

BOARD OF LIBRARY TRUSTEES FOR BALTIMORE COUNTY

MINUTES OF THE MEETING

June 20, 2023

A meeting of the Board of Library Trustees was held on Tuesday, June 20, 2023, at the Rosedale Branch. The meeting was called to order at 8:04 am by Board President Maureen Walsh David. Other Board members present were: Jane Eickhoff, Havaca Ganguly, Michael Netzer, Aaron Slater, and Anne West. Yara Cheikh joined by phone during the Operations Report.

Staff in attendance: Sonia Alcántara-Antoine, Chief Executive Officer; James Cooke, Chief Operations Officer; Natalie Edington, Chief Customer Experience Officer; Jen Evans, Executive Assistant; Emily Gamertsfelder, Planning and Projects Manager; Laura George Rosedale Manager; Jonathan O’Neill, Employee and Labor Relations Officer; Helen Rowe Fiscal Services Manager; and Mary Wilson, Human Resources Manager.

COMMUNICATION

Minutes

The Board approved the minutes of the May 16, 2023 **(West/Ganguly)**.

Correspondence

The Board received notification of the reappointment of Mr. Netzer to a second term and the appointment of Ms. Claudia Cruz to replace Mr. Slater as his term ends. Ms. Walsh David welcomed Ms. Cruz who was present.

Upcoming Events

CEO Alcántara-Antoine highlighted upcoming anti-racism and LGBTQ+ programming. BCPL has also continued the partnership with Vision to Learn to provide vision screening and eyeglasses to children.

Comments from the Public

None

REPORTS

Board Report (Walsh David)

Ms. Walsh David thanked Mr. Slater for his service on the Board and presented him with a plaque from BCPL and then read a citation from the County Executive.

CEO (Alcántara-Antoine)

CEO Alcántara-Antoine shared how pleased she was to meet BCPL retirees at the recent Retiree Brunch hosted by the Foundation. The CEO stressed the importance of the service provided to BCPL by these staff members and their role in continuing to advocate for the system.

Statistical Dashboard (Gamertsfelder)

Ms. Gamertsfelder shared the Statistical Dashboard which included a focus on the Rosedale Branch. She shared that the increase in program attendance is from visits by schools at the end of the school year.

Rosedale Branch (George)

Ms. George shared that Rosedale is a busy branch that serves a diverse mix of customers. Storyville is a big draw for parents and other caregivers from around the region, but staff also assist with a wide range of services to job seekers, seniors, and teens after school.

Public Services (Edington)

CCEO Edington shared that BCPL was honored by the Education Foundation of Baltimore County Public Schools with a Champion of Education award for BCPL's efforts in the Tools for Schools Campaign to provide academic supplies and resources.

Ms. Edington also introduced Katie Tjarks, the new manager of the Loch Raven Branch.

Operations (Cooke)

COO Cooke reported that BCPL had hosted the Federal Communication Commission Chairwoman Jessica Rosenworcel for an announcement about the Affordable Connectivity Program. BCPL will be assisting eligible residents in signing up for this program which provides internet service to low-income residents.

Mr. Cooke then reported on the status of renovation projects. The Catonsville renovation continues, it is anticipated that work will be complete in April. Work to replace interior windows in the children's area at Cockeysville has started.

Ms. Walsh David asked when work would begin for the renovation of Woodlawn. That project is still in the design phase and the final design should be ready at the end of August.

Ms. Cheikh joined the meeting via phone.

Finance (Rowe)

Ms. Rowe provided the Finance Report. Investment revenue and grant revenue have increased. Salaries remain below budget.

Ms. West asked about open positions and Ms. Wilson responded that vacancies are being filled.

Ms. Rowe confirmed for Ms. Walsh David that one of the increases in revenue is from Summer Reading t-shirt sales.

Human Resources (Wilson)

Ms. Wilson updated the Board on training opportunities for the staff including the new Customer Service Philosophy and training.

Collective Bargaining (O'Neill)

Mr. O'Neill reported on the successful negotiation of a second Collective Bargaining Agreement with IAMAW. Negotiations did not result in an impasse and concluded prior to the March 1 deadline. The negotiation committee was able to provide budgetary information to library administration in a timely manner. Which ensured the inclusion of those items in the initial FY 24 budget request. The new contract also includes a provision to extend non-economic terms to FY 25 and potentially, FY 26. Mr. O'Neill gave special acknowledgement to Mr. Sean Malone who negotiated for BCPL, and Mr. Bradley who negotiated for IAMAW.

A joint Labor Management Committee has been established as part of open communication. These meetings provide an opportunity for the Union to voice concerns and for BCPL to keep the Union informed of planned policy or procedure changes that could impact working conditions.

Mr. O'Neill spoke briefly about the challenges of implementing new procedures and managing the obligations of the new contract within the framework of employment law.

Ms. Walsh David expressed her appreciation of the work and good will of staff on both sides during the contract's negotiation.

OLD BUSINESS

None.

NEW BUSINESS

Branch Hours of Operation (Edington)

The Board approved updated Hours of Operation for the Branches. All locations will continue to be open from 9:00 am to 8:00 pm Monday to Thursday, 9:00 am to 5:00 pm Friday and Saturday. Arbutus, Cockeysville, North Point, Owings Mills, Perry Hall, Pikesville, and Towson will be open from the Sunday after Labor Day until the Sunday before Memorial Day weekend. The Board approved the Branch Hours of Operation **(West/Slater)**.

Policy – Staff Handbook Section 5-7 Staff Parking (Wilson)

Ms. Wilson shared the updated Staff Handbook Section 5-7 Staff Parking. This policy was updated to reflect an upcoming rate increase from the Baltimore County Revenue Authority, and to outline the level of parking subsidy available to staff hired after July 1, 2023. The Board approved the Staff Parking Policy **(Slater/West)**.

Policy – Staff Handbook Section 5-14 Sunday Schedules & Pay (Wilson)

Ms. Wilson provided the Board with a policy outlining Sunday Schedules and Pay to be implemented for FY 24. Under this policy full-time staff will receive compensation at a rate of one and one-half times the number of hours worked on Sunday and part-time staff will receive premium pay of \$3.00 per hour for each hour worked. The Board approved the Sunday Schedules and Pay Policy **(West/Netzer)**.

CLOSED SESSION

Ms. Walsh David called for a motion to close the public portion of the meeting under General Provisions Article § 3-305 (b) to discuss a personnel matter and procurement of services **(West/Netzer)**. CEO Alcántara-Antoine and Ms. Wilson joined the Board in closed session. Aye: Walsh David, Cheikh, Eickhoff, Ganguly, Netzer, Slater, and West.

ADJOURNMENT

The Board resumed open session at 9:30 am. Ms. Walsh David reported that the Board had voted on and authorized the personnel actions discussed in Closed Session. The Board also voted to retain Parker Philips to conduct an economic impact study. Ms. Walsh David called for a motion to adjourn the meeting **(Ganguly/Eickhoff)**.

Submitted by

Anne West

Secretary to the Board of Library Trustees