Regular Board of Trustee Meeting

June 12, 2025

4:00pm

Canfield Library Meeting Room/Zoom

The agenda, Director & CEO and Chief Financial Officer's reports and other materials are enclosed for your review

Meeting Book - Regular Board of Trustee Meeting June 12, 2025

I. MInutes

C Weimer

a. Motion to approve the minutes of the February 13, 2025 meeting as written and distributed — C Weimer

1. February 13, 2025

b. Motion to approve the minutes of the May 20, 2025 meeting as written and distributed — C Weimer

1. May 20, 2025

II. Chief Financial Officer's Report

M Mrofchak

Motion to approve

a. CFO report-April 2025-Board meeting-6-12-2025.pdf

III. Director & Chief Executive Officer's Report

A Fifarek

a. Director & Chief Executive Officer's Report

b. Poland Branch Key Dates

IV. Committee Reports

a. President's Update — C Weimer

Update

b. Finance, Audit & Investment Committee — J Meehan

Motion to approve

1. 2025 Revised Appropriations — J Meehan

a. General Fund

a. Budget-Board meeting-6-12-2025.pdf

b. Building & Repair Fund

c. Technology Development Fund

2. 2026 Preliminary Appropriations

a. General Fund

b. Building & Repair Fund

c. Technology Development Fund

c. Service & Personnel Committee — T Frost

1. Executive Session — T Frost

Motion to go into Executive Session to discuss contract negotiations with SEIU 1199 PLAY

a. Proposed contract with SEIU 1199 PLAY for the period of April 1, 2025 thru March 31, 2025. Board vote needed.

2. Motion to approve the proposed resolution recognizing Patricia Canton on her retirement — T Frost

a. P Canton Resolution

d. Bylaws Committee — D Bayer

1. Consent Agenda — D Bayer
Motion to approve the updated/amended board policies

a. Board Policy 211

b. Board Policy 212

2. Resolution for Investment Polices — D Bayer
Motion recommending adoption of the proposed resolution on the Library's investment policies.

a. Resolution for Investment Polices

e. Building & Sites Committee — R Strollo
Update

f. Development Committee — A Blackann
Update

g. Nominating Committee — M Sallee
Update

h. Executive Committee — C Weimer
Update

V. Report from Legal Counsel — M Boetcher

VI. Items Too Late for the Agenda — C Weimer

VII. Appointments, Transfers, Resignations, etc — C Weimer
Motion to Approve

a. June 12, 2025

VIII. Public Comments

IX. Adjournment — C Weimer
Motion to adjourn

MINUTES

February 13, 2025

The annual meeting of the Board of Trustees of the Reuben McMillan Free Library Association was held on February 13, 2025 at 4:00 p.m. in the 2nd floor Board of Trustee Meeting Room of the Main Library and via Zoom. Presiding over the meeting was Board President Carole Wimer with the following members present: Tom Frost, James Meehan, JoAnn Stock, Ron Strollo, Judy Schmutz, Alexa Sweeney Blackann, Denise Glinatsis Bayer, Mariel Sallee, Jamie Viano, and Ralph Meacham. Absent were: Tim Bresnahan, Delores Crawford, Angela Duskey, and Mayor Jamael Tito Brown. Also in attendance were Director and Chief Executive Officer Aimee Fifarek, Chief Financial Officer Mark Mrofchak, Deputy Financial Officer/Board Secretary Tina McBane, Atty. Martin Boetcher, and several staff members.

M Sallee, Chair of the Nominating Committee, presented the members whose terms expire in 2025. T Frost made a motion to nominate to three-year terms the following trustees: C Weimer, D Bayer, A Blackann, M Sallee, and J Stock. J Meehan seconded the motion with all members voting aye.

J Stock made a motion to elect the following officers for terms expiring 2026:

President: Carole Weimer
Vice-President: Mariel Sallee

R Strollo seconded the motion and the motion passed unanimously.

The annual meeting adjourned at 4:02 p.m. by motion of J Meehan, seconded by J Schmutz, with the motion carrying.

The regular meeting of the Board of Trustees of the Reuben McMillan Free Library Association was held immediately following the annual meeting. Presiding over the meeting was Board President Carole Wimer with the following members present: Tom Frost, James Meehan, JoAnn Stock, Ron Strollo, Judy Schmutz, Alexa Sweeney Blackann, Denise Glinatsis Bayer, Mariel Sallee, Jamie Viano, and Ralph Meacham. Absent were: Tim Bresnahan, Delores Crawford, Angela Duskey, and Mayor Jamael Tito Brown. Also in attendance were Director and Chief Executive Officer Aimee Fifarek, Chief Financial Officer Mark Mrofchak, Deputy Financial Officer/Board Secretary Tina McBane, Atty. Martin Boetcher, and several staff members.

T Frost made a motion to approve the minutes of the December 12, 2024 meeting as written and distributed. J Stock seconded the motion and the motion passed.

M Mrofchak presented the Chief Financial Officer's Report. Receipts in the General Fund for the year ended 2024 were $21,735,156.74 which is a decrease over the 2023 year-end General Fund revenues of $603,714 or 2.7%. This can be attributed to the decrease in the PLF distribution of $571,330.07 or 5.27%.

Adding receipts to the balance forward brought the total available for expenditure to $36,895,294.68. Expenditures for the year were $20,132,970.30, which was an increase of $1,662,400.66 or 9%. This can be attributed to increases in all of the Library's major cost categories in 2024.

Adding transfers out of $2,500,000, total expenses for the year were $22,632,970.30. Outstanding 2024 encumbrances totaled $1,856,560.83 leaving an unencumbered balance forward to 2025 of $12,405,763.55.

The Ohio Department of Taxation (ODT) posted the December update to the Calendar Year 2025 Public Library Fund certification. The library's estimate is $10,658,499.14 ($10,971,432 * .971477483). Actual PLF funding received in 2024 was $10,279,262.36.

The Building and Repair Fund posted receipts of $2,774,457.76 for 2024 from investment income and transfers in from the General Fund. Expenses in the fund were for investment fees and costs associated with building improvements in the amount of $295,389.45. Encumbrances totaled $410,999.22 leaving an unencumbered balance forward to 2025 of $23,238,386.70.

The Technology Development Fund had receipts totaling $535,666.62 for 2024 from E-rate reimbursements, interest, and transfers in from the General Fund. Expenditures for 2024 were for equipment and investment fees which totaled $258,460.93. Outstanding encumbrances totaled $56,867.69 for this fund leaving an unencumbered balance forward to 2025 of $4,112,111.14.

The amount on deposit at First National Bank was $21,212,842.43 where the sweep account was paying interest at an annual percentage yield of 1.91% and the money market account was paying 4.20%. Last year the sweep account was paying interest at an annual percentage yield of 2.02% and the money market account was paying 4.59%.

The amount held at Farmers National Bank in a checking account at December 31st was $25,000. In addition, the library has a sweep account in the amount of $1,157,440.91 with an annual percentage yield of 4.83% and investments in CDARS in the amount of $5,606,428.77 with interest rates ranging from 2.79 to 4.25%.

The amount held at Farmers Trust for investment at December 31st was $12,472,602.61 and was earning income at an overall average market yield of 2.59%.

As of December 31st, the Library Foundation account received $502,588.16 from trust distributions, donations, and interest income. Expenditures totaled $135,026.08 leaving a balance forward of $2,097,733.44. Of that amount, $1,624,274.59 is restricted to honor the requests of donors.

Included in the BoardEffect library are the following:

1. Annual Foundation Report Summary for the year ended December 31, 2024.

2. Annual listing of donors/donations for the year ended December 31, 2024.

Additional items:

1. The library advertised for "Request for Qualifications (RFQ)" to establish a list of qualified and experienced architects, engineers and design professionals to provide future design services related to the improvement of existing facilities with an estimated professional design fee of less than fifty thousand dollars ($50,000). This was published in the Vindicator on January 14th and January 21st. The library received ten RFQs from interested firms.

J Meehan made a motion to approve the CFO's report. T Frost seconded the motion with all members voting unanimously.

Director and Chief Executive Officer, A Fifarek, referenced her written report that was included in the board packet.

Director and CEO's Report
February 2025

Greetings, Trustees!

With a new year comes a fresh approach to telling our Library's story. My goal with this new format is to give you, our Board, greater insight into how PLYMC's strategic initiatives, partnerships, and direct service to patrons combine to impact the quality of life for everyone in Mahoning County.

This strategy is composed of three broad categories:

- Raising our Voices – the story we tell about PLYMC to our stakeholders, some of whom may never set foot in a library building.
- Our Patrons' Experience – our efforts to ensure that the people and partners we engage with are not only satisfied but enriched.
- How We Support the Work – everything that must happen before the first "*Hello, welcome to the Library*!" is said.

This report structure will be refined over the course of 2025 so you have best combination of strategic vision and our day to day service. My goal with these changes is for you to feel that your time and efforts on behalf of PLYMC are a worthy investment. -- Aimee

Raising Our Voice

PLYMC communicates with our stakeholders in a variety of ways: through social and traditional media, having conversations with influential individuals, community organizations and elected officials, and by providing opportunities for these to become involved with PLYMC through select decision-making processes.

The Facilities Masterplan project, which began in November 2024, is providing multiple communication opportunities. Not only will our Plan incorporate data and strategic documents from organizations like Eastgate Council of Governments, Youngstown City Schools, and Goodwill Industries, but it also allows us to have in-depth conversations with a select group of local leaders about their visions for Mahoning County and how the Library play a part in that.

Our patrons also have a voice in this process. We have already completed an online survey that resulted in over 1500 responses, thanks to the dedicated efforts of ***our Marketing Team***. We now have feedback boards in all the libraries and select community locations to gather additional insights.

Thanks to ***Strategic Communications Office Michael Stepp***, we are able to spread the word about these opportunities through various media segments (WFMJ, WKBN) and an opportunity for me to talk with Matt Stone on the noon news.

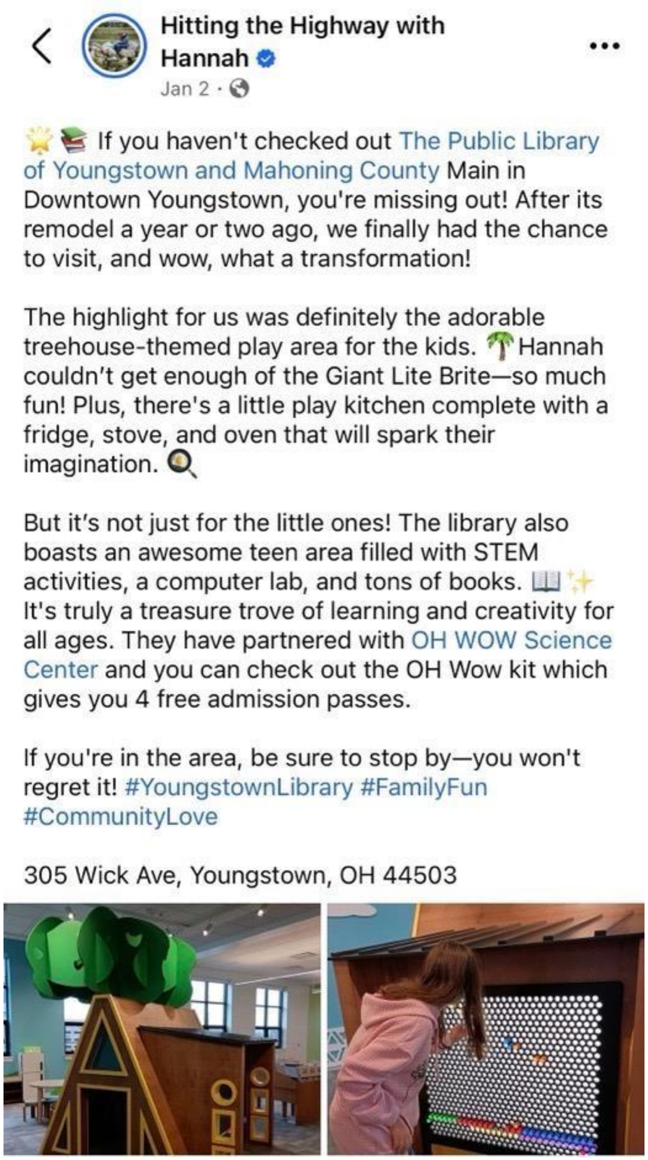
We are also getting great coverage of the facilities project already underway at Sebring branch and its temporary home at the Firehouse, (WKBN), not to mention this January's the unique opportunity to further help our friends and neighbors in the colder months (WFMJ).

Sometimes our conversations are just to try to let our community know that we are here and ready to serve them. The North Jackson Citizens Association Community Dinner heard ***from Kelly Kotel, our Tri-Lakes Supervisor***, who shared information about Tri Lakes Branch and PLYMC. She presented information to 60 attendees from various organizations and businesses in the area.

If you know of organizations that would benefit from knowing more about library services, please suggest that they contact the library. We would be happy to have a staff member speak to them about the services we offer.

A specialized aspect of communications is our ***Advocacy*** work. With a successful Levy Campaign behind us, we are now able to focus on the state's biennial budget. Michael and I are laying the groundwork through conversations with Elected Officials at local venues like Chamber events and scheduling one on one sit downs to paint a broader picture of everything we do. With a goal to discuss our priorities in literacy and other programs, we can get input from community leaders on how our focus can benefit them and their constituencies.

