

**FORT VANCOUVER REGIONAL LIBRARY DISTRICT
Board of Trustees Public Meeting**

January 22, 2019

1. CALL TO ORDER

4:45-5:15 p.m. Executive Session

Topic: Real Estate: RCW 42.30.110 (1) (b) (c); Legal: RCW 42.30.110 (1) (i)

Chair *pro-tem* Yee called the meeting to order at 6:00 p.m. at the Cascade Park Community Library.

ATTENDEES

Board members: Bill Yee, Chair *pro-tem* presiding, Sandra Day, Jane Higgins, Portia Masterson, Kelly Smith

Administrative Team: Amelia Shelley, Executive Director; Lynne Caldwell, Collection & Technology Services Director; Tak Kendrick, Communications & Marketing Director; Lee Strehlow, Human Resources Director; Justin Keeler, Outreach & Community Partnerships Director; Amy Lee, Public Services Director; Teresa Torres, Vancouver Library Branch Manager; Recording: Sami Bretherton, Executive Assistant

Absent Board Members: Chairman Brian Carrico, Chris O'Malley

2. AGENDA

MOTION: Jane Higgins moved and Sandra Day seconded approval of the agenda as presented. The motion carried unanimously.

3. CHAIR ANNOUNCEMENTS

Chair *pro-tem* Yee recognized and thanked the Friends of Vancouver Community Library for providing the meal for the meeting. Kelly Smith was welcomed to the Board of Trustees and shared a brief bio of her work.

4. CITIZEN COMMENTS

Kathy Winters/Ridgefield/Fundraising

Kathy Winters held a sale of her art prints. Tevis Laspa noted that the Ridgefield MOU was signed and the tax filing is the next step.

Steven Hamaker/Vancouver/Craigslist reply button controversy

Steven Hamaker shared concern regarding the Craigslist lock out issue on library computers.

Mads Whitmarsh-Jones/Vancouver/WPEA Wages

Mads Whitmarsh-Jones met with Amelia Shelley as part of Shelley's "Cup of Tea" program where employees are offered an opportunity to meet with the Executive Director to get better acquainted with no set agenda. In that meeting, wages were discussed as well as the possibility of moving to an SLA position. Whitmarsh-Jones said they cannot bid on part time SLA positions because they feel they would lack the PSA financial security. Shelley agreed this isn't a good situation and that the issue was on her radar. Whitmarsh-Jones said FVRL has no interest in engaging in wage negotiations and it is desperately needed.

Dana Hoffman/Washougal/Wages of WPEA Employees

Dana Hoffman is a resident of Washougal, and worked at FVRL for 7.5 years. She is the WPEA staff representative and said that a large number of employees are at this meeting because of the

Pontifax study and because they need to share their stories. The biggest reason they are here is to ask why. They have been in talks with FVRL and have not been able to engage the negotiating team. Why is this happening and why is the Board allowing this? It is confusing to WPEA employees. Several people here are long time employees who have kept quiet a long time.

Quill Onstead/Clark County/WPEA-Wages

Quill Onstead has been a PSA for 7 years at Three Creeks and makes \$1500 a month. Onstead said that rent and utilities should take no more than 33% of income, but Onstead's rent is almost 56% of income working part-time and even a full-time FVRL position would not be enough. Onstead said that in 2018, it was estimated that to obtain affordable housing in Vancouver, WA, a person would have to make \$25/hr in wages. Onstead said the lack of money is creating anxiety and income has to be subsidized. Onstead is considering becoming a reproductive egg donor. Onstead stays at FVRL because they love their job, books, and patrons and asked the Board to consider these concerns.

Hanna White/Vancouver/WPEA

Hanna White has been a Vancouver Senior Library Assistant for three years and is studying in a degree program and had to switch to part-time work to go to school. White feels luckier than most of her colleagues and says it is hard to hear people are struggling trying to go into this career.

Aaron Clark Joslin/Vancouver/WPEA

Aaron Clark Joslin was speaking for another employee and referenced the Pontifax study stating that FVRL had no interest in making wages competitive. Two employees left and if the issue is not addressed, they will continue to persist.

