

## **Steering Notes for December 21<sup>st</sup> Meeting**

Those in attendance were David Hayden, Mary Kratz, Sherri Baca, Ashley Swald, Albert Perea, Terri Daly, Anthony Rendon, Maykala Noyd, Rebecca McGhee and Debbie Payne.

In January we will be starting in Person meetings. Sherri will also see about sending an agenda to the committee on what she has planned to talked about.

One topic brought up by the committee was to see if we could start a sick time pool. Which would be volunteer for those who want to donate some sick time. Points brought up are that we would need a point person or committee. Wage and hour difference to those who donate and those who would receive. We need to check into other libraries and see how they are handling it. We need to check the policies that the Board of Trustees has set. The library is very generous with leave time. It is worth checking into though.

Social Media was another topic brought up. This is more about having a Tik Toc account. We need to remember about keeping our brand constant and looking into guide lines. This would fall under Community Relations. Sherri will look into more after consider both sides of the picture but it is another way to get information out. Right now we have Instagram and Facebook. We do have a budget to boost the Facebook accounts to reach more people.

Sundays: Morale is very low for those who don't normally work at Rawlings. Was wondering if this could be a volunteer time instead of everyone taking their turn. Also could we possibly go back to 1.5 time pay for those who do work on Sunday. This was a question that was asked. Trustee set the hours of operation so don't know if this

procedure or Law. We would have to justify for any hour changes before it goes to the Trustee's. The time in a half was dropped in 2014. Sherri said she would look into the voter information to see if we added something in the pledge that made a statement about hours of operations. A comment was made that admin isn't there on the weekends so they can't really see the struggle of those who are working there. Non- Rawlings workers don't how things work there or where to find things. A Rawlings personal is supposed to be there for support but sometimes they aren't very helpful.

Sherri is hoping to get all the library staff to be able to work at every branch with comfort and ease as time moves forward. Also looking at better support and training at the Main Branch for those of us who don't work normally.

It was another area of issues brought up. They are part of Sherri's top three items but this will take time. She is aware of the issues we are having and hope to be in a better as the new year goes on but it will take time.

Warranties was talked about for Rawlings. Concern was that wasn't any with all the new construction happening. Sherri will look into this but is almost positive there is one. We know the furniture is covered but not sure about the building.

Amy and Alan will be looking over the renovations of Lucero and Barkman. Right now both branches are over budget and are working on this with the contractors to solidify the numbers.

Terri talked about the FAML. This will start in January of 2023. Board of Trustee's has voted to pay the employee part. We can start getting it in January of 2024 if needed.

Letters will be going out for paid performance.

Weather closure on December 22<sup>nd</sup> and 2-hour delay on December 23<sup>rd</sup>.

Annual Plan and Budget has been approved and you can view it on the website.

Rawlings renovation is wrapping up. It should be completed sometime in February of 2023. Hoping to come in under budget.

Community Relations is working on fundraising or partners for the Barkman and Lucero renovations.

Roundtable meetings are under way and Sherri is enjoying it. She is having a blast meeting with everyone and learning as she goes.

Next meeting is the 18<sup>th</sup> of January.