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# JEFFERSON-MADISON REGIONAL LIBRARY

## LIBRARY BOARD'S AGENDA – JUNE 22, 2026

Monday – 3:00 pm

**NORTHSIDE LIBRARY (705 West Rio Road  
Charlottesville, 22901)**

and

**Presented Virtually or  
via PHONE at 888 788 0099 (Toll Free)  
(Webinar ID: 869 7584 7739)**

- 3:00 p.m. Call to Order, Remote Participation Confirmation, & Disposition of the Minutes of the Previous Meeting**
- 3:05 Announcements & Public Comments**
- 3:35 Trustee Continuing Education**
- 3:35 Committee Appointments and Report**
1. Nominating Committee Report
  2. Policy Committee Report
- 3:45 Old Business**
1. Potential First Reading on Removal of Policies [1.2 Jefferson Madison Regional Library Board of Trustees](#), [1.22 - Board Goals and Planning](#), [1.26 Procedures at Board Meetings](#), [1.262 Public Hearings](#), [1.27 Board Meeting Minutes](#), [1.28 Policy Manual Changes](#), Updates to Policy [1.261 Public Comment at Library Board Meetings](#), and Replacement of Current Policy 1.2 with New Policy 1.2 JMRL Board Governance
  2. FY27 JMRL Budget Adoption
  3. Updated JMRL Policy 4.225 Circulation Fines and Fees Adoption
  4. Updated JMRL Payscale Adoption
- 4:15 New Business**
1. JMRL's Fine Free Public Relations Program
  2. Library Director's Prioritized FY27 Goals
  3. Vote on FY27 Board Officers
- 4:25 Library Director's Report**
- 4:30 Other Matters**
- 4:35 Future Agenda Items**
- 4:30 Proposed Adjournment**

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# Jefferson-Madison Regional Library

201 East Market Street | Charlottesville, Virginia 22902 | (434) 979-7151 | FAX (434) 971-7035

## DRAFT

### MINUTES OF THE MAY 18, 2026 MEETING OF THE LIBRARY'S BOARD OF TRUSTEES

#### TRUSTEES PRESENT

President Aleta Childs (Nelson)  
Meredith Cole (Charlottesville)  
Tony Townsend (Albemarle)  
Michael Powers (Albemarle)

Vice President Brandy Polanowski (Louisa)  
Martha Ledford (Greene)  
Peter Morville (Albemarle)  
Anne Hemenway (Charlottesville)

#### OTHERS PRESENT

David Plunkett, Library Director  
Sierra Nafziger, Collection Specialist  
Audrey Parks, Gordon Avenue Branch Manager

Krista Farrell, Assistant Library Director  
Megan Smean, Children's Services Manager  
Jerry Carchedi, Business Manager

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#### CALL TO ORDER, REMOTE PARTICIPATION CONFIRMATION, & DISPOSITION OF THE MINUTES OF THE PREVIOUS MEETING

The regular monthly meeting of the Jefferson-Madison Regional Library's (JMRL) Board of Trustees was convened on Monday, May 18, 2026 at 3:00 PM, at the Gordon Avenue Library (1500 Gordon Avenue, Charlottesville, VA 22903), and live streamed using videoconferencing software. (A recording of the meeting is available at: <https://www.youtube.com/watch?v=cx1WatpQJzY>.) Trustee Ledford moved to accept the minutes for the April 27, 2026 Board Meeting as presented. Motion passed unanimously.

#### ANNOUNCEMENTS AND PUBLIC COMMENTS

Director Plunkett introduced Audrey Parks, Gordon Avenue Library's new Branch Manager.

#### TRUSTEE CONTINUING EDUCATION

Megan Smean, JMRL's Children's Services Manager, presented to the Board information on JMRL's Summer Reading Preparation.

#### COMMITTEE APPOINTMENTS AND REPORTS

##### *1. Technology Committee Report*

Trustee Morville reported that the Technology Committee met and discussed two major topics: website enhancements timeline & planning, and artificial intelligence strategy for JMRL. JMRL will work with interns from UVA this summer as part of the AI4VA project. The Board reviewed the presented JMRL Web Strategy Roadmap.

##### *2. Budget/Finance Committee Report*

Trustee Townsend reported that the Budget/Finance Committee met April 29, 2026 at the Central Library and discussed the proposed FY27 Equipment Fund and made a few minor description changes. The Budget/Finance Committee is recommending to the Board to approve the FY27 Equipment Budget. The Budget/Finance Committee also discussed the three year financial plan to replace the ~\$100,000 funding of overdue fine revenue, as JMRL goes Fine Free starting FY27: Year 1) 50% from JMRL's Fund Balance, 25% from the Friends of the Library Endowment, and 25% from State Aid, Year 2) 33% from JMRL's Fund Balance, 33% from the Friends of the Library Endowment, and 33% from State Aid, & Year 3) 50% from the Friends of the Library and 50% from State Aid. The FY27 Equipment Fund will be appended to the full FY27 JMRL Budget, which the Board will vote on next month.

#### OLD BUSINESS

##### *1. FY27 Budget Update*

Director Plunkett reported that four of JMRL's five jurisdictional partners have voted for their FY27 Budget, which includes full funding for JMRL. Nelson County will vote on their FY27 Budget in June. Director Plunkett reminded the Board of the importance that a quorum be met at the June meeting in order to vote on the FY27 Budget. State Aid's FY27 Budget is still in negotiations, but JMRL anticipates funding for the amount already included in the JMRL FY27 Budget. Any changes will be reflected in the JMRL FY27 Budget in the June meeting handouts, as well as the JMRL Fund Infographic for FY27.

### *2. JMRL's Fine Free Metrics Baseline*

Director Plunkett reminded the Board of JMRL's Fine Free Metrics which will help determine the baseline data for JMRL moving forward, after going fine free in FY27. The five metrics are 1) On Time Check-ins>Returns, 2) Hold Wait Times, 3) Collection Turnover Rate, 4) Differential in Blocked Cards, and 5) Differential in New Cards.

### *3. Potential Motion to Transfer Funds to Equipment Fund Balance*

Trustee Cole moved that JMRL transfer up to \$50,000 from the Library's General Fund Fund Balance into the Library's Equipment Fund Fund Balance and authorize the expenditure of that funding for the support of library services. Motion passed unanimously.

## **NEW BUSINESS**

### *1. Nominating Committee*

President Childs announced that Trustee Ledford and Trustee Morville have agreed to make up the Board Nominating Committee. Trustee Morville announced that Trustee Polanowski has expressed interest in the Board President position and that Trustee Ledford expressed interest in the Board Vice President position.

## **LIBRARY DIRECTOR'S REPORT**

Director Plunkett reported that JMRL's FY25 Audit has been completed. Director Plunkett also reported that the JMRL FY25 Audit showed no deficiencies in internal controls and showed no money owed back to the jurisdictions. Director Plunkett stated that an auditor could be scheduled to appear before the Board to discuss the JMRL FY25 Audit findings, if the Board is interested. The Mont Ave Computer and Makerspace Center at the Central Library will be closed during the first week of June while a local artist and a group of teens paint a new mural on the Mezzanine. Northside Library hosted a kickoff party last week for Inkling Teen Zine, a collection of creative works by teen patrons, which had over 150 attendees. The Friends of the Library Family of Funds was highlighted in the Charlottesville Area Community Foundation Impact Report (cacfonline.org). JMRL is participating in AI4VA and should know who the contacts/interns are soon.

## **OTHER MATTERS**

NA

## **FUTURE AGENDA ITEMS**

Possible future agenda items include a final vote on the JMRL FY27 Budget, a vote for Board officers for FY27, a Policy Committee report, a vote on JMRL's Fines and Fees Schedule, a presentation of the Director Goals for FY27, and a PR plan overview for JMRL going fine free in FY27. The next Board Meeting will be June 22, 2026 at the Northside Library.

## **CLOSED SESSION FOR ANNUAL DIRECTOR EVALUATION**

Trustee Hemenway moved that the Library Board go into a Closed Meeting pursuant to the Code of Virginia, Section 2.2-3711, subsection A.1, to discuss the performance evaluation of the Library Director. Motion passed unanimously.

## **RETURN TO OPEN SESSION**

President Childs read the Certification of Closed Meeting Resolution. All Trustees voted "aye." Trustee Polanowski moved that the Board renew the Library Director David Plunkett's contract for one year with a 2% raise. Motion passed unanimously.

## **ADJOURNMENT**

Trustee Polanowski moved to adjourn the meeting at 5:02pm. Motion passed unanimously.

# Jefferson-Madison Regional Library

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**MOTION:** That the Library Board go into a Closed Meeting pursuant to the Code of Virginia, Section 2.2-3711, subsection A.1, to discuss the performance evaluation and employment contract of the Library Director.

