



PUBLIC NOTICE

Library Board of Trustees Meeting

Monday, December 08, 2025 at 5:00 PM

City Hall Council Chambers, 410 East Leffler Street,

Dodgeville, WI

AGENDA

MEETING DULY POSTED

1. Announcement: this meeting will contain a closed session pursuant to Wisconsin State Statute 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

I. AGENDA & MINUTES APPROVAL

2. Review and possible action to approve Minutes from November 3, 2025

II. PUBLIC COMMENT

III. FINANCIAL REPORT

3. Review and possible action to approve the Bills from December 8, November 24, and November 10, 2025
4. Treasurer's Report
5. YTD 2025 Budget Review

IV. REPORTS & UPDATES

6. Director's Report
7. Building Project Update

V. OLD BUSINESS

8. Discussion and possible action to approve the Memorandum of Agreement Between JobPod and Dodgeville Public Library

VI. NEW BUSINESS

9. Review and possible action to approve the 2026 Holiday Closures
10. Review and possible action to approve the 2026 Library Budget

VII. CLOSED SESSION

11. Motion to adjourn to closed session pursuant to Wisconsin State Statute 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

VIII. OPEN SESSION

12. Action to reconvene in open session

13. Possible action to approve vacation rollover

14. Possible action to approve 2026 Library employees wages and benefits

IX. UPCOMING MEETINGS

X. ADJOURN

15. Motion to Adjourn

Any person who has a qualifying disability, as defined by the Americans with Disabilities Act, that requires the meeting or material at the meeting to be in an accessible location or format, must contact the City Clerk at the address listed above or call 930-5228, prior to the meeting so that any necessary arrangements can be made to accommodate each request.

November 3, 2025
Dodgeville Public Library Board of Trustees

MEETING DULY POSTED

I. AGENDA & MINUTES APPROVAL

1. Meeting Called to order at 5:00 PM by Vanderloo

II. PUBLIC COMMENT

1. No Public Comment

III. TREASURER'S REPORT

1. Account Standing with Edward Jones - \$1,570,719.53
2. Roxanne Reynolds-Lair motioned to accept bills as presented
 - a. Deb Haag seconded the motion
 - b. Bills accepted unanimously by vote
3. Advertising was showing a higher expenditure compared to budget, Director Portz explained that there was higher expenditure due to the advertising that needed to be placed for public bid notification, but was still a small amount monetarily

IV. REPORTS AND UPDATES

1. Director Portz discussed attendance at:
 - a. Kiwanis meeting - fielded questions regarding library's role in community
 - b. Staff training held for NetSW/PLAC meeting at Huff Family Innovation Center in UW-Platteville
 - c. Sample seating is present in library from Creative Interiors for library remodel
 - d. Staff attending SWAL conference in Dodgeville
 - e. Class for Customer Experience course through UW-Madison iSchool Continuing Education, and is excited to to implement ideas from course into library protocol
 - f. Trunk or Treat was attended by Macie and Kim
 - g. Book drop that had been approved for library has been picked up and is getting prepared for use
 - h. Director Portz had a lengthy meeting about library shelves along with Carol Gleichauf discussing shelving needs for library project
2. Building Project Update
 - a. City staff moved to new building (previously armory) on 10/29
 - b. Furnishing Committee to meet next week

- c. Budget Update was given regarding Building Project, funding sources, and cost estimates, and total payments to date.
 - i. Total \$1,473,118 expended / \$8,950,000 total project estimate
 - ii. Grant Funds Received to date: \$1,003,852.00
 - iii. Narrative for project completion was presented to library board, and anticipated to be shared online as well as local paper
- 3. September circulation stats
 - a. Computer use and wireless use, which had dropped during move to current location, is rising again
 - b. New Annex hours, with closure at 5, went into effect today
 - c. Hallow-Read program was participated in well by community, with stats to come, and more is being developed for the upcoming season