We are also preparing for Legislative Day on April 8th, where librarians and advocates from all over the state will converge on the Ohio Statehouse to press for solid future funding the ***Public Library Fund*** in the state's biennial budget to be finalized in June. Efforts to reduce the burden on taxpayers could have the unintended consequence of reducing PLF funding, so we want to make sure our legislators are fully informed about our work and its impact.



Social media is one area where we have seen a huge boost in advocacy support. The Library has been receiving rave reviews including from a local influencer who shares reviews of locations for families. We also saw a patron sharing some love for finding great books. Making or promoting posts like the ones below not only helps our profile with current and future patrons, but with elected officials and those who influence them.

Posts on social media can also be an encouragement to donors to the library. **The Library Foundation** raised $267,000 in 2024, including $14,535 in Memorials alone. The annual campaign just passed its modest goal of $3,000, earning $7,205 in total.

Refocusing our development strategies is a key priority for 2025. We have set a goal of raising $325,000 this year and to meet that goal we are working to find new avenues of messaging, new channels for donor outreach, and new programs and services that support our friends and neighbors in Mahoning County.

Our ***Development Director, Debbie Liptak***, will be applying all she has learned in recent workshops, conferences and development focused programming including the Northeast Ohio Regional Library Service's Strategic Leadership 2025 Workshop, Community Foundation of the Mahoning Valley's Non-Profit/Development Directors Network Session as well as participating in the continued programing of the Association of Fundraising Professionals.

Our Patrons' Experience

Making quality information accessible is at our core and encapsulated in our ***mission statement: We Share, We Create, We Grow***. Our ***Experience team*** members, spread across the county among 14 branches and Pop-Up Library, spend each day working for and with the public to achieve a very attainable goal: to ensure a lifetime of literacy for every resident of Mahoning County. Whether it is foundational or culinary, health or financial, our commitment to providing access to literacy that enriches our community goes far beyond books.

One of the more technologically focused departments ***is our Digitization Lab run by Librarian Matt Rose***. While Matt mostly works behind the scenes making historic resources accessible online by making digital copies, he's also started to branch out into public programming. Matt saw the need to help our community preserve the past for future generations and created a Beginning Digitization program. The response has been so great that he's created an Intermediate Digitization program that will launch in February. Patrons have shared that these free classes are very much appreciated because these skills are not taught anywhere else.

Health and Wellness classes are also very popular right now, for young and young at heart. Our

Canfield and Austintown branches continue to hold Gotta Move sessions and they have been seeing large and enthusiastic crowds over the last few months.

Mindful painting Health and ***Wellness Librarian Rachael Estudante*** was a huge hit with our Poland community.

Offering programs in cooperation with partners is one we ensure our community is fully informed about the resources they have. It also goes a long way to stretch our most limited and valuable resource, staff time. Bingocize continues to be a popular program done in conjunction with the Mahoning County Public Health Department. Held at our Sebring Branch before the refresh, this great program is now being hosted by ***Poland Library Supervisor Hayley McEwing*** and her extraordinary team at Poland. We are working to expand Bingocize to other branches in 2025.

Judy Jones, our Career Development Librarian based at Main, talked about her new Job Scams program at Ohio Means Jobs Service Delivery meeting in January. It was met with such enthusiasm, that they asked her to provide an OMJ Cross-training event to OMJ partners in February.

We are pleased to share that ***Ben Corll, Supervisor of Brownlee Woods Library***, has been named to OLC's Children's Services Division Action Council. He, along with other Action Council members, are working on developing a Storytime 101 Workshop that will be offered at PLYMC and other locations throughout the state. With over 400 storytimes hosted by our staff across all our branches in 2024 and over 9000 people from our communities attending, strong storytimes are a critical step in our efforts to provide a lifetime of literacy.

Of course, our circulating collection remains a key component of what we do each day. In 2024, our books and ebooks, audio books and movies – not to mention laptops and wifi hotspots – were circulated over1,467,337 times in 2024 - a 4% increase over the prior year. Having fine free access to these resources makes our taxpayers' dollars go farther and ensures there is always a cost-free way to be sure that economics are not a barrier to accessing literacy resources.

PLYMC is committed to finding new and innovative ways to understand how best to get our materials into our patrons' hands. We have a new tool that will be providing us insights into how to maximize collection use: LibraryIQ, a new software platform to support staff understanding of collection movement is currently being explored by our supervising librarians, with our ***Technology and Collection Services Division*** taking the lead on implementation.

Looking forward to the next few months, ***Shelby Santullo, Youth Services Librarian, and Pam Brockway, Public Service Manager*** will attend Family Place Training during the first week of March when the Michael Kusalaba branch will become a certified Family Place Library. In addition to Librarians specially trained in child development and family support, Family Place Libraries offer specially designed welcoming spaces for families with young children including board and picture books, age-appropriate toys, puzzles, dramatic play items, blocks and drawing stations. We are incredibly excited about this new opportunity, which will help us partner with community organizations including engaging with new and/or underserved audiences such as new moms, immigrant and low-income families.

Supporting the Work

Having quality spaces is one of the main ways we make our information accessible. Therefore, ensuring the long-term health of our buildings is a key component planning for PLYMC's future. The more time and resources we spend on fixing old problems, the less we get to spend on our patrons and the community.

Chief Operations Officer Jordan Shaver is in his fourth month with PLYMC and has already hard at work prioritizing the maintenance and upgrades needed across our system. Jordan is working with the architects and engineers at Bialosky, our Master Plan consultants, to coordinate the evaluations all existing facilities and systems. This process will include the long-awaited documentation needs at ***our Poland Library***.

Meanwhile, our ***Facilities Maintenance Team*** is hard at work on the ***Sebring Library refresh,*** which began at the end of 2024 and is currently on schedule for March completion. This long-awaited remodel includes electrical and ceiling upgrades, a complete floor replacement, and a new work area for our staff.

We have a very talented Facilities team who do exceptional work in-house, which frequently saves us a lot of money when compared with buying commercial-grade products. For instance, ***Trades/Craftsperson Michael Highfield*** is hard at work building custom cabinets for our Brownlee Woods and Struthers Libraries.

The ***Information Technology Team*** is also supporting Struthers and Brownlee Woods, as well as Campbell, East and Michael Kusalaba Libraries, by deploying updated staff and public computers, public software, and various pieces of technology infrastructure that keep our buildings online.

An increasingly significant aspect of our buildings is the security infrastructure that protects staff and patrons. ***Safety and Security Manager Darren DeBolt,*** in collaboration with the ***Information Technology Department,*** has been upgrading CCTV cameras across the system, as well reviewing safety stations in every location. ***COO Jordan Shaver and Chief Experience Officer Erin Phemester*** recently updated procedures for extreme weather and other types of Calamity Days so that our Operations and Experience Teams can keep the communication flowing to our staff during times of uncertainty.

PLYMC does not operate without its personnel. Every person working to better our patrons' understanding of the world is a key component of our ecosystem. Our ***Human Resources Division*** is doing a stellar job of recruitment and retention. PLYMC's turnover rate has decreased again, from 12% in 2023 to 7% in 2024! HR is currently working to fill the eight vacancies in our system.

One of our recent hires is ***Maintenance Technician Kenny Lugo***. Kenny was one of our trusted Masters Security Guards before applying to become a PLYMC employee. We are thrilled to have him on board! He was hired to fill the vacancy left ***the promotion of Marvin Monroe to Maintenance Trades/Craftsperson***, who you are sure to see regularly at Main Library doing all the things that keep this complicated building running.

HR is also leading administrative team through the Contract Negotiation process with PLAY and CMT Bargaining Units. We are completing five-year contracts with our two SEIU unions and hope to have new contracts in place in the next few months.

At 4:30 p.m. R Strollo made a motion to go into Executive Session to discuss the Director & CEO's evaluation. T McBane took a poll of the Board.

At 5:00 p.m., the meeting returned to open session. Under the President's Update, C Weimer gave a review of A Fifarek's evaluation report.

J Meehan, Chair of the Finance, Audit and Investment Committee, presented the 2024 Revised Appropriations and the 2025 Permanent Appropriations. R Strollo made a motion to approve the total of $23,476,328.42 in the General Fund for 2024. T Frost seconded the motion and the motion carried. J Meehan moved to approve the appropriations in the Building and Repair Fund $730,700.00. R Strollo seconded the motion and the motion passed. For the Technology Fund, J Meehan made a motion to approve appropriations of $328,821.00. J Schmutz seconded the motion with all members voting unanimously.

For 2025, J Meehan made a motion to approve the permanent appropriations totaled $27,439,256.80 in the General Fund. T Frost seconded the motion with all members voting aye. J Meehan moved to approve the appropriations in the Building & Repair Fund of $5,843,900.00. T Frost seconded the motion and the motion passed. J Meehan made a motion to approve the Technology Fund appropriations of $520,285.00. J Schmutz seconded the motion and the motion carried.

J Meehan made a motion to adopt the proposed resolution to request advances from the 2025 collections of real estate property taxes:

Resolution for Advances of Collections of Real Property Taxes

Whereas, funds from the 2.4 mil Operating Levies will be collected in 2025 and

Whereas, these funds will be used for current operating expenses throughout 2025,

Therefore, **Be It Resolved** by the Board of Trustees of the Reuben McMillan Free Library to hereby authorize and instruct the Chief Financial Officer to request from the Mahoning County Auditor that the Library to be advanced, any collections of tax dollars from said levies, per the schedule set forth by the Auditor's office.

T Frost seconded the motion with all members voting unanimously.

T Frost, Chair of the Service & Personnel Committee, made a motion recommending the adoption of the proposed resolution recognizing the retirement of Judith Sluss.

***Whereas**, Judith (Judy) Sluss' career at PLYMC began in 1987 as a Regional Juvenile Librarian in the West Region. Originally stationed at Special Outgoing Services/West branch, she continued to work until September 1991 when she transferred to the Austintown branch as an Adult Services Librarian.*

***Whereas,** In November 1993, she transferred to the Science and Industry department at the Main Library, then transferred to the Readers' Services department at the Main Library in August 1999.*

***Whereas,** In April 2000, Judy returned to the Austintown branch as a Generalist Librarian and was promoted to Assistant Supervisor at Austintown branch in September 2002. In November 2011, she became Supervisor of the Urban Unit, which included the Newport, East, West, Brownlee Woods, Campbell, and Struthers branches, before moving to the Supervisor position of Special Services. In July 2021, she became the Community Engagement Assistant Supervisor, a post she held until her retirement.*

***Now, Therefore, Be It Resolved,** that the Board of Trustees of the Reuben McMillan Free Library Association hereby expresses its respect and admiration to Judith (Judy)*

Sluss and, on behalf of the citizens of this community, recognizes his considerable contribution to the library system.

Be It Further Resolved, *by the Board of Trustees of the Association, that the following resolution be spread upon the minutes of the Association, and that a copy be presented to Judith (Judy) Sluss*

C Weimer seconded the motion with all members voting aye.

J Meehan made a motion to approve the Appointments, Transfers, and Resignations. J Schmutz seconded the motion and the motion passed.

There being no further business, a motion was made by J Meehan to adjourn the meeting, seconded by J Schmutz with all voting aye and the meeting concluded at 5:22 p.m.

Carole Weimer, President

Attested by:

Tina McBane, Secretary

MINUTES

May 20, 2025

The special meeting of the Board of Trustees of the Reuben McMillan Free Library Association was held on May 20, 2025 at 12:00 p.m. in the meeting room of the Newport Library and via Zoom. Presiding over the meeting was Board President Carole Weimer with the following members present: Denise Glinatsis Bayer, Thomas Frost, James Meehan, Judy Schmutz, JoAnn Stock, Ron Strollo, Tim Bresnahan, Angela Duskey, Jamie Viano, Mariel Sallee, Delores Crawford, Alexa Sweeney Blackann, and Ralph Meacham. Absent was: Jamael Tito Brown. Also in attendance were Director and Chief Executive Officer Aimee Fifarek, Chief Financial Officer Mark Mrofchak, Deputy Financial Officer/Board Secretary Tina McBane, Atty. Martin Boetcher, and several staff members.

At 12:02 p.m. M Sallee made a motion to go into Executive Session to discuss contract negotiations and potential nominations to the Board of Trustees. T McBane took a poll of the board. At 12:34 p.m. the meeting continued in open session.

T Frost made a motion to approve the proposed contract with SEIU 1199 CMT for the period of May 1, 2025 thru April 30, 2030 with a re-opener in year 3 of the contract. M Sallee seconded the motion with all members voting aye.

J Meehan made a motion to nominate Matt Morrone to the Library Board of Trustees to fulfill the seat vacated by Alex Benyo expiring January 2027. T Frost seconded the motion and the motion carried.

J Stock made a motion to nominate Jenita Gillespie to the Library Board of Trustees to fulfill the seat vacated by Terry Dimascio expiring January 2026. A Blackann seconded the motion and the motion passed.

R Strollo, Chair of the Building & Sites Committee, made a motion to award the contract for the East Library project to Murphy Construction with a bid of $1,162,500.00. T Bresnahan seconded the motion with all members voting unanimously.

