

**WEBER COUNTY LIBRARY
BOARD OF TRUSTEES
MINUTES**

Date: June 15, 2010

Board Members
in Attendance: Gary Dohrer, Chair
Holly Bauman
Marie Irvine
Tom Taylor
Jan Zogmaister

Board Members
Excused: Marcia Harris
Karen Leonardi

Others
in Attendance: Lynnda Wangsgard, Library Director
Karen Burton, Associate Director
Scott Jones, Assistant Director/Technology Director
Kim Hale, Comptroller
Julia Valle, Business Office Manager
Evelyn Bertilson, Friends of the Library
Monette Hurtado, Legal Counsel

Approval of Minutes:

Minutes of the May 15, 2010 meeting were approved as mailed.

Director's Report:

Hale presented the financial report, current as of May 31, 2010, detailing revenues collected, funds expended, and line item budget changes. All items were within expected tolerances for this time of year.

Wangsgard presented the "system services report." Because the Pleasant Valley Branch opened during April of 2009, May of 2010 was the first month year-to-year statistical comparisons were available for circulation transactions, program attendance, meeting room use, and patron registration. This first year-to-year comparison illustrated sustained public use of all five County libraries, as well as significant growth in circulation transactions.

Summer literacy programs were underway with approximately 4,000 children already registered for the Summer Reading Club, and another 300 youngsters for the American Reads summer

tutoring program. The Teen Summer Reading Club had so exceeded expectations that additional program materials were being produced to accommodate those wishing to participate.

Bertilson reported on the Arts in the Parks program she had assisted in providing the previous day. The same program will be presented on three consecutive Mondays, and will introduce area children to the 2010-2011 Weber Reads program material. In addition to stories, games, and craft activities, the group representing the Library will distribute approximately 700 Weber Reads books to the young people in attendance.

Library Earns Two National Awards:

Weber County Library had been selected by the Public Relations and Marketing section of the American Library Association (ALA), to receive two competitive awards. The awards will be presented during the annual ALA conference, June 27th in Washington, D.C.

The first award was the "2010 Best of Show for Reading Programs" in the Adult and Family category. The winning entry was the community-wide "Weber Reads Frankenstein" program, sponsored by the Weber County Commission, the Library, the Standard-Examiner, and Weber State University.

The second award was the "2010 Best of Show for Special Programs and Events." The winning entry was the "Grand Opening and Dedication" materials produced for the Pleasant Valley Branch Library.

According to Jennifer Duvernay, ALA Best of Show Coordinator, the committee "received hundreds of entries from across the U.S. and Canada." Since the year 2000, the Weber County Library has won 14 Best of Show Awards, and two Honorable Mention Awards in this national competition. Wangsgard emphasized that this accomplishment demonstrates the Library staff's on-going commitment to providing the community with quality library services, while also showcasing the extremely talented and energetic work of Lezlie Reinking, who markets services for the Library System. Reinking's entries competed with those of some of the largest libraries in the U.S., as awards are presented in four categories: Libraries with budgets of \$6 million and above, \$2-6 million, \$500,000 to \$2 million, and below \$500,000. Entries are judged on the basis of content, originality, design, format, and effectiveness.

The Board asked that Wangsgard prepare a letter of congratulations and thanks for Reinking.

Equal Employment Opportunity Policy and Profiles:

Board members received copies of the Equal Employment Opportunity (EEO) policy in their meeting packets. Wangsgard distributed two employee EEO profiles during the meeting. The first profile, reproduced below, illustrated ethnicity and gender, benchmarked against all Weber County (government) employees and comparative demographic information.

Weber County Employee Profile
March 18, 2010

	Total Employees		White Employees		African American/Black Employees		Hispanic/Latino Employees		Asian/Pacific Islander Employees		Native American Employees	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Employees	1,174	100.0%	1,059	90.2%	2	0.2%	87	7.4%	21	1.8%	5	0.4%
Total Male Employees	597	50.9%	561	47.8%	1	0.1%	22	1.9%	11	0.9%	2	0.2%
Total Female Employees	577	49.1%	498	42.4%	1	0.1%	65	5.5%	10	0.9%	3	0.3%
Check	1,174	100.0%	1,059	90.2%	2	0.2%	87	7.4%	21	1.8%	5	0.4%

Weber County Library System Employee Profile
May 20, 2010

	Total Employees		White Employees		African American/Black Employees		Hispanic/Latino Employees		Asian/Pacific Islander Employees		Native American Employees	
	#	%	#	%	#	%	#	%	#	%	#	%
Total Employees	120	100.0%	93	77.5%	0	0.0%	17	14.2%	7	5.8%	3	2.5%
Total Male Employees	35	29.2%	28	23.3%	0	0.0%	4	3.3%	2	1.7%	1	0.8%
Total Female Employees	85	70.8%	65	54.2%	0	0.0%	13	10.8%	5	4.2%	2	1.7%
Check	120	100.0%	93	77.5%	0	0.0%	17	14.2%	7	5.8%	3	2.5%

Comparative Demographic Information

	Total		White		African American/Black		Hispanic/Latino		Asian/Pacific Islander		Native American	
	#	%	#	%	#	%	#	%	#	%	#	%
National (N1)				65.6%		12.8%		15.4%		4.7%		1.0%
Utah (N2)				81.7%		1.3%		12.0%		2.8%		1.4%
Weber County (N3)				79.3%		1.7%		15.9%		1.6%		1.0%

Notes:

- Utah QuickFacts from the U.S. Census Bureau <http://quickfacts.census.gov/qfd/states/49000.html>, **USA Column**, 2008. Persons reporting two or more races = 1.7%. See QuickFacts notes a. and b.
- Utah QuickFacts from the U.S. Census Bureau <http://quickfacts.census.gov/qfd/states/49000.html>, **Utah Column**, 2008. Persons reporting two or more races = 1.7%. See QuickFacts notes a. and b.
- An additional 1.5% of Weber County residents report two or more races and are not included in the totals above; extrapolation indicates approximately .4% of these identify as white or Hispanic. The other .1% cannot be extrapolated.

The second Library employee profile, summarized below, was based on age and retention, and was without benchmark.

Weber County Library System Employee Profile ¹				
Age and Retention				
Position Type	Number of Employees	Full Time/ Part Time	Average Age	Average Years Service
Administrative	3	03 Full, 00 Part	50	24.81
Management	22	19 Full, 03 Part	44	9.48
Supervisory	19	16 Full, 03 Part	48	9.64
Program Implementation	75	06 Full, 69 Part	39	5.43
Totals	119	44 Full, 75 Part	42	7.31

¹ Source: Weber County Library Position Management System

Together, the two employee profiles were being used to help evaluate progress toward hiring and retaining a diverse workforce, as supported by the Board’s EEO policy statement.

Hurtado had reviewed the EEO policy to determine if it was broad enough to continue to serve and protect a diverse workforce. She did not have any recommendations for change.

After discussing the employee profiles and reviewing the policy, the Board voted to reapprove the policy without change.


Nomination of Individuals to Fill the Seat Held by Gary Dohrer:

Applications submitted by individuals interested in serving on the Board of Trustees were reviewed, and three names were selected for Weber County Commission consideration and approval. Zogmaister abstained from an otherwise unanimous vote to forward these names, as she will vote on the nominee of choice during Commission meeting.

Other:

There being no further business, the meeting was adjourned at 6:10 p.m.

Respectfully submitted,



 Julia Valle

25 July 2010

 Date