

## FAQs – Budget & Warrant Articles Affecting the Blaisdell Memorial Library

### Budget (Warrant Article 6)

Q: *Will all library employees be receiving a 12.7% raise?*

A: No. That number represents the total average percentage increase for the entire salary portion of our budget.

This increase will allow us to bring almost all of the library employees up to \$14.50 - \$15.00 an hour, which is closer to the prevailing retail wage in the area. It also includes an increase that will bring our Library Director's salary closer in line with peers.

The Trustees examined Director salaries from libraries in communities that demographically resemble ours, and the salaries of library directors in neighboring towns. In every case, our director was earning less than her peers. This proposed budget gets her closer to what others at similar libraries are earning.

It should be noted that percentage increases can sound dramatic, even when the dollar increase is modest. For example, a library employee earning \$12.00 an hour who receives an increase to \$14.50 an hour has received a \$2.50 per hour raise, which translates to a 20.8% increase from their prior salary.

The increase in our salary line will allow the library to offer staff salaries that are more commensurate with wages paid for similar jobs in the area.

### Library Parking Lot (Warrant Article 8 – Engineering Projects)

Q: *What's wrong with the parking lot?*

A: There are several issues with the lot.

- **First, the parking lot is deteriorating rapidly.** While some of this normal wear and tear, over the past few years an erosion channel has formed, which causes water from heavy rains and snowmelt to cut across the parking lot. This has led to cracks and potholes, and the water pools at the edge of the lot closest to the book return box.

We must address the water issues, or any new paving will quickly begin to develop the same erosion problems we are now seeing. We must also address these water problems bearing in mind that there are abutters to the property. Addressing these concerns is part of the reason why an engineering study is necessary.

- **Second, the entrance to the lot has crumbled,** narrowing the pavement, which restricts vehicles from entering/exiting the lot.
- **Third, the sight line coming from the left out of the parking lot is poor, which is dangerous,** and there have been a number of "near-misses" with cars coming around the bend; and
- Fourth, the location of the overflow lot leads patrons to sometimes walk on 152 to get to the library.

The Trustees would like to address all of these issues comprehensively by redesigning the lot. This includes changing the entrance to improve the line of sight, connecting the upper and lower lots, repaving, and channeling the water away from the lot so it does not continue to cause damage.

**However, we must first determine what is possible.**

The warrant article includes funding for this scoping work, property title research, initial engineering feasibility, and a preliminary estimate for the redesigned lot.

### **Library Entrance Improvements (Warrant Article 16)**

*Q: What's wrong with the entrance?*

A: There are a number of minor changes we could/should make that will significantly improve accessibility. Warrant Article 16 would provide funding to undertake these adjustments, including the installation of a system that would allow the door to open via a push button. The installation of the door opener/closing mechanism is one consideration. However, it is possible that the current width/entrance of the door itself is not sufficient, so this warrant article includes funds to replace the door if that is required, along with other adjustments deemed necessary to improve accessibility.

DEVELOPED: Feb. 9, 2023

APPROVED by Trustees: Feb. 16, 2023