

**Rochester Hills Public Library
Board of Trustees Meeting**

February 13, 2023

- I. The Board of Trustees of the Rochester Hills Public Library held a regular meeting on Monday, February 13, 2023. The President called the meeting to order at 7:01 pm in the boardroom of the library. The presiding officer was Madge Lawson.

A quorum of the board was present including Bob Bonam, Melinda Deel, Anne Kucher, Julianne Reyes, and Chuck Stouffer.

Guests included Library Director Juliane Morian and City of Rochester Liaison Alice Moo. Oakland Township Library Board President, Michael Tyler entered the meeting at approximately 7:45pm.

No members of the public were present.

- II. Public comments - none

- III. Minutes

- A. On a motion by Mr. Bonam, which Ms. Deel, seconded, the board unanimously approved the annual meeting minutes from January 9, 2023 as presented.
- B. On a motion by Mr. Stouffer, which Ms. Reyes seconded, the board unanimously approved the regular meeting minutes from January 9, 2023 as presented.

- IV. Treasurer's Report was reviewed and filed.

- V. Monthly Bills

- A. On a motion by Mr. Bonam, which Ms. Kucher seconded, the board unanimously approved the monthly bills for January 2022, which totaled \$408,886.53.

- VI. Communications

- A. The board reviewed and filed the communications with minor discussion.
 1. Ms. Deel suggested that the library explore re-listing the health program that had a last minute change in speaker/topic (to the disappointment of attendees) so that patrons can get the information they were originally interested in.
 2. Ms. Kucher praised the feature article in the advance copy of the Spring 2023 News & Views and the director's column for the clear and engaging way that collection management was explained.

- VII. Director's Report and Statistical Report

- A. The board reviewed and filed the director's report with minor discussion.
 1. Board members expressed support for the library director pursuing a stronger collaboration with the City of Rochester's Downtown Development Authority (DDA) as it relates to major events like Fire & Ice.

2. Board members expressed support for Ms. Morian continuing her work with the American Library Association and participating on the ALA Conference Committee.
3. Ms. Morian summarized the locker demonstration she saw with fellow RHPL staff and board members. The Board directed Ms. Morian to explore locations where a locker system could be located in the northern part of Oakland Township and in the southern part of Rochester Hills and gather data estimate regarding adoption-rates (for the service) and how frequently RHPL staff could fill lockers with hold requests.

- B. The board reviewed and filed the new format for the statistical report with minor feedback. Ms. Morian will explore what's feasible while keeping the report to one page.

VIII. Committee Reports

- A. Ms. Lawson appointed the following individuals to committees in 2023:
 1. Finance: Bob Bonam – Chair, Melinda Deel, Chuck Stouffer, Michael Tyler
 2. Policy: Anne Kucher – Chair, Madge Lawson, Julianne Reyes, Alice Moo
- B. Ms. Lawson announced the formation of an ad hoc committee called the Centennial Ideas Committee.
 1. The committee would be charged with meeting 3-4 times during 2023 to brainstorm ideas for ways to celebrate the library's centennial in 2024.
 2. Ms. Lawson appointed Bob Bonam as honorary chair (noting his 30+ years of service on the RHPL board); she also appointed herself, Melinda Deel, Chuck Stouffer, Michael Tyler, and Alice Moo to the committee. Ms. Lawson requested that Ms. Morian solicit two additional Friends members to join the committee.
 3. Ms. Morian confirmed she formed an internal team of RHPL staff to implement the ideas.
- C. Policy Committee presented the second reading of Work-1 Employee Conduct (and corresponding legal answers to questions raised in regards to the protecting gender expression among staff, the right of employers to prohibit firearms in the workplace, and references to employee's impairment as a result of using controlled narcotics.)
 1. On a motion by Ms. Deel, which Mr. Bonam seconded, the board discussed adopting the policy as presented.
 - a. Mr. Stouffer stated that he thought the regulation of "excessive" absenteeism and/or tardiness should be defined.
 - a. Ms. Morian offered that it is defined in the guidelines that the director approves in correlation to the policy.
 - b. Mr. Stouffer expressed a desire to add the descriptor, "adversely affected" to point 1.I regarding impairment due to drugs or alcohol.
 - c. Mr. Stouffer expressed a desire to add the descriptor, "Inappropriately divulging" to point 1.K regarding confidential information.
 - d. Mr. Stouffer presented a counter argument to the legal opinion offered by Dykema Law firm regarding an employer's right to prohibit employees

from bringing firearms to work. Mr. Stouffer stated that in his opinion the current policy was unconstitutional and should be changed.

- e. Ms. Morian stated that this is the legal and defensible opinion submitted by the library's labor attorney; the advice given is that an employer can prohibit employees from possessing firearms (among other weapons) in the workplace. Ms. Morian offered that in light of the fact public/social service employees are five times more likely to experience workplace violence and that at times violence originates with a staff member, this is an advisable regulation to keep in place.
- f. Mr. Stouffer presented an amendment to the motion to strike the word "firearms" from the clause, "Possession of dangerous or unauthorized materials, such as weapons, but not limited to, firearms, knives with blades longer than 3" or other weapons on library property." There was no support for his amendment.
- g. Ms. Lawson called for a roll call vote on the original motion to approve Work-1 Employee Conduct as presented (with no changes).

Aye: Bonam, Deel, Kucher, Lawson, Reyes

Nay: Stouffer

The motion passed.

Other Business

- D. On a motion from Ms. Deel, which Mr. Stouffer seconded, the board unanimously voted to enter into the interlocal agreement as presented with Oakland County to offer the Oakland Talking Book Service at RHPL.
- E. On a motion from Mr. Stouffer, which was seconded by Mr. Bonam, the board unanimously voted to authorize Ms. Morian to enter into an agreement with the Royal Park Hotel as presented (or with minor edits as the library director deems legally appropriate) to allow parking lot lease for after-hours valet parking.

IX. Board Comments - None

X. Questions from the Liaisons

- A. Mr. Tyler stated that the Oakland Township Library Board asked him to re-initiate conversations begun in 2018 with state legislators and other relevant parties regarding amending PA 164 so that an existing library board could negotiate to become a voting member of another library board that provides services under contract.
- B. Mr. Tyler stated that he will be out of state for the next meeting and will ask someone else from Oakland Township Library Board to attend in his place.

XI. The regular meeting adjourned at 8:55 pm.