

Minden Branch:
1625 Library Lane
Minden, NV 89423
P: 775.782.9841
F: 775.782.5754



Lake Tahoe Branch:
233 Warrior Way
Zephyr Cove, NV 89448
P: 775.588.6411
F: 775.588.6464

P.O. Box 337 • Minden, NV 89423

library.douglascountynv.gov

APPROVED 9/30/2020
LIBRARY BOARD OF TRUSTEES
August 25, 2020

ATTENDEES

Library Board Members: Kate Garrahan, Chairperson, Bonnie Rogers, Vice Chairperson, Trustees Jill Harper, Mark Jensen, and Lisa Foley.

Library Staff: Amy Dodson, Library Director, Julia Brown, Library Supervisor, Laura Treinen, Library Supervisor, Veronica Hallam, Administrative Services Manager; Clerk to the Board

County Staff: Doug Ritchie, Deputy District Attorney, Wendy Lang, Human Resources Director, Natalie Wood, Administrative Services Manager, County Manager's Office

Guests: Tod Colegrove, President Elect of the Nevada Library Association, Aaron Ford, Attorney General of Nevada, Deborah Caldwell-Stone, Director of the American Library Association's Office of Intellectual Freedom, Tammy Westergard, Administrator of Nevada State Library, Archives and Public Records

THE MEETING CONVENED AT 9:59 A.M.

1. PUBLIC COMMENTS.

Chairperson Kate Garrahan asked for public comment. Director Amy Dodson stated that if any of the guests would like to make public comment they may do so now.

Attorney General Aaron Ford commented that he supports the library board's draft diversity statement. He stated that it could arguably be reworded more as a proposition rather than a support for a particular organization but one that could acknowledge that black lives matter. Attorney General Ford stated that he has expressed the need for a better relationship between law enforcement and the community they serve. He quoted Attorney General William Barr's statement that black Americans are treated with extra suspicion and maybe not given the benefit of the doubt. He stated that saying black lives matter does not reflect the belief that all law enforcement are corrupt and racist and that it doesn't connote the support of violence and doesn't ask for it to happen in any particular community. It expresses the desire to eliminate violence especially those that are experienced in the black community at the hands of some members of law enforcement. He commented that all Nevadans have the constitutional right to voice that

position and so does the Douglas County Library. Attorney General Ford stated that he believes as well as his many fellow elected officials and many members of law enforcement that black lives do indeed matter and that someone doesn't have to belong to an organization to believe that black lives matter and they can pronounce it any way that they like. He noted that no government official should issue a threat to withhold public service because someone believes it and says it. He welcomed Sheriff Coverley's statement that he will continue to provide the library police service but it never should have come from that because the first amendment allows for the proposition to be said out loud that black lives matter. He concluded by reiterating his support for the library board's draft diversity statement in support of the notion that black lives matter, his support for law enforcement in general and his support of the first amendment.

Deborah Caldwell-Stone commented that she would like to draw the Trustees' attention to the letter that was submitted and signed by Julius Jefferson, President of the American Library Association, Forest Lewis, President of the Nevada Library Association and David Page, President of United for Libraries that explains that libraries have been engaged in the work of ridding the libraries of racism and policies that reflect racism either implicitly or explicitly and to ensure that everyone receives fair treatment and equal access to the library. She noted that in the letter it states that this is not a political stance but an important mission and goal of libraries around the country to go beyond the absence of discrimination and ensure that the library is providing a welcome and inclusive environment. She indicated that the signers of the letter are in support of the diversity statement and they will offer any services or resources of help that may be needed in facilitating a community conversation around these issues.

Tammy Westergard commented that the Nevada State Library under NRS 379 has a responsibility for all public library trustees to have training and stands committed to engage with the library director, with staff and the board to help better understand civic fears and talk clearly about civic truths and talk together about civic goals. She stated that she hopes that this will draw a circle around the community convening an opportunity to engage in the opportunity to talk with Sheriff Coverley to better understand his civic fears and talk about civic truths and come together to talk about civil goals. She indicated that this could be done by relying on input from the Douglas County community members and have important conversations that could inspire positive change, promote personal and community responsibility and local progress towards a healthy civic engagement. She noted that the best outcome for this current situation is an authentic and local synchronized step to foster what Nevada's Attorney General has already begun.