**MEETING DATE:** 05/18/2026

**RESOLUTION NO.:** 1

## CERTIFICATION OF CLOSED MEETING

*WHEREAS*, the Jefferson-Madison Regional Library's Board of Trustees has convened a closed meeting on this date pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act; and

*WHEREAS*, Section 2.2-3711 of the Code of Virginia requires a certification by this Jefferson-Madison Regional Library's Board of Trustees that such closed meeting was conducted in conformity with Virginia law;

*NOW, THEREFORE, BE IT RESOLVED* that the Jefferson-Madison Regional Library's Board of Trustees hereby certifies that, to the best of each member's knowledge, (i) only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting to which this certification resolution applies, and (ii) only such public business matters as were identified in the motion convening the closed meeting were heard, discussed, or considered by the Jefferson-Madison Regional Library's Board of Trustees.

### VOTE:

AYES

NAYES

Aleta Childs  
Brandy Polanowski  
Meredith Cole  
Martha Ledford  
Tony Townsend  
Peter Morville  
Michael Powers  
Anne Hemerway

### ABSENT DURING VOTE:

none

### ABSENT DURING MEETING:

none



Aleta Childs, President

Jefferson-Madison Regional Library's Board of Trustees

## **~~Jefferson Madison Regional Library Board of Trustees~~**

~~1.21 Board Bylaws~~

~~1.22 Goals and Planning~~

~~1.23 Committees~~

~~1. Annual Committees and Assignments~~

~~2. Committee Charges~~

~~3. Staff Representation to the J-MRL Board of Trustees~~

~~a. Policy of Staff Representation~~

~~b. List of Staff Representatives on Board Committees~~

~~c. Staff Attendance at Board Meetings~~

~~1.24 Regional Agreement~~

~~1.25 Charlottesville Administrative Services Agreement.~~

~~1.26 Procedure at the Board Meetings~~

~~1.27 Minutes~~

~~1. Contents~~

~~2. Preparation~~

~~3. Reading and Approval~~

~~1.28 Policy Manual~~

~~1. Procedures for Board Changes~~

~~2. List of Copy Locations of the Policy Manual~~

**JMRL BOARD OF TRUSTEES' GOALS AND PLANNING**

The Library Board will set goals for the library system annually and will develop a comprehensive five year plan that is updated annually to meet the requirements for State Aid to Public Libraries.

## **PROCEDURES AT THE JMRL BOARD OF TRUSTEES' MEETINGS**

Guidance: *Robert's Rules of Order Newly Revised, 11th Edition*

Use the Procedure for Small Boards:

~~"In a board meeting where there are not more than about a dozen members present, some of the formality that is necessary in a large assembly would hinder business. The rules governing such meetings are different from the rules that hold in other assemblies, the following respects:" (pp. 487-488)~~

~~Members are not required to obtain the floor before making motions or speaking, which they can do while seated.~~

~~Motions need NOT be seconded.~~

~~There is no limit to the number of times a member can speak to a question and motions to close or limit debate generally should not be entertained.~~

~~Informal discussion of a subject is permitted while no motion is pending.~~

~~Sometimes, when a proposal is perfectly clear to all present, a vote can be taken without a motion's having been introduced. Unless agreed to by unanimous consent, however, all proposed actions of a board must be approved by vote under the same rules as in other assemblies, except that a vote can be taken initially by a show of hands, which is often a better method in such meetings.~~

~~The chair need not rise while putting questions to vote.~~

~~The chair can speak in discussion without rising or leaving the chair; and, subject to rule or custom within the board (which should be uniformly followed regardless of how many members are present), he or she usually can make motions and usually votes on all questions.~~

## **PUBLIC HEARING POLICY**

~~At such time(s) as it wishes to seek public input on a specific topic the Jefferson Madison Regional Library Board of Trustees may hold public hearings.~~

~~The Board will set the date, time and location of the hearing and make announcement to the public. The topic of the hearing will be clearly stated.~~

~~Sign up for speakers will begin 30 minutes prior to commencement of the hearing outside the door of the hearing room.~~

~~Speakers will be called in order to the podium by the Board Chair. Each speaker must state his or her name. Each speaker may speak for 5 minutes. Remarks will be addressed to the Board as a whole and must be confined to the topic of the hearing.~~

~~Written transcripts of remarks may be handed to the Board Chair.~~

~~The Board of Trustees will neither question nor respond to speakers during the hearing.~~

~~During public hearings the Board will try to hear everyone who wishes to speak on a topic, but sometimes discussion must be limited because of time constraints. The Chair may terminate the hearing after two hours even though all seeking to speak have not been heard.~~

## **MINUTES OF THE JMRL BOARD OF TRUSTEES' MEETINGS**

### **1. CONTENT OF MINUTES**

Guidance: *Robert's Rules of Order Newly Revised, 11th Edition*

~~"The minutes should contain mainly a record of what was done at the meeting, not what was said by the members." (p. 468)~~

#### **First section of the minutes should contain the following:**

- ~~• kind of meeting, i.e., regular, special, etc., the name of the organization~~
- ~~• the date, time~~
- ~~• the chairperson is present or the name of the person substituting~~
- ~~• names of Board members present, and names and times of late arrivals and early departures~~
- ~~names of visitors to Board meetings~~

#### **Body of minutes:**

~~Should contain a separate paragraph for each subject matter, giving the name of the mover. Record all main motions stating:~~

- ~~• the wording in which each motion was adopted or otherwise disposed of; the facts as to whether a motion may have been debated or amended being mentioned~~
- ~~• the disposition of the motion~~
- ~~• secondary motions that were not lost or withdrawn where necessary to record them for completeness or clarity, e.g. motions to recess or to suspend the rules~~
- ~~• the name of the maker of motions should be recorded~~

~~Record all points of order and appeals, whether sustained or lost, with the reasons given by the chair for its ruling.~~

~~Contain certifications and recorded votes as required by the Virginia Freedom of Information Act. The certification of Closed Meetings should be included.~~

~~If a Board member requests a specific discussion in the Minutes, it should be included. **The last paragraph** should state the hour of adjournment.~~

#### **Additional rules and practices:**

~~When a vote count has been ordered, the number of votes on each side should be entered. The names of members voting aye, nay, present, or abstaining should be recorded.~~

~~The proceedings of a committee of the whole should not be entered in the minutes but the fact that the board went into a committee of the whole should be recorded.~~

~~The Virginia Freedom of Information Act requires that minutes be kept for any meeting of three or more Board members. It is therefore necessary to prepare and maintain minutes of committee meetings.~~

~~When a committee report is of great importance or should be recorded to show the legislative history of a measure, the Board can order it to be entered in the minutes. Otherwise it should be noted that a committee report was received and will be placed on file. This means that a file of committee reports should be maintained. These should be kept in the Administrative Offices.~~

~~If a report is to become a permanent official document of the Board, it should be formally adopted by the Board. Once this has been done, the document can be placed in a permanent file for documents of a similar nature, and/or, for one-of-a-kind documents, appended to the minutes of the meeting.~~

~~The name and subject of a guest speaker can be given, but no effort need be made to summarize his or her remarks.~~

~~The minutes will generally be limited in length to two 8.5" x 11" pages.~~

### **Signature**

~~For Boards having a Secretary (member), the Secretary signs. For Boards without that officer, the Chair should sign.~~

## **2. PREPARATION OF MINUTES**

~~The Board Secretary shall attend Board meetings for the purpose of recording the minutes for such meeting.~~

~~No minutes will be kept for closed meetings.~~

~~If the person regularly charged with recording minutes is not in attendance at a meeting, another person will be assigned this responsibility on an ad hoc basis.~~

~~The person recording the minutes shall use such aids for recordation of the minutes as shall seem necessary and sufficient. These might include the use of shorthand, audio tape recorder, or written notes.~~

~~The person recording the minutes shall prepare a draft of the minutes using the guidance provided in the Board's policy on the prescribed content of minutes.~~

~~The preparer shall submit the minutes to the Board for review and action.~~

~~The Board Secretary will transmit a copy of the draft minutes by e-mail to all members of the Board and the Library Director. It should be the goal of the Library System to conduct this mailing within seven days of the applicable Board Meeting.~~

~~Board members should review the draft minutes for accuracy and for conformance with the Board's~~

~~policy for the content, and if applicable, should call to the attention of other members any proposed corrections at the next regular meeting.~~

Revised 7/2016

JMRL Policy: Section 1.27

### **~~3. READING AND APPROVAL OF THE MINUTES~~**

~~Guidance: *Robert's Rules of Order Newly Revised, 11th Edition*~~

~~When a draft of the minutes of the preceding meeting is sent to all members in advance, it is presumed that all members have had an opportunity to read them, and they are not read at the meeting unless this is requested.~~

