

THOSE IN ATTENDANCE:

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

THOSE EXCUSED:

ADDITIONAL STAFF IN ATTENDANCE:

Debbie Ehrman, Interim Executive Director
Gordon Bradberry, Assistant Director of IT and Facilities
Shelly Chapman, Human Resources Manager
Kimberly Chytraus, Senior City Attorney
Dave Corrington, Safety Manager

Ben Luedtke, City Council Liaison
Quinn McQueen, Assistant Director of Marketing and Comm
Daniel Neville-Rehbehn, Assistant Director of Customer Experience
Allison Spehar, Admin Manager of Equity and Org Development
Heidi Voss, Executive Administrator

I. CALL TO ORDER

Board Secretary Sarah Reale called the meeting to order at 4:04pm.

II. APPROVAL OF MINUTES

The board moved to approve the July 17, 2023 minutes as written. Board members Lu Marzulli, Ron McClain, Sarah Reale, Bonnie Russell, Cathy Stokes, and Adam Weinacker all voted in favor. Board member Carol Osborn was not present for the vote. The motion passed.

III. PUBLIC COMMENT

Members of the public offered written comments, [available in this document](#).

IV. AFSCME PRESENTATION

Two employees shared their experiences and requests.

- a. Bryce Hays, an associate librarian at Glendale expressed that he and fellow employees are seeking collective bargaining rights in an effort to gain the same rights that other city employees have. The staff affiliating with AFSCME 1004 include part-time employees. Although the City doesn't collectively bargain with part-time employees, the library is a majority part-time organization. Part-time employees are the backbone of the library's day-to-day operations.
- b. Christina Ordonez, a part-time library worker agreed that part-time workers are an important part of the library union. The Salt Lake City Public Library, like most libraries, relies on part-time work. She acknowledged that the library will soon be hiring a new executive director, but that recognizing the library union would be best so the next director knows what to expect.

Jerry Philpot, the president of AFSCME 1004 led a Q&A.

- a. Board President Adam Weinacker asked if including part-time employees in the union is a core component of the request, noting that the board has a fiduciary responsibility over the library's budget.
 - i. Union representatives responded that their first ask is to be recognized as a union, and that long-term requests would be part of the negotiation process. They certainly want to talk about compensation.
- b. Adam asked if any other AFSCME represented part-time municipal employees involved in collective bargaining.

- i. Union representatives responded that AFSCME does represent part-time employees but they're not involved in collective bargaining yet.
- c. Board member Bonnie Russell asked what type of issues staff wish to address through collective bargaining.
 - i. Staff responded that the library system doesn't have parental leave, which pushes staff to use sick days and vacation. They also would like a clear pathway for advancement in the organization. They feel that pay increases have not kept up with the rising cost of living, which is not unique to the library, but which they would like a say in. They also want more say in policies, as executive leadership doesn't always understand how policies will translate for front-line staff. Part-time staff also don't have access to the same benefits as full-time staff.

V. OLD BUSINESS

- a. Staff Union Resolution
 - i. Adam noted that he worked with board member Lu Marzulli and city attorneys on a resolution to acknowledge library workers' desire to unionize. The resolution doesn't determine who is eligible to participate in collective bargaining, but expresses a commitment to work with AFSCME members on a collective bargaining agreement.
 - ii. [Here is a link to the resolution.](#)
 - iii. The board moved to approve the resolution. Board members Lu Marzulli, Ron McClain, Carol Osborn, Sarah Reale, Bonnie Russell, Cathy Stokes, and Adam Weinacker all voted in favor. The motion passed.
- b. [Budget Amendment](#)
 - i. This budget amendment includes a 1% cost of living increase for staff, accounts for an adjustment in the health insurance rate, adds 1 FTE for the safety team, and increases the budget for the inland port pass-through money as discussed at the meeting last month.
 - ii. The board moved to approve an increase in the library's FY24 General Fund budget of \$2,429,670. Board members Lu Marzulli, Ron McClain, Carol Osborn, Sarah Reale, Bonnie Russell, Cathy Stokes, and Adam Weinacker all voted in favor. The motion passed.

VI. NEW BUSINESS

- a. [Policy Update - Code of Conduct](#)
 - i. Assistant Director of Customer Experience Daniel Neville-Rehbehn and Safety Manager Dave Corrington worked with a team to update the library Code of Conduct. Dave noticed his team was having difficulty applying the current Code of Conduct consistently, especially in terms of suspensions. The new code is meant to create consistency and fairness, and is in line with standards found nationwide.
 - ii. In addition to the policy update, the team has created a suspension matrix for consistent application, and common language for staff to use when addressing behavior problems, outlined in a staff user manual.
 - iii. Board members asked about the removal of the policy section with instructions for what size and type of items visitors can bring into libraries.
 - 1. Dave replied that the new policy focuses on whether items block aiseways, or whether they have bio concerns or smells, rather than measuring the size of items.
 - iv. Board members requested specific language be used prohibiting illegal activity and brandishing weapons.
 - 1. Dave replied that his team will add language for this.

- v. Board members asked about the section about abandoning children or vulnerable adults and how staff will determine whether to call Child Protective Services or another agency.
 - 1. Dave replied that they have detailed instructions for staff around when to call Child Protective Services. Daniel added that the focus of the Code of Conduct policy is on caregivers and not children left at the library. Children coming on their own after school is very different from parents dropping off kids at the library all day instead of using child care.
- vi. Board members noted some line edits for the team to incorporate.

VII. BOARD PRESIDENT'S REPORT

- a. Adam let the board know that they should have received calendar invites for the upcoming executive director interviews. He expressed gratitude to the members of the Executive Director Search Committee for their additional time reviewing candidates and selecting four finalists.
- b. He also noted he has reached out to everyone about hiring counsel to help with the negotiation with AFSCME. He has found two good options for attorneys to work with.
- c. The team is also bringing on two new board members to fill current vacancies. The City Council will be voting on their approval on September 5.

VIII. DIRECTOR'S REPORT

- a. Deborah Ehrman, Interim Director, reviewed highlights from the [Director's Report](#).
 - i. The Library has wrapped up this year's Super Summer Challenge. Library staff finished the summer programming with concerts and crafts.
 - ii. Staff have worked with Primary Children's, Youth City, and the Junior League of Salt Lake City to connect children in the community with free books to keep. They also distributed books at the Urban Indian Center's back to school event.
 - iii. The Library celebrated Muslim-American Heritage Month with displays and activities.
 - iv. The Ability Club is partnering with the Library to host computer classes in Spanish at the Glendale branch.
- b. Gordon Bradberry, Assistant Director of IT and Facilities, noted that the Library has obtained a permit for the roof renovation. The team is running into budget issues with the project and is reducing the scope of the project where they can.
 - i. He also let the board know that Ballpark construction is delayed because the permit can't be granted until the space is re-zoned. Members of the community have submitted questions about the larger re-zoning project, not necessarily the library's portion of the change, and the Council will hopefully be voting on the change in October.
- c. Deborah read highlights from the [July 2023 Financial Report](#).

VIII. ADJOURN

- a. The board moved to adjourn the meeting.
- b. Board members Lu Marzulli, Ron McClain, Carol Osborn, Sarah Reale, Cathy Stokes, and Adam Weinacker all voted in favor. Bonnie Russell was not present for the vote. The motion passed and the meeting adjourned at 5:29pm

UPCOMING SCHEDULE

The next will be held

Monday September 25, 2023, 4:00pm

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

With a virtual option via Google Meet