Director Dodson asked if there was any further comment before Natalie Wood plays the recordings of public comment. There was none. Natalie stated that she will begin playing the voicemails that have been received.

Jan Muzzy commented that Director Dodson has her own self-serving agenda causing a great financial expense to Douglas County and that she either purposely brought black lives matter into the community to cause disruption and possible destruction or that she is incapable of making those decisions required of that position. She noted that Amy is unfit to be the library director and should probably be removed. Ms. Muzzy stated that Amy was not authorized to

make any county policy and that alone should merit item 3 to be removed from the agenda and support Director Dodson's dismissal.

Natalie stated that Jan Muzzy's public comment was the only one to come in as a voicemail and was received at 10:02 A.M.

There being no further public comment, public comment was closed.

2. APPROVAL OF PROPOSED AGENDA. [Action]

MOTION/VOTE:

Vice Chairperson Bonnie Rogers made a motion to approve the proposed agenda. Trustee Mark Jensen made a second and the motion carried unanimously.

3. DISCUSSION TO AUTHORIZE THE DOUGLAS COUNTY HUMAN RESOURCES DEPARTMENT TO RETAIN THE SERVICES OF AN INDEPENDENT FIRM TO INVESTIGATE RECENT EVENTS AND COMMUNICATIONS THAT HAVE RESULTED IN MULTIPLE COMPLAINTS TO THE LIBRARY AND DOUGLAS COUNTY, DIRECT THE LIBRARY DIRECTOR AND STAFF TO FULLY COOPERATE WITH THE HUMAN RESOURCES DEPARTMENT AND THE INDEPENDENT INVESTIGATOR, AND AUTHORIZE CHAIRPERSON GARRAHAN TO ISSUE AN ADMINISTRATIVE DIRECTIVE TO THAT EFFECT.

Trustee Lisa Foley stated that the board must not and should not launch this investigation. She noted that it is a waste of taxpayers' money and that there is nothing to investigate and that firing or investigating the Director would make the library a national pariah and put the library on the wrong side of history. She indicated that this investigation would make the public and peers believe the library is attacking the Director for promoting diversity and that the term #BlackLivesMatter is not a political organization but a movement for racial equality. Investigating the Director now would view the library as defending racial intolerance and punishing a person who wanted the library to speak out against it. Trustee Foley stated that libraries stand for all points of view, people are represented and not just the ones with the loudest voices. Trustee Jensen asked what is the scope of the investigation and is the library board included in their actions as well as what the cost is and how the library will pay for that if the board decides to accept that offer. Wendy Lang answered that the cost on the high end would be around \$40,000. She indicated that she did speak with one investigator who stated it would cost from \$20,000 to \$25,000 but it is difficult to determine cost because they don't know how much effort will need to be placed in getting the information and the volume of that information which could lead to a cost discrepancy. Wendy stated that the scope is a fact finding effort which would include gathering information, directives from the board, conducting in person interviews, evaluating the effectiveness of communication, leadership and the fulfillment of job duties and responsibilities of any party that was involved. At the conclusion there will be a fact finding report in writing as well as a closing session with this board which will include findings, recommendations and potential solutions for this board to consider. Vice Chairperson Rogers stated that she recommends the board have this investigation because it will give them an objective view of what happened and directly answer any comments from the community and