V. OLD BUSINESS

- 1. DRAFT 2026 Library Budget
 - a. Director Portz has been meeting with mayor and City Finance Committee for guidance on projected operating costs with building considering variables including larger size vs heightened efficiency
 - b. Portz updated us on collection development with former distributor having gone out of business
 - c. Arcadia Books continues to be a good resource while new vendors are lined up
 - d. Ingram - our backup distributor is running behind while absorbing influx of new customers
 - e. Howard moved to approve presented budget with continuation of discussion in December
 - f. Wepking seconded the motion, and passed by unanimous approval by board
- 2. Discussion of Part-time Employee Benefits
 - a. Portz is working on recommendation given current staffing / scheduling
 - b. Portz noted that average hours are calculated as a rolling average over 18 months

VI. NEW BUSINESS

- 1. Introduction of new board member Brian Kulcinski, done at beginning of the meeting.
- 2. Job Pod sample agreement presented by Director Portz
 - a. This meets goal of grant requirements of supporting workforce development, and enrollment could be covered by local grant

b. Considerations

- i. This needs a dedicated, prioritized, space
- ii. Discussion was had regarding utilization of rooms set aside for telehealth and workforce development
- iii. Alternate scenario would include using low-tech rooms as multipurpose, ie studyroom/JobPod room

VII. CONCERNS AND COMMENTS OF THE BOARD

1. Reynolds-Lair noted Saturday, July 18 is set as Local History Day
2. Home for Holidays parade was brought up and board was encouraged to participate

VIII. UPCOMING MEETINGS

1. Next Meeting Scheduled for Monday, December 8th at 5:00 PM

IX. ADJOURN

1. Motion to Adjourn by Ponsler
 - a. Seconded by Howard
 - b. Meeting Adjourned at 6:08 PM

End.GLPeriod 1125

Account Number	Account Title	YTD	Budget	Variance	% Budget
150 - SPECIAL PURPOSE LIBRARY FUND					
150-55115-000-000	LIBRARY - OPERATING EXPENSE(E)	57.58	.00	-57.58	100.00%
150-55115-110-000	LIBRARY - WAGE ACCOUNT(E)	345,983.26	351,182.00	5,198.74	98.51%
150-55115-111-000	LIBRARY - SOC & MEDICARE(E)	25,309.28	26,900.00	1,590.72	94.08%
150-55115-112-000	LIBRARY - RETIREMENT(E)	14,694.79	17,900.00	3,205.21	82.09%
150-55115-113-000	LIBRARY - HEALTH INSURANCE(E)	65,069.98	71,100.00	6,030.02	91.51%
150-55115-114-000	LIBRARY - DENTAL INSUR(E)	4,037.16	4,395.00	357.84	91.85%
150-55115-115-000	LIBRARY - VISION CARE(E)	750.00	1,500.00	750.00	50.00%
150-55115-116-000	LIBRARY - HEALTH INS. ADMIN(E)	.00	.00	.00	100.00%
150-55115-117-000	LIBRARY - LIFE INS.(E)	451.71	650.00	198.29	69.49%
150-55115-118-000	LIBRARY - AFLAC INSUR(E)	1,770.55	2,000.00	229.45	88.52%
150-55115-200-000	LIBRARY- PROFESSIONAL SERVICES(E)	.00	.00	.00	100.00%
150-55115-300-000	LIBRARY SUPPLIES & EXPENSES(E)	178.88	.00	-178.88	100.00%
150-55115-400-000	LIBRARY - EDUCATION(E)	.00	.00	.00	100.00%
150-55115-500-000	LIBRARY - PROGRAMMING(E)	.00	.00	.00	100.00%
150-57610-000-000	LIBRARY-TECH & EQUIP OUTLAY(E)	.00	.00	.00	100.00%
150-57615-000-000	LIBRARY - BUILDING PRJ OUTLAY(E)	2,185.76	.00	-2,185.76	100.00%
150-55525-000-000	GRANTS - EXPENSE ACCOUNT(E)	.00	.00	.00	100.00%
150-55115-390-000	ANNEX-OTHER SUPPLIES & EXPENSE(E)	.00	.00	.00	100.00%
150-55716-000-000	LIBRARY OUTREACH EXP ACCT(E)	.00	.00	.00	100.00%
150-55115-223-000	LIBRARY- TELEPHONE(E)	1,025.65	1,200.00	174.35	85.47%
150-55115-221-000	LIBRARY- ELECTRIC(E)	4,707.77	4,500.00	-207.77	104.61%
150-55115-222-000	LIBRARY- WATER/SEWER(E)	1,493.92	1,500.00	6.08	99.59%
150-55115-224-000	LIBRARY- COPIER COSTS(E)	3,928.74	4,500.00	571.26	87.30%
150-55115-225-000	LIBRARY- TEACH (Internet)(E)	600.00	1,200.00	600.00	50.00%

