



MINUTES

Henderson District Public Libraries

Board of Trustees

Date: September 20, 2018

Time: 7:45 a.m.

Place: Green Valley Library, 2797 N. Green Valley Pkwy., Henderson, Nevada

Notice is given that items on the agenda may be taken out of order. Two or more agenda items may be combined for consideration; items may be removed from the agenda or discussion delayed relating to an item on the agenda at any time.

Call to Order

Chair Mark McGinty called the meeting to order at 7:45 a.m.

Roll Call

Board present: Angela Brommel, James Frey, Cindy Herman, Mark McGinty, Kip Noschese, David Ortlipp, Bette Silverman

Board absent: None

Staff present: Dana Bullinger, Debbie Englund, Joy Gunn, Sean Hill, Gayle Hornaday, Candace Kingsley, Shakita Kirkland, Chad Lenzini, Michelle Mazzanti, Heela Naqshband, Lisa Phelan, Stephen Platt, Marcie Smedley, Vivian Tufano, Leona Vittum-Jones

Others present: None

Approval of Agenda

David Ortlipp made a motion to approve the agenda. Kip Noschese seconded the motion. The vote was unanimous.

Consent Agenda

These items are not expected to be controversial and will be considered together and approved in a single motion. Any person desiring to remove an item for separate consideration should so request before approval of the agenda. Items pulled from the Consent Agenda will be considered separately. All other consent items will be approved as one item.

CA-1 Approval of Minutes

August 16, 2018

CA-2 Review of Paid Invoices

August 2018

Jim Frey made a motion to approve the consent agenda. David Ortlipp seconded the motion. The vote was unanimous.

Director's Report

Possible Board discussion of the Director's report or various staff reports highlighting various administrative and staff activities since the last meeting.

Stephen Platt gave a presentation on Virtual Reality [VR]. The state library is working with California state libraries to implement a program called XR [Extended Reality] Libraries. Through this yearlong program, libraries share the VR equipment with the public through programs and demonstrations. Library staff is collaborating with schools to bring the VR equipment into schools. Set up can cost thousands of dollars, making it unattainable for most schools. It makes it hard to dabble and experiment; through experimentation, new things can be learned. VR will be the way to learn in the future. In a way, it is a form of literacy. The district has one set of VR equipment at Green Valley Library. The district purchased another set to share. This will make it possible to double the programming/demonstrations. Only nine libraries in Nevada are participating in the program and in Southern Nevada, it is only Henderson Libraries and Boulder City Library participating. Bottom line, it is about education. Kids love the learning experience and can see how games and controllers work by interacting with them. Stephen Platt said the equipment is set up in the conference room if the Board would like to try it out after the meeting. Mark McGinty asked about motion sickness. Stephen Platt responded those with motion sickness and vertigo should not participate; they can watch.

Lisa Phelan said staff day is tomorrow and all library branches will close. Staff day will take place at the Paseo Verde Library and there are many training and enrichment programs planned. Scott Muelrath, CEO of Henderson Chamber of Commerce, will be the keynote speaker. There will be round table discussions focused on strategic planning. There have been many success stories from last year, such as the formation of training and diversity committees. Diversity training was available to staff. Page Patten, Glass Always Full, will facilitate and moderate the round table sessions. Staff will provide breakout session programming. Stephen Platt will present Virtual Reality. Shakita Kirkland will give homeless patron training. Dana Bullinger will present the Joy of Painting. Leona Vittum-Jones will present the Joy of Bubble Therapy. Candace Kingsley will train on EmployNV [the state's online job resource where businesses can post job listings and jobseekers can find local and statewide employment], and there will be a session called Magic 101. The library district is fortunate to have so much in-house talent. Caroline Hoover made the flyer; it includes great information on blogs, podcasting and customer service. Marcie Smedley said everyone is looking forward to staff day.

Marcie Smedley said the One-Stop Career Center ribbon cutting is scheduled for Thursday, September 27 at the Green Valley Library. Workforce Connections is planning the ribbon cutting and library staff is coordinating with them. The VIP guests will include Gerri Schroder, City of Henderson Councilwoman; Jim Gibson, Clark County Commissioner; Peter Guzman, President of the Latin Chamber of Commerce (also a member of the Workforce Connections Board); and Henderson Libraries Board's own Mark McGinty. There will be a success story of a patron who found employment through One-Stop Career Center. There will be refreshments and STEM demonstrations. Please RSVP if you plan to attend.

Save the date for the Library Tree Lane Gala on December 7. The Friends have been working hard in a space that a friend of Mark McGinty provided. The Library Tree Lane Committee is bringing back the hostess baskets and some November activities omitted last year. Jim Frey asked if there would be a live auction. Marcie Smedley said the committee is still trying to get live auction items donated. Monica Jackson will host the event again. Last year was a joint effort between the Friends of Henderson Libraries and the Henderson Community Foundation. Jim Frey asked if it was successful last year. Marcie Smedley responded between the live auction and fewer baskets, the event netted about the same profit as the previous year, but those funds were split between the Friends and the Henderson Community Foundation. Jim Frey asked if it is still a paper and pencil bidding process. Marcie Smedley said it probably is.

Congratulations to Shakita Kirkland for acceptance to this year's Leadership Henderson class.

Events workshop with Bill Marion has moved to October 3rd. Angela Brommel, Cindy Herman, Kip Noschese, and Mark McGinty are planning to attend, and an update about the workshop will be on next month's Board meeting agenda.