~~Corrections, if any, and approval of the minutes are normally done by unanimous consent. The Chair then declares the minutes approved.~~

~~The formal copy of the minutes placed in the Minutes Book contains all corrections which were made. None of the draft copies circulated to members and marked by them is authoritative.~~

~~If, at a later time, an error or material omission in the minutes becomes reasonably established after their approval, the minutes can then be corrected by means of the motion to Amend Something Previously Adopted, which requires a two-thirds vote, or a majority vote with advance notice, or unanimous consent.~~

**PROCEDURES FOR BOARD CHANGES TO THE POLICY MANUAL**

1. Any Trustee, staff, government or private individual or group may suggest a review of current policy or the addition of new policy for the Library to consider. Suggestions should be made in writing to the Library Director.
2. The Library Director will work with Board committees or individuals to refine proposals, discuss policy changes with staff, and will submit final proposals to the Policy Committee.
3. The Policy Committee will review final proposals and will determine the format and Policy Manual location for approved proposals.
4. The written draft proposal will then be submitted to the Library Board by the Policy Committee.
5. Following adequate time for consideration, generally one month, the Library Board will take official action on the proposal.
6. If the proposal is approved by the Board, the Library Director will add the new policy to the Policy Manual, and notify the group or individual that initially requested the review of the outcome.
7. The Policy Committee will review policies on a set schedule (no longer than ten years per policy) and make recommendations for the Library Board if any changes are deemed necessary.

## Public Comments at Library Board Meetings

The Library Board welcomes citizen participation concerning regional library service, as discussed in Policies 4.231 (Suggestions, Feedback, and Complaints), and 4.24 (Reconsideration). The Board may also hold public hearings on specific topics as described in 1.262 (Public Hearing Policy).

As an additional venue for feedback, a Public Comment period will be held at each regularly scheduled Library Board meeting. The following guidelines apply:

1. Public Comment will be scheduled as an agenda item early in each regularly scheduled Board meeting and up to one hour will be allowed for the comment period. If, at the conclusion of one hour there are remaining commenters who wish to speak, Public Comment will resume after all other agenda items have been completed.
2. Speakers will have a maximum of five minutes for their comments regardless of format. Each individual may speak only once during a meeting. Speakers may not “yield” time to other individuals.
3. Individuals speaking are requested to state their name and jurisdiction of residency.
4. When a Library Board meeting is held in a hybrid (in-person and remote) format, commenters may speak either in person or via tele- or video conference.
5. Commenters may request at least twenty four hours in advance that a written statement submitted to the Library Director be read aloud during Public Comment.
6. Members of the public audience shall refrain from applause and other forms of approval or disapproval, as a courtesy to each speaker. Signs are permitted in the meeting room so long as they are not attached to any stick or pole and do not obstruct the view of persons attending the meeting.
7. The Library Board does not directly supervise any library employees except for the Library Director, who is responsible for the management of library staff. The best mechanism to provide feedback on the performance of specific Library employees is to contact the Library Director. Comments about the performance of specific employees will be addressed by the Board of Trustees in Closed Meetings when requested by the Library Director.
8. The Board will not respond to speakers during Public Comment. However, the Board may direct staff to follow up with information or to provide further research to the Board-

The Library Board President is responsible for monitoring time and ensuring the orderly conduct of the meeting. The Library Board President may take steps to maintain order in circumstances that generally disrupt the Board's business, such as behavior by speaker or crowd that becomes unruly, derogatory or personally abusive toward specific individuals.

## **PUBLIC HEARING POLICY**

At such time(s) as it wishes to seek public input on a specific topic the Jefferson-Madison Regional Library Board of Trustees may hold public hearings.

The Board will set the date, time and location of the hearing and make announcement to the public. The topic of the hearing will be clearly stated.

Sign up for speakers will begin 30 minutes prior to commencement of the hearing outside the door of the hearing room.

Speakers will be called in order to the podium by the Board Chair. Each speaker must state his or her name. Each speaker may speak for 5 minutes. Remarks will be addressed to the Board as a whole and must be confined to the topic of the hearing.

Written transcripts of remarks may be handed to the Board Chair.

The Board of Trustees will neither question nor respond to speakers during the hearing.

During public hearings the Board will try to hear everyone who wishes to speak on a topic, but sometimes discussion must be limited because of time constraints. The Chair may terminate the hearing after two hours even though all seeking to speak have not been heard.

**Draft**

The Jefferson-Madison Regional Library (JMRL) Board is created and guided by the Regional Agreement (Policy 1.24) between participating jurisdictions. The Board operates under its own bylaws (Policy 1.21), and relies on the guidance of the Library of Virginia's Virginia Public Library Trustee's Handbook for Governing Boards. The Board of Trustees governs the Library system by setting policy and by hiring, supporting, and annually evaluating the Library Director, who in turn is responsible for managing the day-to-day operations of the Library. Trustees also are bound by the Virginia State and Local Government Conflict of Interests Act.

This policy is intended to consolidate some operating procedures for the Library Board, and to communicate those clearly to trustees, library staff, and members of the public.

**Board Organization:**

- The Library Board will set goals for the Library Director and system annually and will develop a comprehensive five-year plan that is updated annually to meet the requirements for State Aid to Public Libraries.
- The Library Board uses Robert's Rules for Small Boards for meetings, which means members don't need to obtain the floor, motions don't need to be seconded, there is no limit to the number of times a member can speak, and informal discussion is permitted.
- Public comment at Library Board meetings is guided by JMRL Policy 1.261.
- When it wishes to seek public input on a specific topic, the Board of Trustees may hold public hearings as guided by JMRL Policy 1.261.
- Generally Library Board and Committee meetings are recorded and made available for public viewing.
- Each spring, the Board adopts a budget and a meeting schedule for the coming year.

**Minutes of Board Meetings:**

- Minutes of the Library Board follow Virginia Freedom of Information Act laws and are formatted according to Robert's Rules of Order, including any certifications of closed sessions.
- It is the goal of the Library system to make draft minutes available to the Board and the Director within 7 working days of a meeting.
- Minutes are generally limited to two pages.
- The Library Director assigns a staff member to serve as the Board's minutes recorder.
- Reading and approval of Board meeting minutes follow guidance from Robert's Rules of Order.

**Board Policy Changes:**

- The Board regularly reviews each JMRL policy at least every ten years, and on the recommendation of the Policy Committee.
- Any Trustee, staff, government or private individual or group may suggest a review of current policy or the addition of new policy for the Library to consider. Suggestions should be made in writing to the Library Director.

## Potential Policy 1.2- JMRL Board ~~Procedures~~-Governance

- The Policy Committee can recommend the creation, revision, or deletion of policies to the full Board. The full Board can task the Policy Committee with review and/or drafting of policies.



# Adopted Budget FY 2027



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**JEFFERSON-MADISON**  
REGIONAL LIBRARY

## Adopted Library Operating Budget for Fiscal Year 2026 – 2027

**The Library’s Mission:** *JMRL fosters personal growth and life-long learning for all by connecting people with ideas, information, and each other.*

FY25 was a banner year for public library service in Charlottesville, Albemarle, Greene, Louisa, and Nelson. Library patrons checked out almost 1.9 million items, one of the highest totals in JMRL’s history. In addition to accessing JMRL’s collection of almost 500,000 physical items and over 350,000 digital items, patrons continued to discover new and creative ways of using library services that included:

- Taking advantage of expanded Bookmobile service in Louisa and Nelson, which saw an increase of over 100% in checkouts over FY24 (the first year of service).
- Visiting the 24-hour kiosk and book return in Nellysford, offering an innovative way for people in the Rockfish Valley to get library materials. In FY25 JMRL added a popular “holds-pickup” feature to this kiosk, allowing users to select specific titles to be picked upon their arrival.
- Using hold-pickup lockers at 6 locations, extending the Library’s reach beyond building open hours.
- Attending one of the over 3100 library programs put on in FY25, as over 100,000 people did (an increase of 25% over FY24)
- Booking public Meeting Rooms that were used over 10,000 times in FY25
- Signing up for a public computer session, as over 48,000 people did
- Coming in and using JMRL's free wifi, as over 59,000 people did

The top priority of the Library Board for this FY27 budget is to continue to ensure JMRL’s ability to recruit and retain a qualified workforce to serve the public. The adopted budget continues JMRL’s efforts to offer salaries to staff that are competitive with other regional employers. With this adopted budget, the library is attempting to address short term needs by lifting the JMRL pay scale by 5% and offering a 2% raise for eligible current employees.

