



BOARD OF TRUSTEES

Meeting Agenda
July, 2 2024 | 11-12:30
LCO Tech Room

-
1. Roll Call Vote
 2. June 18 Meeting Minutes (**approval needed**) Mindy Honey
 3. **Visitor Comments** (Comments are limited to 3 minutes per person with a limit of 15 minutes.)
 4. **Treasurer's Report (no report)** Anne E McGregor
 5. Invited Guest Jacob O'Dell, Finance/HR Manager
 6. **Directors Report**
 - a. Essy Day, Interim Director Report
 7. **Old Business**
 - a. LAGERS – Debbie Redford
 - i. *Recommendation to LCO Trustees (discussion only)
 1. Effective Date (1/2/24)
 2. General Departments (non-ff/police)
 3. Min. Hours for coverage/participation - 1,500
 4. Prior service to cover: 100%
 5. Benefits for Life – 1%
 6. Final Average Salary- 3 year average
 7. 0% employee contribution
 8. Normal Retirement (age 60)
 8. **New Business**
 - a. Banking Resolution
 - i. remove Garrett Vanderpool from the Bank of Missouri (BOM) accounts
 - ii. Add Esther Day and Jacob O'Dell to BOM online accounts and signature cards.
 - b. Draft Employee Policy's (folder here)

Newly drafted policies are not posted until they become approved.

 - i. Family in the workplace
 - ii. Military Leave
 - iii. Recruitment and Selection
 - iv. Travel and Training

- c. *Revision to Bylaws (discussion only)

9. Committee Report

10. Public Comments

11. Comments from Trustees

- a. Report from Commissioners Meeting

12. Next Meeting July 17, 11-12:30

- a. Debbie Redford will act as Chairperson

13. Meeting Adjourned to closed session:

14. Closed Session –

- a. as authorized by Section 610.021, Subsection 3, regarding personnel.
- b. Upon a roll call vote to adjourn closed session, the meeting will be adjourned

*Attached

ONE TIME ELECTIONS

1 ELECTION TO PROVIDE COVERAGE:
 Providing a secure defined benefit plan requires a sound funding partnership between LAGERS and the subdivision. As such, LAGERS statutes require a permanent partnership and mandate full required monthly contributions.
 Effective date of membership:
 _____, 20____

2 DEPARTMENTS COVERED:
 Employers must cover a general (civilian) department. They may also elect to cover police, fire and/or public safety departments either at the time of joining or a later date. Coverage of a department is a permanent election. Options below:

- General:** Any employee who is neither a police officer, or fire fighter
- Police:** Police Officers whose job requires POST certification
- Fire Department:** Fire Fighters
- Public Safety:** EMS personnel, jailers, and dispatchers. *If this department is not elected for coverage, the employee classification is General Employees.*

3 ANNUAL HOURS FOR COVERAGE:
 Employers must define how many hours a member must work annually to be covered by LAGERS. Options below:

- 1,500 hours
- 1,250 hours
- 1,000 hours

Any employee working at or above the annual hours for coverage, **MUST** participate in LAGERS and are subject to all the employer's benefit elections.

4 PRIOR SERVICE TO COVER:
 Prior service is the time employees have worked for the employer prior to joining LAGERS. The governing body may choose to cover all or a portion of employees' prior service. Options below:

- 100%
- 75%
- 50%
- 25%
- 0%*

*Employers whose existing retirement plan is determined to be similar in purpose to LAGERS may have limited prior service options to avoid duplication of benefits as prohibited by Missouri state statute.

BENEFIT ELECTIONS

Benefit elections have an impact on the benefit amount a member may receive in retirement, how much they must contribute (if any), and when they can draw their monthly income. These elections must be made when the employer joins. *After two years of membership, these elections may be changed periodically to meet your workforce needs.*

5 BENEFIT PROGRAMS:
 The benefit program determines the multiplier used in the benefit calculation.

LIFE PROGRAMS:
 Benefit for life (one multiplier for life)

- L-1 (1.00%)
- L-3 (1.25%)
- L-7 (1.50%)
- L-12 (1.75%)
- L-6 (2.00%)
- L-11 (2.50%)*

*Only available to employers and/or departments that do not participate in Social Security.

