

DETROIT LIBRARY COMMISSION PROCEEDINGS

## REGULAR MEETING

FEBRUARY 21, 2012

President Kinloch called the Regular Meeting of the Detroit Library Commission to order at 1:40 p.m.

Present: President Kinloch, Commissioners Bellant, Hicks, Jackson and Ex-Officio LaMar Lemmons

Administrative Staff: Mondowney, Cromer, Machie, Moore and Norfolk

Excused: Commissioner Quarterman  
Commissioner Thomas  
Commissioner Hicks left meeting early

Present Also: Toni Adams, Orelia Brown, Randy Call, Linda Cooper, Tonya DuPree, Robbie Flowers, Jullie Fornell, A. J. Funchess, Warren Gaither, Valerie Glenn, Tyrone Grasty, Sandra Hines, Mark Huffman, Victor Ibegbu, Todd Kelly, President AFSCME 1259, Tony Legace, Mike McElgunn, Patrice Merritt, Carolyn Mosley, Liana Mulholland, Christine Peele, Cledos Powell, Yvette Rice, Issac Robinson, Darniece Rutledge, Jeanne Salathiel, Anna Savvides, Alma Simmons, Dortha Simpson, President AFSCME 1231, Laurie Stuart, President UAW Local 2200, Judt Summers, Shandria Vaughn, James Willams, Conja Wright, Michael Wright, Tracey Wyatt and others.

The minutes of the Annual Meeting of January 17, 2012 were approved with any necessary corrections to be made.

President Kinloch noted the term for the Library Millage Special Committee will end May 2012. Committee members will consult with Chair if additional time is needed.

Minutes approved at the March 20, 2012 DLC meeting

### PUBLIC COMMENTS

**Conja Wright** – Expressed her concerns regarding the leadership of the Commission and their inability to make tough decisions regarding branch closures.

**Todd Kelly**, President AFSCME 1259 - Read a letter that represented AFSCME 1259, AFSCME 1231 and UAW Local 2200 that served as an official response to the Commission inquiry regarding the use of volunteers at Detroit Public Library. The letter stated volunteers are not and should not be used to supplant, replace or threaten the work of paid laid off employees.

**Dr. David Rambeau** – Suggested Detroit Public Library should be using more media outreach to inform the community of the library crisis.

**Mike McElgunn** – Suggested Detroit Public Library should contact elected officials to find alternative ways for funding.

**Warren Gaither** – Expressed his concerns regarding the tragedies that are going on at Detroit Public Library. He stated he has been laid-off from DPL for 1 year and would like to come back to work. Hiring volunteers would be an insult for laid-off staff members.

President Kinloch responded by stating it was never the intention of the Commission to hire volunteers to replace laid-off staff. The information was requested from the unions for informational purposes to explore alternative options.

Commissioner Hicks requested Human Resources to include budget approved FTE's in the Routine Human Resources Report.

**Tonya DuPree** – Expressed her concerns regarding the deplorable working conditions at the Mark Twain Annex and not receiving any response from administration.

President Kinloch said she should notify the Deputy Director or the Executive Director. If there is no response regarding the issue, then contact the Commission.

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**Joyce Schon** – Presented a proposal that offered alternative ways of staffing the libraries to keep all of them open.

**Laurie Stuart**, President UAW Local 2200 – Expressed the concerns of Local 2200 on how the Detroit Library Commission is making decisions to operate the Detroit Public Library with reduced revenue.

**Liana Mulholland** – Demanded the Commission make a motion to reopen Lincoln Library and the 3 other branches.

**Sandra Hines** – She stated it was not the intent of the community to replace professional library staff with volunteers. She said it would be disingenuous for anyone to believe that. However, the community passed two millages to keep libraries open and the public is demanding service.

Commissioner Bellant responded by stating it was unfortunate that one part of the audience was attacking the other and calling them disingenuous. He further explained there was a statement from the Commission at the previous Commission Meeting requesting staff to meet with the unions and management to present a plan at the next Commission Meeting to show how DPL can use volunteers to support library services and relieve the burden on the staff.

President Kinloch said he stood by that statement. The request was not made with intent to have union employees replaced by volunteers. The request called for a plan to see what areas in the library citizens can be utilized without violating the contracts.