This library budget for FY27 was developed by the Library Board of Trustees and library staff based on the goals and objectives articulated in JMRL’s Five Year Plan (<https://www.jmrl.org/future>). The library budget was discussed monthly during open public meetings held simultaneously virtually and physically on the fourth Monday of each month at 3:00 PM. The Library Board adopted the final library budget in June of 2026. Questions or comments about the library’s budget or Five Year Plan may be sent to David Plunkett, Library Director, at [director@jmrl.org](mailto:director@jmrl.org).

### Library Board of Trustees

Aleta Childs, President (Nelson)  
Meredith Cole (Charlottesville)  
Martha Ledford (Greene)  
Peter Morville (Albemarle)  
Tony Townsend (Albemarle)

Brandy Polanowski, Vice President (Louisa)  
Anne Hemenway (Charlottesville)  
Jennell Lynch (Charlottesville)  
Michael Powers (Albemarle)



**JMRL Adopted FY2027  
Budget  
Allocation by Jurisdiction**

	Albemarle 59.96%	Charlottesville 24.02%	Greene 5.99%	Louisa 5.75%	Nelson 4.28%	TOTAL 100%
<b>REGIONAL COST ALLOCATION</b>						
Administration	\$ 853,178	\$ 341,783	\$ 85,232	\$ 81,817	\$ 60,901	\$ 1,422,912
Technical Services	\$ 631,085	\$ 252,813	\$ 63,045	\$ 60,519	\$ 45,047	\$ 1,052,510
Reference Services	\$ 36,785	\$ 14,736	\$ 3,675	\$ 3,528	\$ 2,626	\$ 61,349
Sub-Total	\$ 1,521,048	\$ 609,332	\$ 151,953	\$ 145,864	\$ 108,574	\$ 2,536,771
<b>COUNTY/LOCAL ALLOCATION</b>						
	Albemarle	Charlottesville				
Central *	53.61%	46.39%	\$ 1,107,442	\$ 958,294		\$ 2,065,735
* Includes 90% of Reference costs						
Gordon	46.04%	53.96%	\$ 310,428	\$ 363,828		\$ 674,256
Northside	80.02%	19.98%	\$ 2,075,312	\$ 518,180		\$ 2,593,492
Scottsville			\$ 318,498			\$ 318,498
Crozet			\$ 710,826			\$ 710,826
Louisa				\$ 363,055		\$ 363,055
Nelson					\$ 327,433	\$ 327,433
Greene			\$ 346,855			\$ 346,855
Bookmobile			\$ 150,046	\$ 37,512	\$ 7,837	\$ 211,069
McIntire / C-A Hist Collection	50.00%	50.00%	\$ 45,572	\$ 45,572		\$ 91,144
Monticello Ave	50.00%	50.00%	\$ 123,989	\$ 123,989		\$ 247,978
<b>FY 2027 ADOPTED</b>	<b>\$ 6,363,162</b>	<b>\$ 2,656,706</b>	<b>\$ 506,645</b>	<b>\$ 516,756</b>	<b>\$ 443,844</b>	<b>\$ 10,487,112</b>
<b>FY 2026 ALLOCATION</b>	<b>\$ 5,889,369</b>	<b>\$ 2,448,422</b>	<b>\$ 452,835</b>	<b>\$ 479,648</b>	<b>\$ 413,914</b>	<b>\$ 9,684,188</b>
Dollar change - FY2026 to FY2027	\$ 473,793	\$ 208,284	\$ 53,810	\$ 37,108	\$ 29,930	\$ 802,924
Percent change - FY2026 to FY2027	8.0%	8.5%	11.9%	7.7%	7.2%	8.3%
	Albemarle	Charlottesville	Greene	Louisa	Nelson	TOTAL

