

CLEVELAND PUBLIC LIBRARY  
Joint Finance, Human Resources & Community Services Committee Meeting  
November 16, 2021  
Learning Commons                      Louis Stokes Wing  
12:00 Noon

Present:        Ms. Butts, Mr. Seifullah, Ms. Rodriguez, Mr. Hairston (departed, 12:30 p.m.),  
                     Mr. Corrigan (departed, 12:40 p.m.), Mr. Parker (arrived, 12:44 p.m.)

Absent:         Ms. Thomas

Mr. Seifullah called the Joint Finance, Human Resources & Community Services Committee Meeting to order at 12:06 p.m.

**Finance Committee Members** (Mr. Seifullah, Chair)

Present:        Mr. Seifullah, Mr. Hairston, Mr. Corrigan

Absent:         Mr. Parker (arrived, 12:44 p.m.)

**Presentation:** Jaros Strategy LLC & L.A.N.D. Studio Inc.

Before she gave her update on the Facilities Master Plan and Capital Enhancement campaign, Dr. Shenise Johnson Thomas, Chief of External Relations & Development, thanked the Board for their support of this work that we have been working with Jaros Strategy LLC & L.A.N.D. Studio Inc.

As an overview, Dr. Johnson Thomas stated that this presentation on the Facility Master Plan Capital Enhancements update will include the following:

- The Capital Campaign Process
- Where CPL is within that process and campaign work
- Provide an example of a local nonprofit’s capital campaign journey
- Our Commitment to DEI relative to vendors and execution of our work
- Introduce JarosStrategy/LAND Studio to provide an update on where we are.

Dr. Johnson Thomas showed a PowerPoint presentation that included the following example of a campaign process and timeline flow:

<b>The Process</b>	<b>Timeline</b>	
Campaign Timeline and Flow		
Pre-Campaign Planning	6-8 months	Feasibility Study
Plan Campaign	6-12 months	Solicit Gifts
Campaign Kick-Off	3-6 months	Solicit Lower Level Gifts
Follow Through	3-6 months	Celebrate

Dr. Johnson Thomas explained where the Library is in this process and noted that because of COVID our work has been extended.

### **Our Status**

#### **Pre-Campaign Planning**

- *Clarify fundraising objectives*
- *Select consultants*
- *Identify prospects*
- *Assess readiness*
- *Interview donors*
- Develop Case for Support
- Recommend Plan

### **Timeline**

6-18 months

Dr. Johnson Thomas gave a detailed overview of the work ahead:

### **Our Work Ahead    Timeline: 18-36 months**

#### **Pre-Campaign Planning**

- Interview donors
- Develop Case for Support
- Recommend Plan

Timeline: 6-18 months

#### **Plan Campaign**

- Determine fundraising campaign goal
- Enlist campaign committee
- Revise case for support (as needed)
- Donor recognition plan
- Fundraising Timeline

Timeline: 6-12 months

#### **Solicit Gifts**

- Solicit board
- Solicit campaign committee
- Solicit largest gifts
- Review and revise goal (as needed)
- Plan campaign kick-off

Timeline: 3-6 months

#### **Campaign Kick-Off**

- 50-60% of goal raised
- Announce campaign goal
- Highlight major donors
- Initiate public phase

- Press and media campaign

Timeline: 3-6 months

After stating that this process could take between 18-16 months, Dr. Johnson Thomas shared an example of a local nonprofit's capital campaign journey. Dr. Johnson Thomas noted that in 2011 they engaged fundraising consultants and by 2018 they raised \$11 million for their campaign goal.

Continuing her presentation, Dr. Johnson Thomas shared information about the Library's commitment to diversity, equity and inclusion and its shared purpose of this work from a vendor's standpoint and from an execution stand point.

In April of 2019, Cleveland Public Library recognizes that diversity, equity and inclusion are mutually reinforcing and must be woven through the Library's vision, mission, values, strategic priorities, goals, and objectives.

Dr. Johnson Thomas stated that as a result, in the proposals that are being considered today, our partners and have partnered with another vendor call **ThirdSpace Action Lab**. Co-Founded by Mordecai Cargill and Evelyn Burnett, ThirdSpace Action Lab was created to disrupt the vicious cycle of disinvestment and displacement that negatively impacts the vitality of low-income communities of color. They are a grassroots research, strategy & design cooperative, dedicated to prototyping creative place-based solutions to complex socioeconomic problems. They are institutional and community organizers, turning multidisciplinary research into evidence-based strategies; and activating "third places" to co-create more liberated spaces for people of color.

