

WEBER COUNTY LIBRARY  
BOARD OF TRUSTEES  
MINUTES

Date: March 1, 2022

Board Members

in Attendance: Reed Spencer, Chair  
Diana Allison  
Sandra Crosland  
Jim Harvey  
Kathleen Jensen  
Shannon Sebahar  
John Watson

Others

in Attendance: Bryan Baron, Legal Counsel  
Phoebe Carter, Assistant Director  
Shari Creer, Friends of the Library  
Marcia Harris, Library Development Board  
Randy Mueller, Collection Development Manager  
Holly Okuhara, Assistant Director  
Julia Valle, Business Office Manager  
Lynnda Wangsgard, Director  
Bobby Workman, Social Service Specialist

Spencer called the meeting to order at 5:00 p.m.

Public Comments:

There were no public comments.

Approval of February 1, 2022, Meeting Minutes:

Spencer called for corrections to the minutes. Hearing none, Allison moved approval. Watson seconded the motion. All voted in the affirmative.

Commissioner's Report:

Harvey addressed the healthy financial standing of the County, focusing on revenue collections. While most big city taxing entities saw tourism taxes fall to as low as 10% of normal, Utah cities and counties experienced a boom as residents vacationed close to home, resulting in a collections shortfall of less than about five percent (5%) in Weber County. Because people were spending in their own State, businesses engaged in travel and tourism did well and sales tax collections were robust.

Watson asked if revenue collections were robust, was there a plan to move ahead with construction of a new Library to serve those living in northwestern Weber County.

Harvey said the money is being set aside for infrastructure with a focus on positively affecting the “grandchildren of your grandchildren.” Big ticket items being explored include a sewer district in the upper Valley to protect the water source. Nitrate levels are rising in Pine View Reservoir and something needs to be done to protect this resource. The 80 water districts on the east side of the mountain create management issues that Harvey said also need to be addressed. Growth in western Weber County will require more infrastructure for residential, corporate, and manufacturing interests. More growth will also bring challenges for housing and a restructuring of requirements of building lot sizes. Things are popping and will become more intense with time, Harvey said.

Spencer asked if there was an update on the plan for Snowbasin Ski Resort.

Harvey said Commissioners had met with a corporate representative and had a good discussion, but there was nothing new to report. However, there is an interesting challenge on the horizon at the Nordic Valley Ski Resort where owners are positioning the enterprise to become a year-round, European-type retreat center where people come to spend weeks, if not months, addressing a holistic approach to good health. The dilemma is, he continued, should the County approve a request for 700 separate homes, all connected with roads cut into the mountainside, or should they approve a cluster development at the bottom of the hill. Resort owners have both the water and the space to do either.

Spencer thanked Harvey for sharing these insights.

#### Director’s Report:

Wangsgard presented the monthly financial report, noting FY 2021 revenue collections should exceed projections by approximately \$330,000. Details on County collected revenue included:

Real Estate & Personal Property	\$10,765,168.00
Motor Vehicle Fees:	715,737.45
Redemptions:	277,269.55
Interest:	<u>3,047.84</u>
TOTAL REVENUE	\$11,761,222.84

Expenditures, including transfer of \$1,000,000 to the Library Capital Projects Fund, showed an unspent balance of \$906,460. Of this unspent balance, requests to carry over authorized FY 2021 budget authority to FY 2022 had been forwarded to the County Comptroller. This carryover resulted primarily from lack of availability of specified products needed to complete maintenance projects. Supply issues wreaked havoc with maintenance projects. For example, acceptable substitutes were unavailable for products needed to repair the soffit at the Main Library and a specialized paint needed to refinish the metal pergola and amphitheater at the Southwest Branch.

The carryover requests were presented and each outstanding contract discussed:

Purchase orders:	\$ 54,829.25 (estimated)
Contracts:	<u>\$130,436.22</u> (actual)
TOTAL CARRYOVER	\$185,265.47

All FY 2022 expense line items were within expected parameters.

The functionality of hotspots procured through a grant from the Federal Emergency Connectivity Fund had been extended from June 30 through December 31, 2022. Laptops, iPads, and hotspots awarded under the grant had not yet been received.