A Fifarek gave an update and review of the Poland Library Facility options and J Shaver presented the three options for the Poland Library. After much discussion, D Bayer made a motion for the board to pursue Option #3 as to the relocation or construction of a new or renovated alternate facility and to report back to the Board after an investigation with further information. R Strollo seconded the motion. Twelve trustees voted aye. One trustee voted no.

There being no further business, a motion was made by J Schmutz to adjourn the meeting, seconded by T Bresnahan with all voting aye and the meeting concluded at 1:56 p.m.

Carole Weimer, President

Tina McBane, Secretary

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
FISCAL OFFICER'S REPORT - GENERAL FUND

April 30, 2025

	2024 Encumbrances Forward	2025 Budget	2024 Encumbrances & 2025 Budget	April	Jan-April	Current Outstanding Encumbrances	Unencumbered Balance
Encumbered Balance, January 1, 2024	$ 1,856,560.83	$	$ 1,856,560.83	$	$ 1,856,560.83	$	$
Balance Forward January 1, 2024		10,936,276.69	10,936,276.69		10,936,276.69		
RECEIPTS							
1210 General Property Tax - RE Gross		9,058,112.53	9,058,112.53	174,178.12	5,281,178.12		3,776,934.41
2130 Federal Grant-Other		900.00	900.00	0.00	425.25		474.75
2131 Federal Government/Grant E-Rate		160,000.00	160,000.00	0.00	0.00		160,000.00
2170 Federal Grants Restricted		100,000.00	100,000.00	1,426.00	116,638.80		(16,638.80)
2200 State of Ohio/PLF		10,338,744.17	10,338,744.17	687,822.46	3,370,674.89		6,968,069.28
2210 State of Ohio/TLR/Rollback & Homestead		951,490.13	951,490.13	439,381.50	439,381.50		512,108.63
3110 Patron Fines & Fees		18,000.00	18,000.00	1,736.17	7,166.63		10,833.37
3140 Copy Machines		500.00	500.00	0.00	0.00		500.00
3141 Debit Card Machines		70,000.00	70,000.00	6,864.69	24,970.36		45,029.64
3199 Other Patron Fees		12,000.00	12,000.00	1,473.06	4,974.30		7,025.70
4120 Interest		725,000.00	725,000.00	51,365.89	215,105.07		509,894.93
6120 Restricted Contributions/Grants		5,000.00	5,000.00	0.00	0.00		5,000.00
8300 Rental Income		23,300.00	23,300.00	850.00	4,100.00		19,200.00
8710 Refunds for Overpayments		5,000.00	5,000.00	0.00	0.00		5,000.00
8720 Insurance Reimbursements		19,527.56	19,527.56	1,662.12	9,368.60		10,158.96
8798 Reimbursements From Grants		1,000.00	1,000.00	0.00	0.00		1,000.00
8799 Other Refunds		20,000.00	20,000.00	3,828.22	12,168.82		7,831.18
8999 Miscellaneous		5,000.00	5,000.00	170.05	934.01		4,065.99
TOTAL RECEIPTS	0.00	21,513,574.39	21,513,574.39	$ 1,370,758.28	9,487,086.35	$ 0.00	$ 12,026,488.04
TOTAL RECEIPTS & BALANCE	$ 1,856,560.83	$ 32,449,851.08	$ 34,306,411.91		$ 22,279,923.87		
EXPENDITURES							
1100 Salaries	$ 132,385.72	$ 12,004,601.16	$ 12,136,986.88	$ 843,712.23	$ 3,238,264.70	$ 85,604.86	$ 8,813,117.32
1400 Retirement Benefits	0.00	1,672,567.29	1,672,567.29	163,783.41	489,132.25	0.00	1,183,435.04
1600 Insurance Benefits	224,194.63	2,817,083.50	3,041,278.13	207,680.01	862,901.27	556,760.45	1,621,616.41
1900 Other Employee Benefits	6,338.69	60,000.00	66,338.69	5,425.25	15,401.43	14,915.33	36,021.93
TOTAL SALARIES & BENEFITS	362,919.04	16,554,251.95	16,917,170.99	1,220,600.90	4,605,699.65	657,280.64	11,654,190.70
2100 General & Administrative Supplies	325,292.64	1,160,450.00	1,485,742.64	99,980.14	273,550.22	353,823.23	858,369.19
2200 Property Maintenance Repairs	14,767.57	77,500.00	92,267.57	4,810.23	20,303.30	15,306.48	56,657.79
2300 Motor Vehicle/Fuel Supplies & Parts	2,802.23	40,000.00	42,802.23	1,592.71	6,209.74	8,114.72	28,477.77
TOTAL SUPPLIES	342,862.44	1,277,950.00	1,620,812.44	106,383.08	300,063.26	377,244.43	943,504.75
3100 Travel & Meeting Expenses	9,577.45	207,500.00	217,077.45	6,156.31	33,637.88	17,128.81	166,310.76
3200 Communications, Printing & Publicity	93,961.63	572,540.00	666,501.63	18,666.93	102,908.40	180,647.26	382,945.97
3300 Property Maintenance	281,734.90	1,857,830.00	2,139,564.90	90,491.24	472,968.63	699,534.88	967,061.39
3400 Insurance	0.00	147,892.00	147,892.00	0.00	0.00	0.00	147,892.00
3500 Rents/Leases	30,624.75	99,745.00	130,369.75	2,038.80	19,686.54	31,357.01	79,326.20
3600 Utilities	31,479.47	446,000.00	477,479.47	54,069.00	185,510.27	67,699.41	224,269.79
3700 Professional Services	188,549.51	664,772.85	853,322.36	157,350.38	315,541.14	159,559.01	378,222.20
3800 Library Material Control Services	9,604.85	353,975.00	363,579.85	0.00	48,639.85	40,164.97	274,775.03
3900 Other Contracts/Purchased Services	5,804.66	35,000.00	40,804.66	2,880.73	3,882.88	4,299.54	32,622.24
TOTAL PURCHASED/CONTRACTED SVCS	651,337.22	4,385,254.85	5,036,592.07	331,653.39	1,182,775.59	1,200,390.89	2,653,425.58

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
FISCAL OFFICER'S REPORT - GENERAL FUND

April 30, 2025

	2024 Encumbrances Forward	2025 Budget	2024 Encumbrances & 2025 Budget	April	Jan-April	Current Outstanding Encumbrances	Unencumbered Balance
4100 Books & Pamphlets	249,608.48	900,000.00	1,149,608.48	18,962.17	120,401.80	345,731.68	683,475.00
4200 Periodicals	3,873.92	40,000.00	43,873.92	796.00	10,465.40	178.00	33,230.52
4300 Audio Visual	66,074.24	232,000.00	298,074.24	6,249.74	34,534.51	64,850.44	198,689.29
4500 Electronic Information/Public Use	142,657.44	1,635,000.00	1,777,657.44	123,295.69	357,971.65	926,937.26	492,748.53
4600 Interlibrary Loan	0.00	55,000.00	55,000.00	0.00	7,000.00	36,584.89	11,415.11
4900 Library Material/All Other	57.11	15,000.00	15,057.11	267.22	353.11	2,582.16	12,121.84
TOTAL LIBRARY MATERIALS	462,271.19	2,877,000.00	3,339,271.19	149,570.82	530,726.47	1,376,864.43	1,431,680.29
5500 Furniture & Equipment	17,150.53	100,000.00	117,150.53	969.99	8,396.58	24,752.84	84,001.11
5700 Motor Vehicles	0.00	470,000.00	470,000.00	0.00	0.00	382,593.86	87,406.14
TOTAL CAPITAL OUTLAY	17,150.53	570,000.00	587,150.53	969.99	8,396.58	407,346.70	171,407.25
7100 Dues & Memberships	20,020.41	60,000.00	80,020.41	780.00	31,445.00	9,294.95	39,280.46
7200 Taxes & Assessments	0.00	6,600.00	6,600.00	0.00	2,643.83	0.00	3,956.17
7500 Refunds & Reimbursements	0.00	6,500.00	6,500.00	0.00	0.00	0.00	6,500.00
7900 Other Miscellaneous	0.00	1,700.00	1,700.00	720.50	720.50	0.00	979.50
TOTAL OTHER OBJECTS	20,020.41	74,800.00	94,820.41	1,500.50	34,809.33	9,294.95	50,716.13
8999 Unallocated Appropriations	0.00	200,000.00	200,000.00	0.00	0.00	0.00	200,000.00
TOTAL EXPENSES	1,856,560.83	25,939,256.80	27,795,817.63	1,810,678.68	6,662,470.88	4,028,422.04	17,104,924.70
9980 Transfers to Building & Repair Fund	0.00	1,000,000.00	1,000,000.00	0.00	0.00	0.00	1,000,000.00
9999 Transfers to Technology Fund	0.00	500,000.00	500,000.00	0.00	0.00	0.00	500,000.00
TOTAL TRANSFERS	0.00	1,500,000.00	1,500,000.00	0.00	0.00	0.00	1,500,000.00
TOTAL EXPENSES & TRANSFERS	$ 1,856,560.83	27,439,256.80	29,295,817.63	1,810,678.68	6,662,470.88	$ 4,028,422.04	$ 18,604,924.70
ENCUMBERED BALANCE FORWARD					4,028,422.04		
BALANCE FORWARD		5,010,594.28	5,010,594.28		11,589,030.95		
TOTAL EXPENSES/TRANSFERS/BALANCES		$ 32,449,851.08	$ 34,306,411.91		$ 22,279,923.87		

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
Fiscal Officer's Report - Building Repair Fund
April 30, 2025

	2024 Encumbrances Forward	2025 Budget	2024 Encumbrances & 2025 Budget	April	Jan-April	Current Outstanding Encumbrances	Unencumbered Balance
Encumbered Balance, January 1, 2024	$ 410,999.22	$	$ 410,999.22	$	$ 410,999.22	$	$
Balance Forward January 1, 2024		23,137,835.90	23,137,835.90		23,137,835.90		
RECEIPTS							
4121 Interest	0.00	630,000.00	630,000.00	8,175.04	141,566.44	0.00	488,433.56
6112 Contributions	0.00	500.00	500.00	0.00	0.00	0.00	500.00
8110 Sale of Property	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8998 Miscellaneous Income	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9998 Transfer from Library Foundation Account	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9999 Transfer from General Fund	0.00	1,000,000.00	1,000,000.00	0.00	0.00	0.00	1,000,000.00
TOTAL RECEIPTS		1,630,500.00	1,630,500.00	$ 8,175.04	141,566.44	0.00	1,488,933.56
TOTAL RECEIPTS & BALANCES	$ 410,999.22	$ 24,768,335.90	$ 25,179,335.12		$ 23,690,401.56	$ 0.00	$ 1,488,933.56
EXPENDITURES							
3781 Investment/Banking Fees	$ 0.00	$ 12,000.00	$ 12,000.00	$ 883.08	$ 3,532.03	$ 0.00	$ 8,467.97
5110 Purchase of Land	0.00	0.00	$ 0.00	0.00	0.00	0.00	0.00
5210 Land Improvements	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5310 New Buildings	0.00	0.00	0.00	0.00	0.00	0.00	0.00
5410 Building Improvements	410,999.22	5,029,000.00	5,439,999.22	18,198.51	277,591.61	127,197.05	5,035,210.56
5511 Equipment	0.00	300,000.00	300,000.00	0.00	0.00	0.00	300,000.00
7221 Property Assessments	0.00	0.00	0.00	0.00	0.00	0.00	0.00
7901 Other Miscellaneous Expenses	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8998 Unallocated Appropriation	0.00	502,900.00	502,900.00	0.00	0.00	0.00	502,900.00
TOTAL EXPENSES	410,999.22	5,843,900.00	6,254,899.22	$ 19,081.59	281,123.64	$ 127,197.05	$ 5,846,578.53
ENCUMBERED BALANCE FORWARD					127,197.05		
BALANCE FORWARD	0.00	18,924,435.90	18,924,435.90		23,282,080.87		
TOTAL EXPENSES & BALANCES FORWARD	$ 410,999.22	$ 24,768,335.90	$ 25,179,335.12		$ 23,690,401.56		

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
Fiscal Officer's Report - Technology Development Fund
April 30, 2025

	2024 Encumbrances Forward	2025 Budget	2024 Encumbrances & 2025 Budget	April	Jan-April	Current Outstanding Encumbrances	Unencumbered Balance
Encumbered Balance, January 1, 2024	$ 56,867.69	$	$ 56,867.69	$	$ 56,867.69	$	$
Balance Forward January 1, 2024		4,080,724.39	4,080,724.39		4,080,724.39		
RECEIPTS							
2132 Federal Grant Government/E-Rate	0.00	25,000.00	25,000.00	0.00	0.00	0.00	25,000.00
4122 Interest	0.00	20,000.00	20,000.00	0.00	5,437.50	0.00	14,562.50
6123 Restricted Contributions	0.00	0.00	0.00	0.00	0.00	0.00	0.00
8798 Refunds/Reimbursements	0.00	0.00	0.00	0.00	0.00	0.00	0.00
9951 Transfer in From Other Funds	0.00	500,000.00	500,000.00	0.00	0.00	0.00	500,000.00
TOTAL RECEIPTS		545,000.00	545,000.00	$ 0.00	5,437.50	0.00	539,562.50
TOTAL RECEIPTS & BALANCES	$ 56,867.69	$ 4,625,724.39	$ 4,682,592.08		$ 4,143,029.58	$ 0.00	$ 539,562.50
EXPENDITURES							
3782 Investment/Banking Fees	$ 0.00	$ 700.00	$ 700.00	$ 45.44	$ 181.85	$ 0.00	$ 518.15
5550 Equipment	56,867.69	519,585.00	576,452.69	23,304.44	113,069.09	78,464.18	384,919.42
TOTAL EXPENSES	56,867.69	520,285.00	577,152.69	$ 23,349.88	113,250.94	$ 78,464.18	$ 385,437.57
ENCUMBERED BALANCE FORWARD					78,464.18		
BALANCE FORWARD	0.00	4,105,439.39	4,105,439.39		3,951,314.46		
TOTAL EXPENSES & BALANCE FORWARD	$ 56,867.69	$ 4,625,724.39	$ 4,682,592.08		$ 4,143,029.58		