Co-Founder Mordecai Cargill and Evelyn Burnett share the following:

#### OUR VALUES | WHAT WE BELIEVE

- Racial Equity x Inclusion
- Collaboration x Democracy
- Multidisciplinary Practice
- The Transformative Power of Creativity
- Disruptive Innovation

#### WHAT WE DO | WHAT WE ARE

- Think Tank/Solutions Workshop
- Community Building
- Creative Agency
- Design Collaborative
- Impact investment advisor
- Strategy Consulting
- Space Activator

Dr. Johnson Thomas stated that they have been integrated into the proposals to develop a strategic framework for the Library's branches to ensure that the outdoor spaces that we are

going to raise money to activate actually reflect the needs and voices of the community. They will play a critical role in shaping our goals and objectives in the planning stages as well as with the neighborhood task forces.

Dr. Johnson Thomas reiterated that we have received a commitment from our partners for this work thereby creating a shared purpose to ensure diversity, equity and inclusion tenants are threaded into the DNA of our work ahead.

Dr. Johnson Thomas introduced JarosStrategy and LAND Studio to talk about where we have been; where we are; and where we are going.

Julie Conrad, Consultant, JarosStrategy, stated under the direction of JarosStrategy and LAND studio, the ER&D department identified and engaged CPL staff who are key to the success of a significant fundraising initiative focused on public art. These constituents included:

- Director Thomas
- CPLF Board
- CPLF Strategic Business Planning Consultant
- CPL Marketing
- CPL Equity, Education and Engagement
- CPL Public Services
- CPL Capital Design Team
- Architects for Hough and MLK
- CPL Trustees

Staff brought together equity, education and engagement (3E); capital projects marketing; and ER&D to provide insights and system-wide oversight for CPL's art initiatives, as related to the Facilities Master Plan, and aligned with the Library strategic plan and re-brand

- Established Public Art Committee and CPL Public Art Purpose Statement
- Heightened culture of philanthropy through key engagement points with CPLF Board
- Engaged with the community, branches, and architects to produce public art concepts for MLK and Hough that reflect the diversity of the neighborhoods
- Engaged close funders of the Library

Susan Jaros, Principal, JarosStrategy shared in detail the following findings:

- CPL has a long history of collecting art and bringing temporary and permanent exhibitions to the community at its branches. It's in the Library's DNA, reflected by one of the 5 pillars from the Library's strategic plan "inspire through the discovery of arts and culture"
- Our collective work – internal and external stakeholder interviews, combined with successful current CPL art programs (e.g., See Also) – has heightened the awareness of the role of art within CPL and the neighborhoods it serves.

- System-wide public art fundraising efforts should not just pick and choose the “hot” branches.
- With the \$100M, 10-year investment in its 27 branches CPL needs to demonstrate its continuing (financial) commitment to bringing meaningful and relevant public art to each neighborhood.
- There are questions around “how” a system-wide public art program would be implemented (focused on community involvement and artist selection).
- We need to consider how the Lockwood Thompson Endowment is connected to the FMP and our current fundraising strategies.

Tiffany Graham, Senior Project Director, LAND Studio, Inc. shared evolved thinking:

- Based on our findings, our case for support and fundraising strategy has evolved from an ambitious program focused on art (interior and exterior concepts) aligned with timing of the FMP to making a statement through permanent improvements to public spaces surrounding the branch buildings.
- We are sharpening our focus on the neighborhoods and the role of the Library in “inspiring through the discovery of arts and culture” using the third space to set the table for art and programmatic investments (permanent or temporary).

Ms. Graham spoke on Public Space is the Library’s Community Face and stated that CPL’s outdoor spaces can provide access to technology, places to gather, facilitate programming, and reflect the artistic values of its residents. Ms. Graham provided the following rationale:

- The importance of third spaces within our communities has been heightened as a result of the pandemic: places for people to be together that are neither home nor work
- Aligns with CPL’s deep community engagement to design spaces reflective of the neighborhoods
- Builds off the success of the See Also program and model (e.g., Harvard Lee)
- Provides an opportunity to vary order of magnitude budgets
- Provides greater opportunities for CPLF board engagement through the lens of PAR (philanthropy, advocacy, relationships)
- Branches selected based on viability of outdoor spaces, not tied directly to FMP timing; could do more branches sooner (avoids the haves and have nots perception)
- Case could be made that funds could be used from Lockwood Thompson endowment to show CPL’s investment in art
- Hough and MLK are viable opportunities