Both the Ogden and Weber school districts were partnering with the Library youth services staff to promote a reading incentive program, leveraged by a drawing to win a PlayStation 5. Entry forms were distributed to school students, encouraging children and young people to visit their public Library and enter the drawing. As they arrive, they are being greeted by youth services staff who invite them to rediscover the books, educational toys, digital learning games, eBooks, and the many afterschool and weekend programs the Library has to offer. Extra chances to win can be earned by attending a program or signing up for a Library card.

As with the PlayStation 5, additional reading incentive awards have been donated and will be available for drawings held throughout the year. The partnership with local schools recognizes a shared goal of helping parents reengage children and young people with reading and learning activities that support their education and enrich their lives.

HB 471, Public Library Background Check Requirements, did not look as if it was going to make it out of committee and become law during the 2022 Legislative session. The sponsor, Representative Dan Johnson from Logan, had not coordinated with the library community before introducing the legislation. He indicated if it did not pass during this session, a revised bill would be introduced next year. In the meantime, contacts will be made to help him understand how public libraries are organized and operate; for example, they are creatures of local government, and not branches under the direction of the Utah State Library.

#### KUER Listening Tour:

Allison had been invited to participate in a Listening Tour sponsored by KUER radio, a member station of the Public Broadcasting System. The governing Board and management of the University of Utah based radio station realized their programs were Salt Lake City-centric and they were reaching out to see how they could do more stories about Northern Utah, in general, and Weber County/Ogden City in particular. Allison, along with more than a dozen other community members, Zoomed to meetings over four weeks to engage in lively discussions of potential stories KUER might wish to consider featuring. Allison said her emphasis was on doing a story about the exceptionalism of the Weber County Library; exceptional not just in Utah but throughout the United States. Historically, the Ogden Carnegie Free Library was the first in the State of Utah, and the commitment to services has never waned. That's exceptional, she said.

Exceptional employees and exceptional community support make the Weber County Library System an ongoing source of pride for the community and worthy topic for consideration of a KUER report.

Tour members included Thaine Fischer, George Hall, Christina Hernandez, Tim Vandernack, Karen Fairbanks, Angel Castillo, Amir Jackson, Barry Gomberg, and several others.

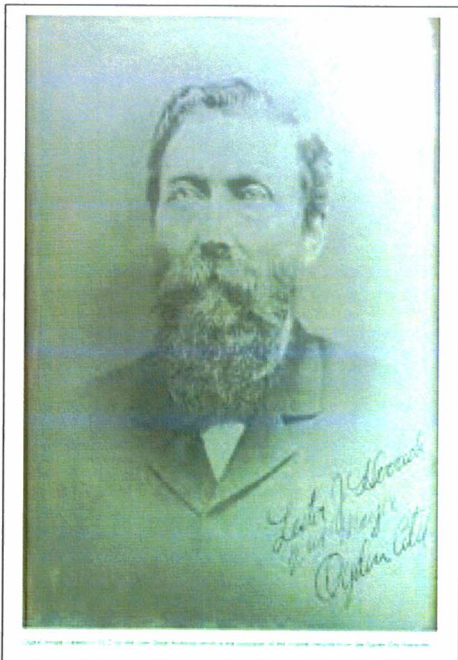
#### Collection Management Policy:

Mueller reviewed comments and suggestions that had been submitted by Board members in response to a draft policy that was discussed during their February meeting. Mueller detailed how these suggestions had been incorporated into the current draft, and then called for questions.

Spencer asked if Mueller just accepted suggestions, even if they were not actual improvements, or if he had evaluated them in light of his professional judgment. Mueller said, Board members' comments and suggestions were helpful and strengthened the document.

There being no other questions, comments, or suggestions, Allison moved approval of the policy as presented. Sebahar seconded the motion. Spencer called for the vote. All present voted, "aye." There were no abstentions or no votes.