**Valerie Glenn** – Expressed her concerns of having the unions, administration and the community work together to keep the libraries open. She commented she felt Commission Bellant organized a group to come and attack to community.

Commissioner Bellant raised a Point of Personal Privilege. He said he did not organize any of people who spoke about the volunteer issues. He said he suspected they were responding to the statement regarding a plan for volunteers.

**John Olumba, State Representative** - Presented a letter of support for the Detroit Public Library, specifically the Lincoln Branch. He pledged his support and the support of the elected officials in the State House of Representatives to push for funding for the library from the state. He said he would make the library funding a priority when he returns to Lansing.

**Mark Huffman** – Expressed his concerns regarding laid-off librarians and unions. He said the library should seek alternative funding and create a plan to keep all of the libraries open.

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**Kelly Lewis** - Expressed her concerns about “sell-out leaders” in the community. She said the organization BAMN will continue to fight to keep libraries open in the city.

**Robbie Flowers** – Expressed her concerns of staff being overstressed. She would like to see a model created that would provide quality service to the community. She said current model is not sustainable and staff is stretched very thin.

**Joe McGuire** – Expressed his concerns about fighting any attempts to attack the communities in Detroit.

**Orelia Brown** – Expressed her concerns regarding the misunderstanding of replacing union staff with volunteers.

**Issac Robinson, Legal Counsel for Congressman John Conyers** - Expressed his concerns regarding a legislative agenda that has to be developed. He suggested developing a media strategy in order to make the community aware of how they can volunteer and make donations. He encouraged everyone to contact him.

**Victor Mendez** – Expressed his concerns on behalf of the citizens of Detroit for rejuvenation of the city instead of forcing black citizens out for a new white Detroit. He said the organization BAMN will always fight back.

#### REPORT OF THE PRESIDENT

President Kinloch said he would like to add reopening Lincoln Branch under new business for discussion and possible action.

#### SWEARING IN OF THE NEW COMMISSIONER

President Kinloch requested a brief recess at 2:40 p.m. to swear in the new Commissioner.

Franklin G. Jackson was sworn in as a Commissioner.

The Detroit Library Commission Meeting reconvened at 2:55 p.m.

President Kinloch congratulated Commissioner Jackson on his new six-year term.

Minutes approved at the March 20, 2012 DLC meeting

## REPORT OF THE EXECUTIVE DIRECTOR

### **Annual Hackley Concert**

Ms. Mondowney reported that the 68<sup>th</sup> Annual E. Azalia Hackley Collection Concert will be held on Wednesday, February 22, 7 pm in the Friends Auditorium. This year's concert will feature "In the Tradition," a hard-swinging, bebop ensemble that has been a part of Detroit's music scene since 1993. A special thank you to the evening's sponsors: Comerica Bank, Munder Capital, Miller Canfield, ABM Janitorial Services, the DPL Friends Foundation and the Friends of the E. Azalia Hackley Collection. Tickets are \$15 or \$30.

### **Hour Magazine**

Ms. Mondowney reported that the February 2012 issue of *Hour* magazine featured the Hackley Collection in an article entitled "The Detroit Public Library's Hackley Collection Promotes African-American Performance Artists." Hackley curator and Special Collections Assistant Manager, Romi Minor, is featured in the article which highlights many of the jewels of that Collection.

### **Arc of Justice**

Ms. Mondowney reported that on Saturday, February 11, Florise Neville-Ewell, associate professor at the Thomas M. Cooley Law School, made a presentation concerning housing law and the story of Dr. Ossian Sweet. Her talk was based on Kevin Boyle's *Arc of Justice: a Saga of Race, Civil Rights and Murder in the Jazz Age*.

### **Polling Places at Branches**

Ms. Mondowney reported that the Chaney, Douglass and Hubbard branches are serving as polling places for the February 28 election. She thanked the staff of those branches for supporting this very important service to the community.

### **Friends Foundation**

Ms. Mondowney thanked the Friends Foundation for their most recent support in the amount of \$3,649.72. This support was in the form of purchasing 500 archival storage boxes to store the newly acquired Kales Collection and a new podium for the Burton Reading Room.

