

TIMBERLAND REGIONAL LIBRARY
BOARD OF TRUSTEES ANNUAL MEETING
415 Airdustrial Way S.W., Olympia, WA 98501

December 18, 1985

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M I N U T E S

BOARD MEMBERS PRESENT:

Jean Haakenson, Chair - Member-at-Large
Doris Fourre - Thurston County
Alice Harris - Mason County
Larry Parsons - Lewis County
Paul Polillo - Pacific County
Dorothy Voege - Grays Harbor County

BOARD MEMBER EXCUSED:

Carolyn Dobbs - Member-at-Large

STAFF PRESENT:

Lon R. Dickerson, Library Director
Mary Ann Shaffer, Assistant Director, Public Services
Sally Loken, Assistant Director, Central Services
Michael Crose, Assistant Director, Management Services
Rose Jetter, Youth Services Coordinator
Chapple Langemack, Community Relations Director
Chris Livingston, Community Library Coordinator, Hoquiam
Dianne Loomis, Community Library Assistant II, Yelm
Chris Peck, Sr. Community Librarian, Aberdeen
Caitlin Robinson, Systems Librarian

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

GUESTS PRESENT:

Mark Hawkins, Mark Reed Hospital, McCleary
Marilyn Showalter, Attorney, Roberts & Shefelman

Chair Jean Haakenson called the meeting to order at 7:45 p.m. She suspended the order of business and proceeded to Agenda Item 6B.

AGENDA ITEM

NO.

6 New Business

B. Contract with Public Hospital District 1, Grays Harbor County

Mr. Fuller recommended adding wording to the proposed motion in the agenda identifying the Library Director as the Secretary of the Board. Mr. Dickerson referred to the hospital district's resolution No. 85-10 approving the proposed contract between the hospital district and Timberland Regional Library.

Mrs. Voege asked about the language in No. 6 of the proposed contract. Ms. Showalter explained that this is standard language used in contracts which provides that if one part of the contract is held invalid, the rest of the contract remains valid. Mrs. Voege asked for clarification of No. 8 in the proposed contract. Ms. Showalter explained that this is a one-year

6B contract. The contract will be extended automatically for two one-year periods unless either party delivers to the other party written notice not to extend the contract at least 120 days prior to the expiration of a one-year period, which is December 31. The automatic renewal of the contract will be on the same terms and conditions unless both parties agree to changes. Mr. Parsons asked what the hospital district's view is of what will happen at the end of this three-year period. Ms. Showalter said that it is too far in the future to predict; however, the hospital district's bonds will be paid off by that time.

Mrs. Voege asked Mr. Hawkins how the hospital commissioners feel about the services which the hospital district will render to Timberland as part of this contract. Mr. Hawkins said that this contract has generated some excitement among the commissioners and they view this in a positive way. Mr. Polillo commented that he thinks this is a good compromise for a one-year period, but he said there have to be changes in legislation so this doesn't continue to happen. Mr. Dickerson agreed and said that it behooves everyone to get the legislature to take action on the whole problem of the tax structure in Washington state. However, he said it is very unlikely that the legislators will do anything about it in one year.

Mrs. Fourre said she is concerned with the \$148,000 which the library district will pay to the hospital district. She asked if this amount is paid once even if the contract extends for three years or if this amount is paid each year. Ms. Showalter said the payment of \$148,000 will be made each year provided that the contract is automatically extended. However, either party can get out of this contract completely or renegotiate different terms.

Mr. Parsons stated that this is the first hospital district that TRL has had a conflict with. He said that the Grays Harbor County Hospital District is just one small part of the TRL service area and he asked if this can happen in other areas. Mr. Parsons said he wants to avoid instances of junior taxing districts fighting among themselves and he thinks they need to join together. Mrs. Voege commented that the meeting with the hospital district was marked by a great sense of cooperation. She said there were representatives present from fire districts too, and the feeling was to work it out. Mr. Crose said that he thinks the majority of the junior taxing districts statewide are aware of this problem and are looking at solutions. He said he shares Mrs. Voege's feelings that everyone was working together at the meeting and he hopes that will be the universal feeling throughout the state.

