



Board of Trustees Meeting

Agenda

KCLS Service Center / Hybrid
Wednesday, December 18, 2024
5:00 PM

Click to join meeting via Zoom
<https://us06web.zoom.us/j/81360570893>

If you would like to speak during the Public Comment, please email
BoardMeetingSupport@kcls.org by 4:00pm on February 28.

- A. Call to Order
- B. Approval of Agenda
- C. Approval of Minutes - November 26, 2024
- D. Public Forum

In the interest of time and to allow as many members of the public the opportunity to speak, comments are limited to three (3) minutes if speaking on one's behalf or five (5) minutes if speaking on behalf of a group or organization.

Commenters should refrain from using the public comment period to engage in speech or conduct that disrupts, disturbs or otherwise impedes the orderly conduct of a meeting, including derogatory remarks, profanity, or personal attacks.

- E. Finance and Facilities Reports
 - 1. 2025 Final Budget and Resolution 2024-07
 - 2. Monthly Finance Report: Donna Zirkle
- F. Action Items
 - 3. Resolution 2024-07 Adoption of 2025 Budget
 - 4. Approval of Monthly Expenditures
 - 5. Election of 2025 Board Officers



King County Library System

Board of Trustees Meeting Minutes

KCLS Service Center/Hybrid | November 26, 2024, 5pm

Present

KCLS Board

Jeffery Guddat*
Harish Kulkarni
Srinu Raghavan
Verna Seal
Lalita Uppala
Laura Valenziano*

KCLS Staff

Maria Bassett
Angie Benedetti
BJ Colvin
Heidi Daniel
Chase Gallagher
Angie Miraflor
Dominica Myers
Danielle Perry
Cecie Streitman
Lisa Yamasaki
Donna Zirkle

**attended remotely*

Motions Approved

1. Board Meeting agenda
2. October 30, 2024 Board meeting minutes
3. Recess General Meeting in order to open Public Budget Hearing
4. Close Budget Hearing and resume General Meeting
5. Payroll expenditures
6. General Fund expenditures
7. Resolution 2024-05 Property Tax Increase
8. Resolution 2024-06 Property Tax Levy
9. Ratification of Collective Bargaining Agreements
10. General Wage Increase

Call to Order

President Srinu Raghavan called the meeting to order at 5:03pm. Lalita Uppala, Harish Kulkarni, Verna Seal were in attendance in person. Jeff Guddat and Laura Valenziano attended remotely. There was a quorum.

Approval of Agenda

Verna Seal moved approval of the Board Meeting agenda. Lalita Uppala seconded, and the motion passed unanimously.

Approval of Board Minutes

Jeff Guddat moved approval of the October 30, 2024 Board Meeting minutes. Harish Kulkarni seconded the motion. All voted in favor and the motion passed unanimously.

Public Comment

Patron Helen Stanwell, speaking on behalf of King County Library Patrons for Sensible Budgeting, spoke about short staffing at certain library locations and the lack of external substitutes.

Recess Regular Meeting

Srinu Raghavan asked for a motion and second to recess the regular meeting to open a public hearing per RCW 84.55.120 to consider increases in property tax revenue for the Library District's 2025 budget.

Harish Kulkarni moved approval of the motion; it was seconded by Lalita Uppala. All voted in favor and the motion passed unanimously.



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Public Hearing

Executive Director Heidi Daniel reviewed the 2025 shared priorities, goals and Diversity, Equity and Inclusion (DEI) pillars as presented at the October 2024 Board meeting.

Donna Zirkle provided a review of the preliminary 2025 Budget, including revenues, expenses, Capital Investment Plan (CIP), and planned deficit as presented at the October 2024 Board meeting. She then opened the floor for patron questions.

Public Forum

Patron Helen Stanwell talked about KCLS being too top heavy with too many regional managers. She suggested reducing the level from the current nine to three – with one in the north, central and south King County.

In response, Heidi Daniel explained that regions are divided based on square footage of the libraries they oversee, not just the geographic area they serve.