mostly show the library, library staff, the users, the county officials and residents of the county that the library is taking this seriously and are taking an objective report that they can supply to the county. Trustee Jill Harper asked if it is worth spending the money and is it going to change anything. She stated that it wasn't meant as a political statement but as a human statement but too she wants to make sure the library, the board and Amy are protected and provide the community with the right information. She commented that she is kind of up in the air about the investigation. Chairperson Garrahan stated that the library board and the director have lost public trust and isn't sure if its reputation can ever be untarnished. If they can't appease people's fear that the board is ignoring the situation, that they are being biased in their opinions about it, they may not get the communities trust back. Trustee Jensen quoted the word Attorney General Ford used "conundrum" fits the situation the library is in right now. He stated a review should not only be looking at the library director and staff but also the trustees and the system under which they are operating, their policies and a third party objective about themselves in addition to everything else is why he would support a review. Director Dodson stated that the library is in a severe budget crunch and any money that is spent for this investigation is coming out of book money which means fewer books on the shelf and fewer books in the hands of the community. She noted that the book budget is half of what it used to be and any big expenditure to that budget will have a very big negative impact on the collection and on the level of service. She commented that when the board says that the library is doing this to show the community that the board has done something it sounds like the primary concern is how the board looks. She noted that a small percentage of the community have commented and that everyone is too focused on the negative comments and should also be looking at the positive comments. The negative comments alone should not be a factor in doing this investigation. Vice Chairperson Rogers commented that the small percentage of comments that Amy is referring to are only those who have taken the time to send emails or write and that there are many in the community who have spoken their concerns and feel strongly about what the board is doing and that can't be dismissed. Trustee Foley noted that this is a learning opportunity for the community that the library can take leadership in rather than cowering behind these comments and that this could be used as an opportunity for the community to see each other's points of view and differences in a positive light. Trustee Jensen agreed with Trustee Foley and asked if the company hired to do this investigation has the expertise in their report to provide the tools to start those conversations with the community in regards to what Trustee Foley commented about. Wendy Lang stated that the board can certainly add certain elements to the scope and specify what they would like the investigation to look into and that it is appropriate for the items that have been discussed here as ideas for consideration. Wendy noted that she has not specifically identified a firm but has been targeting highly qualified legal firms who have worked with public entities and do have the expertise in this area. She stated that the board could set the cost for the investigation and recommends not to exceed \$40,000 but if the board feels more comfortable lowering the cost to \$30,000 or \$25,000 it may truncate the scope of the work. She indicated that the board can give the investigator a not to exceed price and the investigators can come to the board with an estimated dollar amount and then the firm can come back to the board to justify anything beyond what the board felt comfortable spending. She stated that as Risk Manager for Douglas County she oversees the budget for Risk Management purposes and they would be able to split the cost which is generally what they do for large scale investigations and can commit to 50% of up to \$40,000. Chairperson Garrahan addressed Director Dodson's comment that the board is wanting this investigation to protect themselves or make them feel like they are doing something. She

stated that it's about protecting the library and the director and this is the best way moving forward to show that the board supports the director, the library and show that the board is actively involved in the community and doing the best by the community through what they do with the library. She indicated that this investigation is to get the facts because there is so much misinformation out there, so many untruths and that the board is doing their due diligence to protect the library. Vice Chairperson Rogers commented that with the budget for next year we can go to the commissioners and say that this is a real factual report and not individual opinions or comments and we can look at that and set what actions we need to take and that way we may get our budget reinstated for next year. Director Dodson asked if Vice Chairperson Rogers thinks that the commissioners won't give us an adequate budget because of this circumstance. Vice Chairperson Rogers commented that there is a possibility because the commissioners serve the public as well and they've heard the same comments and because they control the budget they can make any decision they choose with the library's budget. Trustee Harper noted that she wants to protect the library and protect Director Dodson and that discussions were had and that this circumstance was taken seriously. Director Dodson commented that she has great concern for the staff and that morale is low and that having this investigation will cause morale to drop even lower and that it won't make staff happier or better or more committed. She stated that it will cause a divide and it will impact the staff. Chairperson Garrahan commented that this has already impacted the staff and something needs to be done to stop the negative comments directed at the library, the board, the director and the staff, thus we need to preserve the library and the staff and that is the goal.

MOTION/VOTE:

Vice Chairperson Rogers made a motion to move that the Library Board of Trustees authorize the Douglas County Human Resources Department to retain the services of an independent firm to investigate recent events and communications that have resulted in multiple complaints to the library and Douglas county, direct the library director and staff to fully cooperate with the Human Resources Department and the independent investigator, and authorize Chairperson Garrahan to issue an administrative directive to that effect.

