

TIMBERLAND REGIONAL LIBRARY
BOARD OF TRUSTEES MEETING
Winlock Public Library, 322 1st St., Winlock, WA 98596

September 21, 1983

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TIMBERLAND REGIONAL LIBRARY
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September 21, 1983

M I N U T E S

BOARD MEMBERS PRESENT:

Dorothy Voege, Chair - Grays Harbor County
Doris Fourre - Thurston County
Jean Haakenson - Member-at-Large
Alice Harris - Mason County
Donald L. Law - Member-at-Large
Larry Parsons - Lewis County

BOARD MEMBER EXCUSED:

Paul Polillo - Pacific County

STAFF PRESENT:

Louise E. Morrison, Library Director
Mary Stough, Assistant Director for Public Services
Sally Loken, Assistant Director for Central Services
Mary Ann Shaffer, Supervisor-Personnel Administration
Michael Crose, Business Manager
Renee Anderson, Winlock
Jeanette Davis, Winlock
Marian Osterby, Centralia
Chris Peck, Hoquiam
Patty Reed, Chehalis
Betty Sholund, Olympia

Herbert H. Fuller, Timberland Attorney
Liane Bascou, Board Recording Secretary

GUESTS PRESENT:

Clifford Allen, Winlock Mayor
Martin Anderson
Patty Anderson, Winlock Library Board
Bill Caldwell, Winlock Library Board
Abby Haight, The Olympian
Vanda Herr, Winlock Library Board
Gary Hulbert, Labor Relations Consultant
Dorothy Johnston, Winlock Library Board
Dick Matchette
Joan Zimmerman, Winlock Library Board

Chair Dorothy Voege called the meeting to order at 7:30 p.m.

AGENDA ITEM
NO.

1 Approval of Minutes of the August 17, 1983 Meeting

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JEAN HAAKENS ON MOVED TO APPROVE THE MINUTES OF THE AUGUST 17,
1983 MEETING; ALICE HARRIS SECONDED THE MOTION. MOTION CARRIED.

2 Approval of Vouchers

Mrs. Voege stated that payroll and payroll-related vouchers for August 1983 had amounted to \$258,853.56.

83-40

ALICE HARRIS MOVED TO APPROVE VOUCHERS NO. 13202 THROUGH NO. 13364 IN THE AMOUNT OF \$80,241.11; LARRY PARSONS SECONDED THE MOTION.

Mrs. Haakenson asked if there has been more than the usual servicing of vehicles (Vouchers No. 13218 for \$289.50 and No. 13226 for \$165.00). Mr. Crose stated that Voucher No. 13218 is for repairs on the Lewis County bookmobile. He said that generally there is more comprehensive vehicle maintenance done before winter sets in. Mrs. Harris questioned Voucher No. 13246 to L & B Refrigeration in the amount of \$298.65. Mr. Crose stated that this is for quarterly maintenance on the heat pump at the Montesano Library. He referred Board members to Voucher No. 13297 in the amount of \$4,697.55. Mr. Crose explained that in 1979 a tax suit was brought against Grays Harbor County by several timber companies and Timberland has been carrying a contingent liability on its books of approximately \$25,000. He said the case has been settled and Timberland's share of the refund to the county which will go back to the timber companies is \$4,697.55. Mr. Crose explained that TRL has always been required to keep that \$25,000 available, although it wasn't a line item in the budget and now it can be budgeted. Mrs. Harris questioned Voucher No. 13290 to Emil Spahr in the amount of \$1,784.50. Mr. Crose stated that this billing is for semi-annual maintenance of all of Timberland's audio-visual equipment.

MOTION CARRIED.

Introductions were made.

3 Reports

A. Board Members

Mrs. Harris referred to the written report of the Mason County meeting regarding budget cuts. She said that the meeting was held at the South Mason Library. Mrs. Harris had understood that there would be several people present from the community, but instead messages were given to staff and she received several letters. She said that South Mason is a film center and is heavily used by Mason County residents. She said that she has asked Patsy Humphres to put in priority order the suggestions which have been given.