Heidi Daniel announced that next year KCLS plans on returning the Public Budget Hearing meetings to the community libraries, similar to how it was prior to the pandemic. There will be multiple options for attendance, including remote access.

Reconvene Regular Meeting

Srini Raghavan asked for a motion and second to close the public hearing and reconvene the regular meeting. **Verna Seal moved approval of the motion and Harish Kulkarni seconded. All voted in favor and the motion passed unanimously.**

Finance and Facilities Report

Finance and Facilities Director Donna Zirkle presented the Finance report as of the end of October 2024. Year-to-date (YTD) revenues were \$137.4M, which is 94% of the expected total of \$146.4M. YTD expenses were \$119M, which is 78% of the total budget of \$152.7M. CIP expenses YTD at the end of October were \$8.5M, accounting for 74% of the total budget of \$11.5M.

Donna also introduced Resolution 2024-05 Property Tax Increase and 2024-06 Property Tax Levy. She detailed property tax statute RCW 27.12.050, which allows rural library districts to levy residents for library services. She also discussed RCW 84.55, which provides for an annual increase in the allowable property tax levy. Resolution 2024-05 allows for a 1% increase in property tax over 2024; the increase will be from \$137.4M in 2024 to \$138.8M in 2025. Resolution 2024-06 outlines the allowable levies for 2025 which include the base property



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tax levy (\$138.8M), new construction and tax increment financing (\$1.6M), and prior year refunds (\$0.4M) for a total of \$140.9M.

Approval of Monthly Expenditures

Harish Kulkarni moved approval of Payroll expenditures for October in the amount of \$3,249,182.02: (10/11) Ck#00202151-00202167; 841842239-841843339; (10/16) Ck#842951827-842951828; (10/25) Ck#00202168-00202184, 848321730-848322835. **Lalita Uppala seconded, and the motion passed unanimously.**

Verna Seal moved approval of General Fund #0010 expenditures for October in the amount of \$8,856,801.36: Travel Advances – 0; (10/10) Ck#5014987-5015014; 1155687-1155807 (10/17) Ck#5015015; 1155808-1155958; (10/21) Ck#5015016; 1155959-1155973; (10/24) Ck#5015017-5015041; 1155974-1156088 (10/31) Ck#5015042-5015044; 1156089-1156211; (11/07) Ck#5015045-5015049; 1156212-1156335; Voids - 0. **Harish Kulkarni seconded, and the motion passed unanimously.**

Laura Valenziano moved approval of 2024-05 Property Tax Increase as presented by Donna Zirkle. Lalita Uppala seconded the motion. All voted in favor and the motion passed unanimously.

Verna Seal moved approval of 2024-06 Property Tax Levy as presented by Donna Zirkle. Harish Kulkarni seconded the motion. All voted in favor and the motion passed unanimously.

Human Resources Reports

Collective Bargaining Agreements

Human Resources Director Danielle Perry gave a presentation on the collective bargaining agreements which were recently approved by approximately 90% of the membership of the four bargaining units (Main, Page, Supervisors and Facilities) of AFSCME, Washington State Council of County and City Employees, Council 2. She is seeking ratification of the contracts by the Board of Trustees. If ratified, the contracts will be effective for three years beginning January 1, 2025.

The KCLS bargaining team, comprised of 12 managers, directors and support personnel worked for months with union partners to discuss interests, exchange proposals and reach the tentative agreements; the end result would not have been possible without everyone's hard work and cooperation.

The Board received a mark-up copy of all four agreements, and a summary of the changes to review in detail prior to the meeting. Additionally, Jeff Guddat, representing the Board Finance Committee, met



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with Danielle and Donna Zirkle early in November to go through the contracts and changes in greater detail than the Board meeting time allows.

Jeff Guddat was given a moment to discuss his thoughts about the contracts. He said they appeared to be very fair to both sides – staff and management, and he was very impressed with the final results of the bargaining process.

Some highlights presented by Danielle include increased access to union business, augmented personnel action management and administration of the grievance process, a streamlined hiring process and increased employee time for wellbeing.

