

**Agenda Number: IV Item: C**

**Mission Statement**

**To be a community destination for traditional and online resources which empower and enrich the individual.**

**GENESEE DISTRICT LIBRARY BOARD MEETING**

**At**

**Genesee District Library Headquarters**

**5:30 p.m.**

**4195 West Pasadena Avenue**

**Flint, MI 48504**

**December 15, 2014**

**Minutes**

Call to Order: 5:32 p.m.

Present: Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey.

Also Present: M. Gildner (Corporation Counsel), D. Conklin, A. Goldyn, E. Button and J. Escamilla.  
Public: R. Franklin of Mount Morris.

Absent: Conerly-Moon.

Public Comments: R. Franklin of Mount Morris stated he loves visiting the library as a peaceful place to enjoy. He stated he noticed the noise level in the libraries has increased recently. He stated that patrons and staff are talking too loud for him to concentrate on what he is doing. He also had a couple of suggestions: selling Hello Kitty library cards to kids as a money maker; have some 32" LCD screens available to edit word documents; and having a library open 24 hours a day and charging patrons' credit cards for access. He also inquired if we could reduce the size of the time limit warning on the computers.

Approval of  
Consent Agenda: C. Lane suggested we make a notation in the minutes that the November meeting was cancelled due to lack of quorum. L. Ryals-Massey moved to amend the agenda to postpone the Director's evaluation and add a Resolution of Part-time Employee Benefits. Motion supported by C. Lane. Roll call: ayes – Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey; nays – none.

Board Development: Nothing to report.

MMLC: R. Crites stated that results from a recent study show that Flint has the lowest Internet penetration in the state.

Corporation Counsel: M. Gildner stated he was not made aware of the updates that were to be discussed.

GDL Foundation: W. Frazier stated that the next meeting is in March.

Written Reports: R. Crites inquired how the meetings with the directors of the various local senior centers went and D. Conklin replied that they went well. E. Button relayed the details of a recent joint program at the Baker Park senior center.

S. Bennett remarked that D. Conklin's report was very thorough and she especially liked the quotes.

L. Ryals-Massey inquired about the staff at the temporarily closed Fenton location. D. Conklin stated the staff has been deployed to other locations during the remodeling.

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**Written Reports  
(continued):**

L. Ryals-Massey then inquired about the collaboration with Flint Public Library for their strategic plan. D. Conklin stated that W. Delaney also attended the planning sessions at Flint Public and they made it very clear that they are only interested in collaborating on events.

L. Ryals-Massey gave kudos to J. Escamilla on exploring the team building opportunity and to E. Button on the Black History Month Brunch sponsorships.

R. Crites asked for clarification on a security incident listed in D. Conklin's report involving a patron's keys. D. Conklin explained the situation. C. Lane remarked about a separate security issue and D. Conklin explained the situation.

C. Lane inquired what an FSA was and J. Escamilla explained that it is a pre-tax medical savings account that employees can use on qualifying expenditures and employees must re-enroll on an annual basis.

S. Bennett congratulated A. Goldyn on her 15 years of service at GDL.

**Black History Month  
Brunch Update:**

E. Button stated an update was included in the board packet. The update lists the honorees and a timeline of events. E. Button asked that board members contact her if they will be attending the event.

**Monthly Statistics:**

C. Lane inquired about the look of the statistics. D. Conklin stated that in January it will be one year with the new format and it will be easier to track changes in materials.

**Finance Committee:**

C. Lane stated the last meeting was held in October and the proposed 2015 budget was discussed. She stated the committee recommends that the board approve the budget.

**Marketing Committee:**

Nothing to report.

**Personnel Committee:**

L. Ryals-Massey stated the committee met in executive session on December 3 to review the Director's evaluation information.

**Policy Committee:**

Nothing to report.

**Committee  
Appointments:**

W. Delaney moved that the committee member assignments remain the same. Motion supported by C. Lane. L. Ryals-Massey stated that there is an opening on the Personnel Committee. W. Delaney stated that when a new board member is appointed, they will fill that spot. Roll call: ayes – Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey; nays – none.

**2015 Budget:**

A. Goldyn stated the proposed budget has been included in the budget and includes the addition of a full-time Children's Librarian position to work with E. Button's department. L. Ryals-Massey remarked she is struggling with accepting the budget because of the wage and hiring freeze that was put in place in 2009 and the fact that the additional position was not brought to the Personnel Committee prior to being added to the budget. Further discussion centered on proper procedure and the 2009 hiring and wage freeze. C. Lane moved to adopt the budget as presented and refer the position to the Personnel Committee before filling the position. Motion failed for lack of support. L. Ryals-Massey moved to adopt the budget without the position included. Motion supported by W. Frazier. C. Lane inquired if the Personnel Committee would consider the position and then recommend amending the budget. L. Ryals-Massey amended her motion to state the Personnel Committee will revisit the discussion of a children's librarian and report back to the board. Amended motion supported by W. Frazier. S. Bennett asked for A.

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2015 Budget  
(continued):

Goldyn's opinion on the current motion. A. Goldyn stated in light of the Board comments it would be wise to remove the position from the budget until the Personnel Committee has had a chance to review the specifics and then amend the budget later if the position is approved. Roll call: ayes – Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey; nays – none.

Proposed Scheduled  
Closings for 2015:

S. Bennett stated from a patron's standpoint it would be nice if the library was open on Martin Luther King Day. D. Conklin stated that it is a covered holiday in the current union contract. R. Crites moved to accept the proposed scheduled closings for 2015. Motion supported by L. Ryals-Massey. Roll call: ayes – Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey; nays – none.

Proposed Board Meeting  
Dates in 2015:

C. Lane moved to accept the proposed 2015 board meeting dates. Motion supported by L. Ryals-Massey. Roll call: ayes – Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey; nays – none.

Resolution of Part-Time  
Employee Benefits:

L. Ryals-Massey stated that two part-time positions approved by the Board in 2011 were classified as exempt; however, it has come to our attention that they need to be reclassified to be in compliance with FLSA's criteria for exempt and non-exempt positions. She stated because of that, the board needs to create a resolution. L. Ryals-Massey moved to resolve that the two part-time positions filled in 2012 shall be reclassified as non-exempt for wage and hour purposes and not be entitled to health insurance and other employee benefits due to their part-time status, and that the appropriate handbooks shall be revised to recognize this policy. Motion supported by W. Frazier. C. Lane inquired when it would take effect. D. Conklin stated that the board action would take effect immediately; however, J. Escamilla stated it would be reflected with the pay period beginning December 29, 2014. Roll call: ayes – Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey; nays – none.

Director's Evaluation:

C. Lane moved to postpone the director's evaluation until the January meeting. Motion supported by R. Crites. Roll call: ayes – Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey; nays – none.

Board Comments:

W. Delaney stated he would like to see the OPEB transfer as an expense on the 2014 budget.

S. Bennett stated that she has heard noise complaints from her son about the Grand Blanc location.

S. Bennett stated she had received a complaint from a tutor that uses the Grand Blanc location about a rude staff member on Sunday, November 9 at closing time.

C. Lane stated she is very appreciative of the staff. She wished everyone a Merry Christmas and a very bright New Year.

L. Ryals-Massey thanked the GDL staff and that the board is here to support the GDL team. She also wished everyone Happy Holidays.

Adjournment:

C. Lane moved to adjourn at 6:54 pm. Motion supported by S. Bennett. Roll call: ayes – Bennett, Crites, Delaney, Frazier, Lane and Ryals-Massey; nays – none.