#### Lester Park Update:



Harris reported on work that had been done previously in an effort to bring change to Lester Park, noting it was named in honor of Lester J. Herrick, the second Mayor of Ogden (1871-1876). The Park originally included a large bandstand and was the social gathering place for the community even though the space was rather rustic. It was originally covered with sagebrush and featuring wild bird hunting. Over time, the bandstand disappeared and the Park became known primarily for its grassy expanse and stand of magnificent trees. Little had been done for decades to make the Park relevant to a changing community.

During 2016, the Library Board sponsored a competition to "reinvent" the park. Cash prizes were offered by the Library Development Fund for a professional competition to design park updates.

A group of young architects, under the direction of the American Institute of Architects, accepted the challenge of overseeing the competition and arranged a series of community meetings where residents detailed what they wanted to see included in a reinvented park. Landscape architects took these suggestions, developed plans, and submitted them for independent judging. Three finalists were selected and their designs exhibited at the Main Library where community members voted on their individual choice. A first, second, and third place winner was selected and cash prizes were awarded.

During a public meeting, the young architect group presented all three plans to the Ogden City Council, noting they were intended to serve as a starting place for the City to use in updating the Park. Nothing had happened since.

However, Harris recently learned that the City now has funding to develop a conceptual design for Lester Park updates with plans to complete this design process before June 30, the end of the current fiscal year. The City Council will then consider budgeting to move ahead, probably in incremental steps, addressing infrastructure needs first: things like lighting, irrigation, utilities, etc. Replacement of the play center is also a priority, relocating it close to the restroom.

The Civic Action Network (CAN) partnership between Weber State University (WSU) and Ogden City, received a grant to begin a community leadership program. Nineteen people signed up, including Eva Barnett who selected Lester Park as her area of interest. WSU has some funding to invest in the leadership program and Barnett had been given money to help get the community reengaged. She was distributing a questionnaire inviting ideas and comments for Park updates. City officials now also seem to be engaged with the planning process. The City Manager and Director of Parks and Recreation are meeting to discuss a way forward. The Golden Hours Senior Center, a City service, will also have input.

Sebahar noted it was part of the original plan for the first, second, and third place design contest winners to collaborate on a joint submittal. Did this happen, she asked.

Harris said that, to her knowledge, nothing that went to the City was acted upon. Current interests seem to be focusing on things like pickleball courts to bring people in to the space, not just botanical plantings and a walking path through the Park which were the focus of the original contest winners' plans.

Spencer, asked what the City had actually committed to do.

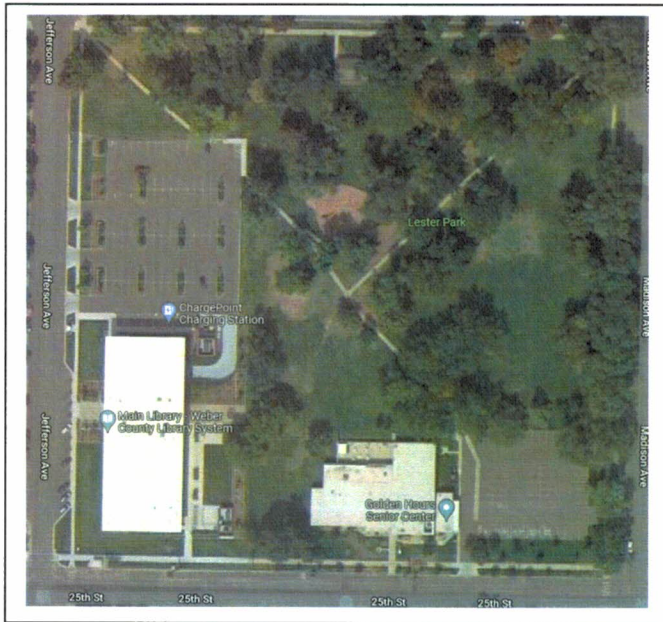
To this point, the commitment is to develop a conceptual capital improvement plan for the Park. The implementation will depend on FY 2022-2023 budget allocations for infrastructure. Lighting, in particular, is an issue. It's hard to keep the park safe after dark. No one is supposed to be in the area after dusk but, without lighting, this is hard to enforce. The City is trying to turn off lights at sundown to discourage use. It is a double-edged sword. Without lighting there is no way to see what is going on after hours.