Some financial implications include a stated general wage increase for each year of the agreement; it will be 3.75% in 2025, 3% in 2026, and 3% in 2027. Other financial impacts include weekend and holiday pay enhancements, an initial sick time award at the time of hire, an additional holiday day in recognition of Native American Heritage Day, and an increase in the sick time accrual rate with a maximum balance.

A couple of areas that continue to be bargained are the adoption of a stretch assignment structure as an alternative route to promotion, an analysis of the health insurance plan options looking for employer cost savings, reviewing the scope of the Assistant Operations Manager position and revisiting schedules with the staffing model evaluation.

General Wage Increase

Danielle also presented a general wage increase recommendation for non-represented staff of 3.75% to be in line with the increase the represented staff will be receiving. The increase is based on market surveys of similarly sized local and regional library systems and of local government agencies within the KCLS service area, as well as Consumer Price Index data for Seattle, Tacoma and Bellevue from October 2023-October 2024. She did clarify that the increase is a general wage increase, not a cost of living increase.

Action Items

Lalita Uppala moved approval of the 2025-2027 Collective Bargaining Agreements as presented by Danielle Perry for the Supervisor, Main, Facilities and Page units of the King County Library System and AFSCME, Washington State Council of County and City Employees, Council 2. Verna Seal seconded the motion. All voted in favor and the motion passed unanimously.

Harish Kulkarni moved approval of the General Wage Increase of 3.75% for all non-represented KCLS employees as presented by Danielle Perry. Lalita Uppala seconded the motion. All voted in favor and the motion passed unanimously.



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Staff and Director's Reports

KCLS Foundation Update

KCLS Foundation Executive Director Lisa Yamasaki discussed recent grants and corporate funding in the amount of \$114K received over the past two months, and \$104K in Agility grants awarded for KCLS programs throughout 2024.

She also talked about engagement efforts in the community, including a hygiene kit assembly event to support unhoused patrons at the KCLS Service Center, and her team's presence at the Microsoft 50th Anniversary 5K Run. Donations received at the Microsoft event were matched at 100% by Microsoft.

The KCLS Foundation just concluded the 2024 Author Salon series, which included seven events throughout the spring and fall.

The 2025 Literary Lions Gala will be held on March 15, 2025 at the Bellevue Library. The emcee will be PBS host Jay Martin Jr., and the keynote speaker will be Susan Orlean who is an author and staff writer for The New Yorker.

Communications Update

Communications and Marketing Director Chase Gallagher gave an update on the media coverage KCLS received following the big storm that hit the region the previous week. Many patrons came to KCLS libraries to use power, Wi-Fi and printing services while their homes were without power.

Providing Connectivity During the Crisis

Information Technology Services (ITS) Director BJ Colvin discussed critical connectivity KCLS provided for patrons following the storm. Public Wi-Fi usage was especially strong in the days immediately following the storm, even when the KCLS buildings were closed and patrons accessed the internet from the parking lots. Public PC usage in the days following the storm also met or exceeded normal levels.

BJ said that while his team is still evaluating the lessons that can be learned from the experience, he is glad ITS has invested in redundancy for the KCLS systems. A goal for the future is to continue to strive for higher bandwidth speeds; KCLS currently limits patron bandwidth.

Director's Report

Executive Director Heidi Daniel talked about some non-ITS lessons learned from the storm episode. One is to have a system to better identify ground conditions and determine if staff would be able to navigate to their work locations, providing those locations retained power. A second challenge was identifying communication



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channels ahead of time so that senior leadership could communicate with each other and make critical decisions in the event they were without power and connectivity at their own houses.

Heidi was very impressed with how staff showed up to help community members when they, themselves were struggling with the same issues as patrons.

She talked about the extensive storm damage to four mobile services vehicles which were hit by fallen trees in the KCLS Service Center parking lot. The physical collections inside the vehicles are also likely to be completely lost. She praised the Outreach and Mobile Services Departments for finding unique ways to maintain service with fewer vehicles.