LIFE & TEMPORARY PROGRAMS:
 Benefit for life with temporary benefit to age 65

- LT-4(65) (1.00% for life + 1.00% to 65)
- LT-5(65) (1.25% for life + 0.75% to 65)
- LT-8(65) (1.50% for life + 0.50% to 65)
- LT-14(65) (1.75% for life + 0.25% to 65)

6 FINAL AVERAGE SALARY:
 This is the second component of LAGERS benefit calculation. Options below:

- 3 Year**—Highest consecutive 36 months of wages within the last 120 months of LAGERS credited service
- 5 Year**—Highest consecutive 60 months of wages within the last 120 months of LAGERS credited service

7 MANDATORY MEMBER CONTRIBUTIONS:
 Member contributions do not have a direct impact on a member's benefit amount. The amount the members contribute reduces the employer's mandatory monthly contributions.

- 0% Member Contributions
- 2% Member Contributions
- 4% Member Contributions
- 6% Member Contributions

Member contributions are after-tax, earn interest, and are guaranteed to be paid to the member or beneficiary.

8 RETIREMENT ELIGIBILITY:
 Members are vested after 60 months of service within LAGERS. The governing body may choose LAGERS' normal retirement ages or an early retirement option. Options below:

- Normal Retirement:** Age 60 for General. Age 55 for Police, Fire and / or Public Safety. *Age reduced benefits available up to 5 years before normal retirement date.*
- Rule of 80:** May allow members to retire earlier than normal retirement age when, the sum of their age and service equals 80.

THE LIBRARY CENTER OF THE OZARKS

BOARD OF TRUSTEES BYLAWS

ARTICLE I

MEETINGS

Section I. The Branson Hollister Library Subdistrict shall be known as The Library Center of the Ozarks.

Section 2. The regular monthly meeting of the Library Center of the Ozarks Board of Trustees shall be held the ~~first and~~ third Tuesday of each month from 11:00 a.m. to 12:30p.m. A change of the regular meeting time shall occur by majority vote of Trustees. Meeting changes, or special meetings, shall have public notice published as soon as practicable at the physical library location and via website posting, as in Section V below.

Section II. Regular meetings will be held in person at 200 South 4th Street, Branson Missouri. Trustees who cannot attend in person may join via an online link and shall remain visible for the length of the meeting, when possible. Special meetings, when necessary, shall include an online attendance option. All such meetings shall remain optional to the public.

Section III. Regular and special meetings of the Board of Trustees may be held electronically. A link to meetings will be made available to Trustees and the public via www.taneycountylibrary.org

Section IV. In accordance with Missouri law, announcements of meetings shall be posted to a public notice board at the Library, 200 South 4th Street, Branson Missouri and the website (www.taneycountylibrary.org) at least 24 hours in advance of each meeting.

Section V. Special meetings may be called by a Trustee of The Library Center of the Ozarks Board for the transaction of business stated in the call for the meeting. The President or Vice-President shall be requested to issue a 24-hour notice to Trustees and Library Director for special meetings. Notice and agenda for special meetings shall be posted to the public notice board at 200 South 4th Street, Branson Missouri and www.taneycountylibrary.org

Section VI. The Library Director shall be present at all board meetings, except closed sessions of the Board of Trustees, unless the Director's presence is necessary for the topic of discussion regarding personnel issues, legal issues, or real estate needs if qualified for closed session.

Section VII. Except as otherwise stated by law, The Library Center of the Ozarks Board of Trustees meetings shall be open to the public. All public records of the Board of Trustees shall be open to the public for inspection at all reasonable times and as permitted by Missouri law. The public may request records through the website, in writing via USPS, or in person to the Library Director. All requests will be governed by Chapter 610, et seq. of the Revised Statutes of the State of Missouri.

Regarding meeting notifications, maintenance of public records, etc., the Board of Trustee adheres to the instructions contained in Chapter 610.021 of the Revised Statutes of Missouri.