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**Robert A. Maxey Donation**

Ms. Mondowney thanked Robert A. Maxey, President of Bob Maxey Ford, for the donation of 50 copies of the DVD entitled, "Black and Blue: The Story of Gerald Ford, Willis Ward and the 1934 Michigan v. Georgia Tech Football Game." The documentary highlights a racial incident that occurred during a 1934 football game between Michigan and Georgia Tech and tells the story of the enduring friendship between former President Gerald Ford and the Honorable Willis Ward, a native Detroit.

COMMITTEE ON ADMINISTRATION

In order to make a motion, President Kinloch relinquished chairing the meeting to Vice President Bellant.

Approval of Human Resources Office Report

President Kinloch reported that the Human Resources Office Report indicates personnel actions for new hires, separations, and retirements. These actions were approved by administration.

RETIREMENTS

Rosemary Patterson, effective February 18, 2012

Beatrice Manson, effective February 8, 2012

Barbara Thiel-Rossiter, effective January 25, 2012

Thomas Wimbley, effective January 6, 2012

SEPARATIONS

Andrea Clark, effective February 17, 2012

Amanda Moore, effective January 17, 2012

Nyree Hardyway, effective December 22, 2011

Alexandria Reed, effective December 18, 2011

Commission Action

On the motion of President Kinloch and seconded by Commissioner Jackson, the personnel action report was unanimously adopted.

Minutes approved at the March 20, 2012 DLC meeting

### Authorization to Contract with OverDrive to Purchase Electronic Books

President Kinloch reported the Electronic Books (generally known as E-Books) are digital forms of the printed book, which can be viewed from a desktop computer, laptop, ipad, smartphone or an e-book reader. A book's content is checked out when a customer selects and downloads the book to their chosen device.

E-books are growing in popularity in libraries and are, in some cases, competing in volume with the volume of print checkouts. Detroit Public Library receives a steady and growing number of requests from customers for e-books.

OverDrive Inc., based in Ohio, is a sole source supplier for e-books content for public libraries. While other vendors are gaining ground in this market, no other vendor at this time has the number of book titles offered by OverDrive. More than 500,000 e-book titles are available for libraries to select from through OverDrive.

Public Services projected \$50,000 in the FY2011-2012 materials budget for the introduction of e-books at DPL. The materials budget is already approved by Commission as part of DPL's FY2011-2012 budget.

### Discussion

Commission Lemmons asked what was the process for selecting Overdrive. Ms. Mondowney replied OverDrive was the sole source for electronic books. Commissioner Bellant asked was there a physical device involved that customers would check out and take home. Ms. Mondowney replied no because the customers would download materials to their own electronic reading device. Commissioner Lemmons asked how many electronic books would be purchased with \$50,000. Ms. Machie replied around 3,000-4,000 books. Commissioner Bellant asked will a customer have a limit on how many times they could check out electronic books. Ms. Machie replied the same rules that apply to checking out printed books would apply to electronic books.

### Commission Action

President Kinloch moved to approve contracting with OverDrive to purchase electronic books at a total cost not to exceed fifty-thousand dollars (\$50,000). Commissioner Jackson supported the motion. The motion carried.

### Proposal to Re-Open Monteith Library and Adjust Hours at Chandler Park Library

President Kinloch noted he was reading the proposal that was approved at the previous Committee on Administration meeting. However, the proposal was recently modified as a result of a meeting between administration and union bargaining units. He said Ms. Mondowney would address the proposal changes.

Minutes approved at the March 20, 2012 DLC meeting

President Kinloch reported that at the January 17, 2012 Annual Meeting, the Detroit Library Commission voted to reopen the Monteith Branch. The Monteith Branch, along with three other branches, was closed on December 22, 2011 as part of a plan to adjust library services to accommodate a reduction in workforce (RIF) that took place in March 2011.

Staffing is the greatest challenge to reopening another library location. It is not possible to reopen Monteith or another of the closed branches, without reducing services at another library location.

The following plan is proposed as a way to reopen the Monteith Branch to the public given existing staffing constraints. If approved, the Monteith Branch could reopen to the public by March 12, 2012. The Chandler Park Branch will also begin its reduced hours effective March 12, 2012.