Mrs. Haakenson stated that there is no written report available regarding the meeting held for Lewis County residents in Centralia. She said that there were about 35 people present, including county and city residents, local library board members, staff, and representatives from schools and nursing homes. In addition to concerns expressed regarding cutting audio-visual services, Mrs. Haakenson said that there were also comments made regarding other areas that could be cut, including bookmobile service and no increase in salaries. She said there were also suggestions to cut back on "small" items which everyone felt was not a viable alternative to

3A making large monetary adjustments. Mrs. Haakenson said that several people suggested charging fees which she said she and Mr. Parsons explained was not an option.

Mr. Parsons said that one option suggested and which he believes should be explored is the possibility of running TRL's film service through the Educational Service District. He explained that ESD furnishes films to schools and although he can see some problems with this option, it is something that should perhaps be looked into. Mr. Parsons said that one local library board member accused the TRL Board of having pat answers. He said that this may appear to be the case, but many of the suggestions made had already been made before and he did have quick answers to them which he hopes did not come off as being flippant answers. For instance, book mailings and charges for services were handled quickly. Mr. Parsons said that he personally would like to see film service maintained, but other budgetary problems have come up in the meantime.

Mrs. Harris said that she is interested in the suggestion to cut back on bookmobile service in Lewis County because there is such a large gap which is covered by bookmobile in Lewis County. Mrs. Haakenson said that the question was about the expense of the bookmobile and if this is something that could be eliminated. She said her answer was that the bookmobile still serves Lewis County a great deal and is a beneficial service. Mrs. Haakenson stated that Mrs. Stough had further explained the bookmobile service in Lewis County. Mrs. Harris asked if there were people present at the meeting who use the bookmobile and Mrs. Haakenson said there were a few there who do use the bookmobile but they indicated that they could get along without it. Mrs. Haakenson pointed out that if the recommendation had been to cut out bookmobile service rather than 16mm film service, then there would have been more representation from that group of people.

Mrs. Voegel asked if any efforts were made to compile a priority list and Mrs. Haakenson said this was not done. Mr. Parsons said the only frustration he had in the meeting is that everyone wanted "their own service" maintained. Mrs. Haakenson said that she thinks the priority which came out of the meeting is to maintain service and the people were concerned with how this can be done. She said an ending comment to the meeting was cuts in salaries. Overall, Mrs. Haakenson said that those present understood that if there is not enough money, services will have to be cut.

Mr. Law reported that it was made very clear at the meeting held in Thurston County that the Olympia Board wishes to submit a written report to the TRL Board in terms of what their recommendations are. He said that he received in the mail recommendations from the Friends of the Library. Mr. Law said that he would like to reserve reporting on this meeting until this written report from the Olympia Board is received.

Mrs. Fourre said that she was disappointed that there were not more people present. She said that primarily those present were the Olympia Board, Olympia Friends, staff, and a few teachers. She said that most of the people present were there to talk about the cuts in film service. Mrs. Fourre said that she tried not to make any

3A comments herself except when she could answer questions. She said that Mr. Law made some very explicit statements to the general public about how he feels and she said she would like the Board to know that Mr. Law certainly did not represent the entire Board.

Mr. Law said that at the beginning of the meeting after receiving permission ahead of time from the Chair of the Olympia Board, he gave a chronology of information that had come to the Board in advance of the last Board meeting. He said he did this because he felt that as a Board member in the Thurston County area he had been made to look rather foolish because of the lack of information he had. He said he felt it was important that everyone understand that that is why the Board may have acted surprised as to what was going on. Mr. Law said he made it very clear that he was in no way speaking for the Board.