Barnett is putting an activity together to bring people to the Park for an Earth Day celebration. The Golden Hours Senior Center and the Library will want to participate.

In summary, Harris said, the efforts that began five years ago are now being built upon and there is some reason for optimism that change is finally coming to Lester Park. Board members and Library employees should stay involved to help leverage whatever the City is willing to invest.

Wangsgard introduced Workman, the Library Social Service Specialist. Workman has a degree in Social Services and has been employed at the Library for the past three and one-half years. It is his job to connect community members seeking help at the Library with available social services to address pressing issues of health and safety. His knowledge of local resources, and his professional connections with service providers, mean his referrals get attention and that

needed help is often just a phone call away. Workman is not based in an office, but rather at a reference desk where he also meets and helps people with basic information services, not just social service interventions.



Workman explained his presentation that evening was to present on-going issues that arise primarily from activities and individuals who congregate in Lester Park. He noted the Library is not in a crisis situation because the staff works proactively to address the types of challenges that come from being a downtown library in any city across the U.S.

The emphasis of his presentation, however, was to focus on the number and intensity of challenging incidents with which the staff must cope as well as the real costs associated with the neglected state and current use of Lester Park.

Workman emphasized that the discussion was not meant to negatively frame unsheltered members of the community – everyone is welcome in the Library. Disruptions throughout the Library System are not limited to the unsheltered. In fact, most unsheltered people do not appear to be homeless and many, many unsheltered individuals use the Library as a life-line and means of betterment. They never cause an issue. Nonetheless, the number and intensity of disruptions emanating from unstable users of Lester Park usurp an inordinate amount of staff time and limit the quality of service available for other, very diverse community members, many of whom have varying needs that can be challenging to fulfill.

Workman noted the community has enough resources and the capacity to serve the unsheltered population, making it unnecessary for the Library to serve as a day shelter. While everyone is welcome, no one is permitted to camp, sleep, cause a disturbance, or panhandle on Library property.

People are commonly unsheltered because they have mental health issues, Workman noted. Housing and Urban Development statistics reveal that 25% of those who are homeless also suffer with severe mental illness; 45% have “some” mental illness. Ogden City police reported 124 “mentally unstable” people in the community were responsible for 1,600 calls during 2021.

Unsheltered populations value space and eschew opportunities to take advantage of services offered by homeless shelters, Workman continued. Instead, they often congregate in Lester Park because it offers grass, shade, picnic tables, playground equipment, and restrooms that are, unfortunately, locked dusk to dawn and available only April 15 – October 15. Vandalism makes restroom availability inconsistent even during “regular” hours, resulting in park visitors using the Library restrooms during the day, and urinating and defecating on Library property and throughout the park at other times.

The park does not offer amenities that attract others in the community and large gatherings of unsheltered, mentally unstable populations are a deterrent to neighborhood residents who are sometimes panhandled as they walk to the Library. Those who do try to use the park are often subject to screams of racial and homophobic slurs. There is evidence of a significant drug problem and prostitution. Exacerbating the issues are well-meaning actions of those who use the park as an unofficial “donation” site, bringing food, clothing, and other items to the park for distribution. The garbage and discarded, soiled clothing left behind are evident to those passing by, making use of the park even more foreboding. Neighbors complain to staff that the Library should do a better job of maintaining the park, not understanding that it is an Ogden City responsibility.

Workman was quick to note that Ogden City Police do a commendable job of intervening and are very responsive to Library calls for help. Library managers handle issues throughout the day and only seek outside intervention when behaviors are “out-of-control” and the presence of uniformed authority figures are required to handle confrontations. The Main Library staff includes Workman, a full time Social Service Specialist, and two part-time security personnel. Security personnel also intervene with a variety of issues presented not just by the unsheltered, but by “entitled” community members who can become uncivil and coarse when dealing with public employees.