Public Comment

Note: Comment will be taken on each agenda item as it is heard. Pursuant to Nevada's Open Meeting Law, action may not be taken on matters presented during this period until included on an agenda as an action item.

New Business

1. Discussion and possible board action regarding Group Enrollment Agreement with Health Plan of Nevada (HPN)

Debbie Englund said HPN is the managed healthcare offered to employees. There are not many changes this year. HPN is doing away with Senior Dimensions and going with Medicare Advantage Plan. Rates are increasing 9.9%. Henderson Libraries has few employees on this plan. The additional cost will be \$18,000. \$3,000 of that cost will be paid by employee premiums. Kip Noschese said he understands it is the county health plan. Debbie Englund said the county has the volume to negotiate on behalf of employees. Jim Frey asked about dropping Senior Dimensions. Debbie Englund explained that Senior Dimensions is a supplemental insurance for Medicare. Retired employees have the option of staying on the insurance and a supplemental insurance is necessary when going on Medicare. Medicare Advantage Plan is just another version of a supplemental plan. Cindy Herman said employees can opt out if they desire. Debbie Englund agreed and said the open enrollment period will run October 1 – 31. Changes are possible during that timeframe.

Cindy Herman made a motion to approve the Group Enrollment Agreement with Health Plan of Nevada (HPN). Jim Frey seconded the motion. The vote was unanimous.

2. Discussion and possible board action regarding amendment to Interlocal Agreement for Self-Funded Health Benefits Plan changes

The PPO plan is the plan used by the majority of employees. There are few changes. The plan now offers 3D mammograms and there is some clarification on some wording. As of August 1, students going away to college can move to the local network where they are, instead of being "out of plan". There are no other changes.

Cindy Herman made a motion to approve the Interlocal Agreement for Self-Funded Health Benefits Plan changes. Bette Silverman seconded the motion. The vote was unanimous.

3. Discussion and possible board action regarding amendment to Interlocal Agreement for Self-Funded Health Benefits rate changes

Debbie Englund said there are no rate changes. A lot had to do with the insurance being self-insured/managed. There was a big move to keep participants informed about the difference between emergency care and urgent care. This generated enough savings a rate increase was unnecessary.

Jim Frey made a motion to accept the amendment to Interlocal Agreement for Self-Funded Health Benefits rate changes. Cindy Herman seconded the motion. The vote was unanimous.

Old Business

1. Discussion and possible Board action regarding the Strategic Plan

Marcie Smedley said the telephone survey is complete. 400 completed responses were received. The definition of library user is a person who has used the library 3 or more times in the past year. 99% of users cite overall satisfaction with Henderson Libraries. This is outstanding and a great reflection of the library district team. Marc Futterman said most surveys result in 75% user satisfaction and he was shocked to see it that high. Marcie Smedley said it takes the effort of all staff and departments to make that happen.

There are 2,100 responses to the online survey so far. The survey is continuing through September 28. A similar-sized library area Marc Futterman worked with had only 800 total responses. The initial response to Henderson Libraries online survey was very high. 1,300 responses were submitted in the first 24-48 hours after Joy Gunn sent the notification out. The online survey is definitely skewing toward library users. 44% of the respondents to the phone survey have a library card and used the library 3 or more times in the past year. The other 56% were non-users or had used the library less than 3 times in the past year. Kip Noschese said he received a call for the phone survey. There was no delay like in automated robocalls. The woman was very nice, but Kip Noschese declined to participate due to his status on the Board. Jim Frey asked when the report would be ready. Marcie Smedley said hopefully by the end of the week. Jim Frey asked if Marc Futterman would be doing a presentation to the Board soon. Marcie Smedley responded yes, the Board will meet with Marc Futterman at the visioning workshop after the October Board meeting.

Marc Futterman held 5 focused public discussion groups, and 12 stakeholder interviews. Marc Futterman will now meet with staff for a segmentation workshop. Marc Futterman can take the library patron database and geolocate where the usage originates. Using this information and applying demographics at the census block group level will help identify usage trends and how we can best move forward.

In addition to the public input, Marc Futterman gathered data for organizational assessment: employee town halls, department assessments and through online staff surveys. Out of 100 employees, 89 completed a staff survey. Organization results will be compiled and reviewed.

The Board will start determining the high level visioning guides for the district moving forward. There will then be a series of staff workshops during November and December to implement the Board's vision. Marcie Smedley hopes that the strategic plan can debut in January. Mark McGinty said that is a lot of data. Thank you to everyone for participating. Cindy Herman expressed excitement at finally working on the strategic plan.

Announcements

The next Board meeting will be **October 18, 2018 at the Paseo Verde Library, 280 S. Green Valley Parkway**, Henderson, Nevada.

Public Comment

Note: Pursuant to Nevada's Open Meeting Law, action may not be taken on matters presented during this period until included on a future agenda as an action item.

Adjournment

The meeting adjourned at 8:13 am.

Pursuant to NRS 241.020, written notice of the meeting of Henderson District Public Libraries' Board of Trustees was posted by September 14, 2018, at least three (3) business days before the meeting, including in the notice the time, place, location and agenda of the meeting. Details of the agenda are available by calling the administrative offices at 702-207-4298.

Posted at Green Valley Library, James I. Gibson Library, Paseo Verde Library, City of Henderson-City Clerk, and the Henderson Libraries website.