Greg Bergman/Vancouver/WPEA

Greg Bergman said that FVRL has to value every worker. FVRL spends money on brand surveys and then ignores the findings. Bergman said we cannot preach service to community without servicing your own.

Ray Lanning/Vancouver/FVRL Wages

Ray Lanning is a Public Services Assistant at Cascade Park Library and has worked at FVRL for 5 years. Lanning makes \$15/hr, his wife is on disability and they have two children. Lanning claims that FVRL expands services without regard for paying workers and is fiscally irresponsible and causing needless hardships. Lanning asked the board to give these points the proper consideration they are due.

Rebecca Mintz/Battle Ground/WPEA

Rebecca Mintz thanked the Board for their service. Mintz is the shop steward for WPEA and has worked at FVRL for 9 years. Mintz makes \$15.74/hr and after deductions that is just \$12/hr. FVRL's slogan is "here to help" and noted the salary survey was done, but the plan was not implemented. Mintz stays at FVRL for love of job, the communities FVRL serves and as well as belief in the mission. Each year brings new challenges. Will FVRL find a way to raise our wages to market level?

Katie Newhauser/Vancouver/Pay of Staff

Katie Newhauser shared that someone working at Costco giving out samples makes more money than she does at FVRL. Newhauser believes that FVRL is losing good people and that job openings sit open because FVRL doesn't pay. With lack of a living wage we are punishing those who want to have a family. Newhauser's husband is on disability and they tap into savings to afford groceries. Newhauser believes a good amount of staff are on food stamps. People lose their houses or have limited housing choices. Come to the table and help us to be able to survive.

Nicholas Spinelli/Vancouver/Market Study

Nicholas Spinelli thanked the Board and Administration. Spinelli moved to Vancouver and came to the library to get help finding a job and ended up working at the library. Spinelli feels libraries are vital to a healthy community. The homeless come to us for resources, kids get Storytime and services are available for “at risk” kids. Spinelli said that steps were bargained away 11 years ago and they have not been reinstated. There are never ending negotiations and markets similar to our own can pay their employees 10% more. Why can’t we? We have made sacrifices. Please make time for us.

Chair *pro-tem* Yee thanked the citizens for their comments, their attendance and expressed that the Board values their employees.

5. REPORTS

5.1 Facilities Report: Dave Josephson

Chair *pro-tem* Yee congratulated Dave Josephson on his promotion to Facilities Director. Josephson thanked the Board and welcomed Kelly Smith to the Board of Trustees.

- La Center refresh: Grand opening is Monday, January 28. Work is on schedule. Josephson asked the Board to come to grand opening.
- The VA art lighting is finished and looks nice.
- The Woodland funeral home has been used as a training ground for fire departments. This is great community outreach. They will continue training for a couple of weeks until the building is demolished.
- Battle Ground Refresh prep in progress and will be done by May 1.

5.2 Executive Director Organizational Update: Amelia Shelley

Highlights from Amelia Shelley’s report include work in:

- Public Service
 - Supercharged Storytime training for staff to create a consistent experience for caregivers
 - Revolutionary Reads programming – Preparing for Cory Doctorow event to be held March 26, 2019 at Clark College.
 - LYNDIA.com made available free of charge due to a Gates Foundation Grant.
 - ALA Mid-Winter Conference will be held January 24-28.
 - Vancouver Mall is now part of the float system.
 - Distributed 200 Grow A Reader kits so parents have tools at home to interact with children.
- Administrative
 - Year-end close-out is underway.
 - The Administrative Team spent time working on FVRL vision and values.
 - Amelia Shelley and Lee Strehlow will attend Equity and Inclusion training on January 24.
- Spaces:
 - Submitted an RFQ for design build teams for Ridgefield
 - La Center reopening is January 28th at 10:00am
 - Meet with City of Washougal
 - Woodland Traffic Study
 - Woodland demolition
 - Planning Battle Ground refresh, parking lot
 - Burgeon Group - ELC

5.3 Financial Report: Amelia Shelley

Amelia Shelley shared that there are no financials this month due to year end. The county has not completed its work yet. Due to a county software migration, Clark County is freezing their system which means we cannot cut checks from February 7 to March 4. We will pay bills ahead of time and will not be able to do A/P for a month. We have contacted our vendors to let them know. In February we will have December numbers and in March we will have February financials.