Mrs. Voege said that Olympia is one part of Thurston County and she asked if there will be other meetings held in Thurston County. Mrs. Fourre said that other libraries in Thurston County were notified of this meeting at the Olympia Library. Mr. Law said that if anyone wishes to arrange other meetings, he and Mrs. Fourre would be willing to attend. Mrs. Fourre said that she is a Thurston County representative whereas Mr. Law and Mrs. Haakenson represent the district as members-at-large. She said she didn't know if Mr. Law has kept in touch with the district at large. Mr. Law said none of this is really defined in the statutes, but he has always felt that because of the massive population, particularly in Thurston County, even though his designation is member-at-large, he was representing Thurston County's interests at this meeting. Mrs. Voege pointed out that that is the reason that the members-at-large are from Lewis and Thurston Counties because they have the largest populations. Mrs. Fourre asked what the percentage of population is of the City of Olympia in relation to the rest of the district and Mrs. Voege stated that it is 9%. Mrs. Fourre said that Mr. Law seems to be mostly concerned with the City of Olympia. Mr. Law said he does not feel that way at all. He said he does not live in the City of Olympia but he does pay business taxes to the city. He said his orientation admittedly has always been toward the Olympia Library because that is the library which he uses, and because Mrs. Fourre is from another area of the county he has sort of looked upon this as an informal distinction between the two. As far as not having an interest in other libraries, Mr. Law said he does not think this is true.

Mr. Parsons said he thinks all of the Board members should think of themselves as TRL Board members. He said that he is a Lewis County representative and he believes that he needs to listen to the people of Lewis County, but knowing full well that the decisions the Board makes affect the whole district.

Mrs. Harris asked if there has been a meeting in Pacific County. Mrs. Voege said there have not been meetings in Pacific County or Grays Harbor County. Mrs. Stough said that Mr. Polillo had talked with the Raymond librarian about this and since he is out of town, he will be happy to receive letters from anyone with recommendations.

Mrs. Harris said that she has received several letters addressed to her and she wondered if she is free to go ahead and reply to them on

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her own. Mrs. Haakenson said that she has received letters also that she would like to reply to even if it is just to say thank you. Mrs. Harris said that she cannot make any promises or commitments, but she would at least like to thank people for their input. Mr. Parsons said that it should be made very clear that a response from an individual Board member does not speak for the Board. He said Board members can give their own viewpoints and ask questions. He said he has himself contacted people asking to clarify things which have been written. Mrs. Fourre said she has received several letters which she has not responded to because she does not like the tone of them since they are of a sort of vindictive nature regarding personnel. It was agreeable to the Board that individual Board members may respond to letters they personally receive.

B. Timberland Attorney - Herbert H. Fuller

Mr. Fuller read from his draft opinion as follows: "Pursuant to your request, I have written the following advisory opinion regarding whether TRL must furnish information regarding what material a child has checked out of the library to the child's parent upon request." He said he does not know of any material which was not researched and he "managed with a lot of effort to hold the answer down to 30 pages." Mr. Fuller said that unfortunately there is no answer. As he understands it, the computer will provide a listing of all the materials that any person has checked out at any given time and a very broad problem in society is the right to privacy in the age of the computer. Mr. Fuller stated that what makes it difficult is that they are not talking about the rights of a third party, but rather the rights of a child. He said they are talking about the interests of the state since Timberland is a governmental agency, the interests of a child which in many cases may involve a "mature" child, and the interests of a parent in trying to rear a child. Mr. Fuller said it is necessary for the Board to review this closely since he is sure this will probably come up and it will be necessary to have a Board policy. He said he does not feel this is for professional librarians to decide but is something the Board needs to examine, debate and make a decision on which the Board can stand by. In trying to get information on this, Mr. Fuller said that he found that TRL is in the forefront and, as far as he knows, his opinion is the only thing that exists at this point. He said he will be available to meet with Board members and answer questions.

