



***Library Board of Trustees' Executive Committee Meeting***

**Main Library, Dickson Boardroom  
Thursday, July 29<sup>th</sup>, 2009  
Noon**

**TRUSTEES PRESENT**

*Robin Branstrom, Chair  
Bob Sink, Vice Chair  
Darrel Williams*

***Via Telephone:***

*Charles Bowman, Treasurer*

**STAFF PRESENT**

*Charles Brown, Director of Libraries  
Chuck Mallas  
Rick Ricker  
Brian Beavers  
Linda Vitlar  
Cordelia Anderson*

**OTHERS PRESENT**

*Bob Stephens, Hamilton,  
Moon, Stephens, Steele &  
Martin*

***MINUTES***

Chair Robin Branstrom called the meeting to order at 12:14 p.m.

Director of Organizational Resources Brian Beavers reviewed the Budget Adjustment(s). Attorney Robert Stephens asked if the intent was to approve the budget adjustments and if there was a time limit. Mr. Beavers answered in the affirmative. Mr. Stephens then requested that a report of the budget adjustments be given to the full board.

Mr. Beavers then requested the Executive Committee to approve Budget Adjustments # 06-30, #06-30B and #06-30D. On a motion by Darrel Williams, seconded by Bob Sink, the Executive Committee unanimously approved the Budget Adjustments.

Director Charles Brown gave an overview of the next agenda items pertaining to the *Reduction in Force* Policy and the recent changes Mecklenburg County has made to the employee Healthcare Insurance Program.

Human Resources Manager Rick Ricker highlighted the revisions to the *Reduction in Workforce* Policy, which included "Recalling Pre-notified Employees" and "Re-employment." (Revised RIF Policy Attached; including recommendations for changes by the Executive Board.)

Mr. Ricker then requested the Executive Committee to approve the revised *Reduction in Force Personnel Policy*. On a motion by Bob Sink, seconded by Darrel Williams, the Executive Committee unanimously approved the revised *Reduction in Force Personnel Policy*, with direction on wording from our attorney indicated by the Executive Board.

Human Resource Manager Rick Ricker also shared with the Executive Board the recent vote of approval by the Mecklenburg Board of County Commissioners' to recognize Same Sex/Domestic Partners to be included in employees' health insurance benefit coverage. The definition of employee's dependents will change effect January 2011. The Library has traditionally mirrored the county health insurance policy and is counted as part of the County's benefits with regard to dental and eye insurance coverage. In order to maintain this relationship, the Library Board of Trustees will need to modify the Library policy to the definition of dependents to reflect Same Sex/Domestic Partner. If the Board decides not to add this language to the Library's policy, a contract with another insurance carrier will be necessary. The Board will present this to the full Board at the September meeting.

Director Charles Brown delivered the Director's Report, which he began by announcing that Jim Woodward has agreed to Chair The Future of the Library Task Force. In addition, three Library staff members Julia Lanham, Frank Blair and Sean Hogue and three county staff members Leslie Johnson, Janet Payne and Rodney Harris have been named to serve on the Design Team. Chair Woodward will name three additional members to serve on the Task Force Design Team.

Mr. Brown shared with the Executive Committee that the Tom Wolfe event planned for October 28<sup>th</sup> will be an evening event, beginning with a cocktail reception on the 57<sup>th</sup> floor of the Bank of America Corporate Center followed by dinner and an informal interview with Tom Wolfe in the Booth Theatre.

Chair Branstrom shared additional information on the corporate donor sponsorships for this event.

Charles Bowman spoke to the work of the Consolidation Team and the Task Force. He encouraged protocol for communication and to bring forth facts as we work through the process of consolidating departments with county. The Board agreed it was important for Task Force and Consolidation teams' to keep the Board informed. Chair Branstrom has invited James Woodward to the September 16<sup>th</sup> Board meeting. Dr. Woodward has agreed to deliver a synopsis on the progress of the Task Force.

Executive Committee Board Minutes  
July 29<sup>th</sup>, 2010  
Page 3

The Board discussed the Interlocal agreement and Attorney Stephens made additional comments on the status of the agreement.

The "Volunteer Point" initiative was also discussed and the Volunteer Coordinator will be asked to provide a status report to the Board at the September 16<sup>th</sup> meeting.

The meeting adjourned at 1:40 p.m.

Respectfully submitted,

Charles M. Brown  
Secretary to the Board

Respectfully submitted,

Robin Branstrom, Chair  
Library Board of Trustees