

**THOSE IN ATTENDANCE:**

Adam Weinacker, President  
Carol Osborn, Vice President  
Sarah Reale, Secretary  
Lu Marzulli  
Bonnie Russell  
Cathy Stokes  
David Wirthlin

**THOSE EXCUSED:**

Dr. Dan Cairo  
Ron McClain

**ADDITIONAL STAFF IN ATTENDANCE:**

Debbie Ehrman, Interim Executive Director  
Brad Asay, AFT Utah  
Gordon Bradberry, Assistant Director of IT and Facilities  
Shelly Chapman, Human Resources Manager  
Kimberly Chytraus, Senior City Attorney  
Ben Luedtke, City Council Liaison  
Quinn McQueen, Assistant Director of Marketing and Comm

Daniel Neville-Rehbehn, Assistant Director of Customer Experience  
Jaysen Oldroyd, Senior City Attorney  
Rachel Otto, City Chief of Staff  
Jonathan Pappasideris, Senior City Attorney  
Allison Spehar, Admin Manager of Equity and Org Development  
Heidi Voss, Executive Administrator

**I. CALL TO ORDER**

Board President Adam Weinacker called the meeting to order at 4:02pm.

**II. APPROVAL OF MINUTES**

The board moved to approve the April 24, 2023 minutes as written. Board members Lu Marzulli, Sarah Reale, Bonnie Russell, Adam Weinacker, and David Wirthlin voted in favor. Carol Osborn and Cathy Stokes were not present for the vote. The motion passed.

**III. COMMUNICATION AND PUBLIC COMMENT**

A former employee, Meredith Nehring, commented about an incident at the library. [Here is a summary of her comment.](#)

**IV. OLD BUSINESS**

- a. N/A

**V. NEW BUSINESS**

- a. [Human Resources Policy Proposal](#)
  - i. The 2013 employee handbook introduced employee related policy that supersedes that listed in the “Human Resources” section of the public policy manual. Therefore, the leadership team recommends removing the outdated “Human Resources” policy.

**III. COMMUNICATION AND PUBLIC COMMENT (CONT.)**

A member of the library safety team, Brandy Carr, also commented on the incident Meredith Nehring raised during her comment. [A summary of Brandy’s comment is available here.](#)

**VI. AFSCME PRESENTATION**

Brad Asay with AFT Utah Presented about his organization’s proposal to enter into a collective bargaining agreement with the Salt Lake City Public Library. [Click here for the slides from his presentation.](#)

- Brad noted that Salt Lake City Corp. has a good history of working with unions and that many City employees are part of the union.

- He said that unions improve employee retention and morale and improve working relationships with management.
- Library supervisors would have the option of working with union stewards to address employee performance issues. Stewards can speak to employees and provide resources to help resolve concerns.
- AFT Utah has provided a draft resolution for the board to review. A resolution would need to be passed by the board and approved by City Council to enter into a collective bargaining agreement. The resolution would set forth employer rights and obligations, explain employee rights, list eligible employees for unionization, and define the negotiation process.
- Brad asked that the board accept and adopt the resolution and acknowledge the SLCPL Employees Union. He noted that board members, administration, and attorneys may work with union leaders and union attorneys to adjust wording or language necessary in the resolution before it is submitted to City Council.
- Kimberly Chytraus, Senior City Attorney, noted that the presented resolution would not be passed during closed session, as any board business must be on the agenda and notice posted before a vote can be taken.
- Board Member Lu Marzulli asked who is eligible to join the union and why.
  - Brad responded that anyone who doesn't have the ability to hire and fire employees should be eligible to join the union. Anyone who has hiring and firing power or progressive discipline power has a conflict of interest in joining. How that looks like exactly is negotiated through the employer.
  - Lu asked if there is a delineation between part time and full time employees in eligibility.
  - Brad responded that this is also negotiated. He said that part-timers are commonly included, but it depends on the MOU.

## **VII. CLOSED SESSION**

- a. The board moved to enter a closed session. Board members Lu Marzulli, Carol Osborn, Sarah Reale, Bonnie Russell, Adam Weinacker, and David Wirthlin voted in favor. Cathy Stokes was not present for the vote. The board closed the meeting at 4:40pm.
- b. The board reopened the meeting at 6:07pm. This portion of the meeting was not recorded due to an error from the executive assistant.

## **VIII. BOARD PRESIDENT'S REPORT**

- a. Executive Director Search Committee Update
  - i. Adam let the board know that the Executive Director Search Committee is still working with executive search firm Koya to find candidates for the next executive director of the library. The job description has been posted and Koya is reaching out to candidates for initial discussions.
- b. Board Officers
  - i. Adam noted that every Junet the board is responsible for electing officers. He has already served as board president for two terms. He spoke with the executive committee and the bylaws allow for a third term if there is a unanimous vote or if there are special circumstances. Adam prefers not to serve a third term.
  - ii. Board Secretary Sarah Reale said that she has been in discussion with Board Vice President Carol Osborn and they would like to recommend keeping Adam in place as board president until a new executive director is on board. After that, a new president could be elected.
  - iii. Adam asked that any board members interested in serving as president should reach out to Sarah.

- iv. David Wirthlin agreed that keeping the current executive committee in place until an executive director is hired may be advantageous.

#### **IX. DIRECTOR'S REPORT**

- a. Jace Bunting, Finance Manager, was not at the meeting to present the finance report, [but the written version is available at this link](#).
- b. Interim Director Deborah Ehrman noted that the director's report includes information about positive programs and services the library is offering for the community. [The written report is available here](#).

#### **VIII. ADJOURN**

- a. The board moved to adjourn the meeting. Board members Lu Marzulli, Bonnie Russell, Carol Osborn, Adam Weinacker, and David Wirthlin all voted in favor. Board Members Sarah Reale and Cathy Stokes were not present for the vote. The motion passed and the meeting adjourned at 6:17pm.

#### **UPCOMING SCHEDULE**

The next will be held

Monday June 26, 2023, 4:00pm

Main Library, 210 East 400 South, Salt Lake City, UT 84114

With a virtual option via Google Meet