Mrs. Fourre asked if any policy which the Board decides on will be legal. Mr. Fuller said that he would like to see a policy developed that would hold up in court. Mrs. Voegel requested that Board members go through this opinion carefully and thoughtfully. Mr. Fuller said this is a rough draft and it is confidential, but at least it will give Board members a chance to get started on it. He said he has more material coming in the mail which Sally Loken flushed out for him and will be attached to the final opinion. He said he has also attached a copy of the Olympia School District's policy. Mrs. Voegel said that perhaps this will take an Executive Session devoted just to this subject. Mr. Law asked what the basis would be to discuss a Board policy such as this in Executive Session and why the Board would want to discuss this in Executive Session. Mr. Fuller said that this would be up to the Board. Mr. Law said that the question is not "could it be" an open session at the Board's whim but rather "should

3B it be" or perhaps "can it be" a closed session. He asked if there is any exception in the open meeting law that would allow the Board to consider a new Board policy in Executive Session. Mrs. Voege suggested that this be put on the November agenda.

C. Library Director - Louise E. Morrison

Mrs. Morrison referred to the copy of the memo which Timberland recently received in which it states that it is estimated that state-wide distributions from the Timber Excise Tax reserve account in calendar 1984 will be 71% lower than 1983 distributions. Since Lewis and Pacific Counties are two of the largest timber counties, she said that this hits Timberland hard and it comes at a time when Timberland is already looking at a budget shortfall. Mrs. Morrison said that it appears that this revenue will come to \$415,000 less than staff had originally estimated.

Mrs. Morrison stated that Timberland has been getting some attention from the press lately. She said that today she received a request from The Olympian to send a copy of a recent memo from her office to the TRL Board members in which she discusses information passed along to reporters of the newspaper. Mrs. Morrison said that she consulted with Mr. Fuller and with the exception of one paragraph, he said it would be proper to send it, and she has done this.

Mrs. Morrison further reported that the Washington Library Association Legislative Committee met two weeks ago. As soon as she finds out if the WLA Executive Board has approved the program, she will get it out to Board members. She said the Legislative Committee will be seeking a lobbyist to work for WLA this year. Mrs. Morrison said she is sure that one of the features of the program this year will be state assistance to public libraries which is a bill which has been lying dormant the past several years.

Mr. Law asked if the paragraph deleted from the memo which was submitted to The Olympian regards the subject of the computer and Mrs. Morrison said this is correct since it involves possible litigation. Mr. Law said that when this document was asked for originally, it was apparently denied in total with instructions to the reporter from The Olympian to get it from Don Law. He said the reporter then called him and asked for a copy of the document because the Director would not give it to her and Mr. Law told the reporter that any documents that come from the system will have to come via the system. Mr. Law said that while he strenuously disagreed with the initial decision to deny the document, based on the clarification of the paragraph omitted, the way things stand now is where they should be and it was a correct decision to give the document to the reporter.

Mrs. Voege said that it is her thinking that it was a perfectly legitimate refusal and it does bother her that there cannot be half-thought-through exchanges between the Director and Board members but rather everything would have to be very defensible which would make an extremely difficult situation for the Board and Director to work under. Mrs. Fourre said she is still pondering how The Olympian found out that the Board gets these memos. She asked reporter Abby Haight how she found out that the Board gets these memos and Ms. Haight said that she has her sources. Mrs. Fourre said it would

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have to be a Board member since these memos only go to Board members. Ms. Haight asked Mrs. Fourre why she is so upset about hiding public information, and Mrs. Fourre stated that she is upset about some Board member working at odds with other Board members. Ms. Haight stated that she received information from various people. Mr. Law said that if there are Board members who disagree with his feelings about public disclosure, he is happy to discuss those things in public. He said that it may very well be that he and Mrs. Fourre take a different viewpoint as to how a public body should operate. In response to the Chair's comment about how it is a problem having free exchange of information, Mr. Law said that question has been considered by the legislature he is sure in every single session that has gone by since the initiative was passed by the voters of this state. Arguably, Mr. Law said it is a problem but it is the same problem that people in similar positions all over the state have been wrestling with for years. He said the only problem is that it is the law and is something the Board will have to operate under. Mrs. Fourre said she is not upset about the law, but she is upset about Mr. Law using the newspapers and various means to pursue private vendettas.