Mr. Parsons asked Mr. Fuller if he has reviewed this contract and Mr. Fuller said that he has. He said the document accurately carries out the intent of what it purports to do.

Mrs. Fourre asked if the services which the hospital district will provide to Timberland in exchange for the \$148,000 will be for the whole district or just for Grays Harbor County. Ms. Showalter said the hospital district will provide services set out in the contract as needed. She said there are three major elements to this contract--services provided by the hospital; payment to the hospital district; and volunteer lowering of the hospital's levy rate. Mrs. Haakenson asked if there has been much discussion on the types of services which the hospital district will provide and when and where these services will be provided. Mrs. Voege said that several ideas came up at the meeting. For instance, they talked about parenting, health care in the work place, and presentations at TRL's All-Staff days next year.

6B Mr. Parsons said he is in support of this document; however, he is not in support of this if this is going to continue happening with every junior taxing district every year. Mrs. Voege commented that this will buy TRL some relief time. Mrs. Fourre asked if this has to be voted on by the TRL Board each year. Mrs. Haakenson said TRL has the ability to renegotiate or not extend the contract 120 days before December 31 of each year.

85-65 DOROTHY VOEGE MOVED TO AUTHORIZE AND DIRECT THE TRL BOARD CHAIR AND THE LIBRARY DIRECTOR, SECRETARY TO THE BOARD, TO ENTER INTO A CONTRACT WITH PUBLIC HOSPITAL DISTRICT NO. 1, GRAYS HARBOR COUNTY, WASHINGTON, WITH SUCH TERMS AND CONDITIONS THAT THE HOSPITAL DISTRICT WILL ESTABLISH ITS ANNUAL REGULAR PROPERTY TAX LEVY FOR COLLECTION IN 1986 AT .2595 DOLLARS PER THOUSAND DOLLARS OF ASSESSED VALUATION, PROFESSIONAL INFORMATION ON HEALTHFUL PRACTICES WILL BE PROVIDED TO TRL BY THE HOSPITAL DISTRICT ON AN AS-NEEDED BASIS DURING 1986, AND TRL WILL PAY \$148,000 TO THE HOSPITAL DISTRICT IN 1986; AND A COPY OF THIS CONTRACT WILL BE ATTACHED TO THE OFFICIAL MINUTES OF THIS MEETING; LARRY PARSONS SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

Mrs. Harris stated that she considers this a difficult thing for TRL to have to do so unexpectedly. However, she said she appreciates the spirit which entered into working out this solution. Mrs. Voege said that TRL had less attractive options available and this solution was by far the most advantageous to both parties.

1 Minutes of November 20, 1985

85-66 ALICE HARRIS MOVED TO APPROVE THE MINUTES OF THE TRL BOARD OF TRUSTEES MEETING OF NOVEMBER 20, 1985; PAUL POLILLO SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

2 Vouchers

Mrs. Haakenson said payroll and payroll-related vouchers for November 1985 are in the amount of \$248,162.13.

85-67 LARRY PARSONS MOVED TO APPROVE VOUCHERS NO. 20671 THROUGH NO. 20814 FOR DECEMBER 1985 IN THE AMOUNT OF \$88,808.97; ALICE HARRIS SECONDED THE MOTION.