Ms. Graham explained that the CUDC has already done a feasibility study for the Library several years before the Library embarked upon its Capital Campaign. Their work demonstrated the following:

- **Library building** is the scale most patrons imagine when asked to think about the overall library experience. This scale involves the building's interior layout and exterior architectural design.
- **Library grounds** includes the property owned the CPL surrounding a branch building. Parking, site signage, outdoor seating, and lighting are included in this experience layer.
- The **neighborhood** surrounds the library building and grounds, with direct impacts on the experience of library patrons through sense of safety, walkability, and community needs.
- The **library services** encompass the other three experience levels. Services include system-wide book transfers, classes, events and online access to digital resources.

Ms. Graham gave the overview of the upcoming **Scope of Services** and stated that JarosStrategy and LAND studio will provide services for work to be conducted through April 2022 in support of a fundraising campaign for outdoor capital enhancements for the Facilities Master Plan, including a potential discrete fundraising initiative around public space and public art initiatives for the MLK plaza. Work will encompass:

- Developing site-specific approaches and budget recommendations for branches already under construction/design
- Conducting FMP analysis for locations getting improvements in Phase 1B or later
- Determining working campaign goal and cash flow implications
- Crafting case for support and fundraising strategies
- Identifying new donor prospects, based on the evolved case for support
- Conducting stakeholder interviews to test working campaign goal and case for support
- Identifying campaign leadership and engagement structure

In closing, Ms. Graham thanked the Board for providing this opportunity to share this presentation.

Dr. Johnson Thomas, Ms. Jaros, Ms. Conrad and Ms. Graham were available to answer any questions the Board may have had.

In response to Ms. Rodriguez' inquiry, Dr. Johnson Thomas confirmed that this presentation supports the following resolutions: (1) Resolution to Engage Jaros Strategy LLC for Fundraising Consulting Services (EXHIBIT 13); and (2) Resolution to Engage L.A.N.D. Studio Inc. to Provide Project Support and Consulting Services (EXHIBIT 17).

After Mr. Hairston commended Dr. Johnson Thomas and staff on ensuring that the Library's DEI Policy was reflective in this work, he asked for an explanation on how the work would be completed after the consultants conclude their portion.

In response to Mr. Hairston's inquiry, Dr. Johnson Thomas explained that we are still in the process of determining what the campaign goal is. Typically, once the campaign goal has been determined, the consultants either hand the work over to staff to execute the fundraising

campaign or sometimes the consultants are retained so that they may continue in an advisory capacity to help guide the work.

In response to Mr. Hairston's additional inquiry, Dr. Johnson Thomas confirmed that contingent upon where we are, that we may have another contractual obligation with the consultants regarding this project.

In response to Ms. Rodriguez inquiry, Dr. Johnson Thomas stated that the Library pays 75% and the Foundation pays the remaining 25%

Ms. Rodriguez thanked Dr. Johnson Thomas, Ms. Jaros, Ms. Conrad and Ms. Graham for their presentation.

While there was a quorum of Finance Committee Members present, the following items were considered:

Resolution to Engage Jaros Strategy LLC for Fundraising Consulting Services

Mr. Seifullah motioned that this item would go to the full Board for approval. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

Resolution to Engage L.A.N.D. Studio Inc. to Provide Project Support and Consulting Services

Mr. Seifullah motioned that this item would go to the full Board for approval. Mr. Corrigan seconded the motion, which passed unanimously by roll call vote.

Resolution to Engage L.A.N.D. Studio Inc. to Organize 2022 See Also and Art Wall Programs

Aaron Mason, Director of Community Engagement, stated that this resolution will be presented before the Board at the upcoming Regular Board Meeting. This proposal includes the maintenance of the art wall that was constructed in 2021. Specifically providing recommendations of artists to appear on that wall as a replacement to the art work that is currently displayed. In addition, this proposal also includes the construction of a new art wall elsewhere in the community that could be at one of the recommended locations that are included in the proposal.

Mr. Mason stated that the art walls are a new addition to the See Also program. The See Also program has been in existence since 2009 and the art lived in the Eastman Reading Garden. In 2020, Dr. Winlock's idea is that we bring the art work into the neighborhoods. Last year was a step in that direction as we constructed an art wall at the Harvard Lee Branch.

Mr. Mason explained that the art proposal this year includes an additional wall ideally at the Glenville Branch. Although nothing has been confirmed. The purpose of these walls is to highlight local artists and raise their profile in the art world.

