



Library Board Budget Session for 2026-2027

Saturday, January 17, 2026

10am – 2pm

**Lunch served at 12pm for Board Members
Novi Public Library – Board Room, 2nd floor**

Final Draft

Call to Order by President, Mark Sturing

Novi Public Library – Board Room, 2nd floor

Called to order by President Mark Sturing at 10:04

Roll Call by Secretary, Karla Halvangis

Library Board – 5 board members were recorded present

Mark Sturing, President

Brian Bartlett, Treasurer

Karla Halvangis, Secretary

Lori Burke, Board Member

Kathy Crawford, Board Member

Library Staff

Julie Farkas, Director

Pledge of Allegiance

The Pledge of Allegiance was recited.

Approval of Agenda

Motion: To approve the Agenda as presented

Motion for Approval – 1st – Trustee Crawford

2nd – Trustee Burke

Motion passes – 5-0

Public Comment

President Sturing: *In order to hear all citizen comments at a reasonable hour, the Library Board requests that speakers respect the (3) three-minute time limit. This is not a question-answer session. However, it is an opportunity to voice your thoughts with the Library Board. Citizens must state their first, last name and address.*

DISCLAIMER: Audiovisual presentations are welcome. To ensure adequate equipment needs, please contact Library Administration at least five (5) days in advance of the meeting. The materials cannot be changed before the meeting.

No Public Comment

Trustee Sturing thanked Director Farkas for preparing such a thorough narrative and complimented the way she captured our current financial and physical situation.

Director Farkas thanked the finance committee for all of their time and patience.

Director Farkas explained the various items in the packets.

Trustee Crawford asked for simplified explanation of interest on investments

Trustee Sturing explained that relative to pooled investment that the City does, we get roughly about a 2% return. He explained fluctuating interest rates – if rates go up, the value goes down, and if rates go down, the principle is worth more. You cannot predict, but in an audit, it reflects where the investments are relative to current interest rates.

Trustee Bartlett: Need to have that information in case you were required to liquidate.

Trustee Crawford appreciated the explanation.

Trustee Burke asked how many defined benefit retirees we have.

Director Farkas will find out.

Trustee Halvangis asked what MERS stands for.

Director Farkas answered Municipal Employees Retirement System.

Director Farkas explained that the \$54,000 fund raising number does not reflect an appeal to businesses.

Trustee Burke offered to help with mailing.

Director Farkas said she will take her up on her offer.

Director Farkas suggested that due to the extensive programming we offer that we may need to pump the brakes with programming to prevent staff burnout.

Trustee Sturing asked if we have to update the State with corrected numbers.

Director Farkas indicated that we do not have to update, but she will add notes about the new systems in subsequent reports.

Director Farkas said that she will get updated numbers for the café, even though it doesn't have any bearing on our budget since they are self-sustained.

Director Farkas expressed gratitude for the relationship and financial support from the Friends of Novi Library.

2026-2027 Budget Narrative, 1st Draft by Julie Farkas, Library Director

1. 2025-2026 Year End

Trustee Burke asked what line item 415.000 "Tax Revenue – Cnty Chargebk" is.

Director Farkas said she will ask.

Trustee Halvangis asked why the "State Grants" numbers fluctuate so much.

Director Farkas pointed to the narrative "It's the Local Community Stabilization Authority Act. It provides for reimbursements to municipalities for operating and debt millages based on personal property taxable value declines and Eligible Manufacturing Personal Property (EMPP) acquisition costs. For counties, cities, villages, townships, libraries, authorities, and tax increment finance authorities, the personal property tax reimbursement revenue should be recorded to revenue account 573, Local Community Stabilization Share."

Trustee Sturing interjected that the 415.000 is a refund from Tax revenue as adjusted for Brownfields.

Trustee Halvangis asked why there were large differences in "Adult Programming" numbers.

Director Farkas explained that that revenue generally just covers costs, so it's not really a gain.

Trustee Burke asked why the \$54,000 isn't reflected in Library Fundraising?

Director Farkas explained that it will go in the 272 account. She asks donors if they want their donations to go to particular projects rather than the general fund, and they usually do.

Trustee Burke asked if Director Farkas has reached out to the school regarding the proposal to not have Teen Space on Fridays beginning in February.

Director Farkas said she hadn't yet. She wanted to get the information to the Board first.

General discussion about periodicals – hard copies and digital versions. We will need to make some decisions regarding subscriptions. A large percentage of patrons use hard copies of both books and periodicals.

Trustee Crawford asked about 742.100 "Book Fines."

Director Farkas explained that it covers lost or damaged books from other libraries. We collect our own fines for our lost or damaged books and then collect from our patrons.

Trustee Sturing asked if it is time to take another look at charging late fees.

Trustee Burke gave a handout looking at historical library fines vs. state penal fines

General discussion around pros and cons of reinstating late fees given our decreasing revenue.

Director Farkas explained that we are being charged for using credit cards. When someone uses a credit card to rent a room, we are getting charged 3%. Room rentals, materials (copies and iCube), programming, and lost or damaged books are all subject to those charges.

Trustee Burke wants to know what we are charged in a year for credit card fees.

Director Farkas will find out.

General discussion about how we would go about recuperating credit card fees – added fee or increase charges.

***** Lunch break for Board Members at 12:00 pm*****

2. Salary Structure for 2026-2027 (2 Options)
 - a. HR: Minimum wage of \$15.00 per hour goes into effect 1/1/27
 - b. HR: Attorney recommendation for Salary Structure

Director Farkas is recommending Option 2: a 2% increase for staff overall if they meet expectations, effective 7/1/2026. She will need an approval of salary structure that will go into effect July 1.

Director Farkas explained Option 1: a 2% increase, but the structure itself does not change. It does include the \$15 minimum wage increase, which would go into effect January 1, 2027. Unlike previous years, we will hold it until January and save us some money this year. It includes combining levels 7 and 8. Option 2: still combines levels 7 and 8 and then gives 2% increase and the structure changes 2% up and 2% over.

Trustee Halvangis asked why we would remove “0, 10, 20 years?”

Director Farkas said that it was recommended that we remove them.

General discussion of Option 1 and Option 2, specifically around salary schedule adjustments based on Minimum wage requirements and experience.

Trustee Burke asked about the number of staff members that meet expectations.

Director Farkas indicated that the vast majority of staff members meet or exceed expectations.

Trustee Crawford said she would like to know what the finance committee recommends.

Trustee Burke wanted to know many staff members would get more than the 2% with structure change.

Director Farkas said she would find out.

c. HR: Recording Secretary duties for Library Board

3. 2026-2027 271 Library Fund Budget Document – 1st Draft which includes two options showing current revenues/expenditures with future millage funding and projections through June 2030

General discussion about potential adjustments to expenditures.

4. 2026-2027 272 Library Contributed Fund Budget Document – 1st Draft which includes reserve study projections

General discussion about reserve study items and youth renovation project.

Public Comment

No public comment

Board Members Individual Reflections

No individual reflections

Upcoming Dates:

- 2nd Budget Session – Thursday, February 5, 2026 Dinner provided at 5pm, meeting begins at 5:30pm
- Regular Board Meeting – Thursday, February 13, 2025 at 7pm at City of Novi – Council Chambers

Adjournment

Motion: To adjourn at 2:15

Motion to Adjourn – 1st – Trustee Halvangis
2nd – Trustee Burke

Motion Passes – 5-0

Karla S. Halvangis

Karla Halvangis, Secretary

February 12, 2026

Date