JMRL Adopted FY2027 Budget

Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
<b>Salaries &amp; Benefits</b>					
510010	Salaries	\$ 4,659,125	\$ 5,145,463	\$ 5,543,334	8.6%
511010	Social Security	\$ 341,675	\$ 393,627	\$ 424,067	8.6%
511020	Retirement	\$ 760,415	\$ 760,300	\$ 817,510	8.0%
511030	Life Insurance	\$ 32,464	\$ 36,426	\$ 38,796	7.0%
511040	Health Insurance	\$ 1,075,558	\$ 1,417,500	\$ 1,646,225	17.3%
<b>Salaries &amp; Benefits Total</b>		<b>\$ 6,869,238</b>	<b>\$ 7,753,316</b>	<b>\$ 8,469,932</b>	<b>10.1%</b>
<b>Operating Expenses</b>					
520010	Office Supplies	\$ 72,423	\$ 60,000	\$ 65,000	8.3%
520030	Postage	\$ 16,149	\$ 7,000	\$ 9,000	28.6%
520040	Books	\$ 1,179,260	\$ 1,015,171	\$ 990,171	0.0%
520050	Cleaning Supplies	\$ 2,027	\$ 3,250	\$ 2,500	-23.1%
520080	Medical Supplies	\$ 12,405	\$ 8,500	\$ 10,000	17.6%
520200	Maintenance Supplies	\$ (1,544)	\$ 1,000	\$ 1,000	0.0%
520300	Small Hand Tools		\$ 100	\$ 100	0.0%
520500	Food Supplies	\$ 718			
520690	Awards & Trophies	\$ 4,782	\$ 8,000	\$ 6,500	-18.8%
520800	Library Supplies	\$ 35,295	\$ 30,000	\$ 30,000	0.0%
520900	Machinery & Equipment	\$ 26,700		\$ 10,000	
520901	Computer Software (non-capital)	\$ 54,440	\$ 130,000	\$ 130,000	0.0%
520990	Other Supplies	\$ 2,510			
530010	Professional Serv	\$ 17,689	\$ 7,000	\$ 17,000	142.9%
530020	Dues & Subscriptions	\$ 7,731	\$ 5,000	\$ 5,000	0.0%
530030	Telephone Internal Charges	\$ 43,754	\$ 48,242	\$ 46,842	-2.9%
530040	Utilities	\$ 97,674	\$ 90,000	\$ 95,000	5.6%
530050	Printing/Duplicating	\$ 1,579	\$ 6,500	\$ 4,500	-30.8%
530060	Service Contracts	\$ 159,039	\$ 146,476	\$ 146,476	0.0%
530100	Travel	\$ 11,136			
530101	Local Travel	\$ 13,763	\$ 8,175	\$ 8,175	0.0%
530105	Meals	\$ 3,818	\$ 1,000	\$ 1,000	0.0%
530120	Advertising	\$ 6,871	\$ 9,500	\$ 8,500	-10.5%
530130	Insurance (excl Workers Comp)	\$ 29,021	\$ 24,270	\$ 24,270	0.0%
530150	Worker's Comp Insurance		\$ 7,000	\$ 7,000	0.0%
530160	Rent	\$ 924,042	\$ 969,541	\$ 975,149	0.6%
530180	Equipment Rental	\$ 1,886	\$ 1,995	\$ 1,995	0.0%
530200	Repairs and Maintenance	\$ 27,644	\$ 36,501	\$ 36,501	0.0%
530210	Education & Training	\$ 23,956	\$ 26,200	\$ 26,200	0.0%
530240	Telephone Line Charges	\$ 39,484	\$ 31,000	\$ 40,000	29.0%
530260	Library Management Software	\$ 83,643	\$ 95,451	\$ 98,500	3.2%
530271	Vehicle Repair & Maintenance	\$ 21,928	\$ 23,000	\$ 23,000	0.0%
530272	Vehicle Fuel	\$ 15,991	\$ 19,000	\$ 18,500	-2.6%
530320	IT User/Support Fee	\$ 41,500	\$ 41,500	\$ 41,500	0.0%
530330	Solid Waste Disp	\$ 3,772		\$ 4,320	
530350	Freight	\$ 302			
530410	HVAC Charges	\$ 19,600	\$ 19,600	\$ 19,600	0.0%
530450	Temp Labor	\$ 12,213			
530540	Credit Card Fees	\$ 719			
530550	Contracted Services	\$ 30,229		\$ 32,000	
530551	Building & Vehicle Maint - City Personnel		\$ 10,250	\$ -	-100.0%
530670	One-time Bldg Maint Svcs & Misc Empl Reimb	\$ 8,249	\$ 32,000	\$ 10,250	-68.0%
540310	Regional Agreement Fee	\$ 125,000	\$ 125,000	\$ 168,438	34.8%
541040	Vehicle Purchase	\$ 86,318			
<b>Operating Expenses Total</b>		<b>\$ 3,263,716</b>	<b>\$ 3,047,222</b>	<b>\$ 3,113,987</b>	<b>3.0%</b>
<b>Grand Total</b>		<b>\$ 10,132,954</b>	<b>\$ 10,800,538</b>	<b>\$ 11,583,919</b>	<b>8.1%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
<b>Bookmobile I</b>	<b>Salaries &amp; Benefits</b>					
	510010	Salaries	\$ 106,242	\$ 119,612	\$ 134,530	12.5%
	511010	Social Security	\$ 7,668	\$ 9,150	\$ 10,292	12.5%
	511020	Retirement	\$ 8,795	\$ 9,569	\$ 11,431	19.5%
	511030	Life Insurance	\$ 743	\$ 872	\$ 976	11.9%
	511040	Health Insurance	\$ 20,617	\$ 28,000	\$ 40,250	43.8%
	<b>Salaries &amp; Benefits Total</b>		<b>\$ 144,064</b>	<b>\$ 167,203</b>	<b>\$ 197,479</b>	<b>18.1%</b>
	<b>Operating Expenses</b>					
	530030	Telephone Internal Charges	\$ 1,980	\$ 1,090	\$ 1,090	0.0%
	530271	Vehicle Repair & Maintenance	\$ 2,955	\$ 5,000	\$ 5,000	0.0%
	530272	Vehicle Fuel	\$ 2,414	\$ 6,000	\$ 6,500	8.3%
	530550	Contracted Services			\$ 1,000	
	530551	Building & Vehicle Maint - City Personnel		\$ 3,000		-100.0%
	<b>Operating Expenses Total</b>		<b>\$ 7,349</b>	<b>\$ 15,090</b>	<b>\$ 13,590</b>	<b>-9.9%</b>
<b>Bookmobile I Total</b>			<b>\$ 151,413</b>	<b>\$ 182,293</b>	<b>\$ 211,069</b>	<b>15.8%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
C-A Hist Collection	Salaries & Benefits					
	510010	Salaries	\$ 56,908	\$ 59,256	\$ 63,398	7.0%
	511010	Social Security	\$ 3,796	\$ 4,533	\$ 4,850	7.0%
	511020	Retirement	\$ 4,857	\$ 4,741	\$ 6,340	33.7%
	511030	Life Insurance	\$ 412	\$ 427	\$ 456	6.8%
	511040	Health Insurance	\$ 11,040	\$ 14,000	\$ 16,100	15.0%
	<b>Salaries &amp; Benefits Total</b>			<b>\$ 77,013</b>	<b>\$ 82,957</b>	<b>\$ 91,144</b>
<b>C-A Hist Collection Total</b>			<b>\$ 77,013</b>	<b>\$ 82,957</b>	<b>\$ 91,144</b>	<b>9.9%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Central Library	<b>Salaries &amp; Benefits</b>					
	510010	Salaries	\$ 1,085,369	\$ 1,171,240	\$ 1,219,652	4.1%
	511010	Social Security	\$ 79,476	\$ 89,600	\$ 93,303	4.1%
	511020	Retirement	\$ 226,473	\$ 223,946	\$ 215,037	-4.0%
	511030	Life Insurance	\$ 7,435	\$ 8,004	\$ 8,334	4.1%
	511040	Health Insurance	\$ 235,199	\$ 311,500	\$ 358,225	15.0%
	<b>Salaries &amp; Benefits Total</b>		<b>\$ 1,633,952</b>	<b>\$ 1,804,290</b>	<b>\$ 1,894,551</b>	<b>5.0%</b>
	<b>Operating Expenses</b>					
	520010	Office Supplies	\$ 29			
	520050	Cleaning Supplies		\$ 250	\$ 250	0.0%
	520080	Medical Supplies	\$ 3,155			
	520200	Maintenance Supplies	\$ (1,611)	\$ 800	\$ 800	0.0%
	520300	Small Hand Tools		\$ 100	\$ 100	0.0%
	520500	Food Supplies	\$ 730			
	520900	Machinery & Equipment	\$ 552			
	530030	Telephone Internal Charges	\$ 8,251	\$ 6,398	\$ 6,398	0.0%
	530040	Utilities	\$ 79,118	\$ 72,000	\$ 76,000	5.6%
	530060	Service Contracts	\$ 106,426	\$ 98,000	\$ 98,000	0.0%
	530101	Local Travel		\$ 1,800	\$ 1,800	0.0%
	530200	Repairs and Maintenance	\$ 14,785	\$ 20,525	\$ 20,525	0.0%
	530240	Telephone Line Charges	\$ 178			
	530330	Solid Waste Disp	\$ 1,576		\$ 2,160	
	530350	Freight	\$ 200			
	530410	HVAC Charges	\$ 10,500	\$ 10,500	\$ 10,500	0.0%
	530550	Contracted Services	\$ 26,499		\$ 16,000	
	530551	Building & Vehicle Maint - City Personnel		\$ 1,000		-100.0%
	530670	One-time Bldg Maint Svcs & Misc Empl Reimb	\$ 4,400	\$ 17,000		-100.0%
	<b>Operating Expenses Total</b>		<b>\$ 254,787</b>	<b>\$ 228,373</b>	<b>\$ 232,533</b>	<b>1.8%</b>
<b>Central Library Total</b>			<b>\$ 1,888,740</b>	<b>\$ 2,032,663</b>	<b>\$ 2,127,084</b>	<b>4.6%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027	
Crozet	<b>Salaries &amp; Benefits</b>						
	510010	Salaries	\$ 386,017	\$ 423,753	\$ 449,455	6.1%	
	511010	Social Security	\$ 27,100	\$ 32,417	\$ 34,383	6.1%	
	511020	Retirement	\$ 51,054	\$ 53,755	\$ 59,712	11.1%	
	511030	Life Insurance	\$ 2,713	\$ 3,096	\$ 3,286	6.1%	
	511040	Health Insurance	\$ 101,129	\$ 133,000	\$ 152,950	15.0%	
	<b>Salaries &amp; Benefits Total</b>			<b>\$ 568,013</b>	<b>\$ 646,021</b>	<b>\$ 699,786</b>	<b>8.3%</b>
	<b>Operating Expenses</b>						
	520080	Medical Supplies	\$ 1,628				
	530030	Telephone Internal Charges	\$ 9,335	\$ 7,640	\$ 7,640	0.0%	
	530101	Local Travel		\$ 600	\$ 600	0.0%	
	530130	Insurance (excl Workers Comp)		\$ 1,800	\$ 1,800	0.0%	
	530200	Repairs and Maintenance		\$ 1,000	\$ 1,000	0.0%	
	<b>Operating Expenses Total</b>			<b>\$ 10,963</b>	<b>\$ 11,040</b>	<b>\$ 11,040</b>	<b>0.0%</b>
	<b>Crozet Total</b>			<b>\$ 578,976</b>	<b>\$ 657,061</b>	<b>\$ 710,826</b>	<b>8.2%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Gordon Avenue	<b>Salaries &amp; Benefits</b>					
	510010	Salaries	\$ 312,394	\$ 333,762	\$ 364,530	9.2%
	511010	Social Security	\$ 21,998	\$ 25,533	\$ 27,887	9.2%
	511020	Retirement	\$ 67,714	\$ 69,698	\$ 77,079	10.6%
	511030	Life Insurance	\$ 2,242	\$ 2,354	\$ 2,565	9.0%
	511040	Health Insurance	\$ 71,774	\$ 91,000	\$ 104,650	15.0%
	<b>Salaries &amp; Benefits Total</b>		<b>\$ 476,122</b>	<b>\$ 522,347</b>	<b>\$ 576,711</b>	<b>10.4%</b>
	<b>Operating Expenses</b>					
	520080	Medical Supplies	\$ 546			
	520990	Other Supplies	\$ 7			
	530030	Telephone Internal Charges	\$ 5,211	\$ 5,366	\$ 5,366	0.0%
	530040	Utilities	\$ 18,556	\$ 18,000	\$ 19,000	5.6%
	530060	Service Contracts	\$ 49,961	\$ 44,680	\$ 44,680	0.0%
	530200	Repairs and Maintenance	\$ 7,989	\$ 8,239	\$ 8,239	0.0%
	530330	Solid Waste Disp	\$ 2,196		\$ 2,160	
	530350	Freight	\$ 30			
	530410	HVAC Charges	\$ 9,100	\$ 9,100	\$ 9,100	0.0%
	530550	Contracted Services	\$ 3,730		\$ 9,000	
	530551	Building & Vehicle Maint - City Personnel		\$ 250		-100.0%
	<b>Operating Expenses Total</b>		<b>\$ 97,327</b>	<b>\$ 85,635</b>	<b>\$ 97,545</b>	<b>13.9%</b>
<b>Gordon Avenue Total</b>			<b>\$ 573,449</b>	<b>\$ 607,982</b>	<b>\$ 674,256</b>	<b>10.9%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Greene County	<b>Salaries &amp; Benefits</b>					
	510010	Salaries	\$ 195,911	\$ 216,880	\$ 231,854	6.9%
	511010	Social Security	\$ 13,839	\$ 16,591	\$ 17,737	6.9%
	511020	Retirement	\$ 16,177	\$ 16,519	\$ 19,721	19.4%
	511030	Life Insurance	\$ 1,342	\$ 1,493	\$ 1,593	6.7%
	511040	Health Insurance	\$ 49,685	\$ 63,000	\$ 72,450	15.0%
	<b>Salaries &amp; Benefits Total</b>		<b>\$ 276,954</b>	<b>\$ 314,483</b>	<b>\$ 343,355</b>	<b>9.2%</b>
	<b>Operating Expenses</b>					
	520200	Maintenance Supplies		\$ 200	\$ 200	0.0%
	530060	Service Contracts		\$ 1,200	\$ 1,200	0.0%
	530101	Local Travel		\$ 600	\$ 600	0.0%
	530200	Repairs and Maintenance		\$ 1,500	\$ 1,500	0.0%
	<b>Operating Expenses Total</b>		<b>\$ 0</b>	<b>\$ 3,500</b>	<b>\$ 3,500</b>	<b>0.0%</b>
<b>Greene County Total</b>			<b>\$ 276,954</b>	<b>\$ 317,983</b>	<b>\$ 346,855</b>	<b>9.1%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Library Admin Local	<b>Salaries &amp; Benefits</b>					
	510010	Salaries	\$ 373,006	\$ 338,740	\$ 443,757	31.0%
	511010	Social Security	\$ 28,631	\$ 25,914	\$ 33,947	31.0%
	511020	Retirement	\$ 81,461	\$ 58,496	\$ 71,274	21.8%
	511030	Life Insurance	\$ 2,738	\$ 3,259	\$ 3,523	8.1%
	511040	Health Insurance	\$ 71,599	\$ 98,000	\$ 112,700	15.0%
	<b>Salaries &amp; Benefits Total</b>		<b>\$ 557,435</b>	<b>\$ 524,409</b>	<b>\$ 665,201</b>	<b>26.8%</b>
	<b>Operating Expenses</b>					
	520010	Office Supplies	\$ 72,394	\$ 60,000	\$ 65,000	8.3%
	520030	Postage	\$ 16,149	\$ 7,000	\$ 9,000	28.6%
	520040	Books	\$ 21			
	520050	Cleaning Supplies	\$ 2,027	\$ 3,000	\$ 2,250	-25.0%
	520080	Medical Supplies	\$ 184	\$ 8,500	\$ 10,000	17.6%
	520200	Maintenance Supplies	\$ 67			
	520500	Food Supplies	\$ (12)			
	520690	Awards & Trophies	\$ 4,782	\$ 8,000	\$ 6,500	-18.8%
	520900	Machinery & Equipment	\$ 26,148		\$ 10,000	
	520901	Computer Software (non-capital)	\$ 54,440	\$ 130,000	\$ 130,000	0.0%
	520990	Other Supplies	\$ 2,503			
	530010	Professional Serv	\$ 17,689	\$ 7,000	\$ 17,000	142.9%
	530020	Dues & Subscriptions	\$ 7,731	\$ 5,000	\$ 5,000	0.0%
	530030	Telephone Internal Charges	\$ 3,715	\$ 7,777	\$ 7,777	0.0%
	530050	Printing/Duplicating	\$ 1,579	\$ 6,500	\$ 4,500	-30.8%
	530060	Service Contracts	\$ 352			
	530100	Travel	\$ 11,136			
	530101	Local Travel	\$ 13,763	\$ 3,500	\$ 3,500	0.0%
	530105	Meals	\$ 3,818	\$ 1,000	\$ 1,000	0.0%
	530120	Advertising	\$ 6,871	\$ 9,500	\$ 8,500	-10.5%
	530130	Insurance (excl Workers Comp)	\$ 29,021	\$ 20,000	\$ 20,000	0.0%
	530150	Worker's Comp Insurance		\$ 7,000	\$ 7,000	0.0%
	530160	Rent	\$ 14,376	\$ 25,408	\$ 25,600	0.8%
	530180	Equipment Rental	\$ 1,886	\$ 1,995	\$ 1,995	0.0%
	530200	Repairs and Maintenance	\$ 3,322	\$ 2,201	\$ 2,201	0.0%
	530210	Education & Training	\$ 23,956	\$ 26,200	\$ 26,200	0.0%
	530240	Telephone Line Charges	\$ 39,306	\$ 31,000	\$ 40,000	29.0%
	530260	Library Management Software	\$ 83,643	\$ 95,451	\$ 98,500	3.2%
	530271	Vehicle Repair & Maintenance	\$ 18,973	\$ 18,000	\$ 18,000	0.0%
	530272	Vehicle Fuel	\$ 13,577	\$ 13,000	\$ 12,000	-7.7%
	530320	IT User/Support Fee	\$ 41,500	\$ 41,500	\$ 41,500	0.0%
	530350	Freight	\$ 71			
	530450	Temp Labor	\$ 12,213			
	530540	Credit Card Fees	\$ 719			
	530550	Contracted Services			\$ 6,000	
	530551	Building & Vehicle Maint - City Personnel		\$ 6,000		-100.0%
	530670	One-time Bldg Maint Svcs & Misc Empl Reimb	\$ 3,849	\$ 15,000	\$ 10,250	-31.7%
	540310	Regional Agreement Fee	\$ 125,000	\$ 125,000	\$ 168,438	34.8%
	541040	Vehicle Purchase	\$ 86,318			
	<b>Operating Expenses Total</b>		<b>\$ 743,088</b>	<b>\$ 684,532</b>	<b>\$ 757,711</b>	<b>10.7%</b>
<b>Library Admin Local Total</b>			<b>\$ 1,300,523</b>	<b>\$ 1,208,941</b>	<b>\$ 1,422,912</b>	<b>17.7%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Library Admin State	<b>Salaries &amp; Benefits</b>					
	510010	Salaries		\$ 61,547	\$ 69,648	13.2%
	511010	Social Security		\$ 4,708	\$ 3,416	-27.4%
	511020	Retirement		\$ 4,924	\$ 3,572	-27.5%
	<b>Salaries &amp; Benefits Total</b>			<b>\$ 71,179</b>	<b>\$ 76,636</b>	<b>7.7%</b>
	<b>Operating Expenses</b>					
	520800	Library Supplies	\$ 35,295	\$ 30,000	\$ 30,000	0.0%
520900	Machinery & Equipment					
<b>Operating Expenses Total</b>			<b>\$ 35,295</b>	<b>\$ 30,000</b>	<b>\$ 30,000</b>	<b>0.0%</b>
<b>Library Admin State Total</b>			<b>\$ 35,295</b>	<b>\$ 101,179</b>	<b>\$ 106,636</b>	<b>5.4%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Louisa County	<b>Salaries &amp; Benefits</b>					
	510010	Salaries	\$ 214,670	\$ 222,134	\$ 221,007	-0.5%
	511010	Social Security	\$ 15,955	\$ 16,993	\$ 18,820	10.8%
	511020	Retirement	\$ 37,387	\$ 38,206	\$ 43,628	14.2%
	511030	Life Insurance	\$ 1,433	\$ 1,557	\$ 1,729	11.0%
	511040	Health Insurance	\$ 49,618	\$ 63,000	\$ 72,450	15.0%
	<b>Salaries &amp; Benefits Total</b>		<b>\$ 319,063</b>	<b>\$ 341,890</b>	<b>\$ 357,634</b>	<b>4.6%</b>
	<b>Operating Expenses</b>					
	520080	Medical Supplies	\$ 1,509			
	530030	Telephone Internal Charges	\$ 2,689	\$ 4,400	\$ 3,000	-31.8%
	530060	Service Contracts	\$ 2,300	\$ 1,846	\$ 1,846	0.0%
	530101	Local Travel		\$ 325	\$ 325	0.0%
	530200	Repairs and Maintenance	\$ 612	\$ 250	\$ 250	0.0%
	<b>Operating Expenses Total</b>		<b>\$ 7,109</b>	<b>\$ 6,821</b>	<b>\$ 5,421</b>	<b>-20.5%</b>
<b>Louisa County Total</b>			<b>\$ 326,172</b>	<b>\$ 348,711</b>	<b>\$ 363,055</b>	<b>4.1%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Monticello Ave	<b>Salaries &amp; Benefits</b>					
	510010	Salaries	\$ 85,330	\$ 147,242	\$ 164,195	11.5%
	511010	Social Security	\$ 6,151	\$ 11,264	\$ 12,561	11.5%
	511020	Retirement	\$ 11,205	\$ 11,779	\$ 13,688	16.2%
	511030	Life Insurance	\$ 617	\$ 1,062	\$ 1,184	11.5%
	511040	Health Insurance	\$ 27,443	\$ 42,000	\$ 56,350	34.2%
		<b>Salaries &amp; Benefits Total</b>		<b>\$ 130,746</b>	<b>\$ 213,347</b>	<b>\$ 247,978</b>
<b>Monticello Ave Total</b>			<b>\$ 130,746</b>	<b>\$ 213,347</b>	<b>\$ 247,978</b>	<b>16.2%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Nelson County	<b>Salaries &amp; Benefits</b>					
	510010	Salaries	\$ 177,771	\$ 205,359	\$ 213,015	3.7%
	511010	Social Security	\$ 12,967	\$ 15,710	\$ 16,296	3.7%
	511020	Retirement	\$ 15,137	\$ 15,799	\$ 18,914	19.7%
	511030	Life Insurance	\$ 1,237	\$ 1,428	\$ 1,478	3.5%
	511040	Health Insurance	\$ 48,821	\$ 63,000	\$ 72,450	15.0%
	<b>Salaries &amp; Benefits Total</b>		<b>\$ 255,933</b>	<b>\$ 301,296</b>	<b>\$ 322,153</b>	<b>6.9%</b>
	<b>Operating Expenses</b>					
	520080	Medical Supplies	\$ 2,114			
	530030	Telephone Internal Charges	\$ 3,663	\$ 3,430	\$ 3,430	0.0%
	530060	Service Contracts		\$ 750	\$ 750	0.0%
	530101	Local Travel		\$ 600	\$ 600	0.0%
	530200	Repairs and Maintenance	\$ 386	\$ 500	\$ 500	0.0%
	<b>Operating Expenses Total</b>		<b>\$ 6,164</b>	<b>\$ 5,280</b>	<b>\$ 5,280</b>	<b>0.0%</b>
<b>Nelson County Total</b>		<b>\$ 262,098</b>	<b>\$ 306,576</b>	<b>\$ 327,433</b>	<b>6.8%</b>	