Mrs. Voege questioned voucher No. 20690 to IBM in the amount of \$2,586.08. Mr. Crose said this includes annual maintenance, monthly leases on the business office CPU, terminals and printers, and monthly maintenance on the printers and CPU. Mrs. Fourre questioned voucher No. 20716 to The Evergreen State College in the amount of \$10,689.01. Mr. Crose said this is for quarterly costs of ALIS. Mrs. Haakenson asked why the amount (\$50.00) is so small in voucher No. 20722 to the U.S. Postal Service, Olympia, while postal service vouchers in other areas are much higher. Mr. Crose said this is for the bulk permit at the Service Center. He said that usually \$2,000 is put into the Service Center postage meter. Mrs. Harris questioned voucher No. 20739 to Griffin Tech in the amount of \$5,509.50 and Mr. Crose said this is for library cards. Mrs. Harris asked about voucher No. 20755 to Data World Supply, Inc. in the amount of \$5,902.62. Caitlin Robinson said this is for two multiplexors so that TRL can effect line changes which will save telecommunication costs and allow TRL to increase the number of terminals at the Winlock library.

2 MOTION CARRIED UNANIMOUSLY.

3 Reports

A. Timberland Attorney - Herbert H. Fuller

Mr. Fuller reported he has still not heard from Mr. Neva, the surveyor for the Ocean Park library. He said he has discussed this with Mr. Polillo who suggested Mr. Fuller write a letter to Mr. Neva advising him that the TRL Board appreciates Mr. Neva's position but definite arrangements for payment should be worked out within the next 30 days. Mr. Fuller said Mr. Neva wrote a letter about five weeks ago advising that he will pay TRL the amount agreed upon as soon as he sells some property. Board members agreed Mr. Neva should be contacted again.

Mr. Fuller further reported that he received a motion for a hearing yesterday afternoon from the attorney who represents the TRL Staff Association. The hearing is scheduled for Monday, December 23, in Thurston County Superior Court. He said the Staff Association is moving to restrain and enjoin TRL's restructuring and reduction in force. Mr. Fuller said that since this is a lawsuit, he would like to meet with the Board in Executive Session after the meeting to discuss it further. Mr. Fuller cautioned the Board and administration not to discuss this lawsuit with anyone.

B. Library Director - Lon R. Dickerson

Mr. Dickerson reported that the RIF process was completed this week and he referred to the staffing levels document dated 12/13/85 which indicates final placement of staff in the district. He said a number of applications have been received for the Reference Librarian position in Centralia and administration is in the process of reviewing the applications and setting up interviews.

Mr. Dickerson referred to Mr. Crose's November financial report. Mr. Crose said TRL has received 95.2% of the revenue budgeted.

Mr. Dickerson further reported that he and Mr. Crose are continuing to search for a library facility in the Morton area. He said it is very difficult to find a building which has the square footage required. They have found a building in Randle and although this is not in the area preferred, Mr. Dickerson said he and Mr. Crose will pursue it further.

Mr. Dickerson said staff was unable to attend the meetings scheduled in Westport because of bad roads. He and Mary Ann Shaffer will plan to go to Westport as soon as possible after the new year. Mr. Dickerson said he and Mr. Crose did meet with the White Pass School Board. He said there was a rather large group in attendance and he feels that he and Mr. Crose were able to answer questions raised concerning the library to everyone's satisfaction. Mr. Dickerson said he and Ms. Shaffer met with the Yelm Library Board at which they discussed the problems the library district is going through.

Mr. Dickerson referred to the November 1985 circulation report. He said it is administration's feeling that TRL will have to resume sending overdue notices. Overdues have increased from 2.5% to 4% of the total circulation since TRL started the experiment of not sending overdue notices. Therefore, the \$15,000 for overdues has been put back into the 1986 budget. He said this is a cost that cannot be cut.

4 Correspondence

A. 12/2/85 letter from Phillip Hawks, Bay Center Improvement Club

Mrs. Haakenson read the letter as follows:

"We are writing to voice our concern about your plans to discontinue bookmobile service to Bay Center. We are a small rural town without a library. The nearest library is fifteen miles away in South Bend and it is not possible for everyone to get there when it is open.

"We understand a bookmobile will be parked in Naselle, and wonder why the same could not be done in Bay Center, by reducing the hours at Naselle.

