

Allegany County Library Board of Trustees

Regular Meeting

February 18, 2020

LaVale Library– 4:00 p.m.

PRESENT:

Bill Devlin, Deb Hendrickson, Tom Finan, Terry Michels, Bill Bingman, and John Taube.

The meeting was called to order by Bill Devlin.

NEW BUSINESS

UNFINISHED BUSINESS

Presentation of the revised proposed FY2021 Operating Budget and Workplan

As requested John Taube presented the Board with a revised operating budget for FY 2021. The attached budget documents show the proposed operating budget with the following updates:

1. Hire Director of Human Resources asap
2. Delay request for funding for Director of Public Services
3. Delay request to create Information Access Dept with internal transfer of 2 staff members,
4. Adopt M-Th 10AM-6PM, Sat 1-4PM schedule starting 7/1/2020.
5. Create and fund a Marketing Budget line to implement Communications Plan
6. Provide Library employees with a 2% wage increase
7. Increase funding allocated to Health Insurance by \$25,000
8. Increase funding allocated to Programming by \$3000
9. Transfer Ashley Swinford into role of Coordinator of Marketing
10. Increase the Collections budget by \$2672
11. Adopt Organizational Chart

Tom Finan made a motion to approve the revised operating budget for FY 2021 for submission to Allegany County, with the exception of item 11, Adoption of the Organizational Chart. Deb Hendrickson seconded the motion. The motion to approve the revised operating budget for FY 2021 for submission to Allegany County, with the exception of item 11, Adoption of the Organizational Chart was approved by all Board Members.

Tom Finan suggested that the Organization Chart be subject to further discussion at a future Board meeting.

PUBLIC COMMENT

Ms. Cindy Murphy, President of the Women of Wisdom Sisterhood of Rawlings addressed the Board. At the end of her address, Ms. Murphy stated that "The Women of Wisdom Sisterhood, as public library advocates and taxpayers, respectfully and specifically request that the Library Board promptly reinstate your original support for the Information Access Department as recommended and requested by the Library Director." She also requested that a copy of her full remarks be included in the minutes of the meeting.

ANNOUNCEMENTS and UPDATES

UPCOMING PROGRAMS

Next Board Meeting is Tuesday, March 10, 2020 at 4PM at the LaVale Library.

For the public record, my name is Cindy Murphy and I am a recently-returned and recently retired Maryland native with deep family roots. I pay taxes for two residential properties in Rawlings, Maryland. I am here to address the Allegany County Library Board about my personal disappointment and the disappointment of the Rawlings Women of Wisdom (WOW) Sisterhood in the action you recently took to rescind your initial approval of the Library Director's recommendation for a new Information Access Department. Our perception is that your Board was swayed in its commitment to improving library access to all residents of Allegany County because some current employees of the public library system feel that they are not up to the publicly-mandated task. Hmmm. Sounds like a case of the tail wagging the dog to us.

You each read the comprehensive letter the WOW Sisterhood sent in response to your request for public feedback for Strategic planning purposes. We took the initiative to detail the perceived lack of local access to public library services and our suggestions for creative, low-cost improvements to remedy that public library service failure. The riskiest thing you can do to any human being in a democracy is ignore him or her. Your/our Library Director has respectfully listened to and responded to our pleas on behalf of the children in our area. Please call to mind your public acceptance of the recommendations of that professional study for which you spent Allegany taxpayer's money. Please call to mind your Library Director's professional understanding of the ethics and mission of the American Library Association which you, as advocates of public libraries must embrace. If the current library staff cannot muster the requisite passion and commitment for meeting the public information access needs of all County residents, then our grassroots group will very publicly advocate for the hiring of new or additional staff to do what existing staff are unable or unwilling to do with a smile on their faces. That's a promise, as it is our job as responsible citizens to hold our public institutions accountable for fulfilling their mission. Your job is providing your Library Director with the County and State advocacy and tools he needs to do his job and wisely guiding him and evaluating him on the observable results. Truly passionate and committed citizen leaders, professionals, para-pros and community volunteers manning and woman-ing each and every library "position" are imperative if the Allegany County Library System is to serve as a model of public service excellence in a County not known for that standard.

The library service advocates in Rawlings, Dawson and Danville currently trust your/our Library Director's commitment to providing continuous improvement in public access to library services. However, your recent observable Board actions leave our local taxpayers unsure about the Library Board's commitment to actively increasing access to county library services in an equal opportunity manner. Give your Library Director the opportunity to prove his professional commitment to serving all Allegany County constituents, without undercutting his recommendations and authority.

The Women of Wisdom Sisterhood, as public library advocates and taxpayers, respectfully and specifically request that the Library Board promptly reinstate your original support for the Information Access Department as recommended and requested by the Library Director.

In closing, I respectfully request that this printed copy of my public remarks be attached to the public Minutes of this Board meeting. Thank you.