Trustee Jensen asked if the board needs to consider the budget for the investigation and where that money is coming from as part of this agenda item or is this a question outside of the agenda item. Trustee Foley stated there was no discussion about the scope of this investigation and asked if there was something positive that the board can do outside of the investigation, as this is harming the library. Trustee Jensen asked if there is a process to where the scope of work is prepared and brought to the Chairperson or the board as a whole for refinement. Deputy District Attorney Ritchie stated that there is a pending motion and Vice Chairperson Rogers could amend her motion to include specific scope items as well as budget items. He clarified that the money does not have to come from books and that this board determines what the budget is and what will be funded and those recommendations will go to the county commissioners for instance for budget augmentation. He answered Trustee Jensen's question and stated that there could be a friendly suggested amendment to the agenda by any trustee or Vice Chairperson Rogers could amend her motion or complete it to include a not to exceed amount and specific scope items. He stated that the board could give specific parameters for the scope of work and give to Chairperson Garrahan to work with Human Resources Department to further define the scope of work. Vice Chairperson Rogers stated that she is not

comfortable making an amendment to the agenda and would prefer the Chairperson look at the parameters and work with HR and then bring it back to another meeting for approval. She then asked if the scope of work that is discussed by Chairperson Garrahan and HR could be circulated to the board for approval. Deputy District Attorney Ritchie noted that the board could not collectively take action but each one could provide feedback to Chairperson Garrahan who would then provide direction to Wendy Lang from HR, but the board couldn't deliberate as a body and trust Chairperson Garrahan with her decision. Vice Chairperson Rogers suggested a limit of \$30,000 for the investigation. Director Dodson asked for clarity regarding Deputy District Attorney Ritchie's comment about making augmentations to the budget and stated that there isn't anything to augment to the budget and was there something he had in mind. Deputy District Attorney Ritchie stated that the library has had some salary savings, they have asked the county for reassignment for budget items, and if the library had additional funds that come into the library, for instance gifts we can ask for a budget augmentation. He noted that the library could submit a request to the Board of County Commissioners for an augmentation to help pay for the investigation. There are many options. He commented that the library board is not powerless as they control the budget and they make recommendations to the BOCC. Director Dodson explained that the reason she said the money would have to come out of books is because the library doesn't have any other funds to take it from as every dollar that the library has is committed and stretched so that would be our only option in this current budget unless as DDA Ritchie said the library could go to the county commissioners for other options. She recommended that the library not take the money from a donation because when people donate money to the library sometimes they ask that the money go towards something specific and even if they don't she doesn't think their expectation is that they are paying for an investigation rather they are expecting the money to go towards books, programs and services. Trustee Harper asked if there was anything different we could do to mitigate the situation, to support the library, the board, Amy and the community without going through this investigation, for instance tell the public the library is doing some training, working together to look through our procedures, and are reevaluating the by-laws to make things clearer. Deputy District Attorney Ritchie stated that this presupposes that the library knows all the facts, they know how it was drafted, how it came out, how the communication with other various departments occurred, what went wrong or what didn't go wrong. He noted that the community may think that the board viewed this as nothing went wrong or nothing happened but that it presupposes that the board knows what corrective steps need to be taken. He indicated that an outside party can come in and look at this without any bias or preconceived notion, look at the complaints, look at the facts objectively and come back to the board with their findings and recommendations and this board can decide what steps, what training, what changes in policy can occur. Trustee Jensen commented that the board as a whole have been discussing the by-laws and seeing the need for updating and maybe this is a useful thing at this point in time in the library's history to bring things up to date and make sure they are working for everyone. Trustee Jensen asked if the board needs to authorize an amount to pay for the investigation and authorizing the library's portion of that cost but not authorize where the money is coming from during this meeting. Deputy District Attorney Ritchie confirmed Trustee Jensen's question and that the board can authorize the action and work with Risk Management on how the funds will be divided. He stated that the motion could limit how much the library is going to pay for this. Chairperson Garrahan asked Vice Chairperson Rogers if she would like to retain her motion to authorize \$30,000 or amend it to a lower amount for just the library or \$30,000 total including HR's part. Vice Chairperson Rogers answered \$30,000

total to be divided between Risk Management and the library. Wendy Lang clarified that the intention is for Risk Management and the library split the cost of the investigation 50/50.