Finally, Heidi referenced the dashboard in her written Director's Report and called out that Sammamish Library is due to be the first location to expand hours and offer seven days per week service in 2025.

Board Committee Reports

There were no Board Committee Reports.

Trustees Reports

Lalita Uppala thanked KCLS staff for continuing to provide a safe space for community members, and that she was thrilled to be part of the KCLS Diwali celebration

Harish Kulkarni similarly thanked the staff for efforts during the storm.

Adjournment

Srini Raghavan adjourned the meeting at 7:06pm.

Srini Raghavan, President

KING COUNTY RURAL LIBRARY DISTRICT BOARD OF TRUSTEES

RESOLUTION 2024-07 ADOPTION OF 2025 BUDGET

DECEMBER 18, 2024

BE IT RESOLVED by the Board of Trustees of the King County Rural Library District, that the 2025 Budget for the District, in the form attached as Exhibit A hereto, is hereby approved.

ADOPTED by the Board of Trustees of the King County Rural Library District at an open, public, regular meeting thereof, held this 18th day of December, 2024, with a quorum present and the following Trustees voting: Srinu Raghavan, Laura Valenziano, Jeffery Guddat and Verna Seal.

Attest,

Srinu Raghavan, Board President

Laura Valenziano, Board Secretary

Harish Kulkarni, Trustee

Lalita Uppala, Trustee

Jeff Guddat, Trustee

Verna Seal, Trustee

EXHIBIT A

GENERAL FUND SUMMARY

	Actual 2023	Budget 2024	Budget 2025	Variance \$	Variance %
Revenue	\$ 145,435,273	\$ 146,411,618	\$ 150,635,060	\$ 4,223,442	2.9%
Library Operation					
Salaries	56,439,265	67,150,803	71,822,373	4,671,570	7.0%
Personnel Benefits	20,205,881	25,166,061	27,765,268	2,599,207	10.3%
Supplies	2,629,928	2,990,878	2,881,645	(109,233)	-3.7%
Staff Development	579,513	1,143,957	1,307,650	163,693	14.3%
Professional Services	4,520,505	5,270,906	5,448,484	177,578	3.4%
Communications	1,056,832	1,056,088	1,507,233	451,145	42.7%
Travel	81,607	184,209	152,802	(31,407)	-17.0%
Advertising	502,519	503,000	656,625	153,625	30.5%
Operating Leases	2,914,049	3,180,686	3,406,598	225,912	7.1%
Insurance	968,957	1,140,080	1,200,882	60,802	5.3%
Utilities	2,352,982	2,445,807	2,529,480	83,673	3.4%
Repair and Maintenance	13,350,943	13,858,545	15,709,539	1,850,994	13.4%
Reserves		1,200,000	1,200,000		0.0%
Miscellaneous	535,022	373,710	413,010	39,300	10.5%
Intergovernmental Services	114,206	103,730	168,400	64,670	62.3%
Library Materials	14,377,959	15,418,634	15,881,740	463,106	3.0%
Facilities CIP	2,887,330	7,812,000	7,957,000	145,000	1.9%
ITS CIP	1,983,295	3,690,453	4,576,801	886,348	24.0%
Library Operation Total	\$ 125,500,792	\$ 152,689,548	\$ 164,585,530	\$ 11,895,982	7.8%



FINANCE REPORT

King County Library System

December 18, 2024

1. GENERAL FUND COMMENTARY

Expenditures in November 2024 were \$11.6M compared to the monthly budget average of \$12.7M and represented 7.6% of the annual budget. Last year, November expenditures were \$13.8M, or 8.2% of the 2023 budget. The year-over-year change in total expenditures is 15.4%.

2. GENERAL FUND HIGHLIGHTED EXPENDITURE ITEMS

Supplies

November expenditures of \$207K consisted primarily of \$57K for Operating Supplies, \$39K for Attractive Assets, \$26K for Building Maintenance, \$24K for Supplies – Program, \$23K for Supplies – Processing, and \$21K for Supplies – Toner.

Staff Development

November expenditures of \$26K consisted of Training, Tuition Assistance and Individual Development.