Mrs. Voegel requested that the Board move forward on the Agenda. Mr. Law said that he has just received what has to be a blatant personal insult and he does not think the Chair can "gavel" this away. He said he has absolutely no apologies whatsoever about anything he has done and to suggest that whatever is going on in terms of personal vendettas is an inappropriate comment. He said he is not going to take this sort of thing and he resents it. Mr. Law said he will let the facts stand as they are.

Mr. Parsons said that the Board has far more important things to consider and his concern with the media is that the Board is quoted correctly and that public information is indeed public. He said that he thinks the Board has far more important things to work on. Mrs. Harris stated that it is certainly true that the Board operates within the public disclosure law and the Board has to have its meetings open to the public and information available to the public with a few exceptions. Because of the distance between Board members, she said it is a hardship when the Board cannot get information. Mrs. Harris stated that the memos are not meant to be a big secret but it does make general exchange and working together a bit harder without them. Mr. Law said that all he has said is that the law is the law and the Board is bound by the law. He said he has already conceded that the law makes it difficult sometimes to have these kinds of communications and asked what the Board suggests he do--violate the law? He said he will not do that.

D. Assistant Director for Central Services - Sally Loken

Ms. Loken reported that the Board will have, prior to the October Board meeting, the updated benefit cost analysis of the ALIS system.

E. Business Manager - Michael Crose

Mr. Crose said he had nothing further to add to his written report except to say that, as far as revenues are concerned, TRL has received about 75% which is excellent. He added that expenditures are as

3E anticipated, and he thinks that TRL will see the year out just as outlined in the budget which the Board adopted last December.

Mrs. Haakenson asked if there has been any consideration given to cost savings for the remainder of 1983 so that TRL ends up with an even larger carryover. Mr. Crose said that staff is examining all possibilities, but most of the 1983 budget is already in motion one way or another and it would be difficult to pullback now on many of the items. He said that most of the budget from here on out will be for personal services since most of the capital expenditure items have already been taken care of. He said that staff is now dealing with supply items and maintaining facilities for the remainder of the year.

4 Correspondence

A. 8/30/83 memo from Pacific County Board of Commissioners

Mrs. Voegel read the memo regarding notice to file budgets or estimates of amounts to be levied by taxation during the year 1984 as follows:

"You are hereby notified that, in accordance with R.C.W. 84.52.020, it is your duty to make and file certified budgets or estimates of the amounts to be raised by taxation on the assessed valuation of the property in the City or District during 1984 through your Chairman and Clerk, or Secretary, with the Clerk of the Board of County Commissioners, P.O. Box 187, South Bend, Wa 98586, or at the office of the County Commissioners in the Courthouse in South Bend, on or before Wednesday, the 5th day of October, 1983.

"Taxing districts required to file budgets or estimates in accordance with R.C.W. 84.52.025 shall clearly indicate an estimate of cash balance at the beginning and ending of each budget period in said budget or estimate."

Mr. Crose said that Pacific County is interested in what Timberland's levy rate for 1984 taxes will be. He said this requires information from all of the five counties and the only information available at this point (which still is not firm) is new construction values in Thurston County. Mr. Crose said he talked with deputy assessors in the counties today and it appears that TRL will not have final values until some time in November. As he recalls, the Board adopted a levy rate last December for the same reason.

5 Unfinished Business

A. 1984 Budget

Mrs. Morrison stated that staff has been looking at a number of possibilities. In view of the fact that TRL is faced with a mammoth cut, Mrs. Morrison said there will have to be a lot of adjustments made. She reported that a meeting of the Management Planning Group is scheduled on September 28, and this will be the main topic of discussion. Mrs. Morrison said that there is a lot to be done to get information properly documented and put together in a manner which is easily understandable by the Board and that is why staff has not

5A been able to have anything ready for the Board tonight.