Mr. Mason provided additional history about See Also and stated that the Library's relationship with LAND Studio, Inc. somewhat predates See Also. In around 2005 with monies from Lockwood Thompson, we did two programs: (1) Lockwood Thompson Dialogues in the beginning; and (2) See Also. When Director Thomas came onboard and created a department that focuses solely program development, we decided that there was some redundancy and we wanted to cut that agreement back. As a result, the programming piece that LAND Studio originally managed was given back to the Outreach & Programming Services department and LAND Studio proceeded with the public art program under See Also.

Mr. Mason stated that over the years, the project has grown. In 2019 with the Library's 150<sup>th</sup> Year Celebration was our biggest year. The profile of the program and the artists have increased. The budget has roughly remained the same with an additional amount provided for administrative costs because of the additional art wall.

Mr. Mason clarified that along the way, LAND Studio's role with the Library was to recommend artists after we give them our idea and mission for what we want in a given year. The final decision for the selection of artists and the program's theme every year is made by the Library.

Dr. Sadie Winlock, Chief Equity, Education, and Engagement Officer, added that we thought it was important for the Board to know some history and that we are also focused on ensuring that all of the vendors be engaged and aligned with the Library's DEI Policy. Moving forward, we have some ideas about how we will ensure that the See Also work that LAND is doing with the resolution that the Board will consider.

Mr. Hairston stated that two years ago he inquired about LAND Studio and other contracts adhering to the process that the Board has established.

Mr. Hairston commended LAND Studio for their excellent and quality work and asked for clarification about the process that other contractual obligations must go through relative to the determination of "sole source".

In response to Mr. Hairston's inquiry, Dr. Winlock stated that the Library is on a long journey relative to DEI and Supplier Diversity. We are transitioning to make sure that we do follow the processes and practices that the Board approved this year as it relates to how we engage vendors in our work.

After stating that he was pleased with LAND Studio's work for the 150<sup>th</sup> Anniversary Celebration, Mr. Hairston requested that following this, everyone has the opportunity to participate in the process for every proposal. Mr. Hairston stated that if sole source is the explanation, then the explanation is accepted.

Dr. Winlock added that we have begun discussions with LAND Studio around the Library's DEI Policy and Supplier Diversity. They are aware of it and are willing to figure out a way to align. We will be following the process moving forward.



Ms. Butts expressed her delight in the selection of Darius Steward in this year's installment of See Also in the Eastman Reading Garden.

In response to Mr. Rodriguez' inquiry, Carrie Krenicky, Chief Financial Officer, explained that we have two Lockwood Thompson funds. The fund that we use for See Also is from the Cleveland Foundation grant. Annually there is a revenue of about \$250,000 for the Lockwood Thompson fund that we receive from the Cleveland Foundation and can be used for four purposes; and visual arts is one of them.

Mr. Seifullah motioned that this item would go to the full Board for approval. Mr. Hairston seconded the motion, which passed unanimously by roll call vote.

Because there was no quorum of Finance Committee Members present, the following items were not considered. However, any discussion was for informational purposes only.

Resolution to Accept Gifts for the Month of October

Tenth Amendment to the Year 2021 Appropriation

Resolution Requesting Tax Advance

Resolution to Advance Cash from the General Fund to the Coronavirus Relief Fund

Resolution to Accept Grant from the Clubhouse Network for the Rockport Best Buy Teen Tech Center

Resolution to Accept Grant from PNC for Economic Empowerment Programming

Resolution Authorizing Purchase of Shelving Upgrades and Maintenance Needs from Central Business Equipment Co. d/b/a Patterson Pope

Mr. Corrigan commended staff for their hard work on this item.

Resolution to Purchase Computer Hardware from CDW Government, LLC

Resolution Authorizing Sale of Former Memorial Branch Building

Resolution to Amend Total Cost for Uniform Rental Services with Rentwear, Inc.

Resolution to Amend Total Cost for Waste Management Services with Kimble Recycling & Disposal, Inc.

Resolution Authorizing Amendment to Agreement with Art Therapy Studio  
Resolution Authorizing Purchase of Solar Shades for Book Storage Areas in the Louis Stokes Wing

Ms. Butts asked for additional information about solar shades.

John Skrtic, Chief of Special Projects and Collections, stated that when the Louis Stokes Wing was built, solar shading was installed for floors 7, 8 & 9. Since 25 years have passed, we have looked at new products to make sure that our most valuable materials are being sensibly cared for in these areas. Mr. Skrtic, also stated that the CPL team was able to locate a superior product that will cover even more areas on those floors which will safeguard the materials into the future.