Professional Services

November expenditures of \$385K included \$119K for Administration, \$93K for Operations, \$71K for Technology, and \$55K for Catalogue & Processing.

Communications

November expenditures of \$83K, included \$75K for Telephone Data and Voice.

Operating Leases

November expenditures of \$287K consisted of \$210K for Building Leases, and \$77K for copier and vehicle leases.

Utilities

November expenditures of \$342K included electricity, water, and waste management services.

Repairs and Maintenance

November expenditures of \$956K included \$337K for Custodian & Day Porter Services, \$262K for Facilities Repairs and Maintenance, \$138K for HVAC, \$127 for Landscaping and \$91K for ITS Maintenance.

Reserves

There were no reserve expenditures in November.

Miscellaneous

November expenditures of \$32K consisted primarily of Ad Valorem refunds.

Library Materials

November expenditures of \$1.2M included \$746K for Purchased & Licensed Downloadable Materials, \$398K for Books, and \$92K for Non-book Media and Periodicals.

Capital Investment Program (CIP)

Facilities-CIP

November expenditures of \$746K consisted of \$458K for SC Computer Room AC Unit, \$182K IS HVAC, \$74K for Vehicles Replacement, and \$21K for Keyless Entry.

ITS-CIP

November expenditures of \$171K consisted primarily of \$66K for Branch Security, \$57K for Network Improvement, and \$31K for JDE Tool Upgrade.

3. GENERAL FUND REVENUE OVERVIEW

November revenues were \$8.3M, which is primarily Property Tax and Investment Interest revenue. November YTD revenues reflect 99.5% of the total budgeted amount. The year-over-year change in total revenue is 4.1%.

4. CASH POSITION OVERVIEW

The cash balance in the General Fund (#001) as of November 30, 2024, was \$159,444,031.

5. INVESTMENT RETURN

The County Investment Pool's gross rate of return for October 2024 was 4.44%. This was 0.07 percentage points lower than the 90-day T-Bill average rate of 4.51%.