MOTION/VOTE:

Vice Chairperson Rogers amended her motion to approve the cost of the investigation not to exceed \$30,000 and be divided equally between Risk Management and the library. Trustee Jensen made a second.

Chairperson Garrahan asked if there was any further discussion.

Trustee Foley commented that staff's opinion was correctly conveyed by Amy that this feels like an attack on staff and that the other staff people who may or may not have read the statement should be protected 100% as they've done nothing wrong and she can't see what the benefit is to investigate the staff. She stated that Amy would be in favor of her taking responsibility for what happened and have the discussion of what went wrong or what could have been done better; the staff does not need to be investigated and that is part of the scope. Trustee Jensen stated that that could be part of the scope direction when the board gives input to Chairperson Garrahan to communicate with Wendy Lang and noted that not every staff member needs to be interviewed but senior staff probably should. Director Dodson noted that on the agenda it does state that the director and staff need to fully cooperate so it should specify which staff. Chairperson Garrahan commented that she looks at this as staff's opportunity to tell this objective person what they may feel the board did wrong as well and that it's not just for laying blame on someone it's to define all the facts and give everybody the opportunity to speak to it; that is what an investigation is. Deputy District Attorney Ritchie clarified that this agenda item does not talk about discipline; this is fact finding, for example if the entire library staff decided to quit tomorrow this would still be a helpful process to figure out what policies, communication, changes in by-laws might be helpful moving forward; this is a learning opportunity. He indicated that this investigation isn't intended to be punitive it is intended to be a fact finding mission with founded information to be presented to the board and the board can do what they choose with that information.

Chairperson Garrahan asked if there was any further discussion.

MOTION/VOTE:

Hearing no further discussion, Chairperson Garrahan confirmed that there has been a motion and a second and the motion carried by a majority of the Library Board of Trustees: Chairperson Garrahan, Vice Chairperson Rogers and Trustee Jensen (3) in favor; Trustees Foley and Harper (2) opposed.

DISCUSSION TO APPROVE REVISIONS TO THE FY2020-21 BUDGET WITHIN THE CATEGORY OF SERVICES AND SUPPLIES CONSISTENT WITH THE ALLOCATION OF \$480,000 APPROVED BY THE DOUGLAS COUNTY BOARD OF COUNTY COMMISSIONERS, AND A DISCUSSION ON THE IMPACT ON LIBRARY SERVICES, PROGRAMS, AND FUNCTIONS. DISCUSSION MAY INCLUDE A DISCUSSION ON CURRENT AND POTENTIAL GRANT OPPORTUNITIES. [Action]

Vice Chairperson Rogers asked if line items for internet service and internet data lines were the same thing. Director Dodson answered no and that internet data lines is the phone line expense and the internet service is the internet expense and each expense includes maintenance and upgrades. Director Dodson stated that the county obtained a new janitorial service and the cost for their services is \$8,000 higher this year compared to last year and indicated she is unsure where those funds will come from. Trustee Foley asked why there was \$1,000 for the bookmobile phone, referring to cellular phone line item. Director Dodson explained that the bookmobile phone has been disconnected and that line item is dedicated to staff mobile phones and hot spots. She stated that the OSHA guidelines are still in effect and there can only be one person per work vehicle. Trustee Jensen asked if this is the budget that was approved by county commissioners and if the board is now to approve. Director Dodson answered that this is the budget the county commissioners approved in May and the board approved in June so no approval is needed at this time. The board can choose to reallocate line items throughout the fiscal year at any time.

MOTION/VOTE:

Trustee Jensen made a motion to approve the Services and Supplies budget as presented. Trustee Harper made a second and the motion carried unanimously.