Ms. Butts thanked Mr. Skrtic for this information.

Resolution Authorizing Amendment to Agreement for Design Services for the New Martin Luther King, Jr. Branch Project

Mr. Seifullah asked for an update on the new Martin Luther King, Jr. Branch Project.

John Lang, Chief Operations Officer, stated that as a reminder, this Board approved the GMP amendment with Panzica Construction in September 2021 and also the amendments to the development agreements with our development partners. In the regular course of events, immediately upon Board approval, we would have had a final legal review of the documents with Bryan Szalewski, Director of Legal Affairs, and his team, and then publish those documents for signature by our partners. After the CEO's approval, we would have fully enacted them. That is what we fully intended to do when the Board approved the GMP and amended development agreements in September.

Mr. Lang explained that unfortunately the Developer failed to achieve the GMP for their portion of the project. Therefore, we are able to sign the development agreement without them having all costs identified. Since then, we have been in a waiting game and continue to be.

Mr. Lang stated that the Developer went through a value management process with Panzica Construction and they were unable to achieve the budget that they had established for their portion of the project. They brought in another partner called Powers Construction, a Chicago based management firm that is actually building the Artisan which is the high rise building next to the existing MLK Branch. They continue to work through their value management process. They have been in communication with us. In a conversation with Steve Rubin this morning, they were still unable to subsequently get to their budget. They have gone through a partial structural redesign of the Library Lofts portion of the project. They are optimistic that the redesign work will reduce costs to the point where they are able to make a return on their investment for the projects. They commit that they will be able to move forward within the next month.

Mr. Lang stated that although our GMP has been approved and the development agreement drafted, we need a partner to move forward.

In response to Ms. Butts' inquiry, Director Thomas stated that we would like to ask the Board for the authority to put forward a letter on behalf of the Board that states our disappointment with this situation. This situation is very unacceptable the way it is. We need to put them on notice that this will not work for us.

Mr. Lang stated that he and Mr. Szalewski met with outside counsel and our consultants this week to talk about the risks that the Library is facing regarding the cost controls. Our construction costs were established in September and the market rates continue to escalate. We have been approached by Panzica Construction that the costs are rising. The Developers delay is expected to have cost impacts for the Library. We are in the process of drafting communications to the Developer stating that "our costs are escalating as a result of your delay and we intend to assign those costs to the Developer when the project moves forward."

Mr. Lang stated that he would consult with Mr. Szalewski regarding the possibility of expanding the scope of the letter to include our general position as well.

In response to Mr. Seifullah's inquiry, Director Thomas stated that a decision to remain at the current MLK branch unfortunately cannot be made at this time. We have made a commitment and signed up on a partnership. As long as they agree that they want to continue that, we remain tied.

Mr. Szalewski explained that we do have a solid and enforceable agreement which is our original development agreement from August 2016. If the Library were not to move forward with this project, we would be in breach of that agreement notwithstanding the fact that we are trying to negotiate some changes to it. The Developer would undoubtedly make claims against us for damages and we would want to do the same thing. At this very moment where they are still ensuring us that the project is moving forward it would be ill advisable to say that we wish to remain at our current branch.

Mr. Szalewski stated that as Mr. Lang indicated, we are in the process of crafting a letter to the Developer at which can be modified to express more of the sentiment from the Board. What we are trying to do in this letter is not just explain that we are displeased with the time that it has taken to get to the GMP and their changes that they have put on the schedule for us, but we want to set up exactly what we want them to do before we will sign the amendment. They indicated that the amendment is necessary for their project and they need a portion of our property to do the neighboring property. We would be willing to go forward with that if they will meet our reasonable and already agreed upon terms and including depositing funds for the purchase of CPL's current property, closing on their financing, and committing to an obligation to build the entire CPL & Lofts project. These items are all included in the Amended Development Agreement which the Board approved in September, 2021.

Ms. Rodriguez expressed her frustration and stated that according to the initial timeline this project should have been further along than it currently is.

Mr. Szalewski stated that the timeline for the entire development is included in their development agreement which includes the construction of the new branch. That has, of course, shifted from 2016 when we brought this before the Board in August.

Mr. Lang stated that there were milestones established when the development agreement was presented to the Board in September. Those milestones included breaking ground on the project in October which did not happen. If the Developer reaches a point where they will establish a GMP and move forward, then at that time we will re-establish schedule milestones.