Possibly we could find volunteers to be responsible to open and man the bookmobile here. We would like this letter read at your district board meeting."

Mr. Polillo said that he and Mr. Dickerson both received copies of this letter and he suggested Mr. Dickerson respond to Mr. Hawks' letter. Mr. Polillo said TRL cannot put a bookmobile and library in every small town. Ms. Shaffer said the Board should be aware that approximately nine families used the bookmobile when it went to Bay Center. Mrs. Voege said there was an article in a recent issue of American Libraries regarding bookmobile service and how many people need to use a bookmobile to make it worthwhile and cost effective. She said the number of people TRL has served by bookmobile is much less than recommended in this article. Mrs. Haakenson directed Mr. Dickerson to respond to this letter.

5 Unfinished Business

There was no unfinished business.

6 New Business

A. 1985 Final Budget

85-68 ALICE HARRIS MOVED TO ADOPT RESOLUTION NO. 85-7 REVISING THE 1985 OPERATING BUDGET; DORIS FOURRE SECONDED THE MOTION.

Mr. Parsons asked which areas were revised. Mr. Crose reviewed the revisions in revenue as follows:

The beginning fund balance was revised from \$379,000 to \$385,000.

Property taxes revenue was revised from \$3,524,000 to \$3,496,000.

Intergovernmental revenue which incorporates most of the forest taxes was revised from \$792,000 to \$937,000.

Charges for services revised from \$41,000 to \$35,800.

Investment interest revised from \$61,000 to \$66,920. Mr. Crose explained that when the expenditures that went along with the tax anticipation note are counted against the investment interest TRL was drawing on the surplus funds on the tax anticipation note, TRL will end up with a cost of \$22,000.

- 6A Non-revenue account of \$690,000 was not budgeted previously, which is the tax anticipation note.

Other financing sources was revised from \$65,600 to \$164,000. TRL had higher timber sales in its own fixed assets than anticipated.

Mr. Crose reviewed the revisions in expenditures as follows:

Administration revised from \$478,000 to \$464,000.

Public services revised from \$3,589,000 to \$3,456,000.

Organization of materials revised from \$501,000 to \$510,000. Part of this increase is the grant received from the State Library for replacement terminals for WLN.

Training revised from \$5,000 to \$3,549.

Facilities revised from \$255,574 to \$183,133. Mr. Crose said much of the expenditures that were not accomplished in that area are the result of bids for some repair projects coming in too high, particularly the Service Center roof. This has been incorporated into the 1986 budget.

Mr. Crose said that there is a higher carry forward into 1986 than anticipated but many of those dollars are encumbered.

MOTION CARRIED UNANIMOUSLY.

C. 1986 Tax Levy

- 85-69 DOROTHY VOEGE MOVED TO ADOPT RESOLUTION 85-8 SETTING THE 1985 UNIFORM PROPERTY TAX LEVY RATE AND LEVY AMOUNT FOR COLLECTION IN 1986; LARRY PARSONS SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

Mr. Parsons asked if some of the county's information is incorrect if TRL can change its levy rate. Mr. Crose said TRL cannot change its levy rate once it is established, but the levy amount which is calculated is based on a formula provided in the statutes and those figures generally do not change. Therefore, the Board adopts the levy rate that should generate "X" dollars in taxes and that becomes the basis for future calculations. Mr. Crose said there are adjustments that occur, but they are not very significant. Mr. Polillo asked if the counties already know what the levy rate is. Mr. Crose said he advised them last month of the levy rate which the Board just adopted. He said that with the problem of proration in Grays Harbor County, all five counties have been on hold until TRL and the hospital district made a decision. Also, timing is critical in Pacific County because of staff cutbacks in the treasurer's office.