DISCUSSION OF THE LIBRARY'S LONG RANGE PLAN, AND PLANNING FOR 2020-2021. [Action]

Vice Chairperson Rogers recommended to the board that they adopt the current strategic plan for the next two years, fiscal years 20-21 and 21-22. She stated that with the current events it would be difficult to revisit the current strategic plan and if we adopt the current strategic plan we can bring it to the State Library and tell them we have an adopted working strategic plan in place and we've made the decision to extend it for the next two years, and by doing this it gives the board time to develop a strategic plan for the next 10 years. Director Dodson stated that she would like to ask the state librarian Tammy Westergard about a deadline being possibly extended for the long range plan due to the current circumstances with COVID-19 and the closures. Tammy Westergard explained that the responsibility is to have a long range plan on file for five years with the Nevada State Library and Archives so it's a five year increment not ten and the State Library would like the board to revisit the plan at the halfway point and see if it needs to be modified. She recommended the board look at their plan in five year increments and discuss how they would modify their current plan and have it on record with the State Library and inform them what their intention is to refine it is acceptable. She noted that they're happy to help with contemplating a framework to help get started on the process. Director Dodson stated that a two year or five year extension would be helpful as the current long range plan expires at the end of the year. She recommended choosing five years to renew the current plan and revisit it in 2025. Trustee Foley stated that just to renew the current plan is a missed opportunity given all the changes and the situation were in right now. Chairperson Garrahan asked Tammy Westergard if the board could extend the current plan for one year to give the board time to work on a new five year plan. Tammy stated it is up to the board but recommended the board put together a subcommittee to engage in a little more discussion before deciding how to extend their plan. Trustee Jensen agreed with extending the plan but not for too long. Vice Chairperson Rogers indicated that without in person discussion within the next few months when the plan

expires the board couldn't come up with a change to the plan and that the plan doesn't address changes in technology and the increase in students' access to the internet. Tammy commented that if the board takes some time to look at their existing plan they might find that their priorities are in line in these areas of focus and are relevant in how they put programs and strategies behind the goals and what they will go through in a strategic planning process. She stated that the board meet and decide that the framework is good and they might extend their plan and with that they are going to go through a process where they identify some of the programming and the priorities on how to deploy it. Director Dodson recommended to follow the five year increment, review the current plan and work on a new plan that would go into effect in 2025. Trustee Foley asked how many people can form a subcommittee without breaking open meeting law. Deputy District Attorney Ritchie answered no more than two if it is members of the board but stated that recently legislature made changes to the open meeting law in regards to subcommittees and would have to get back to the board on what exactly those changes are. Director Dodson stated that she will be happy to meet with the subcommittee if one is formed or assign a member of staff to work with the subcommittee or both and will bring anything concerning the strategic plan to the next board meeting; a framework for the board to work with.

MOTION/VOTE:

Vice Chairperson Rogers made a motion to approve placing the library's long range plan for 20-21 on the September meeting agenda and the library director will bring a framework for board consideration. Trustee Jensen made a second and there being no further discussion the motion carried unanimously.

DISCUSSION AND POSSIBLE ACTION REGARDING PUBLICLY ACCESSIBLE LIBRARY EMAIL ACCOUNTS FOR LIBRARY TRUSTEES. [Action]

Chairperson Garrahan stated that she has obtained a library email account as Chairperson because the public felt the board was unreachable and asked the trustees if they would like an email account created for them and if so the email can be posted to the website for public accessibility. Director Dodson commented that the email currently on the website is a group email to the board that may be inactive and the agenda item here is to establish individual accounts for each trustee if they should want one. Trustee Harper stated that she thinks only the Chairperson should have an account through the library and any email that is received she can let the board know rather than having somebody target each trustee. Trustee Foley commented that she would also like one email and that the Chairperson is required to share the email content with the board because she has felt uninformed of public comment. Chairperson Garrahan noted that the board is very diverse in their opinions and if the public felt more comfortable talking to one trustee rather than another they should have that right but if the trustees do not want individual emails that's fine. Director Dodson commented that the trustees do not have to decide the same thing and that if one board member would like an email account and another does not that is acceptable. She noted that a benefit to having an email is that it would be maintained on the library's server and if there were any problems they would be fixed immediately as we have dedicated staff to work on that. Chairperson Garrahan mentioned that the board has been communicating very well this year and that any email that goes to the board email as a group will be shared and discussed. Trustee Jensen addressed Deputy District Attorney Ritchie to inform the board of the public record implications with emails that are hosted on the county's