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027	
Northside	<b>Salaries &amp; Benefits</b>						
	510010	Salaries	\$ 889,501	\$ 979,616	\$ 1,049,955	7.2%	
	511010	Social Security	\$ 66,807	\$ 74,941	\$ 80,322	7.2%	
	511020	Retirement	\$ 145,418	\$ 152,954	\$ 165,142	8.0%	
	511030	Life Insurance	\$ 5,971	\$ 6,814	\$ 7,257	6.5%	
	511040	Health Insurance	\$ 217,295	\$ 287,000	\$ 330,050	15.0%	
	<b>Salaries &amp; Benefits Total</b>			<b>\$ 1,324,993</b>	<b>\$ 1,501,325</b>	<b>\$ 1,632,726</b>	<b>8.8%</b>
	<b>Operating Expenses</b>						
	520080	Medical Supplies	\$ 1,438				
	530030	Telephone Internal Charges	\$ 5,072	\$ 7,681	\$ 7,681	0.0%	
	530130	Insurance (excl Workers Comp)		\$ 2,250	\$ 2,250	0.0%	
	530160	Rent	\$ 909,666	\$ 944,133	\$ 949,549	0.6%	
	530200	Repairs and Maintenance	\$ 550	\$ 1,286	\$ 1,286	0.0%	
	<b>Operating Expenses Total</b>			<b>\$ 916,725</b>	<b>\$ 955,350</b>	<b>\$ 960,766</b>	<b>0.6%</b>
	<b>Northside Total</b>			<b>\$ 2,241,718</b>	<b>\$ 2,456,675</b>	<b>\$ 2,593,492</b>	<b>5.6%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027	
Scottsville	<b>Salaries &amp; Benefits</b>						
	510010	Salaries	\$ 166,091	\$ 200,251	\$ 213,780	6.8%	
	511010	Social Security	\$ 11,578	\$ 15,319	\$ 16,354	6.8%	
	511020	Retirement	\$ 12,816	\$ 13,903	\$ 17,192	23.7%	
	511030	Life Insurance	\$ 1,143	\$ 1,256	\$ 1,342	6.8%	
	511040	Health Insurance	\$ 42,535	\$ 56,000	\$ 64,400	15.0%	
	<b>Salaries &amp; Benefits Total</b>			<b>\$ 234,162</b>	<b>\$ 286,729</b>	<b>\$ 313,068</b>	<b>9.2%</b>
	<b>Operating Expenses</b>						
	520080	Medical Supplies	\$ 1,832				
	530030	Telephone Internal Charges	\$ 3,837	\$ 4,460	\$ 4,460	0.0%	
	530101	Local Travel		\$ 250	\$ 250	0.0%	
	530130	Insurance (excl Workers Comp)		\$ 220	\$ 220	0.0%	
	530200	Repairs and Maintenance		\$ 500	\$ 500	0.0%	
	<b>Operating Expenses Total</b>			<b>\$ 5,670</b>	<b>\$ 5,430</b>	<b>\$ 5,430</b>	<b>0.0%</b>
	<b>Scottsville Total</b>			<b>\$ 239,832</b>	<b>\$ 292,159</b>	<b>\$ 318,498</b>	<b>9.0%</b>