D. Personnel Positions and TRL Restructuring

The decision to eliminate the "red circled" designation and place "red circled" employees at their proper place on TRL's salary scale and the restructuring actions by administration need to be ratified by the TRL Board. Mrs. Haakenson asked if the TRL Board was aware of these red circled positions. Ms. Loken said that as she understands it, the red circled concept began in 1975 when the first Classification Plan was adopted.

6D

85-70

DOROTHY VOEGE MOVED TO PLACE ANY PREVIOUSLY "RED CIRCLED" TRL EMPLOYEES AT THE APPROPRIATE POSITIONS ON THE TRL CLASSIFICATION AND SALARY SCALE EFFECTIVE JANUARY 1, 1986; DORIS FOURRE SECONDED THE MOTION.

Mrs. Voegel did not make the full recommended motion to include discontinuing the program of red circled positions and to concur with administrative actions taken in restructuring the Timberland Regional Library, including appropriate changes in position classifications. Several Board members felt these should be two separate motions. Mr. Dickerson said that this was a major restructuring. He said the Personnel Policy says that administration has the authority to do this; however, the Board may wish to ratify this considering the circumstances and it would be beneficial if the Board would confirm that this is what the Board intends in the restructuring.

Mr. Fuller said he has worked with different personnel groups and when there are sufficient funds it is not uncommon for someone to be bumped down to a lower classification and continue to be paid at the higher rate. He said generally these people do not receive raises so they would eventually be paid at the proper rate. Mr. Fuller said TRL's situation is unique because staff in red circled positions have continued to receive raises. He said this is nice when there is enough money, but now that TRL is short of money, the Board needs to change the policy of paying staff more money than entitled to in the position held. Mr. Fuller said he understands that administration has made this decision and the Board should ratify and confirm the position taken by the Library Director. He said part of the lawsuit filed by the TRL Staff Association deals with red circled positions. He said staff in red circled positions apparently feel they have individual contracts with TRL and as long as they are with TRL, they will continue receiving the higher salary. Mr. Fuller said if the Board ratifies and confirms the decisions made by administration, it will be the Board's way of saying that TRL does not have enough money to continue this and TRL has to pay staff on the level of the position they are in.

DOROTHY VOEGE AMENDED HER MOTION TO PLACE ANY PREVIOUSLY "RED CIRCLED" TRL EMPLOYEES AT THE APPROPRIATE POSITIONS ON THE TRL CLASSIFICATION AND SALARY SCALE EFFECTIVE JANUARY 1, 1986, TO DISCONTINUE THE PROGRAM OF "RED CIRCLED" POSITIONS, AND TO CONCUR WITH ADMINISTRATIVE ACTIONS TAKEN IN RESTRUCTURING THE TIMBERLAND REGIONAL LIBRARY, INCLUDING APPROPRIATE CHANGES IN POSITION CLASSIFICATIONS. AMENDED MOTION DIED FOR LACK OF A SECOND.

DORIS FOURRE AMENDED THE MOTION TO PLACE ANY PREVIOUSLY "RED CIRCLED" TRL EMPLOYEES AT THE APPROPRIATE POSITIONS ON THE TRL CLASSIFICATION AND SALARY SCALE EFFECTIVE JANUARY 1, 1986, AND TO DISCONTINUE THE PROGRAM OF "RED CIRCLED" POSITIONS; PAUL POLILLO SECONDED THE MOTION. AMENDED MOTION CARRIED UNANIMOUSLY.

85-71

DORIS FOURRE MOVED TO CONCUR WITH ADMINISTRATIVE ACTIONS TAKEN IN RESTRUCTURING THE TIMBERLAND REGIONAL LIBRARY, INCLUDING APPROPRIATE CHANGES IN POSITION CLASSIFICATIONS; DOROTHY VOEGE SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

6 E. 1986 Budget

85-72 LARRY PARSONS MOVED TO ADOPT RESOLUTION 85-9 ADOPTING THE 1986 OPERATING BUDGET; ALICE HARRIS SECONDED THE MOTION.