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
RECONCILIATION TO DEPOSITORY

April 30, 2025

Petty Cash - General Fund	$ 456.00	
Change/Branches/Petty Cash - General Fund	4,494.00	
All other investments & bank accounts - General Fund	15,612,502.99	
Balance, General Fund		$ 15,617,452.99
Balance, Building & Repair Fund		23,409,277.92
Balance, Technology Development Fund		4,029,778.65
		43,056,509.56
Bank Error		0.00
PayPal fees		0.00
Bank debits/credits		(354.77)
NSF checks		0.00
Merchant E-Solutions/Section 125 funding/Square/Stripe		(26.50)
Investment earnings		0.00
Total Cash and Investment all Funds per Library		$ 43,056,128.29
Bank Balance - Checking Farmers National Bank	25,000.00	
Balance on Deposit Farmers National Bank		$ 25,000.00
Bank Balance - Checking First National Bank	450,000.00	
Bank Balance - Sweep Account - First National Bank	11,720,484.22	
Bank Balance - Money Market - First National Bank	11,473,854.64	
Bank Balance - Employee Section 125 Funding Account First National	(60.45)	
Deposits in Transit From Merchant E-Solutions/Sierra to First National Bank	50.45	
Deposit in Transit/Bank Debit	70.45	
Outstanding Checks - First National Bank - Operating Funds	(11,519.08)	
Balance on Deposit First National Bank		23,632,880.23
Investment Descriptions		
Farmers National Bank - Sweep	$ 1,174,541.24	
Farmers National Bank - CDARS Program (see attached list)	5,656,704.08	
Farmers Trust Company managed investments (see attached list)	12,562,052.74	
Total investments		19,393,298.06
Petty Cash		456.00
Change/Branches/Petty Cash - Supplies		4,494.00
Total Cash and Investments per Depositories		$ 43,056,128.29

FARMERS NATIONAL BANK
20 S. Broad St. | Canfield, Ohio 44406
888.988.3276

Address Service Requested

Statement Date: 04/30/2025
Primary Account: XXXXXXXX6548

006466 0.6200 AV 0.545 TR00026
REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
305 WICK AVE
YOUNGSTOWN, OH 44503-1003

PUBLIC FUNDS SWEEP ACCOUNT

Account: XXXXXXXX6548

Last Statement	Previous Balance	Total Credits	Total Debits	This Statement	Current Balance
03/31/25	$1,170,280.14	$4,261.10 (1)	$0.00	04/30/25	$1,174,541.24

Minimum Balance $1,170,280.14
Average Balance $1,170,280.14
Total Days In Statement Period 04/01/25 Through 04/30/25: 30

Other Credits

Date	Description	Amount
04/30	Interest	$4,261.10
	Total of 1 Other Credits	*$4,261.10*

Interest

Average Ledger Balance:	1,170,280.14	Interest Earned:	4,261.10
Interest Paid This Period:	4,261.10	Days In Period:04/01/25-04/30/25:	30
Interest Paid 2025:	17,100.33	Annual Percentage Yield Earned:	4.52%

Itemization Of Overdraft And Returned Item Fees

	Total For This Period	Total Year-to-Date
Total Overdraft Fees	$0.00	$0.00
Total Returned Item Fees	$0.00	$0.00

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Continued on Next Page

006466
GFBK-002-006466-001-001-250501 006466 S05
44503100305

Farmers National Bank of Canfield
20 South Broad St.
Canfield, OH 44406

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Since 1887 FARMERS NATIONAL BANK

RETURN SERVICE REQUESTED

Contact Us
1-888-988-3276
treasurymanagement@farmersbankgroup.com

REUBEN MCMILLAN FREE LIBRARY
305 WICK AVE
YOUNGSTOWN, OH 44503

Account
REUBEN MCMILLAN FREE LIBRARY

Date
04/30/2025

CDARS® Customer Statement

The following information is a summary of activity in your CDARS accounts and the list of FDIC insured institutions that hold your deposits as of the date indicated. These deposits have been placed by us, as your agent and custodian, in deposit accounts through CDARS. Certain conditions must be satisfied for "pass-through" FDIC deposit insurance coverage to apply. To meet the conditions for pass through FDIC deposit insurance, deposit accounts at FDIC-insured banks in IntraFi's network that hold deposits placed using an IntraFi service are titled, and deposit account records are maintained, in accordance with FDIC regulations for pass-through coverage.

Summary of Accounts

Account ID	Effective Date	Maturity Date	Interest Rate	Opening Balance	Ending Balance
	11/07/2024	11/05/2026	3.40%	$1,013,597.88	$1,013,597.88
	07/14/2022	07/10/2025	2.79%	852,230.09	852,230.09
	09/29/2022	09/25/2025	3.64%	596,312.95	596,312.95
	10/20/2022	10/16/2025	3.94%	867,682.42	867,682.42
	10/20/2022	10/16/2025	3.94%	927,507.41	927,507.41
	11/10/2022	11/06/2025	4.25%	892,976.89	892,976.89
	11/07/2024	11/04/2027	3.20%	506,396.44	506,396.44
TOTAL				**$5,656,704.08**	**$5,656,704.08**

CONTAINS CONFIDENTIAL INFORMATION

IntraFi and CDARS are registered service marks of IntraFi Network LLC.

Member FDIC

Farmers Trust Company Youngstown Office
42 McClurg Road
Youngstown, OH 44512

FARMERS TRUST COMPANY AGENT THE PUBLIC LIBRARY OF YOUNGSTOWN AND MAHONING COUNTY

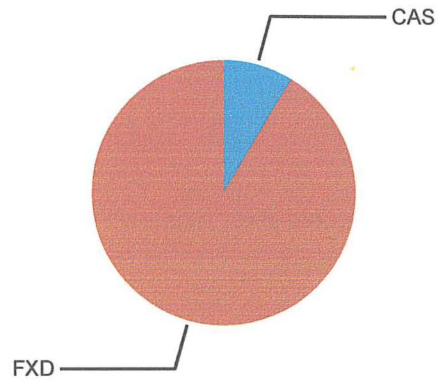
FARMERS TRUST COMPANY

Mark J. Mrofchak CFO
Public Library
Youngstown/Mahoning County
305 Wick Avenue
Youngstown, OH 44503

Account:
Report Period: From 4/1/2025 To 4/30/2025
Administrator: Steve Wall
Phone: 330-740-1223
Portfolio Manager: Dale Standley
Phone: 330-740-1207

Portfolio Summary

	Market Value	% Portfolio	Est. Income
Cash & Equivalents (CAS)	$1,092,727.81	8.64%	$46,329.63
Fixed Income (FXD)	$11,550,397.37	91.36%	$275,387.50
Total Assets	$12,643,125.18	100.00%	$321,717.13
Total Account Balance	**$12,643,125.18**		



Activity Summary

	Current Period	Year To Date
Beginning Market Value	**$12,582,535.43**	**$12,404,935.55**
Receipts		
Dividend	$3,033.76	$12,370.47
Interest Income	$880.18	$64,232.92
Total Receipts	$3,913.94	$76,603.39
Disbursements		
Institution Fees	($1,000.00)	($4,000.00)
Total Disbursements	($1,000.00)	($4,000.00)
Change in Market Value	**$57,675.81**	**$165,586.24**
Ending Market Value	**$12,643,125.18**	**$12,643,125.18**

FARMERS TRUST COMPANY AGENT THE PUBLIC LIBRARY OF YOUNGSTOWN AND MAHONING COUNTY

FARMERS TRUST COMPANY

Gains and Losses Summary

	Current Period	Year To Date
Realized Gain/(Loss) - Long Term	$0.00	$0.00
Realized Gain/(Loss) - Short Term	$0.00	$0.00
Total Realized Gain/(Loss)	**$0.00**	**$0.00**

Asset Statement

Units	Description	Cost Basis	Unit Price	Market Value	% of Acct	Unrealized Gain/Loss	Accrued Income	Yld At Mkt
	Cash & Equivalents							
	Cash							
	Principal Cash	$0.00		$0.00				
	Income Cash	$0.00		$0.00				
	Total Cash	$0.00		$0.00	0.00			
	Money Market Funds							
250,000.00	FTC CONSERVATIVE FUND	$250,000.00	$1.00	$250,000.00	1.98	$0.00		4.12
	TOTAL Money Market Funds	**$250,000.00**		**$250,000.00**	**1.98**	**$0.00**		**4.12**
	Money Market Mutual Funds							
842,727.81	MONEY MKT OBLIGS TR FH GOV OBL FD	$842,727.81	$1.00	$842,727.81	6.67	$0.00		4.28
	TOTAL Money Market Mutual Funds	**$842,727.81**		**$842,727.81**	**6.67**	**$0.00**		**4.28**
	TOTAL Cash & Equivalents	**$1,092,727.81**		**$1,092,727.81**	**8.64**	**$0.00**		**4.24**
	Fixed Income							
	U.S. Government Agency Obligations							
300,000	FEDERAL HOME LOAN BANKS CONS BD 3.625%25	$300,000.00	$99.84	$299,505.10	2.37	($494.90)		3.63
1,000,000	FEDERAL HOME LOAN BANKS CONS BD 3.77%26	$1,000,000.00	$99.51	$995,147.02	7.87	($4,852.98)		3.79
	TOTAL U.S. Government Agency Obligations	**$1,300,000.00**		**$1,294,652.12**	**10.24**	**($5,347.88)**		**3.75**
	U.S. Treasury Notes							
2,000,000	UNITED STATES TREAS NTS 2.75%05/15/25	$1,982,553.62	$99.93	$1,998,698.02	15.81	$16,144.40		2.75
500,000	UNITED STATES TREAS NTS 3%07/15/25	$498,514.65	$99.72	$498,618.17	3.94	$103.52		3.01
500,000	UNITED STATES TREAS NTS 3.125%08/15/25	$497,044.05	$99.65	$498,246.10	3.94	$1,202.05		3.14
250,000	UNITED STATES TREAS NTS 0.375%11/30/25	$241,643.43	$97.86	$244,638.67	1.93	$2,995.24		0.38
250,000	UNITED STATES TREAS NTS 4.125%06/15/26	$250,086.70	$100.29	$250,712.89	1.98	$626.19		4.11
500,000	UNITED STATES TREAS NTS 0.75%08/31/26	$481,485.65	$96.09	$480,429.69	3.80	($1,055.96)		0.78
1,000,000	UNITED STATES TREAS NTS 1.25%12/31/26	$933,525.21	$96.08	$960,820.31	7.60	$27,295.10		1.30

FARMERS TRUST COMPANY

Asset Statement

Units	Description	Cost Basis	Unit Price	Market Value	% of Acct	Unrealized Gain/Loss	Accrued Income	Yld At Mkt
1,000,000	UNITED STATES TREAS NTS 3.25%06/30/27	$1,004,686.90	$99.25	$992,500.00	7.85	($12,186.90)		3.27
750,000	UNITED STATES TREAS NTS 2.25%08/15/27	$724,279.63	$97.02	$727,675.79	5.76	$3,396.16		2.32
1,000,000	UNITED STATES TREAS NTS 2.25%11/15/27	$945,017.40	$96.69	$966,875.00	7.65	$21,857.60		2.33
300,000	UNITED STATES TREAS NTS 0.625%11/30/27	$270,668.04	$92.67	$278,015.63	2.20	$7,347.59		0.67
200,000	UNITED STATES TREAS NTS 3.875%11/30/27	$201,681.77	$100.61	$201,226.56	1.59	($455.21)		3.85
500,000	UNITED STATES TREAS NTS 0.625% 12/31/27	$456,123.98	$92.44	$462,187.50	3.66	$6,063.52		0.68
500,000	UNITED STATES TREAS NTS 1.25%06/30/28	$460,089.14	$92.93	$464,648.44	3.68	$4,559.30		1.35
750,000	UNITED STATES TREAS NTS 2.875%08/15/28	$730,100.11	$97.63	$732,216.80	5.79	$2,116.69		2.94
TOTAL U.S. Treasury Notes		**$9,677,500.28**		**$9,757,509.57**	**77.18**	**$80,009.29**		**2.31**
U.S. Treasury Notes & Bonds								
500,000	UNITED STATES TREAS NTS 0.25% 05/31/25	$491,824.65	$99.65	$498,235.68	3.94	$6,411.03		0.25
TOTAL U.S. Treasury Notes & Bonds		**$491,824.65**		**$498,235.68**	**3.94**	**$6,411.03**		**0.25**
TOTAL Fixed Income		**$11,469,324.93**		**$11,550,397.37**	**91.36**	**$81,072.44**		**2.38**
GRAND TOTAL ASSETS		**$12,562,052.74**		**$12,643,125.18**	**100**	**$81,072.44**		**2.54**