Workman distributed a copy of the Main Library staffing schedule for the month of January. The schedule illustrated how there was not a week, and hardly a shift that was not impacted by employee illness, FMLA leave, funeral leave, and special programs that required a constant reworking of employee desk schedules; schedules that had already been inordinately disrupted by the County change in workweek.

The desk schedule was meant to illustrate how a simple issue of dealing with someone trying to spend the day sleeping in the Library routinely results in usurping as much as an hour and one-half of employee time; an hour of this a manager’s time, in waking the individual, documenting interactions on incident reports, pulling and archiving security footage, and eventually trespassing the individual for a period of time. In many cases, when the trespass expires, the individual returns to the library and the behavior prompts another round of documentation and trespass, which takes more time.

When vandalism occurs, such as graffiti written with markers on restroom walls, the average time it takes to document and trespass, including filing a police report, is approximately four hours. These demands on employee time can become grueling and they distract from the quality of service available to other users.

All of this time spent documenting behaviors is necessary, Workman noted, because it is not lawful to deny services based on anything other than restricted behaviors. Violations of the Board’s policy on access to buildings and grounds need to be documented to protect the County.

It is difficult for those who do not work in the Library System to understand the rigors of daily service. In order to create a better understanding of these issues relating to the neglected state of Lester Park and the actions of people who congregate there, Workman presented a series of graphic photographs.

Wangsgard reiterated that Workman specializes in helping Library users connect to available social service resources while also working a reference desk, teaching literacy classes, and hosting programs for teens. Highly trained and experienced security staff, armed with radical civility, engage with Library managers to handle the majority of issues that arise from Lester Park. The time it takes to mitigate these frequent disruptions, however, is significant.

One of the part-time Security Specialist slots was being made full-time in an effort to have someone available immediately when volatile issues erupt. As with Workman, the Security Specialist will work a reference desk to ensure they are deeply embedded in the overall workings of the Library. The part-time Specialist will continue to be on constant “walk-about” duty with support from everyone on the Library staff for checking restrooms and other areas where problems typically arise. The goal, as with all employees in every County Library building, is to ensure community members enjoy a safe and pleasant experience.

Watson asked if the behaviors detailed by Workman were unique to the Main Library.

Wangsgard noted that every public Library is faced with these types of issues; however, the frequency and intensity are significantly greater at the Main Library. Once they are dealt with at the Main Library, the people trespassed sometimes try to frequent other libraries in the County System where they create additional challenges. While other Weber County libraries have these same issues, the Main Library staff deals with more issues than all the rest of the facilities added together. Wangsgard was quick to note that while issues resulting from mental illness are greatest at the Main Library, issues resulting from the “feeling of entitlement” are much more prevalent at other facilities, resulting in their own challenges and opportunities for the Library staff to navigate heated, sometimes volatile situations armed only with radical civility.

Watson said it is going to take a lot of effort to turn around what has become the traditional use of Lester Park. People leave the shelter because they don’t like the rules, so they congregate in the Park. It will take consistent enforcement of behavioral expectations to bring about cultural change. Watson also said he was very sorry employees are faced with these job responsibilities and thanked them for the good work they do.

Harvey asked, “How much time does this take during the week to deal with those people who have mental health issues”?

Okuhara, said that it is hard to say, each incident is unique. The incident reports written to document behavioral issues that result in progressive discipline leading to trespass fill two five-inch binders each year. Behavioral issues are dealt with according to severity. Minor issues result in asking people to leave for the day and to try again the next day. Repeat offenders are asked to stay away for a week or perhaps a month. Habitual offenders, and those who break the law, may be trespassed for a year or more. Before returning, habitual offenders are required to meet with Wangsgard and sign an agreement, noting they will abide by the Library Board’s standards of conduct.

Due process is the hallmark of ethical governmental services providers, Wangsgard added.

Watson said loss of privileges is a deterrent and may change behaviors, but it will not compensate when people are mentally ill.



Wangsgard agreed, saying people usually do the best that they can at the time. Their best is not always appropriate for a public setting. She and the other employees revere Workman for his ability to meet troubled individuals where they are at the moment and connect them with needed resources. Sometimes, all a person needs is a referral to a place where they can take a shower and get clean clothes so then they can be welcomed back. Employees are also reliant on the two part-time security staff members who are experienced and trained to intervene as needed.

