

## COW MEETING MINUTES

Monday, Feb. 4, 2019

Suzanne Anglehart absent and excused.

- The group reviewed the bills as presented. Kelly reviewed the meaning of the “13<sup>th</sup> month” report. There being no questions, and with a friendly amendment to include the January 2019 bills in the motion as well, Araysa moved to recommend approval of the 13<sup>th</sup> month bills, with a second from Judy. Motion carried.
- An extensive discussion was held regarding the funding for the proposed Main library/south branch library senior center project study. The central concern was to make sure that the city understands that while the lion’s share of the cost of this study is being borne by the Library Board’s Special Trustees’ Fund, the Library Board has no intention of being responsible for whatever develops at the south branch library site in terms of management and maintenance of a combined usage building. The library will merely be a tenant in that building. Funding for its operation will have to come from more than just the library’s budget, and managed by a separate entity. The point was also made that “some” of the cost of the study would have been incurred by the library anyway, mainly the Main library building analysis and the existing building conditions at South. Kelly was directed to request from the architect a breakdown of costs between the two parts of the project. Judy moved to recommend approval of a not-to-exceed amount of \$150,000 from the Special Trustees’ Fund to pay for the study, subject to receiving a breakdown of costs between the two parts of the study, with a second from Kathy. Motion carried.
- An extensive discussion was held regarding the director’s recommendations regarding several staffing changes. Of particular concern was the recommendation regarding bringing security service in-house and ceasing the contract with G4S. Numerous issues were raised regarding potential increased liability, lack of adequate ongoing training, focusing more on the “person” than the position, and the advisability of deploying existing salary dollars for this purpose. In the end, this particular recommendation was set aside; Kelly stated that she would be doing further research and speaking with her colleagues at Milwaukee Public Library as to how they manage their in-house security. There was no concern expressed regarding the \$400 stipends. Some discussion was held regarding the additional hours in circulation and how this continues to come forward after being assured that adequate coverage has been achieved. Kelly will add this as a discussion point on the retreat agenda. Motion by Judy and seconded by Kathy to recommend approval of a \$400 stipend to two staff members for their 2018 graphics work, and to make one current part-time circulation library assistant full-time as of March 1. Motion carried.
- With the addition of staffing issues to it, the group had no other suggestions for the strategic planning retreat agenda. Jodi asked if the board members would be willing to stay past noon in order to begin discussing strategies for the library director search. All were willing.