

AKRON-SUMMIT COUNTY PUBLIC LIBRARY
BOARD OF TRUSTEES
REGULAR MEETING
MAY 29, 2014
COMMUNITY ROOM, TALLMADGE BRANCH LIBRARY

President William D. Rich called the meeting of the Board of Trustees of the Akron-Summit County Public Library to order at 4:07 pm at the Tallmadge Branch Library. The following members of the Board answered the roll call: Lolita Adair, Sandra Auburn, John Frola, Jr., Mark Jackson, Sr., William D. Rich, and Bernard Rochford. Ray Weber was absent. Present from Library staff were David Jennings, Michelle Scarpitti, Carla Davis, Eileen Herbert, Pam Hickson-Stevenson, Ann Hutchison, Vickie King, Denise Lee, Lisa Peercy, Carl Roxbury, Ariel Sawyer, Val Sherman, Robyn Shondel and Barb White. Dennis Toth of Business Benefits of Ohio was also present.

Mr. Rochford moved, seconded by Mr. Frola, to adopt the agenda for the May 29, 2014 meeting. The roll call vote followed: Mrs. Adair, Dr. Auburn, Mr. Frola, Mr. Jackson, Mr. Rich, and Mr. Rochford all voted aye. The motion carried. 14-32
AGENDA

Mrs. Adair moved, seconded by Mr. Jackson, to adopt the minutes of the April 24, 2014 meeting. Mr. Rich asked for discussion. Hearing none, the roll call vote followed: Mrs. Adair, Mr. Jackson, and Mr. Rich all voted aye. Dr. Auburn, Mr. Frola, and Mr. Rochford abstained. The motion carried. 14-33
APRIL MEETING
MINUTES

Mr. Rich thanked the staff of the Tallmadge Branch Library for hosting the Board meeting. 14-34
PRESIDENTS
REMARKS

Michelle Scarpitti, Fiscal Officer, presented the financial report for April 2014.

[The financial report is appended to the minutes.]

Dr. Auburn moved, seconded by Mr. Frola, to adopt the financial report for April 2014. The roll call vote followed: Mrs. Adair, Dr. Auburn, Mr. Frola, Mr. Jackson, Mr. Rich, and Mr. Rochford all voted aye. The motion carried. 14-34
APRIL
FINANCIAL
REPORT

Ms. Scarpitti presented the donor/gift list and reported that in April the Library received \$75.00 in monetary donations. In addition, there were four pages of material donations.

Dr. Auburn moved, seconded by Mr. Frola, acceptance of the donor/gift list with great appreciation. The roll call vote followed: Mrs. Adair, Dr. Auburn, Mr. Frola, Mr. Jackson, Mr. Rich, and Mr. Rochford all voted aye. The motion carried. 14-35
DONOR/GIFT
LIST

Ms. Scarpitti presented the investment report for April 2014.

[The investment report is appended to the minutes.]

Lisa Peercy, Human Resources Director, presented the Personnel Report for May 2014. She reported that there were no changes to the report since it was mailed to the board.

**AKRON-SUMMIT COUNTY PUBLIC LIBRARY
Personnel Report – May 2014**

RESIGNATIONS:

<u>Employee</u>	<u>Classification</u>	<u>Date</u>	<u>Agency</u>
Beebe, Jessica	Student Assistant	04.17.14	Business & Government
Fox, Joseph	Student Assistant	05.02.14	Culture & AV
Hershey, Olivia	Student Assistant	05.07.14	Magazines and Newspapers
Robinson, Sherri	Police Officer	04.21.14	Facilities Services Off-duty APD
Walker, Marion	Student Assistant	06.10.14	Richfield

SELECTIONS:

<u>Employee</u>	<u>Classification</u>	<u>Date</u>	<u>Agency</u>
Hull, Quinn	Substitute Public Service Assistant I	05.28.14	General Managers Office
Hujar, Addison	Student Assistant	05.05.14	Green
Pickering, John (Clay)	Public Service Assistant II	05.12.14	Northwest Akron
Trares, Richard	Maintenance Worker	06.16.14	Facilities Services

