

Central Arkansas Library System  
Board of Trustees Meeting  
October 26, 2017  
Main Library Board Room

Board members in attendance were Fred Ursery, John Bush, Susan Fleming, Stephanie Branton, Nancy Rousseau, Marian Berry, Sarah French, and Andre Guerrero. Mike Berg, Annette Herrington, Kelly Moss, Salma Rawof, and Shelia Wright were absent.

Staff members in attendance were Nate Coulter, Jackie Patel, David Stricklin, Lisa Donovan, Michelle Keahey, Carol Coffey, Adam Bearden, Jennifer Chilcoat, and Linda Ellis. Also present was Chris Ketterman, CALS's new Head of Security. Two students from UA Little Rock observed.

#### Action Items

##### 1. Minutes

Bush moved to approve the September minutes with correction. Rousseau seconded, and the motion passed unanimously.

##### 2. Financial Report

Fleming reported total assets of \$118,285,828, liabilities of \$6,827,014, and equity of \$111,458,814. Property tax revenues continue to run 4% over last year. November will be when CALS sees its biggest payout of tax monies.

On behalf of the Finance Committee, Fleming moved that the September report be filed for audit. The motion passed unanimously.

##### 3. By-Laws Amendment

Coulter noted that he found a discrepancy between the current version of CALS's by-laws and its interlocal agreement with member cities and counties. The by-laws indicated that there should be eleven board members, whereas the interlocal agreement calls for thirteen. Coulter proposed an amendment to the bylaws that reflects the actual state of the Board having thirteen members.

Branton moved that CALS's by-laws be updated to reflect the number of board members called for in its interlocal agreement. French seconded, and the motion passed unanimously.

#### 4. Compensation Study Review/Competitive Wage Policy

Coulter addressed Board Policy 110: Living Wage Resolution. The Policy was adopted in 2002, but CALS has not remained compliant with it due to reduced tax revenues over the years. Coulter also expressed concern that the Policy does not address the pay status of employees who are classified as “temporary,” and therefore outside of the Policy’s scope. He believes CALS will not be financially able to honor the Living Wage Resolution going forward; currently, compliance with the Policy would cost \$1.4 million if wage compression is to be addressed. Coulter believes, however, that the Policy needs to be replaced with some form of commitment to provide appropriate, competitive wages for its employees. To answer this need, Coulter enlisted the help of Stricklin, and they drafted a Competitive Wage Resolution to replace the 2002 Living Wage Resolution. That draft was distributed to board members as part of their board packets. Stricklin said the language of the proposed resolution tries to acknowledge that CALS has striven to be a compassionate and humane employer.

To comply with the minimum pay recommended by the Johanson Group for their job description, sixty-one employees are slated to receive a raise in January 2018. In July 2018, employees will receive raises in accordance with past practice of assigning raises in July. In January 2019, employees will receive another raise, and CALS will henceforth assign annual raises in January. Guerrero asked whether continued compliance with the Johanson Study will eventually become untenable. Coulter responded that this will be an ongoing concern, but assured board members that he and Patel will continue to monitor and evaluate the salary budget for any early signs of trouble.

Urserly moved to repeal Board Policy 110: Living Wage Resolution and to replace it with Board Policy 110: Competitive Wage Resolution. Berry seconded, and the motion passed unanimously.

#### Information Items

##### 1. Director’s Report

Coulter introduced Head of Security Chris Ketterman and indicated that working to smooth out public difficulties will be a top priority. Coulter also announced that Cathy Sanders will begin on November 13 as CALS’s new Development Officer. One of her first tasks will be to assist with “Latitude: An Evening of Stories and Song,” a joint benefit event with the Arkansas Hunger Relief Alliance on December 7. Jo Spencer will begin work with Patel in the Finance Office on January 2.

The University of Arkansas at Little Rock will begin paying rent for the ground floor space of the Main Library parking deck on January 1, 2018. In discussion about the display of a controversial, restored Joe Jones mural in the space, Coulter said that the University is approaching the Donaghey Foundation and other private donors to finance the upgrades necessary to display the work, which will not be visible from the street.