equipment. Deputy District Attorney Ritchie explained that county emails are public record and that if the board members use their personal email to transact business as a trustee it is also public record. Trustee Jensen stated that he would like a library email account for his trustee position. Vice Chairperson Rogers agreed. Trustee Harper stated she would not like to set up an email. Trustee Foley stated she is resigning effective today and commented that as a Tahoe resident the issues there have not gotten better but have only declined, every vote made by the board she has always opposed and that goes a long way of demoralizing somebody. Chairperson Garrahan referred back to the agenda and reiterated that Vice Chairperson Rogers and Trustee Jensen would like a library email address and inquire about the current group board email address. Director Dodson stated that she will check the current status of the generic board email address and that Larry Wilson will be in contact with the members who want an email account to help get it set up and working.

PRESENTATION ON THE CURRENT LIBRARY OPERATIONS WITHIN THE COUNTY, STATE, AND FEDERAL MANDATES AND GUIDELINES, IN RESPONSE TO THE CORONAVIRUS PANDEMIC.

Director Dodson stated that curbside service and browsing is still going strong and that the public was very happy we opened for public browsing even with the limited hours. She noted that we have had no real issues or resistance with patrons wearing masks. She commented that there has been a new study about sanitizing library material and how long the virus lives on different material. When OCLC performed this study they found that the virus lives the longest on magazines, at least 4 days; therefore, the library has increased the length of time they quarantine items from 3 days to 5 days even with the length of time the virus lives on other material from 2 to 3 days. She indicated that the magazines and newspapers have been removed temporarily from the browsing area and lobby because they are handled so frequently by the public it would be difficult to sanitize them quickly enough; however, the library has been promoting Flipster which is our online magazine subscription service and the public seems to like it. Director Dodson commented that the library has gotten an enormous amount of donations and since the Friends of the Library has not scheduled a book sale staff has been taking those donations to Thrift Books. They sell the books online and give half of the profits to the Friends of the Library. She noted that the staff is stretched very thin and the library now has four open positions as Heather Frueh, who had very unique talents, resigned from the library. She stated that she has been authorized by the IRC to recruit for Heather's position but the 3 other open positions remain frozen. She indicated that because of the current state of the Coronavirus she would like to extend library's current services to September 30th, which was originally scheduled to end August 31st, unless the trustees feel differently. She will reevaluate in a month. Trustee Foley commented that the Tahoe branch is only open 12 hours two days a week and would like it to be more accessible by being open on Saturdays and evenings. Director Dodson stated that she has spoken to the supervisors about that and would like to figure out a way to change or supplement the hours up at the lake but with the four open positions it makes it very difficult. She noted that they could change the hours in Minden to add hours up at the lake but it's challenging right now to get staff where they are needed. She stated that she agrees that the library up at the lake should have either Saturday or evening hours and that she is looking into it. Vice Chairperson Rogers asked if the staff person who drove the bookmobile is gone and Director Dodson answered yes and that the IRC approved the transfer of another county

employee to fill that position. Because the bookmobile's future is uncertain, the new employee is functioning as a regular Library Technician staff member and is doing a great job. Trustee Harper thanked Director Dodson for everything she has done for the library during this difficult time and that staff have all risen to the occasion. Trustee Foley thanked the staff as she knows they are bearing a lot of stress right now and that she would like to personally thank them for all their hard work. Vice Chairperson Rogers agreed. Deputy District Attorney Ritchie commented that the Carson City Library is open from 1:00 – 6:00 Monday through Friday and asked how they are doing that with the sanitizing. Director Dodson deferred the question to the Director of Carson City Library Tod Colgrove. Mr. Colgrove clarified that he is here at this meeting in the capacity as the President elect of the Nevada Library Association and not as the Director of the Carson City Library. He stated that the way the Carson City Library is open Monday through Friday from 1:00 – 6:00 is by cannibalizing 50% of the staff and that is what it takes to accommodate all of the requisites of disinfecting and cleaning of surfaces as they've been touched, and to try to adhere to guidelines that the Carson City Library is operating under per the Governor's directive and for the local community. He stated that the Carson City Library is not operating under the stricture that the Douglas County Library has and as he understands the Douglas County Library is down four positions which in any library is huge but in Carson City Library's capacity four open positions would shut the library down, full stop. . She noted that the four vacant positions were for Sr. Library Technician in Minden, Library Supervisor in Tahoe, Library Technician in Tahoe and a Library Page in Minden and with these vacancies staff has taken on a lot of extra work. She stated that it is very difficult to maintain the hours that the library does have which is why if the library had to change the hours in one location it would have to change the hours in the other location as it is all intertwined. She added that the curbside service is Monday through Saturday and is hugely successful.