Transaction Statement

Date	Description	Units / Price	Cash Change	Cost Basis
Beginning Balances			**$0.00**	**$12,559,138.80**
Receipts				
Interest Income				
INTEREST TAXABLE				
4/1/2025	FTC CONSERVATIVE FUND		$880.18	$0.00
Total Interest Income			**$880.18**	**$0.00**
Dividend				
DIVIDEND				
4/1/2025	MONEY MKT OBLIGS TR FH GOV OBL FD		$3,033.76	$0.00
Total Dividend			**$3,033.76**	**$0.00**

FARMERS TRUST COMPANY AGENT THE PUBLIC LIBRARY OF YOUNGSTOWN AND MAHONING COUNTY

FARMERS TRUST COMPANY

Transaction Statement

Date	Description	Units / Price	Cash Change	Cost Basis
Disbursements				
Institution Fees				
	FEE PAYMENT			
4/10/2025	Automatic fee collection for account 650367014 for Period Ending 3/31/2025.		($1,000.00)	$0.00
Total Institution Fees Collected from Account			**($1,000.00)**	**$0.00**
Investment Activity				
Sweep Sales (2) 4/1/2025 to 4/30/2025		(1,000.00)	$1,000.00	($1,000.00)
Sweep Purchases (1) 4/1/2025 to 4/30/2025		3,913.94	($3,913.94)	$3,913.94
Total Investment Activity		**2,913.94**	**($2,913.94)**	**$2,913.94**
Ending Balances			**$0.00**	**$12,562,052.74**

REUBEN MCMILLAN FREE LIBRARY ASSOCIATION
LIBRARY FOUNDATION ACCOUNT
April 30, 2025

Balance, January 1, 2025				
Checking			$ 515,025.91	
Investment Accounts			1,582,707.53	$ 2,097,733.44
RECEIPTS				
Distributions from Trust Accounts:				
Restricted funds:				
Account #03-9 Growth Fund				
Alice Clarke Fund	$ 565.66			
Justice Clarke Fund	6,106.39			
Myron Roh Fund	416.78			
Paul E. & Dorothy F. Rees Fund	191.68			
Philippine Kerwer Fund	116.52			
Dr. James Houck Fund	99.60			
Robert H. Donahugh Fund	211.42			
Henry Stambaugh Fund	640.84			
James McEwen Fund	1,049.58	$ 9,398.47		
Account #05-4 Income Fund				
Nancy Breaden Fund	3,531.94			
Ruth Bowers Fund	685.43			
Elizabeth Lowmiller Barnhill Fund	896.27			
W. Sturgeon VanGorder - Elizabeth Slotta	2,664.23			
Kenneth M. Lloyd	285.29			
George Boughton	648.97			
Edward W. Powers Charitable Fund	310.81			
Martha Muransky	93.54			
Carol A. Bacon-Endowed Fund for Authors	444.19			
Rebecca Showman Host An Author Fund	58.50	9,619.17		
Account #02-1 R.D. Fowler Fund		3.07		
Account #6453 Jane Jackson		1,371.01		
Account #01-3 Wick Dennison		11,746.21		
Unrestricted Income funds:				
Account #04-7				
David & Caroline Theobald Fund	31.85			
Louisa Andrews Fund	133.47			
Ida Clarke Fund	349.35			
Caroline Wick Fund	64.21			
James C. Foutts Fund	103.64			
Olive Arms Fund	137.01			
Luela Walker fund	35.91			
Willam Merrick Fund	142.57			
Ida Osborne Fund	142.57			
M. Bernard Hirshberg Fund	39.43			
Louisa Edwards Fund	47.52			
Norma Jones Fund	473.72			
Reserve Account Fund	1,836.24			
Amelia Gail Sarbu	1,518.23 $	5,055.72	37,193.65	
Donations			49,292.73	
Interest Income			15,035.73	
Miscellaneous			106.10	
TOTAL RECEIPTS				101,628.21
TOTAL RECEIPTS & BALANCE FORWARD				$ 2,199,361.65
DISBURSEMENTS				
Books & Related Purchases/Expenditures per Terms of Gifts			0.00	
Legal Fees			0.00	
Audit Fees			0.00	
Miscellaneous			2,018.59	
Memorial Gifts			0.00	
Public Relations/Marketing			0.00	
TOTAL EXPENDITURES				$ 2,018.59
BALANCES FORWARD				
Checking First National Bank			575,523.37	
Money Market Account First National Bank			1,621,819.69	2,197,343.06
TOTAL DISBURSEMENTS AND BALANCES FORWARD			**	$ 2,199,361.65

** Use restricted by terms of trusts in the amount of $1,705,302.29

Director's Report

June 2025

As you are aware, much of my time has recently been devoted to State Budget Advocacy, so there has not been a lot of time for report writing. Please expect a full quarterly report next month. In the meantime, here are the recent highlights:

Director and CEO's Office

- Continued advocacy on behalf of the Public Library Fund
  - We expect the Senate to be finalized by June 12th or 13th and the Conference Committee Process of reconciling the Executive, House, and Senate budgets to begin immediately thereafter.
  - Both the House Final and Senate Draft budgets include substantial funding reductions for libraries and mandated restrictions for displaying and storing library materials that would negatively impact public access. The Executive Budget includes a modest funding increase and no material restrictions.
- Coordinated public information campaign about Poland Branch relocation exploration.
  - Public Q and A session scheduled for 5:30pm June 24th at Poland Library. Written questions and comments can be submitted at Poland Library or at the event.
- Project to update PLYMC's departmental budgeting process is ready for July 1 soft launch. (Departments include both Branches and individual departments within Main Library and Administration). Goals include:
  - <u>Budget as a Communication Tool</u>: Encouraging greater understanding of budgets and library funding among staff at multiple levels
  - <u>Reduced Administrative Overhead</u>: Streamlined processes and standardized expenditure categorization will improve intra-departmental communications and potentially allow us to identify efficiencies in procurement.
  - <u>Better Reporting</u>: Will allow us to understand what it costs to run each department, not just division-level costs.
  - Many thanks to Zak for leading this project, and all the help from Tina, Mark, and Erin for the work they have done.
- Foundation Activities
  - Project to streamline Foundation operations, including a new accounting process with refocused funding priorities ready for soft launch on July 1. Methodology to manage quarterly distribution of Foundation dividends in process.
  - Successful Ladies in Little Black Dresses event with 370 tickets distributed
  - Signed Contract for the appearance of best-selling author James Patterson on Sept 30th to be held at Stambaugh Auditorium.

Experience

- Kicked off Summer Discovery at Boardman Park with about 200 attendees!
- Branches are very busy with summer programming. Sign up today at https://www.libraryvisit.org/summer-discovery/ or your local library!

Finance

- See CFO's Report

Technology and Collection Services

- Upgrading all computers (staff and public) to Windows 11 and Microsoft Office 2024
- MK and Poland Branches are getting new computers
- Network speed/Fiber upgrade (In progress)
- Deployed Shoutbomb software to broadcast text messages to our patrons.
- Preparing for loss of access to SearchOhio during state-wide system upgrade (outage August 1 – October 26, 2025)

Human Resources

- Final edits and negotiations on PLAY and CMT contracts. Implementation of both will commence upon final Board of Trustees votes.

Operations

- Signed contract and started meetings with Murphy Contracting for the East exterior renovation project
- Began exploring Poland relocation options.
- Continued facilities management and maintenance of our buildings.

Poland Branch Key Dates **Final** **May 19, 2025**

- July 2022 - PLYMC employs USA concrete to replace brick pavers with colored concrete on back walkway due to safety concerns.

- Summer 2023 - Budgeted carpet replacement and repainting project completed. Clock on tower also repaired.

- Fall 2023 - PLYMC is notified that prior approval of concrete project from Poland Village was required. Aimee speaks with ARB Chair and Zoning Administrator about next steps.

- November 6, 2023 - First Village Council Appearance PLYMC apologized for error following process and offers remediation. Discussions ensue.

- **March 2024 - PLYMC review of building in preparation for budgeted exterior repainting project reveals need for 3rd party structural assessment.**

- March 28, 2024 – Letter to Poland Village notifying them of plans to test seal coating on a segment of the back patio and about the commencement of the 3rd party review of the building status.

- May 9, 2024 - Building and Sites Committee Meeting at Canfield Library. Discussed concerns about the building status with committee members and informed them about the process to select an outside evaluator.

- May 15th, 2024 - BSHM selected for 3rd party review

- May 30, 2024 - PLYMC offers enhanced proposal to re-stain concrete and submits Zoning Permit Application on recommendation of Zoning Administrator.

- May 30th, 2024 - Presentation of re-staining option, with permit application to Poland Village Architectural Review Board. ARB decides to visually inspect and further discuss the proposal. Proposal ultimately not approved.

- June 20, 2024 - Meeting with BSHM - Need for geotechnical analysis communicated

- July 9, 2024 – Walkthrough of building with BSHM and GCI

- July 2nd, 2024 - Geotechnical Consultants, Inc selected for geotechnical analysis

- **July 15, 2024 - Press release informs public of the date for the day-long building closure, geotechnical analysis, and architectural review**

- July 22, 2024 - Core samples drilled

- August 7, 2024 - Core sample report delivered. Open hearth slag found as cause of slab heaving.

- **August 20, 2024 - Press release about core sample findings, safety reminder and public notification about ongoing architectural review**

- August 29, 2024 - Bialosky selected for Facilities Masterplan project. Contract signed October 18th.

- September 18, 2024 - Letter from County Commissioners and Village of Poland requesting specifics on next steps to be taken with building repair.

- November 22, 2024 - Due date for BSHM report

- November 14, 2024 - Masterplan project initial meeting

- November 25-December 16 - Independent assessments of all buildings by Bialosky conducted for Masterplan project. Poland assessment January 13th, 2025.

- **January 6, 2025 - Delivery of BSHM report**

- **February 11, 2025 - Request made to Bialosky for "second opinion" on BSHM report and incorporation into Masterplan project**

- February 19, 2025 - Walkthrough of building with Bialosky team to discuss BSHM findings and "second opinion" analysis

- May 9, 2025 - Final delivery of Bialosky report on building condition and options for addressing

- **May 14, 2025 - Building and Sites Meeting with discussion condition and options – relocate option recommended by staff, committee concurs**

- May 20, 2025 - Special Meeting of the Board for multiple actions, including discussion of condition and option recommendation

B-1

Reuben McMillan Free Library Association General Fund Budget Board Meeting of June 12, 2025	2025 Adopted Budget 2/13/2025	2025 Revised Budget 6/12/2025	2026 Preliminary Budget 6/12/2025
Balance Forward	$ 12,792,837.52	$ 12,792,837.52	$ 7,521,805.98
RECEIPTS			
1210 General Property Tax - RE Gross	9,058,112.53	9,307,915.66	9,413,682.73
1250 Tangible Personal Property Tax	-	-	-
2130 Federal Government/Grants	900.00	900.00	900.00
2131 Federal Government/E-Rate	160,000.00	160,000.00	160,000.00
2170 Federal Grants Restricted	100,000.00	120,000.00	120,000.00
2200 State of Ohio/PLF	10,338,744.17	10,554,755.03	10,554,755.03
2210 State of Ohio/TLR/Rollback & Homestead	951,490.13	951,490.13	951,490.13
3110 Patron Fines & Lost Books	18,000.00	18,000.00	18,000.00
3140 Copy Machines	500.00	500.00	500.00
3141 Debit Cards	70,000.00	70,000.00	70,000.00
3199 Other Patron Fees	12,000.00	12,000.00	12,000.00
4120 Interest	725,000.00	725,000.00	725,000.00
6120 Restricted Contributions/Grants	5,000.00	5,000.00	5,000.00
8000 Rental Income	23,300.00	23,800.00	23,800.00
8710 Refunds for Overpayment	5,000.00	5,000.00	5,000.00
8720 Insurance Reimbursements	19,527.56	19,527.56	19,527.56
8798 Reimbursement From Grants	1,000.00	1,000.00	1,000.00
8799 Other Refunds	20,000.00	25,000.00	25,000.00
8999 Miscellaneous	5,000.00	5,000.00	5,000.00
Subtotal Receipts	21,513,574.39	22,004,888.38	22,110,655.45
TOTAL RECEIPTS AND BALANCE FORWARD	$ 34,306,411.91	$ 34,797,725.90	$ 29,632,461.43
EXPENDITURES			
1100 Salaries	$ 12,004,601.16	$ 11,825,000.00	$ 12,616,000.00
1400 Retirement Benefits	1,672,567.29	1,648,301.54	1,759,041.54
1600 Insurance Benefits	2,817,083.50	2,828,117.07	2,847,974.59
1900 Other Employee Benefits	60,000.00	60,000.00	60,000.00
TOTAL SALARIES & BENEFITS	16,554,251.95	16,361,418.61	17,283,016.13
2100 General Office & Programming Supplies	1,160,450.00	1,160,450.00	1,160,450.00
2200 Property Maintenance Repairs	77,500.00	77,500.00	77,500.00
2300 Motor Vehicle/ Fuel Supplies & Parts	40,000.00	40,000.00	40,000.00
TOTAL SUPPLIES	1,277,950.00	1,277,950.00	1,277,950.00
3100 Travel & Meeting Expenses	207,500.00	207,500.00	207,500.00
3200 Communications, Printing & Publicity	572,540.00	572,540.00	572,540.00
3300 Property Maintenance	1,857,830.00	1,857,830.00	1,857,830.00
3400 Insurance	147,892.00	147,892.00	147,892.00
3500 Rent/Leases	99,745.00	99,745.00	99,745.00
3600 Utilities	446,000.00	446,000.00	446,000.00

Levy proceeds as shown in accounts 1210 and 2210 represent 47% of total budgeted revenue.