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027	
Tech Services-Local	<b>Salaries &amp; Benefits</b>						
	510010	Salaries	\$ 609,914	\$ 666,071	\$ 704,558	5.8%	
	511010	Social Security	\$ 45,709	\$ 50,954	\$ 53,899	5.8%	
	511020	Retirement	\$ 81,922	\$ 86,011	\$ 94,780	10.2%	
	511030	Life Insurance	\$ 4,438	\$ 4,804	\$ 5,073	5.6%	
	511040	Health Insurance	\$ 128,804	\$ 168,000	\$ 193,200	15.0%	
	<b>Salaries &amp; Benefits Total</b>			<b>\$ 870,787</b>	<b>\$ 975,840</b>	<b>\$ 1,051,510</b>	<b>7.8%</b>
	<b>Operating Expenses</b>						
	520040	Books	\$ 25,837				
	530101	Local Travel		\$ 500	\$ 500	0.0%	
530200	Repairs and Maintenance		\$ 500	\$ 500	0.0%		
<b>Operating Expenses Total</b>			<b>\$ 25,837</b>	<b>\$ 1,000</b>	<b>\$ 1,000</b>	<b>0.0%</b>	
<b>Tech Services-Local Total</b>			<b>\$ 896,623</b>	<b>\$ 976,840</b>	<b>\$ 1,052,510</b>	<b>7.7%</b>	

JMRL Adopted FY2027 Budget

Branch / Department	Account Number	Account Name	2025 Actuals	2026 Budget	2027 Adopted	% Change FY2026 to FY2027
Tech Services-State	Operating Expenses					
	520040	Books	\$ 1,153,402	\$ 1,015,171	\$ 990,171	-2.5%
	<b>Operating Expenses Total</b>		<b>\$ 1,153,402</b>	<b>\$ 1,015,171</b>	<b>\$ 990,171</b>	<b>-2.5%</b>
<b>Tech Services-State Total</b>			<b>\$ 1,153,402</b>	<b>\$ 1,015,171</b>	<b>\$ 990,171</b>	<b>-2.5%</b>

<b>JEFFERSON-MADISON REGIONAL LIBRARY EQUIPMENT FUND - Summary FY 2027</b>
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<b>Anticipated FY2026 Year-End Fund Balance</b>	<b>\$350,000</b>
Projected FY2027 Revenue	\$115,000
Projected FY2027 Expense	(\$176,198)
Transfer from General Fund Fund Balance	\$50,000
<b>Anticipated Year - End Fund Balance (6/30/2027)</b>	<b><u><u>\$338,802</u></u></b>