CLOSING PUBLIC COMMENTS.

Amy Poole with the County Manager's Office stated she had received one closing public comment so far.

Linda Miller commented that she does not agree that #BlackLivesMatter should be placed on the agenda and does not feel it is necessary to do this in Douglas County. She asked if there is anyone here who could tell her about any incidences that happened at the public library in Minden that showed prejudices against people of color. She stated that if the board were to look up #BlackLivesMatter on their website they would see they are a Marxist organization that want to dismantle the nuclear family, remove husbands, men from the family home, and defund law enforcement. She indicated that she would like a call and someone tell her what incidences occurred at the Minden library and if any staff discriminated against people of color.

Amy Poole stated that that was the only voicemail received for closing public comment at this time.

Tod Colgrove, in the capacity here as President elect for the Nevada Library Association, also as an emeritus professor at the University of Nevada at Reno, and former Nevada State Librarian, commented that he would like to thank personally not just this board for its deliberation but also Debra Caldwell-Stone, the American Library Association, the Nevada Library Association and

the United for Libraries: The Association of Library Trustees, Advocates, Friends and Foundations who have all collectively pulled together over the last month to draft the letter that recognizes the issues that everyone is working through today and the issues that everyone is working on now. He stated that as libraries, as communities everyone is pulling on the same rope and wrestling with the same problems and by reaching out to one another there is a chance, rather than isolating and hunkering down and getting whittled away. He commented that as a Nevadan he comes from a family that goes back to long before Nevada was a state in this area and that he cares deeply about what becomes of the Douglas County Library, of what comes from libraries in Nevada and that is why he became a librarian because everyone wants to help, and everyone is in this together. He noted that the issues the library is dealing with are changing the lives of little boys and girls that come wandering into the library and he has had long, rewarding, multiple careers because of the library and the bookmobile. He shared that these are hard services to keep going and that he just wanted to remind everyone of that and to be a voice from outside to say that the work the library is doing matters. He thanked the library for that work, thanked Trustee Foley even beyond the Douglas County Public Library Board but on behalf of libraries across the state, and thanked in particular Tammy Westergard who has been tap dancing through a mine field trying to be of support as is everyone. He stated to reach out to him if he could be of any support and thanked everyone again for doing what they are doing to move this forward.

Natalie Wood stated that she has received two additional public comment voicemails.

Jan Muzzy commented that the board choosing to go forward with an investigation reminds her of a house that is tipping over a ledge and the homeowner rather than addressing the foundation chooses to replace the leaky roof and this is what's happening at the library. She commented that Amy Dodson should be removed from her position and that she is not a good foundational person for the county library.

Adrienne Sawyer commented that defunding the library is as ridiculous as defunding the police and is disappointed to hear that there is going to be a costly investigation into the diversity statement. She commented that she doesn't see that an investigation by DCSO into the sheriff's perceived threat to withhold services is necessary because he came out and clarified his statement as did the library director. She stated that libraries all across the country have released similar statements of diversity to let the community know that they matter and instead of an investigation a community roundtable with the library, DCSO and community members would be helpful as there is so much diversity in this community, so much anger and hurt. She stated that instead of placing blame everyone needs to understand why these divisions exist and work to come together as this is a beautiful community with different backgrounds and different political views and all call Douglas County home.

Natalie Wood stated that that was the last public comment to come in and it came in at 11:55 A.M.

ADJOURNMENT. [Action]

There was no further action or discussion. The meeting adjourned at 12:01 P.M.