Mr. Lang stated that although he is skeptical, the Developer's timeline indicates that we could break ground in December 2021. They would have to pull their redesign and rebidding together as well as permits for the project.

Ms. Rodriguez continued to express her frustration regarding the timeline and milestones and shared her concerns about answering to members of the community who have supported the Library's tax levies.

Director Thomas stated that because of COVID people understand that things have slowed down. However, when many saw construction happening with the Artisan, they thought was the new branch. It is a matter of time when people will begin wondering what is going on.

Mr. Lang stated that everyone working with this project seems to share the same frustration.

Discussion continued about the current MLK branch, traffic congestion, cost incurred so far for the new branch.

Director Thomas announced that he is scheduled to meet with Mayor-Elect Bibb on December 6, 2021 and update him on the Library's progress with the new MLK Branch.

Mr. Lang noted that the Developer is in a similar situation as the Library in the sense that they have taken their architectural design through completion and are paying architectural fees as well. They have taken their design to bidding, just as the library did; the difference is that they have not been able to reconcile their construction costs with their budget.

Mr. Lang stated that he believes that their intent when they started the bidding process was to move forward with the project but have not been able to find the budget that works for them. Mr. Lang stated that he senses that this will come to a head within the next 30-60 days one way or the other. They are down to their last straw redesigning this project and trying to figure out if they can afford the project with their budget and their financing or they will have to look for extra equity to insert into the project or they will have to walk away from the project altogether.

In closing, Mr. Lang stated that he feels that we are near the tipping point one way or the other. After Ms. Rodriguez thanked Mr. Lang for his update, she acknowledged the following public comment from Christopher Martin: "The Board should follow Cleveland City Council's lead by providing free feminine hygiene products at every branch."

Director Thomas asked Dr. Johnson Thomas to provide background on this item as is just came before City Council yesterday.

Dr. Johnson Thomas stated that Dr. Winlock and Twyla Turner, Director of Inclusion & Leadership Education, have been very instrumental under the Director's leadership starting the Employee Resource Groups. As a result, the Library has a Women's Employee Resource Group. One of the charges they have taken up is to see whether our organization can provide free hygiene products for our patrons and staff in our restrooms. As part of our exploratory process to understand this, we reached out to Councilwoman Santana as we knew that she brought legislation up re: this issue. We reached out to schedule a meeting to gather information on how she went about it to help inform our process before the Women's Employee Resource Group brought it to Library leadership.

Dr. Johnson Thomas stated that after information is gathered, we will be meeting with Mr. Szalewski to understand if this is a policy or procedure. Currently, we are in a learning space and although we have received many inquiries about this, it is our intent to learn and understand so that we can present our proposal to Library leadership to consider.

Dr. Winlock added that this demonstrates the power of our ERG's in identifying needs and issues such as this. After the ERG completes the research, it goes to the Legal department for a possible resolution to be considered by the Board.

Ms. Rodriguez thanked Dr. Johnson Thomas and Dr. Winlock for their update.

**Human Resources Committee Members** (Mr. Hairston, Chair)

Present: Alice Butts

Absent: Mr. Corrigan (departed, 12:40 p.m.), Mr. Parker (arrived, 12:44 p.m.)

There was no quorum of Human Resources Committee Members present to consider the following items:

Regular Employment Report

Retirement Recognition Citation

Resolution Authorizing Off-Step Salary for Pages

**Community Services Committee Members** (Mr. Corrigan, Chair)

Present: Mr. Corrigan, Alice Butts, Mr. Seifullah

Absent: Ms. Thomas, Mr. Parker (arrived, 12:44 p.m.)

While there was a quorum of Community Services Committee Members present, the following item was considered:

### Resolution to Adopt Collection Development Policy

After stating that the Board will receive a presentation regarding the Resolution to Adopt a Collection Development Policy at the upcoming Regular Board Meeting, Mr. Corrigan commended the substantial work on this item by John Skrtic, Chief of Special Projects and Collections, and Michael Ruffing, Special Projects Manager.

Mr. Corrigan stated that the last full-scale review of the Policy occurred in July 1985 this resolution is timely and worthy of consideration by the Community Services Committee.

Mr. Corrigan motioned that this item would go to the full Board for approval. Ms. Butts seconded the motion, which passed unanimously by roll call vote.

Ms. Rodriguez adjourned the Joint Finance, Human Resources & Community Services Committee Meeting at 12:58 p.m.