CHANGE OF STATUS:

<u>Employee</u>	<u>Classification</u>	<u>Date</u>	<u>Agency</u>
Smith, Marilyn	Public Service Assistant II Medical Leave without pay	04.29.14	Nordonia Hills

NUMBER OF STAFF MEMBERS

	<u>05.15.11</u>	<u>05.11.12</u>	<u>05.23.13</u>	<u>05.16.14</u>
Full-Time Staff:	268	263	260	254
Part-Time/Job-Share Staff:	49	39	36	44
Student Assistants:	77	79	91	82
Total number of Staff:	394	381	387	380
Full-Time Equivalents	304	294	294	288

NOTE: These numbers cannot be compared from month to month for the following reason: the numbers may not reflect additions and deletions to the payroll system as the changes are made immediately prior to or after the date the personnel action is effective.

Mrs. Adair moved, seconded by Mr. Rochford, adoption of the Personnel Report. 14-36
The roll call vote followed: Mrs. Adair, Dr. Auburn, Mr. Frola, Mr. Jackson, Mr. Rich, PERSONNEL
and Mr. Rochford all voted aye. The motion carried. REPORT

Mr. Jennings thanked Denise Lee, Branch Manager of the Tallmadge Branch DIRECTOR'S
Library, for hosting the May Board Meeting. REPORT

Mr. Jennings stated that despite the efforts of the Ohio library community and the Ohio Library Council, the proposed amendment that the Library hoped would increase the Public Library Fund was not included in the Senate version of recent mid-budget review legislation. This disappointing outcome means that although the PLF grows along with a stronger economy, no dramatic change to the state funding appears likely in the near future. Additionally, part of this legislation includes further tax reductions that may negatively affect the PLF going forward. Mr. Jennings said the next estimate from the Ohio Department of Taxation will provide a better idea of the funding situation for the remainder of 2014 and into 2015.

STATE
FUNDING

Mr. Jennings reported the Library once again participated in the Summit Poll, a poll conducted by CMOR, the Center for Marketing & Opinion Research, LLC, located in Akron. Of the 800 Summit County residents participating in the poll, 523 lived within the ASCPL service area, and their responses are reflected in the data generated by the poll for the Library.

SUMMIT POLL

Summit County residents were randomly selected and then reached on both land lines (57.5%) and cell phones (42.5%) in February/March, 2014. Participants were asked if they agreed or disagreed with the following statements about the Library system. Mr. Jennings stated the **results of that poll show a very positive public perception of the organization:**

The Akron-Summit County Public Library is a valuable asset to my community.

94.8% chose either Strongly Agree (44.6%) or Agree (50.2%). (94.1% in 2013)

The Akron-Summit County Public Library improves the overall quality of life in my community.

86.3% responded with Strongly Agree (29.1%) or Agree (57.2%). (87% in 2013)

It is important to support the Akron-Summit County Public Library with local tax money.

90.6% responded either Strongly Agree (34.4%) or Agree (56.2%). (86% in 2013)

The Akron-Summit County Public Library contributes to positive change in my community.

82.1% responded with Strongly Agree (26.2%) or Agree (55.9%). (82% in 2013)

Is your overall impression of the Library Excellent, Good, Fair, Poor, or Very Poor?

79.7% rate the Library as Excellent (48.1%) or Good (31.6%). (77% in 2013)

In five polls since 2007, the **48.1% Excellent rating is the highest rating of Excellent** the Library has received (in 2007, 37.5% rated Excellent).

15.3% had no opinion about the library. In 2007, 29% had no opinion.

Mr. Jennings stated that on June 9 the Library will launch year three of its summer reading and wellness program, Mind, Body & Sole. All of the community partners and supporters are on board for this summer, and the Library anticipates high levels of participation throughout the system. Almost 13,000 people participated in MB&S last year, with over 1800 completing both the reading and wellness components of the program.