Mr. Dickerson referred Board members to a breakdown of estimated 1986 expenditures. He said the resolution addresses these in condensed form. Major changes from the 1986 preliminary operating budget adopted in September are as follows:

10.41.01 - Attorney's fees revised from \$4,900 to \$9,800 in view of the litigation against the library district.

10.46.03 - Public officials liability revised from \$4,864 to \$15,000. Mr. Dickerson said that TRL has received notice that TRL's public officials liability insurance is being canceled in February which is common practice among insurance companies. He said staff has no fear that TRL will not be able to replace this coverage but they do fear that the cost will be considerably higher.

10.48.07 - Vehicles revised from \$400 to \$600. Mr. Dickerson said vehicles will be reassigned in the district and there will be an additional one at the Service Center so maintenance for that has been transferred to the administrative budget.

10.49.03 - Other miscellaneous expenditures revised from \$200 to \$20,200. Mr. Dickerson said this has been increased because TRL is cashing out retirement for employees who have been RIFed and employees who are on the recall list. Mr. Crose said that the cash out for these employees for vacation and sick leave is included in the 1985 personal services budget.

21.41.03 - \$148,000 for Public Hospital District #1 has been added to the budget.

21.42.01 - Postage has been revised from \$74,750 to \$97,225 since it has been determined that TRL will have to go back to sending overdues.

21.42.03 - Data communications has been revised from \$99,630 to \$119,630 to take care of increased costs. Mr. Dickerson said this is an area in which TRL hopes to effect some changes during the year.

21.45.02 - Pitney Bowes costs have been revised from \$4,345 to \$6,845 because postage meters will be put in all the small libraries. Mr. Dickerson said stamps are too cumbersome and staff will not have the time to deal with them.

21.48.08 - Maintenance costs for photocopiers have been revised from \$1,500 to \$2,000 and will include maintenance for a photocopier at the proposed Mid-Lewis County library.

21.48.13 - Repairs and maintenance of vehicles has been revised from \$3,720 to \$2,160 because there will be fewer vehicles in the district.

21.64.01 - Materials has been revised from \$533,500 to \$583,726. Mr. Dickerson said this is in line with the discussion at the Board's shirt-sleeve work session to keep the materials budget at 12.6% of the total budget.

- 6E 21.64.02d. - Equipment (Vehicles) has been revised from \$17,000 to \$40,000. This includes a carry forward from 1985 because TRL was unable to purchase new vehicles in 1985.
- 21.64.02e. - Equipment (Book Drops) has been revised from zero to \$2,000 in order to purchase book drops for the new libraries in Mid-Lewis County and Naselle.
- 21.64.02n. - Equipment (Other Copiers) has been added to the budget in the amount of \$4,000 to purchase a photocopier for the Mid-Lewis County library.
- 40 - Training has been revised from \$5,000 to \$7,500. Because of restructuring and staff changes, Mr. Dickerson said there will be a need for additional staff development.
- 50.41.02 - Professional Services (Consulting) has been revised from zero to \$5,000.
- 50.45.01 - Rentals (North Beach) in the amount of \$6,600 has been retained in the budget because TRL still has a lease for that facility. Mr. Dickerson said he is hopeful that another tenant will be found to rent that facility so that TRL can get out from the lease.
- 50.45.03 - Rentals (Mid-Lewis County) has been added in the amount of \$9,600.
- 50.47.03 - Utilities (North Beach) in the amount of \$63 has been taken out of the budget.
- 50.47.08 - Utilities (Mid-Lewis County) has been added to the budget in the amount of \$3,740.
- 50.47.09 - Utilities (Naselle) has been added to the budget in the amount of \$935.
- 50.48.01 - Repairs/Maintenance - \$500 for North Beach has been taken out of the budget; North Mason has been increased from \$10,000 to \$20,000.
- 50.48.02 - Repairs/Maintenance (Bookmobiles) in the amount of \$8,000 has been removed from the budget.
- 50.64.02 - Machinery & Equipment (Mid-Lewis County) has been revised from zero to \$12,000 for shelving.
- 50.64.03 - Naselle shelter in the amount of \$10,000 has been added to the budget. This will be similar to the Amanda Park facility except that it will include storage space.
- \$5,000 has been deleted from the transfer to the Unemployment Fund.
- Retirement has been revised from \$15,000 to zero with funding transferred to 10.49.03.