Jensen noted the City should have long since stepped forward to address the issues raised by neglecting Lester Park.

Harris says every day City employees collect trash in the Park. They are aware of the problems, more so the past two summers when the restrooms were opened because of the COVID scare. This was the first opening of these restrooms in years and they were constantly vandalized.

Mueller noted the problems Workman presented, like the problems addressed by the Ogden City Police, come from a very small portion of users. The vast majority of unsheltered people never create a problem and need and use library resources respectfully. They are doing important work, trying to better themselves and their families. It is a good thing to focus intently on those who cause different issues and build a case before taking action that could create a liability for the County. It is important to treat everyone the same until they give a reason not to. Having Workman and the security staff has made a big difference in the safety and ability to serve those with special needs, Mueller continued. The Main Library environment is so much better now than it was before the building was renovated, before these specialists were added to the workgroup. When issues arise, they are quickly and expertly addressed without the constant need to call the police. Most situations are handled in-house without upsetting other users with unnecessary disruptions.

Wangsgard, concurred, saying the Main Library is a welcoming, safe place for everyone because of the trained and committed staff who make it so. Muller and Okuhara step forward to set the example. People should not be afraid to use the facility.

Watson said the Main Library needs to be promoted and the people need to know about the amazing resources available there. The KUER focus on the Library System is a great idea.

Spencer thanked Workman for his presentation which brought the issues into focus for the Board so appropriate action can be taken.

He asked Wangsgard to keep Lester Park as an agenda item so the Board can work with others toward a solution.

#### Changes in County Operations and Their Impact on Library Staff and Services:

Wangsgard reported that County changes in the workweek were being viewed by many employees as the most disrespectful job action the County had ever leveled on them. Managers were trying to cope with their frustration and anger without downgrading the future of public services.

The issue, as briefly noted during a report to the Board during the February meeting, was a change from a Friday-Thursday to a Saturday-Friday workweek. The Saturday-Friday

workweek is extremely inhospitable to Library employees who are scheduled every other Friday and Saturday. Because of the way in which schedules have to be rolled to comply with the Fair Labor Standards Act for not paying overtime, full-time, non-exempt employees have to work 16-18 days with only two or three days off, none of which are consecutive. Most exempt employees also have to work this schedule to accommodate desk coverage. This creates quality of life issues. More importantly, since the workweek does not complement the way in which courts traditionally deal with shared child custody and how daycare and other services providers operate, it raises havoc for families. Suggestions from County officials in the Weber Center, who typically schedule their workforce from 8 a.m. – 5 p.m., Monday-Friday, just do not work in a more robust environment where prime time for customer service includes evening and weekend hours – when people are typically not at work or in school.

Suggestions for allowing staff to bid on their work schedule based on seniority, or work 48 hours one week and 32 hours the next, were reviewed, but don't provide the flexibility required to cover public service desks with people trained to do specific work. For example, a staff member trained to handle circulation services cannot be expected to successfully present a Discovery Time literacy program for toddlers. A youth services employee cannot adequately cover the digital commons and makerspace areas. Employees' skills are tailored to the jobs they are hired to do. Staffing is not deep enough at any service point to give privilege to one individual over another and still have the expertise needed to keep buildings open and services up-to-standard and safe.

It was also suggested by County officials, perhaps tongue-in-cheek, that the Library close one day a week to make the schedule work better for employees. This suggestion was taken seriously and explored in some detail.

It's hard to justify closing one day a week, Wangsgard noted, when the public just approved a tax increase for Library operations. And even if closing were taken seriously, which day would it be best to close? Suggestions floated, and based on personal values underpinned by opinion rather than facts, were to close on Sunday. However, an analysis of the cost of employee hours worked as compared to public visits per hour, illustrate that Sunday is the third most cost-effective day of the week, Saturday being the most cost effective. Families and students rely on weekend hours, as do those who have leisure time and want to visit. Evening and weekend hours are the bread and butter of equitable public library service.