Based on estimate received for distributions in 2025 from the Ohio Department of Taxation that was released in December, 2024. This represents 48% of total budgeted revenue.

Includes current and anticipated staffing positions, negotiated increases, anticipated retirement pay-outs as well as any health insurance renewal increase for the Library as contractually negotiated.

Reuben McMillan Free Library Association
General Fund Budget
Board Meeting of June 12, 2025

B-2

	2025 Adopted Budget	2025 Revised Budget	2026 Preliminary Budget
	2/13/2025	6/12/2025	6/12/2025
3700 Professional Services	664,772.85	694,269.30	696,173.11
3800 Library Material Control Services	353,975.00	353,975.00	353,975.00
3900 Other Contracts & Purchased Services	35,000.00	35,000.00	35,000.00
TOTAL PURCHASED & CONTRACTED SERVICES	4,385,254.85	4,414,751.30	4,416,655.11
4100 Books	900,000.00	889,500.00	900,000.00
4200 Periodicals	40,000.00	40,500.00	40,500.00
4300 Audiovisual Materials	232,000.00	232,000.00	232,000.00
4500 Electronic Information Public Use	1,635,000.00	1,645,000.00	1,645,000.00
4600 Interlibrary Loan	55,000.00	55,000.00	55,000.00
4900 Library Material / All Other	15,000.00	15,000.00	15,000.00
TOTAL LIBRARY MATERIALS	2,877,000.00	2,877,000.00	2,887,500.00
5500 Furniture & Equipment	100,000.00	100,000.00	100,000.00
5700 Motor Vehicles	470,000.00	470,000.00	100,000.00
TOTAL CAPITAL OUTLAY	570,000.00	570,000.00	200,000.00
7100 Dues & Memberships	60,000.00	60,000.00	60,000.00
7200 Taxes & Assessments	6,600.00	6,600.00	6,600.00
7500 Refunds & Reimbursements	6,500.00	6,500.00	6,500.00
7900 Other Miscellaneous	1,700.00	1,700.00	1,700.00
TOTAL OTHER OBJECTS	74,800.00	74,800.00	74,800.00
8999 Unallocated Appropriations	200,000.00	200,000.00	200,000.00
TOTAL EXPENSE	25,939,256.80	25,775,919.91	26,339,921.24
9980 Transfers to Building & Repair Fund	1,000,000.00	1,000,000.00	1,000,000.00
9999 Transfers to Technology Development Fund	500,000.00	500,000.00	500,000.00
TOTAL TRANSFERS	1,500,000.00	1,500,000.00	1,500,000.00
TOTAL EXPENSE & TRANSFERS	27,439,256.80	27,275,919.91	27,839,921.24
Unencumbered Balance Forward	6,867,155.11	7,521,805.98	1,792,540.19
TOTAL EXPENSES & BALANCE FORWARD	$ 34,306,411.91	$ 34,797,725.90	$ 29,632,461.43

Reuben McMillan Free Library Association
Building & Repair Fund
Board Meeting of June 12, 2025

	2025 Adopted Budget 2/13/2025	**2025 Revised Budget** 6/12/2025	**2026 Preliminary Budget** 6/12/2025
Balance Forward	23,548,835.12	23,548,835.12	21,536,645.12
RECEIPTS			
4121 Interest	630,000.00	630,000.00	630,000.00
6112 Contributions	500.00	500.00	500.00
8110 Sale of Property	-	-	-
8998 Miscellaneous	-	-	-
9998 Transfer from Library Foundation	-	-	-
9999 Transfer from General Fund	1,000,000.00	1,000,000.00	1,000,000.00
Total Receipts	1,630,500.00	1,630,500.00	1,630,500.00
Total Receipts & Balance Forward	$ 25,179,335.12	$ 25,179,335.12	$ 23,167,145.12
EXPENDITURES			
3781 Investment/Banking Fees	$ 12,000.00	$ 12,000.00	$ 12,000.00
5110 Purchase of Land	-	-	-
5210 Land Improvements	-	-	-
5310 New Buildings	-	-	-
5410 Building Improvements/Capital Leases	5,029,000.00	3,027,900.00	3,185,000.00
5511 Equipment	300,000.00	300,000.00	300,000.00
8998 Unallocated Appropriation	502,900.00	302,790.00	318,500.00
Total Expenses	5,843,900.00	3,642,690.00	3,815,500.00
Unencumbered Balance Forward	19,335,435.12	21,536,645.12	19,351,645.12
Total Expenses & Balance Forward	$ 25,179,335.12	$ 25,179,335.12	$ 23,167,145.12

See Detail Sheet.

Reuben McMillan Free Library Association
Building & Repair Fund
Board Meeting of June 12, 2025

The purpose of this fund is to document anticipated facility improvement projects exceeding $25,000. The information is presented for two purposes. First, it shows projects that are either currently approved, anticipated or under discussion. The second purpose is to provide a basis for long range financial planning so that the library can be prepared. Actual costs and amounts budgeted for each project can be expected to vary as the individual projects are developed. Projects further in the future have less precision. (Projects costing $77,250 or more in 2025 require public bidding).

Budget Year	2025	2026
Austintown		
Roof repairs	40,000.00	
HVAC replacement	75,000.00	
Poland		
Exterior carpentry work	50,000.00	
HVAC repairs	30,000.00	
Architectural review repairs	100,000.00	
East		
East Branch Library Improvements	1,300,000.00	
Parking lot repair	35,000.00	
Newport		
HVAC replacement	61,000.00	
Boardman		
Sidewalk replacement	36,400.00	
Main		
Exterior maintenance	100,000.00	
Sebring		
General updates	84,500.00	
Replace flooring	41,000.00	
Canfield		
Exterior paint	75,000.00	
Struthers		
Window replacement		135,000.00
Reseal and strip all parking lots	-	50,000.00
Reserve for unscheduled projects	1,000,000.00	3,000,000.00
Subtotal	$ 3,027,900.00	$ 3,185,000.00
Investment Fees	12,000.00	12,000.00
Furniture/Equipment	300,000.00	300,000.00
Contingency factor of 10%	302,790.00	318,500.00
Total With Contingency	$ 3,642,690.00	$ 3,815,500.00

Reuben McMillan Free Library Association
Technology Development Fund
Board Meeting of June 12, 2025

	2025 Adopted **Budget** 2/13/2025	2025 Revised **Budget** 6/12/2025	2026 Preliminary **Budget** 6/12/2025
Balance Forward	4,137,592.08	4,137,592.08	4,162,307.08
RECEIPTS			
2132 Federal Government/E-Rate	25,000.00	25,000.00	25,000.00
4122 Interest	20,000.00	20,000.00	20,000.00
9951 Transfer From Other Funds	500,000.00	500,000.00	500,000.00
Total Receipts	$ 545,000.00	$ 545,000.00	$ 545,000.00
Total Receipts & Balance Forward	$ 4,682,592.08	$ 4,682,592.08	$ 4,707,307.08
EXPENDITURES			
3782 Investment/Banking Fees	$ 700.00	$ 700.00	$ 700.00
5550 Equipment	519,585.00	519,585.00	520,000.00
Total Expenses	520,285.00	520,285.00	520,700.00
Unencumbered Balance Forward	4,162,307.08	4,162,307.08	4,186,607.08
Total Expenses & Balance Forward	$ 4,682,592.08	$ 4,682,592.08	$ 4,707,307.08

See Detail Sheet.

Reuben McMillan Free Library Association
Technology Development Fund
Board Meeting of June 12, 2025

The purpose of the Technology Development Fund is to provide resources necessary for implementation of the Technology Plan. This plan provides for ongoing support of existing computing needs, establishing a network to enable increased sharing of resources and positions the library to take advantage of products and services developed for the library marketplace that meet local needs. Major activities sustain the current technology infrastructure and develop new applications.

	2025
Upgrades to existing equipment and data-network:	
Annual system wide targeted replacement computers -15%	$ 165,000.00
Public Use Tech Items (such as Xbox, iPad, tablets, laptops)	20,000.00
Replacement self check units	20,000.00
MN maker space or programing area - placemarker	7,000.00
Replacement switches - actual cost prior to e-rate reimbursement	24,500.00
Replace AWE stations with NABI tablets, mounted iPads, and ABC Mouse Stations (as AWE break)	2,800.00
Replace old UPS battery units	5,200.00
New VMWare Servers	3,500.00
Replacement/new laptops/surfaces, as needed (for branch kits and staff use)	60,000.00
Replace MK maker items when needed	2,500.00
Replacement tablets, iPads	4,900.00
Access points (e-rate) - actual cost prior to e-rate reimbursement	2,700.00
Replace one meeting room projector, if needed	5,500.00
Assorted maker space supplies	2,200.00
Network cabling - additional and repairs	16,000.00
Color copiers	2,900.00
Digitization equipment	10,000.00
Mac refresh (laptops/i-pads) for Marketing department	9,500.00
AT&T hardware to migrate branches from copper to cellular for VOIP failover and security upgrade	3,000.00
RFID tags	20,000.00
New door counters	25,300.00
Replacement-MN Genealogy Scanpro	13,000.00
CCTV camera updates	36,150.00
Network rack upgrades at ST	2,700.00
MN AV hardware (unwarranted)	8,000.00
Contingency (10%)	47,235.00
Investment fees	700.00
	$ 520,285.00

RESOLUTION

Whereas, Patricia “Patti” Canton’s PLYMC career began in April 1987 as a Clerk in the Readers’ Advisory department at the Main Library. In January 1996, the department was renamed Readers’ Services.

Whereas, Patti then transferred to the Information Services department at Main Library in September 1997 and in May 2000 she was promoted to Assistant Head Clerk in the department.

Whereas, In October 2009, Patti was promoted to the department’s Head Clerk position. When the clerical staff of Information Services and Core Services merged into one department called the Clerical department, Patti remained her Head Clerk position, which she held until her retirement.

Now, Therefore, Be It Resolved, that the Board of Trustees of the Reuben McMillan Free Library Association hereby expresses its respect and admiration to and, on behalf of the citizens of this community, recognizes his considerable contribution to the library system.

Be It Further Resolved, by the Board of Trustees of the Association, that the following resolution be spread upon the minutes of the Association, and that a copy be presented to Patti Canton.

INVESTMENTS

The Library shall invest proceeds from the Mahoning County Public Library Fund in accordance with Ohio Revised Code Section 135.14 et seq. as amended from time to time, this policy, and other written administrative procedures as adopted from time to time.

The Library shall comply with Ohio Revised Code Section 135.14(O)(1) that states in part that the Library's investing policies must be signed by all entities conducting investment business with the Treasurer or Governing Board of the Library (except the Treasurer of State). The Library will ensure that all financial institutions which hold investments of the Library shall sign an acknowledgment of receipt of a copy of the Library's Investment Policies and return the acknowledgment to the Library's Chief Financial Officer.

DONATIONS OF FUNDS FOR A CHARITABLE PURPOSE

As to gifts or donations of funds made to the Library for a charitable purpose, the Library will comply with the provisions set forth in Ohio Revised Code Sections 1715.51 through 1715.59 (aka Ohio's version of the Uniform Prudent Management of Institutional Funds Act), as amended from time to time, this policy, and other written administrative procedures as adopted from time to time.

A. The Library will comply with Ohio Revised Code Section 1715.52(A) which states that subject to the intent of a donor expressed in a gift instrument, the Library, in managing and investing an institutional fund, shall consider the charitable purposes of the Library and the purposes of the institutional fund.

B. Consistent with Ohio Revised Code Section 1715.52(B), in addition to complying with any other duty of loyalty imposed by law, each person responsible for managing and investing an institutional fund shall manage and invest the fund in good faith and with the care of an ordinarily prudent person in a like position would exercise under similar circumstances.

C. Consistent with Ohio Revised Code Section 1715.52(C), in managing and investing an institutional fund, the Library may incur only costs that are appropriate and reasonable in relation to the assets, the purposes of the Library, and the skills available to the Library, and shall make reasonable efforts to verify facts relevant to the management and investment of the fund.

For Approval

D. Consistent with Ohio Revised Code Section 1715.52(D), the Library may pool two or more institutional funds for purposes of management and investment.

E. Consistent with Ohio Revised Code Section 1715.52(E), and except as otherwise provided by a gift instrument, in managing and investing an institutional fund, the following factors, if relevant, will be considered.