MIND, BODY &
SOLE

Mr. Jennings reported that one of the Library's most recent examples of innovative collaborative programming is NatureConnect. This program, which began with five pilot branches in 2012, was offered at the Main Library Children's Library and at 10 branches in 2013. It is expected that virtually all 17 branches will offer NatureConnect in 2014. The thrust of this effort is to provide opportunity and environment for young people and their families to experience nature personally, with a hands-on approach that includes indoor and outdoor, unstructured and guided, exploration opportunities. Often with funding assistance and botanical expertise from local Friends groups, area garden clubs and gardening centers, Scouting troops, civic organizations, and others, branches have established garden spaces, sensory and otherwise, that allow for a building of literacy, science, and math skills, and the opportunity to recharge the body and mind. This spring and summer will bring important new NatureConnect outreach opportunities including collaboration with Let's Grow Akron at Odom Branch, and StoryWalks (stories posted along walking paths) at area nature trails, local farmers' markets, and community festivals.

NATURE
CONNECT

Mr. Jennings stated that when the Library's current buildings were being planned and designed 15-20 years ago few could have imagined the current ubiquitous use of personal digital devices (laptops, tablets, cell phones). It is estimated that about 500,000 logins connect to the WiFi network each year, a number that has grown to more than half of the desktop computer logins. As a result, the Library has been challenged on several fronts to develop capacity for WiFi use – adequate bandwidth, abundant plug-in power receptacles, and wireless printing capacity.

LIBRARIES AS
WIFI HOTSPOTS

Mr. Jennings reported that in the summer of 2014, all three of these issues will be resolved at Main Library and at all branch locations:

Bandwidth – The Library has negotiated a huge increase in branch bandwidth at 14 locations; each will have 10 times the previous amount, at a slightly reduced cost (a similar process with the other 3 locations is now finished, and a similar outcome has been achieved.) With this increased capacity, the Library will no longer have to be concerned about the capacity to handle a multitude of customers using their own devices. In 2014, the Library will be able to describe its WiFi service as high speed internet without qualification.

Plug-in Power – The Library is installing low-cost power receptacles at multiple tables at each branch location so that customers who need to plug in their own devices can do so easily.

Wireless Printing – Printing from a personal device will be as easy and convenient as printing from a Library desktop computer at all locations this summer. This is a significant improvement in customer convenience, and has been highly requested by customers.

Mr. Jennings reported that with these tangible improvements to customer service, access, and convenience, Library facilities can be promoted as WiFi hotspots, places where people can obtain the high quality digital connectivity they desire, expect, and often regard as a staple of modern life.

Mr. Rochford presented the report of the Personnel Committee.

REPORT OF PERSONNEL COMMITTEE
AKRON-SUMMIT COUNTY PUBLIC LIBRARY
May 22, 2014

On Thursday, May 22, 2014, the Personnel Committee met in the Conference Room of the Northwest Akron Branch Library. The meeting was called to order at 4:09 pm by Committee Chair Bernie Rochford. Also in attendance were Committee members Lolita Adair and Mark Jackson. Library staff members David Jennings, Lisa Peercy, Robyn Shondel, and Michelle Scarpitti were also present, along with insurance broker Dennis Toth from Business Benefits of Ohio.

Mrs. Adair moved to adopt the agenda, and all committee members present voted aye.

Board President William D. Rich arrived at 4:12 pm, and Mrs. Adair administered the Trustee oath of office to Mr. Rich as he begins a new seven-year term as Library Trustee.

MR. RICH NEW
SEVEN-YEAR
TERM

The first item on the agenda was presentation of recommended insurance benefits for 2014/2015 by Mr. Jennings and Ms. Peercy. The Library's Medical Benefits plan through SummaCare would remain unchanged from the previous year, except for a change in out-of-pocket maximum as required by the Affordable Care Act. The proposed premium increase is 8.86%; 3.25% of this increase consists of federally mandated taxes as part of the Affordable Care Act. After discussion of various issues with insurance broker Dennis Toth, Mr. Rich moved to recommend adoption of medical benefits through SummaCare as described in the memo from Ms. Peercy. After Mr. Jackson seconded, all members of the committee present voted aye, and this comes as a recommendation to the Board.

