors meeting.

Anne Isbell suggested that the message to legislators emphasizes that there was a consensus regarding the cuts made and that we were not handed the 16% cut as a requirement.

Alan - next steps for FY 2012

How we calculate SSG... "elevator speech".

**[SEE HANDOUT - "FY 2011 FORMULA GRANTS (POSITION CONVERSIONS NOT INCLUDED)"]**

Much discussion of calculations, the effects of incentives, and political implications.

Discussion of self-generated income, in-behalf funding, and other issues with regard to maintenance of effort and the annual report.

Alan Harkness called for an ad hoc committee to study this issue:

Anne Isbell was drafted; Jon McDaniel, Gilda Stanbery, and Barbara Osborne-Harris volunteered.

Greg Heid made a motion that the meeting adjourn. The motion passed by acclamation.

*Meeting adjourned at 12:06 PM.*

*Respectfully submitted by Richard Sanders - RPLAC Secretary.*