Mr. Crose said he is still "shook" with the news received last Friday since it is contrary to any indication TRL had as far as revenues are concerned. Everything he has read pointed to a slight recovery in Western Washington as far as the timber industry is concerned. To discover that 71% of that revenue source is suddenly to be deleted from TRL's 1984 budget came as a real shock. Mr. Crose said that having already gone through a whole range of possible cuts in the district, it is hard to imagine what another \$415,000 will do to services and staff in 1984. He said staff immediately started working on different decision packages to present to the Board. He said there is a lot of information to be put together before the Board can make a decision. Mr. Crose suggested that an all-day work session of the Board would be in order.

Mrs. Fourre asked how this is figured and Mr. Crose explained that it does not have to do only with the amount of timber harvested, but also with reduced stumpage values. He said the state changed the table from which to determine the stumpage values and that resulted in lower tax dollars to the state's general fund. Mrs. Haakenson asked if other junior taxing districts will be affected and Mr. Crose stated that they will be affected the same way that Timberland is. Also, he said that counties will be affected, and schools will to a certain extent, but school funding is set up differently so schools will not be severely impacted. Mr. Parsons asked what percentage of Timberland's budget comes from timber taxes, and Mr. Crose replied that forest taxes account for about 20% of TRL's budget. Mr. Parsons asked when reduced stumpage values went into effect. Mr. Crose explained that the state sets values depending on the market value of lumber and the state reduced those values and he thinks the state reviews this annually or bi-annually. He further explained that this involves average values because there is not just one stumpage value for timber, but it depends on quality and the type of area being harvested. He said that volumes do not really mean anything, nor do housing starts really mean anything, but rather it is the final tax dollars that go into the state coffers that become the determining factor. Beyond that, Mr. Crose said it is the levy rates of all of the taxing entities in the timber counties that finally are the driving factor in what the distribution will be individually. He said the state does not know until all of these things have been tabulated and reported. Mrs. Haakenson asked how this will affect the counties, and Mr. Crose said that road districts receive revenues from this source. Mrs. Haakenson said she called the Lewis County Commissioners today and talked with the secretary and the secretary was not aware of this letter at all. She said she then tried calling the Treasurer and Assessor and they were not there. Mrs. Haakenson said this letter has not even filtered down to the Commissioners. Mr. Crose said he talked with the Pacific County Deputy Assessor today and was told that "county government is falling down around their heads and shoulders." He said he asked for information about timber values and was told that he could not get this information now because they are so understaffed. Another thing he has heard is that sale of state timber is increasing and he read in the paper that Grays Harbor County is going to receive record income from state timber sales. Mr. Crose said that revenue source may increase but he will not know this until December 31, 1984. He said he will

5A not know what the reserve fund distribution will be until mid February 1984. Considering the memo which has just been received from the State Department of Revenue, he said he thinks TRL will have to be very conservative in estimates of timber revenue in general.

Mrs. Fourre said the Board has some really tough decisions. She said she has been thinking about lifting the 106% levy lid. She said she hesitates to attempt this, but she has been making inquiries about the costs involved. Mrs. Fourre said she has been thinking about people who are in bad economic situations where their only source of entertainment and information is the library. Because people are going to have to give up services of the library because of budget cuts, Mrs. Fourre said she would like the Board to discuss lifting the 106% levy lid. She said that there is an election in November that will be district wide which would mean that TRL's costs would be lower by sharing. Mrs. Fourre also has asked some people if they would be willing to pay to keep the kind of library service they have now and they say yes. Mrs. Voegel said that Mrs. Fourre also pointed out some interesting facts when they were talking several days ago that in the November election there might possibly be a more discerning electorate and if ever Timberland needed it, it is now. Mrs. Voegel explained that this would be a one-time vote and it would bring Timberland back up to the full 50¢ levy for one year and then it would start working its way back down again.