5.4 Xiamen Library Exchange Presentation: Sam Wallin and Jennifer Hauan

Sam Wallin shared slides from the recent library exchange trip and information about the program. Jennifer Hauan was not present at the meeting.

6. CONSENT AGENDA

6.1 Minutes – December 17, 2018 and December 28, 2018 Special Meeting

6.2 FVRL Expenditures: reviewed by Jane Higgins

MOTION: Jane Higgins moved and Sandra Day seconded approval of the Consent Agenda as presented. The motion carried unanimously.

7. BUSINESS

7.1 Library Privileges Policy – First Reading

Suggested changes:

- Limited Card (Clarifies limited card criteria for adults and minors)
- Educator Card:
 - Proof of employment at a pre-K-12 institution in our service area
 - Declaration of intent to homeschool
 - Intended for educational use only
 - Personal use could result in loss of privileges
 - Expires annually
- Four types of cards: Everything Card, E card, Limited card, Reciprocal card

7.2 Asset Management Policy – First Reading

Suggested changes:

- Creates a lower limit of \$300
- Defines as cell phones, tablets, laptops, etc.
- Adds risk assessment
- Stipulates need for protection
- Identifies need for plan and compliance

7.3 Solicitation on Library Property Policy– First Reading

Suggested changes:

- Collections of goods for charities:
 - Allows for community partners to collect at library locations
 - Examples: coats, canned goods, pajamas, books, blood donations, etc.
 - Ability to decline on a space available basis
 - No collection of cash (Friends and Foundation excepted)
 - May require that collection points be staffed
- Solicitation:

- Exception for Friends, Foundation, District partnerships

Chair *pro-tem* Yee asked the board to review the policies and to bring any comments to the next meeting.

8. **BRANCH REPORT - Teresa Torres, Cascade Park Branch Manager**

Teresa Torres' report gives an overview of Cascade Park programs such as Story Time, book discussion groups for every age, annual bookmark contest, partnerships with Evergreen School District to host Evergreen art district show every May and Game Design expo. Other offerings include Teen Uke classes and Chalk The Walk 2018, a city project that sends a great message about the library. Torres also mentioned Civics for Adults - a three-week series: Becoming American focusing on immigration issues and shared that they were able to secure a Chinook Tribe member who was able to participate and share his story.

Looking forward, Cascade Park Library received a grant from the Today Show Foundation and will use the funds to revise the children's area into a more intentional space. One future program in the planning stages is a program with NEXT, an organization that helps young adults develop work related skills. Next December marks the 10-year anniversary of Cascade Park Library. Torres announced she will be retiring April 2019.

9. **BOARD COMMENTS**

Chair *pro-tem* Yee acknowledged that this meeting was to be Chris O'Malley's last meeting as an FVRL Board member. Chris O'Malley could not attend the meeting. The board thanked O'Malley for his service and noted his value and contributions.

Jane Higgins commended the FVRL Foundation for the recognition they received in The Columbian newspaper as an outstanding foundation in the community. Higgins asked Rick Smithrud to share the details so the board can write a letter to *The Columbian* (Scott and Jody Campbell) to thank them for the recognition.

Chair *pro-tem* Yee thanked the board and the meeting participants for their attendance and for sharing their comments and concerns.

10. **NEXT REGULAR MEETING**

The next meeting is February 19, 2019, FVRL Operations Center.

11. **ADJOURNMENT**


The meeting adjourned at 7:30 p.m.

Approved:



Bill Yee, Chair *pro-tem*


Sandra Day, Secretary



Date