## 2. Committee Report

Ursery reported on behalf of the ad hoc committee to determine an appropriate CALS namesake for Bobby Roberts. Roberts did not want the Main Library to be named after him, but he was open to having the Arkansas Studies Institute (ASI) named in his honor. An exact name has not been finalized, but there is some support for the “Bobby Roberts Center for Arkansas Studies.” Stricklin opined that ASI would make a great namesake, as it would not exist if it weren’t for Roberts’s vision and efforts. Guerrero agreed with Stricklin and added that changing ASI’s name from Institute to Center will allow more flexibility to add initiatives in the future. Discussions on this topic are ongoing.

## 3. Building Report

Bearden had to leave prior to his report. Patel said that construction on the Maumelle Library is ahead of schedule and that Maumelle Library will be closed for three weeks around Thanksgiving. The improvements to the CALS-owned land adjacent to the Fletcher Library (Fletcher Park) are pending, but improvements to Buchanan Street are complete. Fleming praised the addition of striping along “H” Street to encourage on-street parking. The Arkansas Energy Audit program is underway. The energy audit takes 90 days, after which Entegriety will return to make recommendations. The new Sanders Library in Sherwood has progressed to the point that it is “in the dry.” Bearden is working with UA Little Rock to finish out the ground floor space of the Main Library parking deck. Bearden will serve as owner’s representative/construction manager on the project: a separate contract for UA Little Rock for their scope of work.

## 4. Statistical Report

Coffey reported that in September, usage statistics continued to follow the trends we’ve been seeing. Building attendance was down 6%, which is a smaller drop than we saw over the summer months. Fletcher reopened in September, which probably helped those attendance numbers and improved our circulation statistics slightly also over the previous few months. Visits to our website were up. Since we’re in the middle of redesigning the website, it’s possible some of that traffic was driven by our efforts to survey patrons on their usage. We’re still holding steady or improving when it comes to older services like the typewriter and faxing. The library is just about the only place to use either of those services now.

## 5. Communications & PR Report

Keahey reported that the events celebrating the Main Library opening in the River Market District concluded with the Alley Party last Thursday. There were approximately 300 people in attendance. CALS and the Downtown Little Rock Partnership received positive feedback. Upcoming events: Film Screening: *I Am Not Your Negro*, Academy Award Nominee for Best Documentary Feature (2017), Thursday, November 2, at 6:30 p.m., RRT; Film Screening: *The Fog of War*, Academy Award Winner for Best Documentary Feature (2003), Wednesday, November 8, at 6:30 p.m., RRT; FOCAL Used Book Sale, November 9-11 (Times: 5-7 p.m., Thursday; 10 a.m.-4 p.m., Friday and Saturday), Main Library, basement: wristbands and FOCAL memberships are on sale at River Market Books & Gifts; Self-Published & Small Press

Book Fair, Saturday, November 11, 1-4 p.m., Main Library, Darragh Center; Pre-Holiday Calm (an introduction to guided meditation) with Morgan Holladay, Monday, November 13, 2017, 11 a.m. to noon, Main Library, Lee Room—this event is for FOCAL members only. It's part of the added value we're developing to attract members to FOCAL. The event will be followed by the Monday mediation session that is open to the public.

6. Butler Center

Stricklin reported the latest volume from Butler Center Books is *Seeds of Genius: Twenty-Five Years of the Arkansas Black Hall of Fame*, published to coincide with the Hall of Fame's anniversary this fall. For November, Legacies & Lunch will feature archeologists Jamie Brandon and Lydia Rees, talking about pre-historic rock shelters in Arkansas in the Darragh Center on November 1; Second Friday Art Night will feature the opening of an exhibition of work from members of the Arkansas Pastel Society, *Reflections in Pastel*; Sounds in the Stacks will feature pianist and vocalist Jeff Coleman at Sanders Library on November 16; and Arkansas Sounds will feature The Cate Brothers rock and soul band in Ron Robinson Theater on November 17.

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President

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Secretary