1. General economic conditions.
2. The possible effect of inflation or deflation.
3. The expected tax consequences, if any, of investment decisions or strategies.
4. The role that each investment or course of action plays within the overall investment portfolio of the fund.
5. The expected total return from income and appreciation of investments.
6. Other resources of the institution.
7. The need of the institution and the fund to make distributions and preserve capital. This includes but may not be limited to the need for liquidity, regularity of income, and preservation or appreciation of capital.
8. An asset's special relationship or special value, if any, to the charitable purposes of an institution.

The Library will comply with the other provisions of Ohio Revised Code Section 1715.52 even if not specifically outlined above.

ADOPTED BY BOARD OF TRUSTEES SEPTEMBER 12, 1996
AMENDED BY BOARD OF TRUSTEES, JUNE 12, 2003
AMENDED BY BOARD OF TRUSTEES, SEPTEMBER 21, 2006
AMENDED BY BOARD OF TRUSTEES, JANUARY 28, 2010
AMENDED BY BOARD OF TRUSTEES, SEPTEMBER 8, 2011
AMENDED BY BOARD OF TRUSTEES, ____________________

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Investment Policy Statement

The Income Investment Policy of the Library Foundation is:

This Investment Policy Statement should be communicated in writing and on a timely basis to all interested parties. If any term or condition of this Investment Policy Statement conflicts with any trust and/or plan document, the document shall control, as long as such term or condition is consistent with the law.

Purpose

1. Stating in a written document the Board's attitudes, expectations, objectives and guidelines for the investment of all of the portfolio's assets.
2. Encouraging effective communications between the Board's and all parties involved with the investment management decisions.
3. Establishing formal criteria to select, monitor, evaluate and compare the performance results achieved by each investment option on a regular basis.
4. Complying with all applicable fiduciary, prudence and due diligence requirements experienced investment professionals would utilize, and with all applicable laws, rules and regulations from various local, state, federal and international political entities that may impact the Portfolio.

Statement of Objectives

Background

The Library is an institution of historic importance in Youngstown and Mahoning County, with origins as far back as the 1840s, initially through the schools. On Oct. 27, 1880, the Youngstown Library Association became official with the signing of Articles of Incorporation by a group which included Library namesake Reuben McMillan, then Superintendent of Schools. In his memory, the association's name was changed to the Reuben McMillan Free Library Association on March 5, 1898, and has remained as such. Among the early signers were two Youngstown schoolteachers, two Physicians, and Reuben McMillan. Mr. McMillan devoted his life to the intellectual development of the city's youth. Reuben McMillan also served as president of the Library's Board of Trustees.

For Approval

Our formal mission statement:

The Public Library of Youngstown and Mahoning County Library is a dependable source of reliable information and of guidance in locating and evaluating the information people need to be successful in all aspects of their lives. The Library is a center of community life that provides all residents, regardless of income, age, or race with ample opportunities for personal growth and satisfying recreation.

Eligibility

This IPS has been arrived at upon consideration by the Board of a wide range of policies, and describes the prudent investment process the Board deems appropriate. This process includes offering various asset classes and investment management styles that, in total, are expected to offer the opportunity to diversify the portfolio in a manner consistent with the specified risk and return requirements of the portfolio.

The objectives of the Portfolio are:

- Maintain the purchasing power of the current assets and all future contributions. The objective is to maintain the level of services and programs in relation to inflation.
- Maintain the level of programs and services currently provided. This can only be accomplished if sufficient total return is reinvested and new funds added to keep pace with cost increases and program expansions.
- Maximize return within reasonable and prudent levels of risk.
- Maintain an appropriate asset allocation based on a total return policy that is compatible with a flexible spending policy, while still having the potential to produce positive real returns.
- Follow general "safe harbor" rules:
    - i. Use prudent experts (registered investment adviser (including mutual funds), bank, or insurance company) to make the investment decisions
    - ii. Demonstrate that the prudent expert was selected by following a due diligence process
    - iii. Give the prudent expert discretion over the assets
    - iv. Monitor the activities of the prudent expert to ensure that the expert is performing the agreed upon tasks.

For Approval

Sub Accounts:

The overall fund is subdivided for accounting and investment purposes as follows:

1. **Restricted Growth**
2. **Unrestricted Income**
3. **Restricted Income**
4. **R.D. Fowler Fund**
5. **Income Account**

Time Horizon

The investment guidelines are based upon an investment horizon of greater than five years realizing the accounts are perpetual in nature. The Portfolio's strategic asset allocation is also based on this long-term perspective. Income from the Restricted Growth, Unrestricted Income, R.D. Fowler and Restricted Income is directed to the Income Account for future directed distributions as directed.

Risk Tolerances

The Board recognizes that some risk must be assumed in order to achieve the investment objectives of the portfolio. In establishing the risk tolerances of the IPS, the ability to withstand short and intermediate term variability were considered. The portfolio's long time horizon, current financial condition and several other factors suggest collectively some interim fluctuations in market value and rates of return may be tolerated in order to achieve the longer-term objectives, however, the Board prefers a slightly more conservative stance than what might be considered since some funds may be required to match funds raised for other community projects.

Performance Expectations

The target rate of return for the Portfolio has been based upon the assumption that future real returns will approximate the long-term rates of return experienced for each asset class in the IPS. The Board realizes market performance varies and a rate of return may not be meaningful during some periods. Accordingly, relative performance benchmarks for the investment options are set forth in the "Monitoring" section.

For Approval

Duties and Responsibilities

Board

As fiduciaries under the portfolio, the primary responsibilities of the Board are:

1. Prepare and maintain this investment policy statement.
2. Prudently diversify the portfolio's assets to meet an agreed upon risk/return profile.
3. Prudently select investment options.
4. Control and account for all investment, record keeping and administrative expenses associated with the portfolio.
5. Monitor and supervise all service vendors and investment options.
6. Avoid prohibited transactions and conflicts of interest.

Investment Manager/Custodian

The Investment Manager serves as a third-party professional retained to manage the overall investment process in accordance with this Investment Policy Statement. The Investment Manager is responsible for guiding the Board through a disciplined and rigorous investment process to enable the Board to meet the fiduciary responsibilities outlined above.

The Custodian is responsible for the safekeeping of the portfolio's assets. The specific duties and responsibilities of the custodian are:

1. Value the holdings.
2. Collect all income and dividends owed to the portfolio.
3. Settle all transactions (buy-sell orders).
4. Provide monthly reports that detail transactions, cash flows, securities held and their current value, and change in value of each security and the overall portfolio since the previous report.

Asset Class Guidelines

The Board believes long-term investment performance, in large part, is primarily a

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function of asset class mix. Historically while interest-generating investments, such as bonds, have the advantage of relative stability of principal value, they provide little opportunity for real long-term capital growth due to their susceptibility to inflation. Additionally, it should be noted that the accounts are not subject to income taxation. No investment which generates unrelated business taxable income should be purchased or held. No asset should be acquired which would cause excise tax or be a prohibited transaction under the Internal Revenue Code.

On the other hand, equity investments, such as common stocks, clearly have a significantly higher expected return but have the disadvantage of much greater year-by-year variability of return. From an investment decision-making point of view, this year-by-year variability may be worth accepting given the portfolio's long time horizon.

Monitoring - Benchmarks

The Board acknowledges fluctuating rates of return characterize the securities markets, particularly during short-term time periods. Recognizing that short-term fluctuations may cause variations in performance, the Board intends to evaluate investment performance from a long-term perspective.

The Board is aware the ongoing review and analysis of the investment options is just as important as the due diligence process. The performance of the investment options will be monitored on an ongoing basis and it is at the Board's discretion to take corrective action by replacing a manager if they deem it appropriate at any time.

On a timely basis, but not less than annually, the Board will meet to review whether each investment; specifically:

1. The investment option's adherence to the Watch List Criteria identified below;
2. Material changes in the investment option's organization, investment philosophy and/or personnel; and,
3. Any legal, SEC and/or other regulatory agency proceedings affecting the investment option's organization.

The Board has determined that performance benchmarks be established for each investment option. Manager performance will be evaluated in terms of an appropriate market index (e.g. the S&P 500 stock index for large-cap domestic

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equity manager) and the relevant peer group (e.g. the large-cap growth mutual fund universe for a large-cap growth mutual fund).

Focusing on balancing the risks and rewards of each broad asset class, the following implementation peer groups were selected along with their respective benchmarks or applicable individual index:

Asset Class	**Restricted Growth**	**Unrestricted Income**	**Restricted Income**	**Income Account**	**Index or Benchmark**
US Stocks or Equities	S&P 500	S&P 500	S&P 500	S&P 500	S&P 500
International Stocks or Equities	MS-EAFE	MS-EAFE	MS-EAFE	MS-EAFE	MS-EAFE
Fixed Income	Intermediate Gov't Credit Index	Intermediate Gov't Credit Index	Intermediate Gov't Credit Index	Intermediate Gov't Credit Index	Intermediate Gov't Credit Index
Cash/Money Market	90 Day Treasury Bill	90 Day Treasury Bill	90 Day Treasury Bill	90 Day Treasury Bill	90 Day Treasury Bill

Rebalancing of Strategic Allocation

The percentage allocation to each peer group may vary depending upon market conditions. Please reference the allocation table below for the lower and upper limits for each peer group. When necessary and/or available, cash inflows/outflows will be deployed in a manner consistent with the strategic asset allocation and allocation ranges of the portfolio. If there are no cash flows, the allocation of the portfolio will be reviewed quarterly. If the Board judges cash flows to be insufficient to bring the portfolio within the target allocation ranges, the Board shall decide whether to effect transactions to bring the allocation of portfolio assets within the threshold ranges.

Subaccount: Restricted Growth

Asset Class	**Strategic**	**Lower Limit**	**Upper Limit**

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	Allocation		
Stocks/Equities	**70%**	**60%**	**80%**
Fixed Income	**25%**	**20%**	**40%**
Cash/Money Markets	**5%**	**0%**	**10%**

Subaccount: Unrestricted Income

Asset Class	Strategic Allocation	Lower Limit	Upper Limit
Stocks/Equities	**40%**	**30%**	**50%**
Fixed Income	**55%**	**45%**	**65%**
Cash/Money Markets	**5%**	**0%**	**10%**

Subaccount: Restricted Income

Asset Class	Strategic Allocation	Lower Limit	Upper Limit
Stocks/Equities	**40%**	**30%**	**50%**
Fixed Income	**55%**	**45%**	**65%**
Cash/Money Markets	**5%**	**0%**	**10%**

Subaccount: Income Account

Asset Class	Strategic Allocation	Lower Limit	Upper Limit
Stocks/Equities	**0%**	**0%**	**0%**

For Approval

Fixed Income	**0%**	**0%**	**0%**
Cash/Money Markets	**100%**	**0%**	**100%**

Subaccount: R.D. Fowler

Asset Class	Strategic Allocation	Lower Limit	Upper Limit
Stocks/Equities	**0%**	**0%**	**0%**
Fixed Income	**0%**	**0%**	**0%**
Cash/Money Markets/CD's	**100%**	**0%**	**100%**

Note: The R.D. Fowler Account will be invested in only Certificates of Deposit issued by Farmer's National Bank of Canfield, Ohio.

Implementation

Each investment option should be managed by: (i) a bank; (ii) an insurance company; (iii) a registered investment company (mutual fund); or, (iiii) a registered investment adviser. The Board may apply the following due diligence criteria in selecting each money manager or mutual fund.

Each investment should have:

a. Track record: The fund should have a minimum three year history.
b. Assets in the fund (if applicable): The fund should have at least $75 million under management (total across all share classes).
c. Stability of the organization: The portfolio manager should have at least a two-year tenure. In a management team setting, the most senior manager's

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tenure should be at least two years.

d. Composition consistent with asset class: A minimum of 80% of the fund's securities should be consistent with the peer group's asset class.

e. Style consistency: The fund's category and current style box should be the same.

f. Expense ratio/fees relative to peers: The expense ratio for the fund should be above the bottom quartile (most expensive) of the peer group.

g. Risk-adjusted performance relative to peers: The fund's Alpha and Sharpe Ratio should be above the peer group's median.

h. Performance relative to peers: The fund's 1-, 3- and 5-year trailing performance should be above the peer group's median.

Monitoring - Watch List Criteria

The decision to retain or terminate an investment option cannot be made by a formula. Also, extraordinary events do occur that may interfere with the investment option's ability to prudently manage investment assets. It is the Board's confidence in the investment option's ability to perform in the future that ultimately determines the retention of an investment option. An investment option may be placed on a Watch List and a thorough review and analysis of the investment option may be conducted, when:

a. Track record: The fund should have a minimum three year history.

b. Assets in the fund: The fund should have at least $75 million under management (total across all share classes).

c. Stability of the organization: The portfolio manager should have at least a two-year tenure. In a management team setting, the most senior manager's tenure should be at least two years.

d. Composition consistent with asset class: A minimum of 80% of the fund's securities should be consistent with the peer group's asset class. (Only applicable to certain peer groups).

e. Style consistency: The fund's category and current style box should be the same. (Only applicable to certain peer groups).

f. Expense ratio/fees relative to peers: The expense ratio for the fund should be above the bottom quartile (most expensive) of the peer group.

g. Risk-adjusted performance relative to peers: The fund's Alpha and Sharpe Ratio should be above the peer group's median.