Mr. Parsons said he has a feeling that the Board is putting the cart before the horse. He said the Board has just received the notice from the State Department of Revenue. He said he would like to see some position papers from management, and he certainly is not prepared to endorse lifting the 106% levy lid at this meeting. He said this is one alternative that the Board should look at. Mrs. Fourre said this is an alternative that the Board only has for this week in order to get it on the November ballot and that is why she brought it up now. Mrs. Haakenson said that this would not help with the monetary problems for 1984 and the Board would have time to consider this to become effective in 1985. Mrs. Morrison said it is correct that even if this passed on the November 1983 ballot, it would not help until 1985. Mrs. Voegel said that to run an election of this type in five counties will require a vast organizational effort, money (which cannot come from Timberland), and education of those organizing the election and education of the public, in addition to the election costs.

Mr. Law said that everyone needs to recognize that this has to be a thoughtful process and to him where the time factor comes into play is what can be done in the remaining quarter of 1983 so that there will be a higher carryover into 1984. He said in light of this crisis he does not think TRL can continue to spend money the way it is through the rest of the year and he would like to know where changes can be made now in the remainder of the 1983 budget and what is available to work with. Mr. Crose said the only practical items left to cut back in are supplies and personnel. Mr. Law asked what action could be taken now in personnel costs to save some money for the rest of the year. Mr. Crose said nothing could be done except with exempt staff because most of the personnel costs are tied into the contract. Mr. Law said then that the Board would have

5A the authority and ability to immediately implement changes in the exempt staff salaries during the remainder of 1983. He said that his understanding from the last memo to the Board is that there are interviews going on right now for the Olympia librarian position. Mr. Law said that when the Board and employees with the district now are faced with the prospect of layoffs, he thinks the idea of hiring someone now from the outside for a major management position is something he cannot fathom. He said it seems to him that one of the first things that could be done is to put an immediate halt to all hiring of any kind until Board and staff have a chance to look at where they are. Mr. Law said he thinks that it is an unfair thing to do to the staff. Mrs. Voege commented that this is one of the things that is being considered by the Senior Administrative Team.

83-41 DON LAW MOVED THAT AN IMMEDIATE HIRING FREEZE BE IMPOSED ON
TIMBERLAND REGIONAL LIBRARY.

Mrs. Voege asked if this had not already been done in July. Mr. Law asked why hiring is going on then. Mrs. Voege said that the Olympia librarian position is considered to be an important position.

83-42 DON LAW AMENDED HIS MOTION AND MOVED THAT THERE BE AN IMMEDIATE
HIRING FREEZE OF ANY HUMAN BEING REGARDLESS OF WHAT THE POSITION
IS UNTIL THE NEXT BOARD MEETING WHEN THE BOARD CAN FURTHER
CONSIDER THE MATTER; JEAN HAAKENSEN SECONDED THE MOTION.

Mrs. Harris asked if TRL is committed in any way to at least follow through with the interviews when a position has already been advertised. Ms. Shaffer stated that once the position has been advertised, TRL is committed to carry forward with the interviews. Mrs. Haakenson asked if the people being interviewed are paying their own costs and Ms. Shaffer replied that this is correct. Mrs. Haakenson said the interviews could still be conducted then. Mr. Parsons said that he endorses the concept of having a carryover as much as possible going into 1984. He said he thinks that he tends to agree with Mr. Law's motion but he feels that he needs to look into this further and he thinks the Board needs to have a special meeting prior to the October regular meeting. Mr. Parsons said that he personally would like to see a librarian at the Olympia Library but on the otherhand he thinks Mr. Law's argument has a lot of validity. At this time, he said he has a lot of questions in his own mind. Mr. Law said he believes as much as anyone else that a librarian is needed at the Olympia Library. Given TRL's financial situation, he said he cannot understand why there are not qualified people in the district who could just as well be transferred to that position. Also, Mr. Law said that what he is saying is to maintain the status quo. He stated that if his motion does not pass, what he thinks will happen is that the Board will be told that a librarian has been hired for Olympia and he does not want that to happen. Mr. Law said he does not think that is fair to staff and all he is asking is to put this on hold until the Board has a chance to review this further. Mrs. Voege stated that the Senior Administrative Team is putting together packages which she has asked them to do for the Board. She said she knows it is the opinion of the Senior Administrative Team that the Olympia librarian position needs to be filled and she knows they are