Closing a day Monday-Thursday would be the most cost-effective since they are 11-hour service days requiring a shift and one-half to cover, but this would be a waste of funding allotted to salaries and benefits. Why pay people if they are not going to work? The public would object, and rightly so. The logical extension of this scenario would be to lay off people and shrink the staff to fit the hours of operation.

There has to be a better way of accommodating a change in the County workweek other than cutting services and laying off or shrinking the staff, Wangsgard noted, but it had not been discovered to date.

Several alternatives came to mind and were presented during the ensuing discussion:

1. Hire only career individuals at every level who have the flexibility in their personal lives to work the rolling schedule; that is, hire people without intense parenting or other family obligations.
2. Offer a significant pay differential to those working rolling shifts.
3. Increase the Library “administrative costs” line item in the budget enough to pay County officials to authorize and accommodate two distinct workweeks.

Of the suggestions brainstormed, Wangsgard said the third may actually have significant merit. It would certainly be cheaper for the County to charge the Library for additional administrative services than for Library managers to spend the time trying to recruit and retain individuals who can work under less than favorable conditions. It would also be significantly cheaper than paying employees, but not having them work one day a week.

Harris, asked why a second workweek would cost more in administrative fees.

Wangsgard said it would double the paperwork in the Auditor’s Office in running and filing State and Federal reports, etc. Staffing is very tight in this office and they do not have the people to do this extra work. If a second workweek were to be considered, some additional hours would need to be allocated to pay for this increased workload.

Both Sebahar and Spencer noted that modern personnel management systems are powerful and flexible; they should be able to easily accommodate two workweeks. Especially now that a new human resource module is currently in the process of being set up and implemented.

Watson asked, “What would be the best result for the Library”?

For the Library, Wangsgard said, it would be to return to the Friday-Thursday workweek, or alternatively transitioning to a Sunday-Saturday workweek. However, this does not work as well for Parks and Recreation. When they have weekend activities, that is Friday and Saturday events, they can now schedule employees over two workweeks. They use a significant number of part time staff, so they can keep them from going over 40 hours per week and triggering overtime costs. Full time employees, exempt from the Fair Labor Standards Act (FLSA), can work 48 hours one week and 32 the next. This works for them because they are not tied to desk and program schedules that are consistent from week to week.

Watson said there is no future in a schedule as Library employees are now required to work.

Allison suggested the Library Board request inclusion on a Commission work session be scheduled to discuss this issue and the possibility of running two workweeks in the County. A Board work session might be a good idea before meeting with Commissioners.

Harris, asked about the possibility of the Library running its own accounting system, separating from the County General Fund structure.

Wangsgard noted that, during the 1990s and early during 2000s, the Library had its own Caselle accounting system that also included a human resources (HR) module. The goal when it was purchased was to separate the Library Fund from the County General Fund. At that time, the County was saddled with a cumbersome, home-grown system that did not allow for cost accounting, which the Library needed and wanted. When the County purchased the MUNIS system, they asked the Library to discontinue using the Caselle system and come on board in order to better integrate into County operations and help pay for the new software and equipment. This has resulted in some real advantages.

The problems arose as the MUNIS HR module was being replaced by one from another vendor that is due for startup at mid-year. Not understanding Library operations, those responsible for implementation had not thought to consult management about the possibility of unintended consequences. Wangsgard learned of the proposed change in workweek from a junior member of the HR staff, just a few of weeks prior to it being implemented on December 25. When she, Carter, and Okuhara met with County employees to explain the implications of the workweek change, they were told it was too late to make changes. The County Comptroller had done his best to help mitigate issues, but nothing had been accomplished that alleviates the problems.

Watson said putting everyone in one box to save money was the goal. "It's all about funding so we all need to be together," was likely their reasoning. Demonstrating the costs to the Library, and a possibility of savings with two workweeks, is worth pursuing.

Other:

There being no other business, Watson moved adjournment, Jensen seconded the motion. All voted approval.

Respectfully submitted:

  
Julia Valle

  
Date