Mr. Rich asked for discussion. Hearing none, the roll call vote followed: Mrs. Adair, Dr. Auburn, Mr. Frola, Mr. Jackson, Mr. Rich, and Mr. Rochford all voted aye. The motion carried.

14-37
HEALTH
INSURANCE
RENEWAL

Next for discussion was the Dental, Life, Accidental Death & Dismemberment insurance, along with Vision Benefits. As outlined in the memo from Ms. Peercy, by contracting with Lincoln Financial for all of these plans, we can avoid any increase in dental premiums and significantly improve vision coverage for a very small increase in premiums. Mr. Rich moved to recommend adoption of the Dental, Life, Accidental Death & Dismemberment, and Vision Benefits as described in the memo. The motion was seconded by Mr. Jackson. All committee members present voted aye, and this comes as a recommendation to the Board.

Mr. Rich asked for discussion. Hearing none, the roll call vote followed: Mrs. Adair, Dr. Auburn, Mr. Frola, Mr. Jackson, Mr. Rich, and Mr. Rochford all voted aye. The motion carried.

14-38
DENTAL,
VISION, LIFE
AND AD&D
RENEWAL

After a short discussion about the merits of flexible spending accounts, Mr. Jackson moved to recommend approval of maintaining the Flexible Spending Account maximum employee contribution at \$2500, and the recommended rollover amount of \$500. Mr. Rich seconded the motion. All committee members present voted aye, and this comes as a recommendation to the Board.

Mr. Rich asked for discussion. Hearing none, the roll call vote followed: Mrs. Adair, Dr. Auburn, Mr. Frola, Mr. Jackson, Mr. Rich, and Mr. Rochford all voted aye. The motion carried.

14-39
FSA RENEWAL

Mr. Jennings and Ms. Peercy then provided an update on the Library's diversity efforts. Included in the update was a review of the Library's equal employment opportunity statistics, which show a higher percentage of African-American employees than in 2012 (16.8% in 2014, 14.5% in 2012), and higher percentage for all minority employees than in 2012 (19% in 2014, 17.1% in 2012). Both statistics exceed those for Summit County.

Additionally, they reported on the progress of the three staff receiving the McDowell Librarian Scholarship, and they recommended offering the scholarship in 2014. Mr. Jennings stated that the amount appropriated in the 2014 Budget from the C. Blake McDowell, Jr. Fund will likely be able to accommodate additional scholarships in 2014. After some discussion of the possibility of internal candidates for this scholarship, Mr. Rich moved to authorize the scholarship committee to post the scholarship for internal candidates, interview those candidates, and award scholarships in 2014. All committee members voted aye and this comes as a recommendation to the Board.

Mr. Rich asked for discussion. Hearing none, the roll call vote followed: Mrs. Adair, Dr. Auburn, Mr. Frola, Mr. Jackson, Mr. Rich, and Mr. Rochford all voted aye. The motion carried.

14-40
McDOWELL
SCHOLARSHIP

Finally, the update included a description of diversity training for all staff conducted by HR Generalist Silvia Hauber, Bridges Out of Poverty training concerning generational poverty at Staff Development Day, and Mental Health First Aid training attended by 28 staff including 10 security staff.

With no further business, the meeting was adjourned at 5:15 pm.

Ms. Carla Davis, Marketing & Communications Director, commented that several branch Libraries are celebrating anniversaries this month. On August 13, the Nordonia Hills Branch is celebrating its 60-year anniversary, and on June 7, the Fairlawn-Bath Branch will be celebrating its 50-year anniversary. Also, the Northwest Akron Branch is celebrating twelve years in its new location on August 11.

REPORT FROM
ADMIN STAFF

Ms. Davis announced that for the eighth year, Teens Rock Akron will be presented in the Main Library Auditorium on June 14. She invited the Board members to enjoy a night of great music by some of Northeast Ohio's best teen bands and solo artists.

PUBLIC
PARTICIPATION

Mr. Rich stated there were no requests for Public Participation.

There being no further business, Mr. Rich adjourned the meeting at 4:53 pm.

ADJOURNMENT

President

Secretary