End.GLPeriod 1125

Account Number	Account Title	YTD	Budget	Variance	% Budget
150-55115-231-000	LIBRARY- SWLS NetSW(E)	16,475.71	16,476.00	.29	99.99%
150-55115-232-000	LIBRARY- SWLS Tech Services(E)	2,097.38	2,097.00	-.38	100.01%
150-55115-233-000	LIBRARY- WiLS(E)	199.00	199.00	.00	100.00%
150-55115-234-000	LIBRARY- WISCAT(E)	.00	200.00	200.00	0.00%
150-55115-311-000	LIBRARY - OFFICE SUPPLIES(E)	1,743.80	3,500.00	1,756.20	49.82%
150-55115-312-000	LIBRARY - ADVERTISING(E)	707.73	300.00	-407.73	235.91%
150-55115-313-000	LIBRARY - POSTAGE(E)	145.24	400.00	254.76	36.31%
150-55115-321-000	LIBRARY - BOOKS & MATERIALS(E)	18,333.20	31,500.00	13,166.80	58.20%
150-55115-322-000	LIBRARY - VISUAL(E)	1,793.58	1,500.00	-293.58	119.57%
150-55115-323-000	LIBRARY - AUDIO(E)	3,388.76	3,500.00	111.24	96.82%
150-55115-324-000	LIBRARY - INTERACTIVE(E)	.00	800.00	800.00	0.00%
150-55115-325-000	LIBRARY - PERIODICALS(E)	2,036.05	2,000.00	-36.05	101.80%
150-55115-326-000	LIBRARY - NEWSPAPERS(E)	1,950.80	1,500.00	-450.80	130.05%
150-55115-327-000	LIBRARY - eMaterials (WPLC)(E)	6,376.51	6,377.00	.49	99.99%
150-55115-328-000	LIBRARY - DATABASES(E)	1,886.10	2,000.00	113.90	94.30%
150-55115-331-000	LIBRARY - EQUIPMENT(E)	2,904.81	3,000.00	95.19	96.82%
150-55115-341-000	LIBRARY - CUSTODIAL SUPPLIES(E)	.00	100.00	100.00	0.00%
150-55115-351-000	LIBRARY - BUILDING MAINTENANCE(E)	61.52	2,000.00	1,938.48	3.07%
150-55115-361-000	LIBRARY - TRAINING & EDUCATION(E)	1,630.99	3,000.00	1,369.01	54.36%
150-55115-371-000	LIBRARY - PROGRAMMING(E)	5,830.76	6,200.00	369.24	94.04%
150-55115-381-000	LIBRARY - OUTREACH(E)	1,051.64	1,000.00	-51.64	105.16%
150-55115-391-000	LIBRARY - ANNEX UTILITIES(E)	836.59	3,300.00	2,463.41	25.35%
150-55115-392-000	LIBRARY - ANNEX RENT(E)	7,150.00	7,800.00	650.00	91.66%
150-55115-393-000	LIBRARY - ANNEX MAINTENANCE(E)	.00	200.00	200.00	0.00%
150-55115-394-000	LIBRARY - ANNEX INTERNET(E)	874.14	950.00	75.86	92.01%