ARTICLE II

OFFICERS

Section I. Officers of The Library Center of the Ozarks Board of Trustees shall be elected for the following year at the first meeting in July. Such officers shall be President, Vice-President, Secretary and Treasurer.

Section II. The President of The Library Center of the Ozarks Board of Trustees shall preside at meetings, appoint special committees as needed and authorize calls for any special meetings.

Section III. The Vice-President of The Library Center of the Ozarks Board of Trustees shall assume the duties of the President in the latter's absence.

Section IV. In the absence of both the President and the Vice-President, the members present shall select a President Pro-temp.

Section V. The Secretary of The Library Center of the Ozarks Board of Trustees shall keep a true and accurate account of all board meeting proceedings and shall ensure the custody of the minutes of the board. The secretary will ensure minutes and other identified records are maintained to the Library Center of the Ozarks website.

Section VI. The Treasurer of The Library Center of the Ozarks Board of Trustees shall be the official custodian of all monies of the library district.

ARTICLE III

TRUSTEES

Section I. The Library Center of the Ozarks Trustees shall make recommendations to the Taney County Commission, the governing body, for appointment and reappointment of members to the library board to represent all Library sub-district residents. The board shall review names of potential members for interests and area of residence before presentation to the County Commission. The Board will be comprised of two (2) Hollister and three (3) Branson sub-district residents.

Section II. Trustees shall be registered Taney County voters and residents of the library sub-district.; none shall be elected county officials, according to RsMO 182.050

Section III. Trustees who vacate office prior to their term will present notice in writing to the President. Notice shall be made to the Taney County Commission and the Board of Trustees shall present a slate of sub-district residents for consideration.

Section IV. When a Trustee is appointed in the middle of a term, the new appointee shall complete the term of the vacated seat.

ARTICLE IV

QUORUM

Section I. A quorum for the transaction of library board business shall consist of a simple majority of the board.

Section II. Failure to attend three consecutive regularly scheduled meetings may result in that member's removal from the board of Trustees by a vote of all Trustees.

ARTICLE V

COMMITTEES

Section III. Special -or ad hoc committees may be appointed to serve until a final report is made by the committee to Trustees, at which time the committee is dissolved. Any committee shall be made up of at least one board member and may include members of the general public at large, or other persons who may be able to provide insight into the committee's task. Committee reports shall be submitted, in writing, and kept as part of the public records of the Library.

Section IV. An annual Budget Committee consisting of the Library Director and two independent members, chaired by the Treasurer, will be appointed by the President. The committee will present a proposed budget no less than four (4) weeks prior to stated deadlines for approval by the Board of Trustees.

ARTICLE VI

ORDER OF BUSINESS

Section I. The President shall be held responsible for preparing an agenda for the Library Center Board of Trustees meetings.

Section II. The agenda of business shall always include the following items:

- Roll Call
- Minutes
- Visitor Comments
- Treasurers Report
- Library Director's Updates
- Old Business
- New Business
- Committee Reports
- For the Good of the Order
- Adjournment

Section III. Visitor comments will be welcomed at regular meetings. The Board of Trustees will reserve 15 minutes at the beginning of all meetings for public comments. Comments will be limited to three (3) minutes per person and cannot be “passed” to others, such that no one person shall be provided greater than a three (3) minute period at any one meeting. Individuals wishing to speak will be required to sign in prior to the start of the meeting and will state their name and home address on opening comments. Threats of violence or harm shall be deemed as out of order. Any person participating in such comments shall adhere to the time limit out of respect for others. Failure to do so, or the making of threats of violence or harm, may result in removal from the meeting.

Section IV. Public comments will be omitted from the agenda when meetings cannot be held in-person.

ARTICLE VI

AMENDMENT OF BY-LAWS

Section I. These By-Laws can be amended at any regular meeting of the Taney County Library Board of Trustees by a majority vote of the Board, provided the amendment has been submitted in writing at the previous regular meeting.

ARTICLE VII

Section I. Robert's Rules of Order shall apply where they are not inconsistent with By-Laws.