A/P Vendor Payments > \$20,000 NOVEMBER

Fund	Vendor	Amount	Description
Personnel			
001	Premera Blue Cross Total	\$ 776,405	Medical premiums
001	Public Employ Retire Sys(PERS)-EFT ONLY Total	\$ 734,750	PERS
001	Empowerment Retirement-EFT Total	\$ 172,406	457 retirement plan
001	Kaiser Foundation Health Plan Total	\$ 135,135	Medical premiums
001	Delta Dental of WA - Washington Dental Total	\$ 64,193	Dental premiums
001	ConnectYourCare, LLC Total	\$ 51,754	Health care flexible spending account plans
001	WSCCCE, AFSCME, AFL-CIO Total	\$ 37,283	Union dues
001	Standard Insurance Company Total	\$ 35,697	Life and AD&D insurance premiums
001	DayForce US, Inc. Total	\$ 28,784	Payroll HCM billing
Buildings			
001	MacDonald-Miller Facility Solutions Total	\$ 759,941	HVAC maintenance/repairs/upgrades
001	CCS Washington Janitorial Inc. Total	\$ 339,152	Monthly janitorial/day porter/hazmat
001	Puget Sound Energy (UTILITIES) Total	\$ 254,158	Utilities
001	Northwest Landscape Services Total	\$ 95,211	Landscape maintenance/repairs - various branches
001	Southcenter Owner LLC (LEASE) Total	\$ 51,022	Building lease
001	Lake Hills Investments-LK HILLS LEASE Total	\$ 50,530	Building lease
001	Reef Preston LLC/Integrated Real Est Svc Total	\$ 43,194	Building lease
001	LandCare USA LLC Total	\$ 38,763	Tree work - Service center, various branches
001	Performance System Integration LLC Total	\$ 26,607	Fire sprinkler system/extinguishers inspection/maintenance - various branches
001	Prime Electric LLC Total	\$ 22,442	Electrical installation/repairs/services
001	Corti Construction Inc. Total	\$ 21,981	Building repair - Service center, various branches
Collections			
001	OverDrive, Inc. Total	\$ 703,535	Downloadable books, audio, video, and music
001	Ingram Library Services Total	\$ 217,990	Print materials including Choice Reads and physical processing
001	Baker & Taylor, Inc. Total	\$ 154,619	Print materials, Lucky Day collection, audiobooks and physical processing
001	Midwest Tape Total	\$ 96,504	Audiobooks, music CDs, DVDs, physical processing and the digital subscription to Hoopla for comics, movies &TV and music
001	Findaway World LLC Total	\$ 23,367	Non-book physical media
Other			
001	CDW Government, Inc. Total	\$ 151,487	Computer equip/parts/software
001	Nitro Software Inc. Total	\$ 132,360	Software licenses
001	Ednetics Inc. Total	\$ 82,545	SALTO access control materials & service - various branches
001	Way Scarff Ford Auburn Total	\$ 73,883	Vehicle purchase
001	Moss Adams LLP Total	\$ 63,905	Consulting services - IT and Operations
001	Homeland Patrol Division Security LLC Total	\$ 61,275	Security service - various branches
001	ELEMENT OF CHANGE Total	\$ 60,000	HR Consultant fees
001	U.S. Bank VISA Total	\$ 55,158	VISA charges (supplies/training/advertising/subscriptions)
001	Guidepoint Security LLC Total	\$ 54,254	Cybersecurity subscriptions
001	King County Finance (TELECOMM/I-NET) Total	\$ 51,909	I-Net billing KC wide area network
001	ERP-One Consulting Inc. Total	\$ 45,162	JDE Consultant fees and software subscription
001	Ryder System Inc.	\$ 41,597	Vehicle leases and maintenance
001	Amazon.com Total	\$ 33,712	Operating supplies
001	Ricoh USA Inc. Total	\$ 32,846	Copier leases
001	Integrity Auto Repair Inc. Total	\$ 30,906	Vehicle maintenance/repair
001	Oracle America Inc. Total	\$ 24,170	JDE software license/support/maintenance

001	General Fund
302	Construction Fund
307	Project Fund

GENERAL FUND REVENUES

November

	2024				2023				
Revenues Received:	Budget 2024	November Received	YTD Received	% Budget Received	% Budget Received	Unaudited 2023	YTD Received	% Growth Over 2023 YTD	
Property Tax, Current Year	\$ 137,823,804	\$ 7,317,785	\$ 134,546,679	97.6%	98.0%	\$ 132,596,297	\$ 132,041,424	1.9%	
Property Tax, Prior Years	1,714,700	52,791	1,675,262	97.7%	91.1%	1,690,725	1,561,725	7.3%	
Other Taxes	308,000	86,852	361,549	117.4%	133.2%	412,168	410,361	(11.9%)	
Timber & State Shared Revenues	113,000	21,632	108,583	96.1%	106.1%	126,057	119,870	(9.4%)	
Contracts	774,500	-	256,608	33.1%	38.6%	661,391	298,841	(14.1%)	
Printing/Photocopies	240,700	26,016	346,259	143.9%	110.4%	313,704	287,839	20.3%	
Damaged Materials/ Fines & Fees	120,000	2,131	34,011	28.3%	25.0%	63,072	61,207	(44.4%)	
Lost Materials	113,000	3,059	53,135	47.0%	52.4%	61,574	59,175	(10.2%)	
Investment Interest	2,000,000	464,036	4,856,370	242.8%	612.1%	4,075,221	3,060,426	58.7%	
Grants	428,459	-	13,266	3.1%	N/A	16,704	37,049	(64.2%)	
KCLS Foundation	1,475,455	43,500	1,428,264	96.8%	82.0%	1,386,825	1,165,745	22.5%	
E-Rate	1,300,000	-	628,114	48.3%	152.7%	797,453	702,209	(10.6%)	
Unrealized Gain/(Loss) on Investments	-	-	-	N/A	N/A	2,859,939	-	N/A	
Miscellaneous Revenues/Other Financing Sources	-	270,183	1,353,787	N/A	144.5%	374,141	144,509	836.8%	
TOTALS	\$146,411,618	\$8,287,985	\$ 145,661,889	99.5%	99.4%	\$ 145,435,273	\$139,950,379	4.1%	