End.GLPeriod 1125

Account Number	Account Title	YTD	Budget	Variance	% Budget
150-55115-395-000	LIBRARY - ANNEX SUPPLIES(E)	25.98	100.00	74.02	25.98%
150-55115-510-000	LIBRARY -INSURANCE PROP & LIAB(E)	2,126.79	3,500.00	1,373.21	60.76%
Total Expenditure:		551,872.11	592,026.00	40,153.89	
150-40000-000-000	ASSIGNED FUNDS/CARRYOVER(R)	.00	.00	.00	100.00%
150-41110-000-000	PROPERTY TAXES(R)	.00	-443,916.00	-443,916.00	0.00%
150-43525-000-000	GRANTS(R)	-2,847.40	-2,400.00	447.40	118.64%
150-45110-000-000	FINE - OVERDUE(R)	-234.77	-100.00	134.77	234.77%
150-46100-000-000	COPIES(R)	-1,422.83	-2,500.00	-1,077.17	56.91%
150-46715-000-000	LIBRARY - COUNTY AID(R)	.00	-128,228.00	-128,228.00	0.00%
150-46810-000-000	REIMBURSEMENTS(R)	-26.75	.00	26.75	100.00%
150-46900-000-000	SW WI LIBRARY SYSTEM(R)	.00	.00	.00	100.00%
150-48100-000-000	TEMPORARY INVESTMENTS INTEREST(R)	-3,315.04	-2,000.00	1,315.04	165.75%
150-48500-000-000	DONATIONS FROM ORGANIZ.& INDIV(R)	-2,775.35	-3,500.00	-724.65	79.29%
150-49000-000-000	TECH & EQUIP FUND(R)	.00	.00	.00	100.00%
150-46820-000-000	LIBRARY ANNEX(R)	.00	.00	.00	100.00%
150-46716-000-000	LIBRARY - CO AID-OUTREACH(R)	-128,198.71	.00	128,198.71	100.00%
Total Revenue:		-138,820.85	-582,644.00	-443,823.15	
Total 150 - SPECIAL PURPOSE LIBRARY FUND:		413,051.26	9,382.00	-403,669.26	

Account Number	Account Title	YTD	Budget	Variance	% Budget
160 - CAPITAL PROJECT FUND					
160-57610-000-000	LIBRARY BUILDING PRJ OUTLAY(E)	1,782,315.47	.00	-1,782,315.47	100.00%
Total Expenditure:		1,782,315.47	.00	-1,782,315.47	
Total 160 - CAPITAL PROJECT FUND:		1,782,315.47	.00	-1,782,315.47	
Total:		2,195,366.73	9,382.00	-2,185,984.73	

City of Dodgeville

100 East Fountain Street
Dodgeville, WI 53533
(608) 930-5228

Project Update

8 December 2025

Dodgeville Public Library Renovation and Expansion

The City of Dodgeville is pleased to share regular updates on the ongoing renovation and expansion of the Dodgeville Public Library. The project, which represents a significant investment in the community's educational and cultural future, continues to move forward on schedule.

Budget Outlook

The total project budget is \$8.95 million, supported by a \$4.25 million Flexible Facilities Project Grant, a \$1 million contribution from the Dodgeville Public Library Foundation, and \$3.7 million from the City of Dodgeville. To date, 22% of the project is complete, and the City has received \$1,394,374 million in grant funds.

Additional costs associated with soil remediation were \$27,966 and insulation improvements were \$23,076. These unforeseen costs total 8% of the contingency built into the project budget.

A forthcoming change order will address additional excavation, shoring wall, and plumbing costs. Updated budget figures will be shared as they become available.

Construction Progress

Site work has progressed steadily. Foundation and footings are poured. Fountain Street work is completed and reopened to traffic. New window openings have been cut into exterior walls on north and east sides. Interior demolition is well underway and some framing has started on the main level. Plumbing has begun on the lower level.

Key Milestones

Groundbreaking: June 26, 2025

Substantial Completion: September 21, 2026

The City of Dodgeville and the Dodgeville Public Library Board of Trustees appreciate the community's continued support and excitement for this project. Once completed, the new library will provide more space, improved accessibility, and a welcoming environment for everyone to enjoy.





**Memorandum of Agreement
Between JobPod and Participating Library**

Parties:

This Agreement is by and among JobPod, the Dodgeville Public Library, a public library located in Dodgeville, Wisconsin (the “Participating Library”), and the Southwest Wisconsin Workforce Development Board located in Plateville, Wisconsin (“Local Workforce Development Board”).