- 1) The Monteith Branch will be open Mondays & Tuesdays and alternate Saturdays for a total of 16 or 24 hours per week.
- 2) The Chandler Park Branch will be open Wednesdays & Thursdays and alternate Saturdays for a total of 16 or 24 hours per week.
- 3) The pairing of Monteith and Chandler Park Branches will yield 40 hours of service per week.

### Discussion

President Kinloch deferred to Ms. Mondowney for comments on the proposal.

Ms. Mondowney explained administration had met with union members prior to the Commission meeting to further modify the proposal because of pending retirements and the ability to staff at the 32 hours level. The modifications has been discussed and agreed upon with the unions and their representatives.

### Commission Action

President Kinloch made a motion to accept the Executive Director's recommendation for the adjusted hours at the Monteith Branch and the Chandler Park Branch. Commissioner Jackson supported the motion.

### Discussion Continued

Commissioner Lemmons suggested as an amendment to the motion that the adjusted hours be an interim plan in keeping Monteith and Chandler Park open until adequate staff is available to reopen full time.

President Kinloch agreed that the change would be an interim plan and reviewed in the future.

Minutes approved at the March 20, 2012 DLC meeting

Mr. Cromer stated having the adjusted hours as an interim plan is a great idea because as the funding shifts, it gives DPL an opportunity to revisit the plan.

Commissioner Jackson said although it is not an ideal situation, he was pleased with the proposed plan because it provides the public with an open library.

Commission Action Continued

Commission Bellant called for a vote to approve the motion with the amendment. The motion was approved.

President Kinloch resumed chairing the meeting.

Commissioner Jackson raised a Point of Order to discuss an email that was requested by President Kinloch from Ms. Trinee Moore regarding retirees.

The email contained the number of retirements that occurred and the number of pending retirements with the collective lump-sum pay-out associated with the exiting of employees.

President Kinloch requested the information to become part of the Human Resources Routine Report.

COMMITTEE ON FINANCE

Approval of Routine Finance Report

Commissioner Jackson reported that the following accounts have been examined and found corrected by staff of Business and Financial Operations and ratification of payment is recommended.

<u>Summary of Expenditures</u>	
<b><u>PUBLIC FUNDS</u></b>	
Total Payroll & Benefits	\$1,676,171.29
Total Vouchers 438-517	\$897,646.62
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<b>Grand Total</b>	<b>\$2,573,817.91</b>

Minutes approved at the March 20, 2012 DLC meeting

Summary of Expenditures**RESTRICTED/DESIGNATED FUNDS**

Branch & Main Checking – Checks 1917 – 1930	\$83,856.71
Burton Endowment Fund Checking - Checks 8187 – 8193	\$2,111.46
Knight Foundation Grant - Checks 1343 -1349	\$68,550.45
Louise Webber O'Brien Fund – Checks 4207 – 4212	\$8,504.88
Programs & Gifts Checking – Checks 1535 -1541	\$39,993.67
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<b>Grand Total</b>	<b>\$203,017.17</b>

Summary of Credit Card Expenses

Executive Director	\$1,464.01
Executives Director's Office	\$53.90
Deputy Director	\$0
Chief Administrative Officer	\$74.94
Human Resources	\$0
Marketing Department	\$573.19
Technical Services	\$512.70
Facilities Department	\$1,305.08
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<b>Grand Total</b>	<b>\$3,983.82</b>

Commission Action

On the motion of Commissioner Jackson, the recommendation of the Committee on Finance as set forth above was unanimously adopted.

OLD BUSINESS

President Kinloch deferred the amendment to DLC rules and regulations to the March Commission meeting.

NEW BUSINESSCommission Action

Commissioner Lemmons made a motion to reopen Lincoln Branch Library. Commissioner Kinloch supported the motion.

Discussion

President Kinloch requested staff to review modifying hours at Lincoln Branch so the community will have some library services. The intent of the motion is for staff to present the same or similar plan as Monteith at the next Committee on Administration meeting. President Kinloch stated these are the instructions that are attached to the motion.

Commission Action Continued

President Kinloch called for a vote to approve the motion. The motion carried with three votes. Commissioner Bellant abstained.

The meeting was adjourned at 3:35 p.m.