Credit Card Payments	November Received	% of Month's Payments	YTD Received	% of YTD Payments	% of YTD Payments	Unaudited 2023	YTD Received	% Growth Over 2023 YTD
Damaged Materials/ Fines & Fees	513	24.1%	7,196	21.2%	37.1%	23,426	22,704	(68.3%)
Lost Materials	1,672	54.7%	22,364	42.1%	41.9%	25,470	24,797	(9.8%)
TOTALS	\$2,185	42.1%	\$29,560	33.9%	39.5%	\$48,896	\$47,501	(37.8%)

GENERAL FUND EXPENDITURES

November

2024

2023

DESCRIPTION	BUDGET 2024	November EXPENDED	YTD EXPENDED	% Budget EXPENDED	% Budget EXPENDED	Unaudited 2023 EXPENDED	YTD EXPENDED	% Growth Over 2023 YTD
Salaries	\$ 67,150,803	\$ 5,246,207	\$ 57,321,963	85.4%	81.9%	\$ 56,439,265	\$ 51,305,733	11.7%
Benefits	25,166,061	1,831,076	19,901,362	79.1%	73.5%	20,205,881	18,396,539	8.2%
SUB-TOTALS	\$ 92,316,864	\$ 7,077,283	\$77,223,325	83.7%	79.5%	\$76,645,146	\$69,702,272	10.8%
Supplies	2,975,878	206,764	2,901,597	97.5%	78.2%	2,629,928	2,325,960	24.7%
Staff Development	1,143,957	26,427	717,405	62.7%	45.1%	579,513	515,490	39.2%
Prof. Services	5,285,906	384,714	4,214,493	79.7%	83.1%	4,520,505	3,943,634	6.9%
Communications	1,056,088	82,554	905,346	85.7%	77.7%	1,056,832	895,607	1.1%
Travel	184,209	6,647	105,059	57.0%	35.9%	81,607	58,550	79.4%
Advertising	503,000	22,827	190,654	37.9%	91.0%	502,519	430,902	(55.8%)
Operating Leases	3,180,686	287,000	3,042,244	95.6%	95.4%	2,914,049	2,855,958	6.5%
Insurance	1,140,080	200	1,052,563	92.3%	100.9%	968,957	968,957	8.6%
Utilities	2,445,807	342,254	2,333,323	95.4%	86.8%	2,352,982	2,068,436	12.8%
Repairs & Maintenance	13,858,545	956,432	13,467,913	97.2%	86.7%	13,350,943	11,557,629	16.5%
Reserve	1,200,000	-	-	N/A	N/A	-	-	N/A
Miscellaneous	373,710	32,225	583,947	156.3%	111.2%	535,022	413,173	41.3%
Intergovernmental	103,730	15,338	76,357	73.6%	109.4%	114,206	107,721	(29.1%)
Library Material	15,418,634	1,236,437	14,356,126	93.1%	92.1%	14,377,959	13,462,181	6.6%
SUB-TOTALS	\$ 48,870,231	\$ 3,599,819	\$ 43,947,029	89.9%	85.0%	\$ 43,985,021	\$ 39,604,197	11.0%
Facilities - CIP	\$ 7,812,000	\$ 745,728	\$ 5,852,534	74.9%	61.3%	\$ 2,887,330	\$ 2,559,240	128.7%
ITS - CIP	3,690,453	171,339	3,568,890	96.7%	56.5%	1,983,295	1,317,511	170.9%
SUB-TOTALS	\$ 11,502,453	\$ 917,067	\$ 9,421,424	81.9%	59.6%	\$ 4,870,625	\$ 3,876,751	143.0%
TOTALS	\$ 152,689,548	\$11,594,169	\$ 130,591,777	85.5%	80.4%	\$ 125,500,792	\$113,183,220	15.4%