About JobPod:

JobPod is a partnership between the Bay Area Workforce Development Board, Brown County Library, Nicolet Federated Library System (“Nicolet”), and the Wisconsin Department of Workforce Development (“DWD”).

JobPod Location:

The Participating Library’s JobPod site will be located at the following address: 410 E Leffler St, Dodgeville, WI 53533.

The JobPod name and logo may only be used at the location designated in this Section and cannot be used at any additional locations, such as additional branch libraries located within the library system unless an agreement is made between such other library location and JobPod.

Project Description:

JobPod creates an access point for existing online and virtual workforce development services in public libraries across the State of Wisconsin. Under this Agreement, the Participating Library agrees to host a JobPod access point in the library building, set forth above. The Participating Library agrees to facilitate the connection between the job seeker and workforce development services so that the job seeker may receive expert assistance regarding all aspects of a job search, job training or career exploration. The Participating Library agrees to provide assistance to job seekers by providing the following core elements:

- Confidential meeting space which use of can be prioritized for job seekers (to be provided by the Participating Library);
- Laptop equipped with functioning video camera and microphone for participation in virtual meetings;
- High-speed internet access through a network connection or Wi-Fi with sufficient internet security software;
- Technology assistance; and
- Basic customer assistance with the Job Center of Wisconsin website and registration.



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JobPod Responsibilities:

- Facilitate the collaboration between the Participating Library, Local Workforce Development Board, and DWD.
- Conduct a library space assessment and planning for placement of the JobPod within the applicable library building.
- Provide a customized JobPod Standard Operating Procedures (SOP) training manual, certification checklist, sample policies, logo, marketing materials and resources for each JobPod location.
- Provide an orientation and training for the Participating Library staff and provide ongoing consultation, as needed.
- Provide updated SOP and additional training if new initiatives which support job seekers and/or relate to workforce development are implemented as part of JobPod.
- Review feedback and evaluations from JobPod sites and implement changes, as needed.
- Maintain the official JobPod website.
- Provide required specifications for technology, materials, and components required for participation.

Participating Library Requirements & Expectations:

- The Participating Library will own the JobPod space, materials, and components in their library and will integrate JobPod into their service model. The space will be governed by the Library Board and all library policies will apply accordingly.
- The Participating Library will be responsible for and liable for any and all harm or damage that occurs in the JobPod physical space.
- Identify and develop partnerships to support JobPod initiatives; partnerships at a minimum should include the Local Workforce Development Board and DWD.
- Maintain at least one staff member who has completed an approved JobPod training.
- Ensure current and incoming front-line staff who are implementing JobPod have received appropriate training and resources.
- Follow standards of service outlined in the SOP and certification checklist.
- Provide basic customer and technology assistance with the Job Center of Wisconsin website and registration for JobPod users.
- Provide and Maintain equipment needed for JobPod services, including desktop or laptop computer with functioning web camera and microphone capabilities.
- Maintain designated, confidential meeting space to ensure the space is clean and safe for use by job seekers.
- Implement new initiatives which support job seekers and/or relate to workforce development, as determined by JobPod.
- Regularly review and update Participating Library-specific and local community services and resources to ensure job seekers receive accurate information.



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- Provide feedback and complete evaluations as requested by JobPod, Local Workforce Development Board and/or DWD.
- Ensure the official JobPod website contains accurate information about the Participating Library’s JobPod location.
- Use the JobPod name and logo on all materials that promote the project. The tagline should read: *JobPod™ Powered by Microsoft*.
- Notify JobPod, Local Workforce Development Board and DWD of intent to discontinue Participating Library as a JobPod location.
- Allow JobPod to use Participating Library name and logo for informational and promotional purposes related to JobPod.

Workforce Development Board Responsibilities:

- Assist with the facilitation of the collaboration between the Participating Library, DWD and JobPod.
- Maintain communication with Participating Library to provide updates in regard to DWD services that are available for the local community.
- Ensure Participating Library is in compliance with the JobPod SOP by visiting and evaluating the Participating Library using the certification checklist, following frequency recommended by JobPod.
- Communicate with JobPod in the event the Participating Library is not in compliance with the SOP.
- Allow JobPod to use Local Workforce Development Board name and logo for informational and promotional purposes related to JobPod.
- Collaborate with library for joint marketing and outreach efforts to promote JobPod services to the community.