For Approval

h. Performance relative to peers: The fund's 1-, 3- and 5-year trailing performance should be above the peer group's median.

Monitoring - Measuring Costs

The Board will review at least on a five year basis all costs associated with the management of the portfolio, including:

1. Expense ratios of each mutual fund against the appropriate peer group.
2. Administrative Fees; costs to administer the portfolio, including record keeping, custody and trust services.
3. The proper identification and accounting of all parties receiving 12b-1 fees and sub transfer fees generated by the portfolio.

Investment Policy Review

The Board will review this IPS at least annually to determine whether stated investment objectives are still relevant and the continued feasibility of achieving the same. It is not expected that the IPS will change frequently. In particular, short-term changes in the financial markets should not require adjustments to the IPS.

AMENDED BY BOARD OF TRUSTEES January 19, 2012

For Approval

RESOLUTION OF BOARD OF TRUSTEES OF THE REUBEN MCMILLAN FREE LIBRARY ASSOCIATION DBA THE PUBLIC LIBRARY OF YOUNGSTOWN AND MAHONING COUNTY

WHEREAS, the Board of Trustees of the Reuben McMillan Free Library Association aka The Public Library of Youngstown and Mahoning County (the "Library" or the "Board"), wishes to revise the Library's investment policies;

BE IT RESOLVED the Board approves and adopts the attached amended Library Board Policy 211 entitled "Investments" and "Donations of Funds for a Charitable Purpose".

BE IT RESOLVED, the Library's investment polices shall consist of amended Board Policy 211 entitled "Investments " and "Donations of Funds for a Charitable Purpose" and existing Board Policy 212 entitled "Investment Policy Statement", or as may be amended from time to time.

BE IT FURTHER RESOLVED that after the Chief Financial Officer obtains the required signatures to this Resolution, the Chief Financial Officer shall convey a copy of this Resolution and the Library's investment policies (Library Board Policies 211 and 212) to the Ohio Auditor of State.

BE IT FURTHER RESOLVED that the Chief Financial Officer shall have all entities conducting investment business with the Library sign an acknowledgment of receipt of the Library investment policies (Board Policies 211 and 212); and the Chief Financial Officer shall keep copies of the signed acknowledgements.

Voted upon and approved by the Library Board of Trustees this ______ day of June, 2025.

Attest:

Carole Weimer, President Board of Trustees	Tina McBane, Secretary Board of Trustees
Date	Date

June 12, 2025						
Name	Old Title/Location	New Title/Location	Old Rate	New Rate	Per	Effective
NEW EMPLOYEES						
Bevan, Molly		Librarian 7 Supervisor/MK		29.73	hr	3/17/2025
Crawford, Sarah		Public Service Generalist 1/Main		15.60	hr	4/7/205
Dougherty, Heather		Public Service Generalist 1/Travel		16.38	hr	5/5/2025
John, Evan		Maintenance/Newport		20.42	hr	5/5/2025
Lilla, Neva		Librarian 3 Early Learning Spec/Main		24.46	hr	3/17/2025
Monroe, Joshua		Public Service Generalist 1 PT/MK		16.38	hr	5/5/2025
Romeo, Alainna		Public Service Generalist 1/Main		15.60	hr	4/7/2025
Strohecker, Eric		Finance Specialist/Admin		61,000.00	yr	3/17/2025
TRANSFERS & CHANGES IN RATE						
Allan, Lori	Public Service Specialist 1/Boardman		21.16	22.22	hr	4/27/2025
Anderson, Carole	Public Service Generalist/MN Clerical		20.12	21.13	hr	4/27/2025
Basista, Karen	Public Service Specialist 1/Poland		21.76	22.85	hr	4/27/2025
Bates, Valerie	Public Service Generalist/Poland		18.37	19.29	hr	4/27/2025
Beverly, James	Maintenance/Newport		25.09	26.34	hr	4/27/2025
Blackburn, Joanna	Public Service Generalist PT/Tech Serv		20.12	21.13	hr	4/27/2025
Blasko, Kara	Public Service Generalist PT/Tech Serv		18.05	18.95	hr	4/27/2025
Bonace, Gianna	Public Service Generalist PT/Tech Serv		16.47	17.29	hr	4/27/2025
Bowers, Rochele	Public Service Generalist II/Struthers		20.36	21.38	hr	4/27/2025
Brown, Beresa	Public Service Lead II/Main		22.39	23.51	hr	4/27/2025
Bueno, Helen	Public Service Generalist/Boardman		17.67	18.55	hr	4/27/2025
Bundza, Joanne	Public Service Generalist PT/Tech Serv		18.36	19.28	hr	4/27/2025
Carrabbia, Marian	Public Service Generalist PT/Tech Serv		20.12	21.13	hr	4/27/2025
Claflin, Lee Anne	Public Service Generalist/TCC		16.88	17.72	hr	4/27/2025
Coleman, Suzanna	Public Service Generalist PT/Brownlee		15.99	16.79	hr	4/27/2025
Cooper, Tatiana	Public Service Generalist/MK		15.60	16.38	hr	4/27/2025
Crace, Marie	Public Service Generalist/Austintown		16.88	17.72	hr	4/27/2025
Cramer, Kathleen	Public Service Generalist II/Austintown		20.92	21.97	hr	4/27/2025
Cunningham, Kathleen	Public Service Generalist/Newport		18.74	19.68	hr	4/27/2025
Daniels, Grace	Public Service Generalist/Canfield		15.99	16.79	hr	4/27/2025
Detweiler, Olivia	Public Service Generalist/Austintown		15.60	16.38	hr	4/27/2025
DiPiero, Nicole	Public Service Generalist II/Main		19.80	20.79	hr	4/27/2025
TRANSFERS & CHANGES IN RATE						

Name	Old Title/Location	New Title/Location	Old Rate	New Rate	Per	Effective
Drennen, Patricia	Public Service Lead I/Newport		23.54	24.72	hr	4/27/2025
Edwards, John	Public Service Generalist PT/Newport		17.25	18.11	hr	4/27/2025
England, Brittany	Public Service Generalist/Com Engage		15.99	16.79	hr	4/27/2025
Esterly, Emily	Public Service Generalist/Austintown		15.60	16.80	hr	4/27/2025
Ferris, Mandy	Public Service Generalist PT/Sebring		17.28	18.14	hr	4/27/2025
Fero, Janine	Public Service Generalist/Campbell		20.12	21.13	hr	4/27/2025
Fife, Rebecca	Public Service Generalist/Canfield		18.72	19.66	hr	4/27/2025
Fountain, Genice	Public Servcie Generalist/Tech Serv		20.12	21.13	hr	4/27/2025
Franklin, Channal	Public Service Generalist II/MK		16.63	17.46	hr	4/27/2025
Gentile, Joseph	Maintenance/Newport		25.09	26.34	hr	4/27/2025
Gorup, Wendy	Public Service Generalist PT/Canfield		16.47	17.29	hr	4/27/2025
Graneto, Aaron	Public Service Generalist II/Tri-Lakes		17.05	17.90	hr	4/27/2025
Green, Terri	Public Service Generalist PT/Poland		19.64	20.62	hr	4/27/2025
Hagerty, Carly	Public Service Generalist/Com Engage		15.99	16.79	hr	4/27/2025
Hahn, Carolyn	Public Service Generalist PT/Newport		16.39	17.21	hr	4/27/2025
Harper, Alexandra	Librarian 3/Michael Kusalaba	Temp Librarian 7/Michael Kusalaba	28.04	29.73	hr	2/2/2025
Headly, Ella	Material Handler PT/Tech Serv		15.00	15.45	hr	4/27/2025
Henderson, Lily	Public Service Generalist/Canfield		20.12	21.13	hr	4/27/2025
Higgins, Helene	Public Service Specialist I/Main		21.76	22.85	hr	4/27/2025
Highfield, Michael	MTC Trades/Craftsperson/Newport		22.59	23.72	hr	4/27/2025
Kather, Stephen	Public Service Generalist II/East		17.04	17.89	hr	4/27/2025
Keyes, Seth	MTC Trades/Craftsperson/Newport		21.45	22.52	hr	4/27/2025
Klein, Miriam	Public Service Generalist II/Main		17.04	17.89	hr	4/27/2025
Komara, Kerry	Public Service Generalist/Poland		18.33	19.25	hr	4/27/2025
Kreller, Jessica	Public Service Generalist/Boardman		19.46	20.43	hr	4/27/2025
Lapin, Sally	Public Service Generalist PT/Boardman		19.07	20.02	hr	4/27/2025
Leone, Andi	Public Service Generalist/Struthers		15.99	16.79	hr	4/27/2025
Logston, Sophia	Public Service Generalist/Canfield		16.39	17.21	hr	4/27/2025
Longmore, Kenneth	Public Service Generalist II/Brownlee		17.04	17.89	hr	4/27/2025
Ludwick, Michael	Public Service Lead II/Com Engage		24.28	25.49	hr	4/27/2025
Lugo, Robert	Maintenance/Newport		19.45	20.42	hr	4/27/2025
Luongo, Cheryl	Public Service Specialist I/TCC		19.83	20.82	hr	4/27/2025
Mawhinney, Cindy	Public Service Specialist I/Austintown		20.23	21.24	hr	4/27/2025

TRANSFERS & CHANGES IN RATE

Name	Old Title/Location	New Title/Location	Old Rate	New Rate	Per	Effective
McElhaney, Megan	Public Service Generalist PT/Campbell		15.60	16.38	hr	4/27/2025

McNeil, Jordan	Material Handler PT/Tech Serv		15.00	15.45	hr	4/27/2025
Mentzer, Janel	Public Service Generalist PT/Boardman		16.90	17.21	hr	4/27/2025
Monroe, Marvin	MTC Trades/Craftsperson/Main		21.46	22.53	hr	4/27/2025
Moore, Susan	Public Service Generalist PT/Tri-Lakes		16.39	17.21	hr	4/27/2025
Morales, Kelsey	Public Service Generalist/Boardman		17.23	18.09	hr	4/27/2025
Munroe, Karen	Public Service Generalist PT/Springfield		19.10	20.06	hr	4/27/2025
Oleary, Kimberley	Public Service Generalist II/Springfield		19.46	20.43	hr	4/27/2025
Owens, Robert	Maintenance Chief/Newport		22.53	23.66	hr	4/27/2025
Parsons, Maurica	Public Service Generalist PT/Poland		20.44	21.46	hr	4/27/2025
Pennington, Jene	Public Service Generalist II/Com Engage		17.97	18.87	hr	4/27/2025
Pirone, Daniel	Public Service Generalist/Tri-Lakes		15.60	16.38	hr	4/27/2025
Placko, Tina	Public Service Lead II/TCC		23.19	24.35	hr	4/27/2025
Pond, Margaret	Public Service Generalist/TCC		15.60	16.38	hr	4/27/2025
Puccini, Michele	Public Service Generalist PT/Austintown		16.90	17.75	hr	4/27/2025
Rohrbaugh, Christina	Public Service Generalist/Tech Serv		20.12	21.13	hr	4/27/2025
Roman, Danielle	Public Service Generalist/Newport		16.39	17.21	hr	4/27/2025
Sargent, Andrea	Public Service Generalist PT/MK	Public Service Generalist FT/MK	15.99	15.99	hr	3/31/205
Sargent, Andrea	Public Service Generalist FT/MK		15.99	16.79	hr	4/27/2025
Seals, Delisa	Public Service Generalist II/Sebring		17.98	18.88	hr	4/27/2025
Secrest, Heather	Public Service Generalist/Springfield		18.09	18.99	hr	4/27/2025
Smith, Erin	Public Service Generalist/Poland		18.10	19.01	hr	4/27/2025
Smith, Jena	Public Service Generalist PT/Newport		16.39	17.21	hr	4/27/2025
Snyder, Jennifer	Public Service Generalist PT/Canfield		19.13	20.09	hr	4/27/2025
Stanford, Tia	Public Service Generalist II/Main		19.86	20.85	hr	4/27/2025
Steiner, Jennifer	Public Service Specialist I/Tech Serv		21.76	22.85	hr	4/27/2025
Stredrick, Carla	Public Service Generalist/East		20.12	21.13	hr	4/27/2025
Swansiger, David	MTC Trades/Craftsperson/Newport		24.03	25.23	hr	4/27/2025
Syrianoudis, Corin	Public Service Generalist/TCC		15.60	16.38	hr	4/27/2025
Taylor, David	Maintenance Chief/Newport		25.23	26.49	hr	4/27/2025
Tracy, Lauren	Public Service Generalist/Main		17.25	18.11	hr	4/27/2025
Varady, Diane	Public Service Generalist II/Campbell		20.92	21.97	hr	4/27/2025
Wagner, Ciara	Public Service Generalist/Travel		15.60	16.38	hr	4/27/2025

TRANSFERS & CHANGES IN RATE

Name	Old Title/Location	New Title/Location	Old Rate	New Rate	Per	Effective
Walls, Cheesha	Public Service Generalist/Brownlee		16.88	17.72	hr	4/27/2025
Whitehouse, Imagin	Public Service Generalist/Sebring		15.99	16.79	hr	4/27/2025

RESIGNATIONS & TERMINATIONS						
Carter, Yvette	Librarian 1 PT/Newport					4/12/2025
Sluss, Judith	Librarian 3 Asst Super/Com Engage					12/27/2024