

**BOARD OF TRUSTEES  
PIERCE COUNTY LIBRARY SYSTEM  
MEETING MINUTES – MARCH 9, 2022**

**CALL TO ORDER**

Chair Jamilyn Penn called to order the regular meeting of the Pierce County Rural Library District Board of Trustees at 3:35 pm. Board members present were Jamilyn Penn, Pat Jenkins, Neesha Patel, Pam Duncan, and Abby Sloan. The meeting was conducted virtually due to the Safe Start Washington Reopening Plan to slow the transmission of the coronavirus.

**CONSENT AGENDA**

1. Approval of Minutes of February 9, 2022, Regular Meeting
2. Approval of February 2022 Payroll, Benefits and Vouchers
3. Polaris Annual Maintenance Renewal
4. Dell Switch and Routers Annual Renewal
5. Lakewood Library Fire Panel Replacement
6. Resolution 2022-03: To Declare Furnishings and Equipment Surplus to Public Service Needs
7. Resolution 2022-04: To Declare Furnishings and Equipment Surplus to Public Service Needs

*Trustee Patel moved for approval of the consent agenda. Trustee Jenkins seconded the motion and it was passed.*

**EXECUTIVE SESSION**

At 3:40 pm, Trustee Jenkins moved to recess to Executive Session, per RCW 42.30.110, to discuss collective bargaining matters for approximately 15 minutes. Trustee Duncan seconded the motion. Motion carried. The session ended at 4:00 pm.

**NEW BUSINESS**

Ratification of 2022-2024 Collective Bargaining Agreement – Staff Experience Director Cheree Green reported that bargaining unit members had ratified the proposed Collective Bargaining Agreement (CBA) for 2022-2024.

Director Green introduced the bargaining team: Aisha Womack, Customer Experience Assistant, Sumner; Michelle Angell, Librarian, Lakewood; Clorissa Ashley, Supervising Associate, Graham; Katie Baker, Service Desk and System Support Administrator, IT; Justin Moser, Maintenance Technician, ACL; Tamara Saarinen, Librarian, Gig Harbor; Pat Miller, Staff Representative, Council 2; Carrie Caffrey, Staff Representative, Council 2; Melinda Chesbro, Deputy Director; Kayce Hall, Customer Experience Manager; Adwoa Levin, HR Generalist.

Director Green expressed appreciation to the Local 3787 bargaining team for their leadership and diligence throughout the negotiations.

Aisha Womack thanked the Library, entire Union team, and Director Chesbro for the collaborative and collegial negotiations, noting this was her fourth time participating in negotiations and it was a rewarding and interesting process.

AFSCME Council 2 Staff Representative Pat Miller, who is retiring at the end of this month, thanked the team for the enlightenment during this process.

Katie Baker echoed everyone's comments, and thanked Aisha Womack for her leadership.

Director Green added this process is never easy or perfect, and she is proud of the work done on behalf of the staff of the Library.

Director Lomax thanked the bargaining team for their efforts and acknowledgement of what was important to each group, demonstrating the Library's core skill and qualities, and leadership competencies. She strongly recommended that the Board ratify the contract for the next three years.

Trustee Duncan commended the entire team for commitment to reaching an agreement. She commended the team for establishing a Memorandum of Understanding to continue to talk about important issues.

Chair Penn expressed excitement for the staff and the Library, adding her appreciation for hearing from the team members and having this moment to recognize them for their efforts.

*Trustee Patel moved to ratify the 2022-2024 Collective Bargaining Agreement. Trustee Sloan seconded the motion. Motion carried.*

### **ROUTINE REPORTS**

Fundraising Performance Report – Foundation Director Dean Carrell thanked Trustee Patel for consulting with him on two occasions as he made enhancements to the report. Director Carrell reported the Foundation recently received a \$500,000 cash gift in support of the capital campaign.

Director Carrell announced the 4<sup>th</sup> annual Library Giving Day will be held on April 6. Over 192 library systems across the nation participate in the event. This year's goal is to raise \$75,000. A \$10,000 anonymous matching gift was received to attract new donors.

Customer Experience Services Report – Customer Experience Deputy Director Connie Behe noted the mask mandate will be lifting on March 12. The Library is working with staff to address their concerns. Director Behe acknowledged Staff Experience leadership for its providing assistance to supervisors to support customers and staff. Chair Penn expressed appreciation for this de-escalation approach.

Director Behe also shared an example of the Library's work related to Equity, Diversity and Inclusion (EDI) and ALICE (Asset Limited, Income Constrained, Employed)-households, which will now provide an adult ticket with every child ticket distributed. Director Behe noted the Library is working with partners to address ALICE concerns at every turn. Chair Penn commented this direction lends towards more equitable and increased access.

### **OFFICERS REPORTS**

Trustee Reappointment – Director Lomax congratulated and thanked Trustee Jenkins for serving on the Board for another five years. Chair Penn also thanked Trustee Jenkins.

**UNFINISHED BUSINESS**

Executive Director Recruitment Update – Director Green reported an offer has been extended to one of three final candidates, noting it could be up to a few more weeks before the offer is accepted and the information can be made public. She thanked Director Getchell and Executive Assistant Petra McBride for their assistance in the process.

Trustees said working with Bradbury Miller was a good experience, and thanked them for their valuable support in the process.


Chair Penn noted it was a good candidate pool and she is looking forward to working with the next Executive Director.

**ANNOUNCEMENTS**

Director Lomax encouraged the Board to share information about the April 6 Library Giving Day event with their network.

**ADJOURNMENT**

The meeting was adjourned at 4:31 pm on motion by Trustee Sloan, seconded by Trustee Jenkins.

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Georgia Lomax, Secretary

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Jamilyn Penn, Chair