## EQUIPMENT FUND - FY2027

Funding Source & Branch	Units	Total
<b>Equipment budget</b>		
<b>Administration</b>		
Additional Shipping & Assembly Cost	1	\$ 5,000
Camera drone	1	\$ 550
Copier and Printer Lease Contracts	1	\$ 37,000
Other Miscellaneous Services	1	\$ 7,000
Other Miscellaneous Supplies	1	\$ 3,000
<b>Administration Total</b>		<b>\$ 52,550</b>
<b>Bookmobile</b>		
Awning	1	\$ 565
<b>Bookmobile Total</b>		<b>\$ 565</b>
<b>Central</b>		
Brother Printers	3	\$ 1,500
Cable Drops	3	\$ 900
Main Floor Reading Area Chairs	4	\$ 720
Miscellaneous branch equipment needs.	1	\$ 5,000
<b>Central Total</b>		<b>\$ 8,120</b>
<b>Crozet</b>		
Charging Towers	2	\$ 1,200
Laptop	1	\$ 1,200
Shelving Unit	1	\$ 1,500
Utility Carts	2	\$ 420
<b>Crozet Total</b>		<b>\$ 4,320</b>
<b>Gordon Avenue</b>		
Public Computer Chairs	8	\$ 1,234
Staff Chairs	3	\$ 1,167
<b>Gordon Avenue Total</b>		<b>\$ 2,401</b>
<b>IT</b>		
Cash Register Replacement - Spare	1	\$ 500
Chromebook	5	\$ 2,375
Dell Micro AIO Stand - MFS22	25	\$ 3,750
Dell Monitors	25	\$ 5,000
Dell Pro 16 Laptops	10	\$ 12,000
Dell Pro Micro Desktops	50	\$ 50,000
Envisionware CBA Replacement	1	\$ 3,800
Honeywell Barcode Scanners for Self-Checks	10	\$ 1,000
Miscellaneous IT Equipment	1	\$ 7,500
Replacement iPads	4	\$ 2,000
Star Receipt Printers for Self-Checks	10	\$ 3,000
<b>IT Total</b>		<b>\$ 90,925</b>
<b>Louisa</b>		
Book Truck	2	\$ 878
Picnic Table	1	\$ 1,050

## EQUIPMENT FUND - FY2027

Funding Source & Branch	Units	Total
<b>Louisa Total</b>		<b>\$ 1,928</b>
<b>Monticello Avenue</b>		
Wall Partitions	9	\$ 1,800
<b>Monticello Avenue Total</b>		<b>\$ 1,800</b>
<b>Northside</b>		
Bookcase	2	\$ 921
Common Area Sofa	1	\$ 1,551
Common Area Criss Cross Chair	1	\$ 100
Common Area Chairs	2	\$ 1,172
I - Pad	1	\$ 528
Laptop	1	\$ 1,200
Lounge Chair 1 of 2	1	\$ 2,202
Lounge Chair 2 of 2	1	\$ 2,070
Staff Chairs	3	\$ 540
	1	\$ 230
	1	\$ 240
<b>Northside Total</b>		<b>\$ 10,755</b>
<b>Scottsville</b>		
Die Cutting Machine	1	\$ 999
Slatwall Display Panels	4	\$ 1,396
<b>Scottsville Total</b>		<b>\$ 2,395</b>
<b>Tech Services</b>		
Book Truck	1	\$ 439
<b>Tech Services Total</b>		<b>\$ 439</b>
<b>Equipment budget Total</b>		<b>\$ 176,198</b>

## **CIRCULATION FINES AND FEES (EFFECTIVE JULY 1, 2026)**

### **Overdue Fines**

Interlibrary loans and wireless hotspots	\$1.00 per day
7-day loan bestsellers	\$0.50 per day
Maximum fine per item for interlibrary loans	\$30.00
Library kits	\$1.00 per day
Museum/state park passes	\$1.00 per day

### **Replacing Lost or Damaged Materials (for all library users)**

A \$5.00 processing fee will be applied to all lost or damaged materials.  
Most materials are list price.

Magazines	\$3.00
Materials with no list price	\$15.00
Fiction paperbacks with no list price	\$5.00
Replacement for Audio Visual parts	\$10.00 per disc
Replacement of lost or damaged Book Club Kit title	\$10.00
Replacement of lost or damaged Book Club Kit bag	\$10.00
Replacement of lost or damaged wireless hotspot	\$100.00
Replacement of entire Book Club Kit	\$150.00

### **Special Notice**

- Out-of-Area (non-resident) annual library card fee is \$30.00
- Remote orders for 3d printing service fee to offset costs is \$0.10 per gram. Onsite and program related 3d printing is free of charge. Additional fees may be charged for the cost of makerspace materials.
- Interlibrary loan fee to offset postage costs is \$3.00
- Most materials circulate for three weeks. 7-day loan bestsellers circulate for one week.
- Book Club Kits circulate for six weeks with no renewals.
- Materials (except 7-day loan bestsellers and interlibrary loans) may be renewed twice if there are no outstanding holds.
- Per patron limits: Total Items: 75; DVDs:10
- An additional five dollar (\$5.00) nonrefundable service fee will be charged on lost or damaged items. If lost and paid items are returned in good condition within three months of payment, only the replacement fee will be refunded.
- Additional fees may be assessed for loss or damage of in-house and special items such as meeting room equipment, keys, and JMRL's Library of Things.

**Jefferson-Madison Regional Library  
Pay Scale**

**BAND 1**

<b>STAGE 1 and 2</b>			
	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
<u>Support</u>			
Courier	\$ 34,403	\$ 44,724	\$ 55,045
Custodian	\$ 16.54 /Hr.	\$ 21.50 /Hr.	\$ 26.46 /Hr.
Shelver Support			
Branch Support	\$ 34,403	\$ 44,724	\$ 55,045
Circulation Support	\$ 16.54 /Hr.	\$ 21.50 /Hr.	\$ 26.46 /Hr.
Maintenance			
<b>STAGE 3</b>			
<u>Specialists</u>			
Bookmobile	\$ 37,710	\$ 49,024	\$ 60,337
Branch	\$ 18.13 /Hr.	\$ 23.57 /Hr.	\$ 29.01 /Hr.
Collections			
Makerspace & Digital Media Lab Specialist			
Reference			
Technical Services			
Youth Services			
<b>STAGE 4</b>			
<u>Supervisors</u>			
Circulation	\$ 41,434	\$ 53,864	\$ 66,294
Reference	\$ 19.92 /Hr.	\$ 25.90 /Hr.	\$ 31.87 /Hr.

**BAND 2**

<b>STAGE 1</b>			
	<b>MIN</b>	<b>MID</b>	<b>MAX</b>
Digital Media Lab Specialist	\$ 43,659	\$ 56,757	\$ 69,855
Public Com. Specialist	\$ 20.99 /Hr.	\$ 27.29 /Hr.	\$ 33.58 /Hr.
Technology Sup. Specialist			
<b>STAGE 2</b>			
<u>Librarian 1</u>	\$ 45,926	\$ 59,704	\$ 73,482
Cataloging	\$ 22.08 /Hr.	\$ 28.70 /Hr.	\$ 35.33 /Hr.
Children's			
Reference			
Young Adult			

<u>Supervising Librarians</u>	\$ 48,214	\$ 62,679	\$ 77,143
	\$ 23.18 /Hr.	\$ 30.13 /Hr.	\$ 37.09 /Hr.

**STAGE 3**

<u>Librarian 2</u>	\$ 53,186	\$ 69,141	\$ 85,097
Bookmobile Manager	\$ 25.57 /Hr.	\$ 33.24 /Hr.	\$ 40.91 /Hr.
Branch Manager I			
Digital Services Coordinator			
Historical Collection Librarian			
IT Supervisor			
Technology Services Librarian			

**STAGE 4**

<u>Librarian 3</u>	\$ 58,510	\$ 76,064	\$ 93,617
Adult & Ref. Services Mgr.	\$ 28.13 /Hr.	\$ 36.57 /Hr.	\$ 45.01 /Hr.
Branch Manager II			
Children's Services Manager			
Circulation Manager			
Collections Manager			
Technical Services Manager			
YA Services Manager			

**BAND 3**

**STAGE 2**

	MIN	MID	MAX
Asst. to Library Director	\$ 42,370	\$ 55,080	\$ 67,791
	\$ 20.37 /Hr.	\$ 26.48 /Hr.	\$ 32.59 /Hr.

**STAGE 3**

Business Manager	\$ 65,312	\$ 84,906	\$ 104,499
Collections & Tech. Manager	\$ 31.40 /Hr.	\$ 40.82 /Hr.	\$ 50.24 /Hr.
Assistant Library Director	\$ 78,104	\$ 101,535	\$ 124,966
	\$ 37.55 /Hr.	\$ 48.82 /Hr.	\$ 60.08 /Hr.

**STAGE 4**

Library Director (By the Library Board of Trustees)



**JEFFERSON-MADISON**  
REGIONAL LIBRARY

201 E. Market Street | Charlottesville, VA  
434.979.7151 | FAX 434.971.7035 | [jmrl.org](http://jmrl.org)

**JMRL Prioritized Director Goals for FY27:**

1. Continue work on advancing JMRL’s compensation plan, with the cooperation of JMRL's funding partners.
2. Lead JMRL’s participation in the Central Library Renovation Architecture and Engineering project.
3. Plan to replace JMRL’s Bookmobile..

**grow. learn. connect.**