Cost for JobPod Participation

The cost to become a JobPod location is a one-time three thousand dollars (\$3,000) to be paid by the Participating Library to Nicolet Federated Library System. This fee has been waived due to grant funding from the Department of Workforce Development.

JobPod Intellectual Property & Commercial Application; Confidentiality:

JobPod, including logo and trademark, and any other intellectual property related to JobPod is owned and operated by Nicolet. In the event that project activities result in a JobPod product(s) with potential for commercial application, all such rights will be retained by JobPod and Nicolet.

The Participating Library shall hold the Confidential Information (defined below) in confidence, using at least the same degree of care for protection that the Participating Library uses to protect its own confidential information of a similar nature. The Participating Library acknowledges and agrees to direct any inquiries by other libraries (or similar entities) regarding Confidential



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Information to Nicolet to provide such information or onboard such entity to the JobPod program. “Confidential Information” shall mean official JobPod training information learned during training, Standard Operating Procedures (SOP) training manual, certification checklist, and any other underlying JobPod information provided to library which in its nature is not publicly available information.

Term of the Agreement:

This Agreement will remain in effect for as long as the Participating Library is following the JobPod guidelines and implementing all core components of the JobPod program.

Termination

In the event one of the JobPod partners no longer provides a significant service which renders JobPod ineffectual, the Agreement will terminate. Upon termination of this Agreement for any reason, all parties shall immediately return any and all applicable property to the appropriate party.

Tracy Vreeke
Director
Nicolet Federated Library System
Date: _____

Rhonda Suda
Chief Executive Officer
Southwest WI Workforce Dev Board
Date: _____

Carrie Portz
Participating Library Director
Dodgeville Public Library
Date: _____

Jody Vanderloo
Participating Library Board President
Dodgeville Public Library
Date: _____

Library Closings 2026

Section VI. Item #9.

Thursday, January 1	New Year's Day
**Monday, February 16	Staff in-service (President's Day)
Monday, May 25	Memorial Day
Friday, July 3, 2025	Independence Day observed
Saturday, July 4	Independence Day
Monday, September 7	Labor Day
Thursday, November 26	Thanksgiving Day
Friday, November 27	Day after Thanksgiving
Thursday, December 24	Christmas Eve
Friday, December 25	Christmas Day
Thursday, December 31	New Year's Eve
Friday, January 1, 2027	New Year's Day