Mr. Dickerson said TRL effected some savings in 1985 and received unanticipated income primarily in timber taxes. He said he had hoped the savings effected and the additional income of about \$200,000 could be set aside and carried forward into 1986. Mr. Dickerson said this will not be

- 6E possible. He said TRL will have to hold down expenditures wherever possible throughout the year so that funds will be available to carry forward into 1987. He said the entire district will have to realize that TRL has long-term serious financial problems and everyone will have to work together to resolve them. Mr. Dickerson said people have to realize that TRL does not like the cuts that have had to be made in 1986 and they have to realize that TRL may have to make additional cuts. He said TRL needs everyone's cooperation and support and TRL is doing the best it can under the worst of circumstances.

MOTION CARRIED UNANIMOUSLY.

F. Tax Anticipation Note

Mrs. Haakenson asked how much the tax anticipation note would be and Mr. Crose said TRL is looking at approximately \$1,000,000. He said interest would be about 6.25%. He explained that there is an advantage to the library district to borrow the maximum amount the bank will underwrite because the more borrowed, the lower the interest rate. He said TRL can invest some of this and receive 7.5% interest.

- 85-73 ALICE HARRIS MOVED TO AUTHORIZE THE LIBRARY DIRECTOR TO ARRANGE FOR THE ISSUANCE OF TAX ANTICIPATION NOTES OR ARRANGE FOR DEBT UNDERWRITING FOR THE PURPOSE OF PAYING DISTRICT TAXES AND OTHER REVENUES AND PROVIDING FOR THE SALE OF SUCH NOTES OR ARRANGEMENT OF SUCH DEBT UNDERWRITING THROUGH RAINIER NATIONAL BANK OF SEATTLE, WASHINGTON; PAUL POLILLO SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

G. Renewal of Contract with Timberland Legal Counsel for 1986

- 85-74 LARRY PARSONS MOVED TO RENEW FOR ONE YEAR THE CONTRACT WITH TIMBERLAND'S LEGAL COUNSEL, HERBERT H. FULLER, ON THE SAME TERMS AND CONDITIONS AS IN 1985; ALICE HARRIS SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

H. Retention of Labor Relations Consultant for 1986

- 85-75 DOROTHY VOEGE MOVED TO RETAIN GARY HULBERT AS LABOR RELATIONS CONSULTANT FOR 1986; PAUL POLILLO SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

I. Management Negotiating Team for Labor Contract Negotiations

- 85-76 DOROTHY VOEGE MOVED TO ADOPT RESOLUTION NO. 85-10 CONCERNING LABOR CONTRACT NEGOTIATIONS WHICH SUPERSEDES AND REPLACES RESOLUTION 84-8; PAUL POLILLO SECONDED THE MOTION.

Mr. Parsons asked if No. 4 means that ratification of items negotiated will require a majority of the full Board or a majority of those present. Mr. Dickerson said he interprets this to mean a majority of Board members present. Mrs. Fourre said that she thinks this should be a majority of the full Board since it affects all employees of Timberland; however, she said that it does call for "ratification." Mrs. Haakenson commented that each Board member assumes the responsibility for being at Board meetings.

MOTION CARRIED UNANIMOUSLY.

6 J. Surplus Property

Since a list of surplus items is not yet available, no action was taken on this matter.

K. All-Staff Days

Mary Ann Shaffer said that two staff days per year will benefit staff in terms of training.