5A considering other options. Mrs. Fourre said that once again she thinks that this is the administration's job and not the Board's. She said she does not want to get involved in administration. Mrs. Haakenson asked what time frame they are talking about when the Board will receive the recommendations of the Senior Administrative Team. Mrs. Voegel said that a special Board meeting on October 12 is on the agenda for the Board's consideration. Mrs. Haakenson asked if a three-week hold could be put on hiring. She said she sees no problem with the interviews since TRL is not paying for the people coming to be interviewed, but they could put hiring on hold. Mrs. Morrison commented that this is a decision which had already been made.

83-43

DON LAW AMENDED HIS MOTION AND MOVED THAT A HOLD BE PUT ON HIRING UNTIL AFTER THE BOARD'S OCTOBER 12, 1983 MEETING; LARRY PARSONS SECONDED THE MOTION. DON LAW, JEAN HAAKENSEN, LARRY PARSONS AND ALICE HARRIS VOTED IN FAVOR OF THE MOTION; DORIS FOURRE AND DOROTHY VOEGE VOTED AGAINST THE MOTION. MOTION CARRIED. (See Agenda Item 6a--meeting scheduled October 11, 1983)

Mrs. Harris said she has voted in favor of the motion; however, she said she is not comfortable in making a cut here and a cut there until the Board can see a package that will achieve TRL's needs. If some of the Board feels that a hiring might take place in this interim and would feel better about having the assurance that this will not take place, then she is agreeable to that.

Mr. Law said that his understanding of the statute under which the Board operates requires that any hiring be done with the approval of the Board. Mrs. Voegel said that this is not correct. She said the Board hires the Director and the Director hires staff. Mr. Law said that it is his understanding under the law that the Director must have the approval of the Board to employ people and he thinks this is something that should be looked into.

6 New Business

A. Special October 12, 1983 Meeting

Mr. Parsons said that he does not think that he could attend a meeting on October 12. The Board agreed to hold a special meeting on October 11, 1983, at 6:30 p.m., at the Service Center.

Mr. Parsons said that he would like to make it clear that the Board has not endorsed lifting the 106% levy lid at this meeting. Mrs. Fourre said she brought this up now since there are only a few days left to get it on the November 1983 ballot. Mr. Parsons said his only concern with this is that it is the way to go but he does not think it will happen.

7 Other Agenda Items

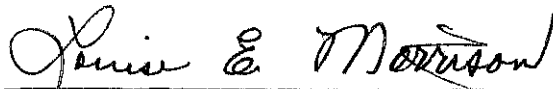
A. Board Reorganization


Mrs. Voegel reminded Board members that Board reorganization takes place in December. In the past she said it has been rather casual, but it has been brought to her attention that it should perhaps be a

- 7A more formal process. She said there will be an election of a new Board Chair and Vice-Chair and requested that Board members begin thinking about this.

Mrs. Voegel announced that there will be an Executive Session following the meeting to discuss contract negotiation strategy. On behalf of the Board, Mrs. Voegel thanked the Winlock Board, Friends and staff for inviting the Board to Winlock and for the desserts served prior to the meeting.

There was no further business and the meeting adjourned at 9:00 p.m. The Board went into Executive Session.


SECRETARY


CHAIR