REVENUE						
	2024 Budget	2025 Budget	2025 YTD	2026 Budget	Change from 2025	% Change
City of Dodgeville	\$421,039	\$443,916	\$0	\$455,000	\$11,084	2.50%
Grants	\$0	\$2,400	\$2,847	\$1,800	-\$600	-25.00%
Fines	\$0	\$100	\$177	\$200	\$100	100.00%
Charges for Services	\$2,000	\$2,500	\$1,249	\$2,500	\$0	0.00%
County Reimbursement	\$111,551	\$128,228	\$128,199	\$137,258	\$9,030	7.04%
Reimbursement	\$0		\$27		\$0	#DIV/0!
temporary Investment Interest	\$0	\$2,000	\$3,315	\$2,000	\$0	0.00%
Donations	\$0	\$3,500	\$2,757	\$3,500	\$0	0.00%
TOTAL	\$534,590	\$582,644	\$138,571	\$602,258	\$19,614	3.37%
EXPENSES						
Operating Expenses						
Building & Equipment Maintenance	\$2,000	\$2,000	\$62	\$1,000	-\$1,000	-50.00%
Copier Costs	\$3,875	\$4,500	\$3,587	\$6,500	\$2,000	44.44%
Custodial Supplies	\$100	\$100	\$0	\$100	\$0	0.00%
Electric/Gas	\$4,500	\$4,500	\$4,708	\$4,500	\$0	0.00%
Telephone	\$1,740	\$1,200	\$906	\$1,200	\$0	0.00%
Water/Sewer	\$1,500	\$1,500	\$1,401	\$1,500	\$0	0.00%
Equipment	\$3,000	\$3,000	\$2,905	\$4,000	\$1,000	33.33%
Advertising	\$300	\$300	\$708	\$500	\$200	66.67%
Office Supplies	\$3,500	\$3,500	\$1,611	\$3,000	-\$500	-14.29%
TEACH (Internet)	\$1,200	\$1,200	\$600	\$1,200	\$0	0.00%
Training & Education	\$3,000	\$3,000	\$1,466	\$3,000	\$0	0.00%
Programming	\$5,000	\$6,200	\$5,756	\$6,200	\$0	0.00%
Outreach	\$1,000	\$1,000	\$1,002	\$1,500	\$500	50.00%
Postage	\$400	\$400	\$145	\$400	\$0	0.00%
Misc.	\$0	\$0			\$0	#DIV/0!
Liability Insurance	\$4,100	\$3,500	\$2,127	\$3,500	\$0	0.00%
Subtotal	\$35,215	\$35,900	\$26,983	\$38,100	\$2,200	6.13%
Wages & Benefits						
Wages	\$322,511	\$351,182	\$313,730	\$361,000	\$9,818	2.80%
Social Security/Medicare	\$24,673	\$26,900	\$22,926	\$26,900	\$0	0.00%
Retirement	\$15,634	\$17,900	\$13,328	\$17,900	\$0	0.00%
Health Insurance	\$54,679	\$71,100	\$60,007	\$78,810	\$7,710	10.84%
Dental Insurance	\$4,028	\$4,395	\$3,721	\$4,400	\$5	0.11%
Vision Care	\$1,500	\$1,500	\$750	\$1,500	\$0	0.00%
Life Insurance	\$500	\$650	\$425	\$650	\$0	0.00%
Aflac Insurance	\$2,000	\$2,000	\$1,646	\$2,000	\$0	0.00%
Subtotal	\$425,525	\$475,627	\$416,533	\$493,160	\$17,533	3.69%

Professional Services						
NetSW	\$13,266	\$16,476	\$16,476	\$16,871	\$395	2.40%
Technology Services	\$2,224	\$2,097	\$2,097	\$2,292	\$195	9.30%
WILS	\$199	\$199	\$199	\$199	\$0	0.00%
WISCAT	\$200	\$200	\$0	\$200	\$0	0.00%
Misc	\$0	\$0			\$0	#DIV/0!
Subtotal	\$15,889	\$18,972	\$18,772	\$19,562	\$590	3.11%
Collection						
Books and Materials	\$31,500	\$31,500	\$16,498	\$25,000	-\$6,500	-20.63%
Visual	\$1,500	\$1,500	\$1,794	\$1,500	\$0	0.00%
Audio	\$3,500	\$3,500	\$3,389	\$3,500	\$0	0.00%
Interactive	\$800	\$800	\$0	\$800	\$0	0.00%
Periodicals	\$2,000	\$2,000	\$2,036	\$2,100	\$100	5.00%
Newspapers	\$1,200	\$1,500	\$1,951	\$2,000	\$500	33.33%
eMaterials	\$4,161	\$6,377	\$6,377	\$6,492	\$115	1.80%
Databases	\$2,000	\$2,000	\$1,886	\$2,000	\$0	0.00%
Subtotal	\$46,661	\$49,177	\$33,930	\$43,392	-\$5,785	-11.76%
Annex						
Utilities	\$3,300	\$3,300	\$679	\$3,300	\$0	0.00%
Rent	\$7,800	\$7,800	\$6,500	\$5,850	-\$1,950	-25.00%
Maintenance	\$200	\$200	\$0	\$200	\$0	0.00%
Internet & Phone	\$0	\$950	\$782	\$850	-\$100	-10.53%
Supplies	\$0	\$100	\$26	\$100	\$0	0.00%
Miscellaneous	\$0	\$0			\$0	#DIV/0!
Subtotal	\$11,300	\$12,350	\$7,987	\$10,300	-\$2,050	-16.60%
Other - Furnishings						
TOTAL	\$534,590	\$592,026	\$504,206	\$604,514	\$12,488	2.11%