85-77 DOROTHY VOEGE MOVED TO AUTHORIZE TWO ANNUAL ALL-STAFF DAYS; LARRY PARSONS SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

L. Adoption of Meeting Schedule for 1986

85-78 PAUL POLILLO MOVED TO ADOPT THE TRL BOARD'S MEETING SCHEDULE FOR 1986 ON THE FOURTH WEDNESDAY OF EACH MONTH EXCEPT THE NOVEMBER AND DECEMBER MEETINGS WILL BE HELD ON THE THIRD WEDNESDAY, ALL MEETINGS TO BEGIN AT 7:30 P.M.; ALICE HARRIS SECONDED THE MOTION. PAUL POLILLO, ALICE HARRIS, LARRY PARSONS, DOROTHY VOEGE AND JEAN HAAKENSON VOTED IN FAVOR OF THE MOTION; DORIS FOURRE ABSTAINED. MOTION CARRIED.

N. Election of Officers for 1986

85-79 DOROTHY VOEGE MOVED TO ELECT JEAN HAAKENSON AS CHAIR FOR 1986; ALICE HARRIS SECONDED THE MOTION. MOTION CARRIED.

85-80 DORIS FOURRE MOVED TO ELECT LARRY PARSONS AS VICE-CHAIR FOR 1986; PAUL POLILLO SECONDED THE MOTION. MOTION CARRIED.

7 Other Agenda Items

Mrs. Voegel said that she cannot leave the Board without saying that she does not like the name of Book Nook for the McCleary library, and she would like to see the name changed.

6 New Business

M. Recognition of the Completion of Dorothy Voegel's Term on the TRL Board of Trustees

Mrs. Haakenson said that Mrs. Voegel completes her second term on the TRL Board this month. She expressed the Board's thanks for serving on the Board. Mrs. Haakenson read a poem written in Mrs. Voegel's honor.

85-81 ALICE HARRIS MOVED TO EXPRESS TO DOROTHY VOEGE TIMBERLAND REGIONAL LIBRARY'S THANKS AND APPRECIATION FOR HER YEARS OF SERVICE TO THE TRL BOARD OF TRUSTEES; LARRY PARSONS SECONDED THE MOTION. MOTION CARRIED.

Mrs. Voegel said this has been nine of the fastest years of her life and she said she has enjoyed meeting everyone and working with them as well as having personal relationships with so many. She said they have worked on tough problems but she can think back on the fun times she has had, too. She said she will miss everyone very much and it has been one of the joys of her life working with the Board and others in Timberland.


Mrs. Haakenson read a resolution from the Board as follows:

- 6M "WHEREAS, Dorothy Voege has served on the Timberland Board faithfully and well since 1977; and
- "WHEREAS, She chaired the Board during 1982, 1983 and 1984; and
- "WHEREAS, She steadfastly tackled the challenges of budgets, annexations, building problems, and censorship attempts; and
- "WHEREAS, She was frequently called upon to display diplomatic skills of the highest order; and
- "WHEREAS, She gave of her time and talents on behalf of Trustees throughout the state; and
- "WHEREAS, She never lost her sense of humor; now, therefore, be it
- "RESOLVED that the Board and staff of Timberland Regional Library commend Dorothy Voege for her years of service and present this certificate with deep appreciation."

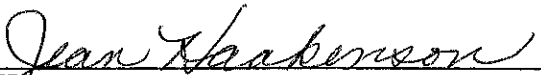
The resolution was presented to Mrs. Voege. Mr. Dickerson presented her with a poinsettia plant from administration and trustees. Mrs. Haakenson invited everyone to stay for coffee and cake. After that she said the Board will meet in Executive Session for the purpose of discussing the pending lawsuit.

85-82 DOROTHY VOEGE MOVED TO ADJOURN THE MEETING; PAUL POLILLO SECONDED THE MOTION. MOTION CARRIED UNANIMOUSLY.

The meeting adjourned at 9:55 p.m.



SECRETARY



CHAIR