

**LIBRARY BOARD OF TRUSTEES MEETING AGENDA
WEDNESDAY, MAY 16, 2018
4:00 P.M.**

**Downtown Reno Library
301 S. Center Street
Reno, NV 89501**

PURSUANT TO NRS 241.020, THE AGENDA FOR THE TRUSTEES MEETING HAS BEEN POSTED AT THE FOLLOWING LOCATIONS: WASHOE COUNTY COURTHOUSE, WASHOE COUNTY ADMINISTRATION BUILDING, DOWNTOWN RENO LIBRARY, INCLINE VILLAGE LIBRARY, NORTH VALLEYS LIBRARY, NORTHWEST RENO LIBRARY, SIERRA VIEW LIBRARY, SOUTH VALLEYS LIBRARY, SPANISH SPRINGS LIBRARY AND SPARKS LIBRARY. FURTHER, IN COMPLIANCE WITH NRS 241.010, THIS NOTICE HAS BEEN POSTED ON THE OFFICIAL WEB SITE FOR THE WASHOE COUNTY LIBRARY SYSTEM AT www.washoecountylibrary.us; and <https://notice.nv.gov>.

SUPPORT DOCUMENTATION FOR ITEMS ON THE AGENDA PROVIDED TO THE LIBRARY BOARD OF TRUSTEES IS AVAILABLE TO MEMBERS OF THE PUBLIC AT THE DOWNTOWN RENO LIBRARY ADMINISTRATION OFFICE, 301 SOUTH CENTER STREET, RENO, NEVADA AND MAY BE OBTAINED BY CONTACTING TAMI GASTON AT 327-8343 OR tgaston@washoecounty.us. WE ARE PLEASED TO MAKE REASONABLE ACCOMMODATIONS FOR MEMBERS OF THE PUBLIC WHO ARE DISABLED AND WISH TO ATTEND MEETINGS. IF YOU SHOULD REQUIRE SPECIAL ARRANGEMENTS FOR ANY TRUSTEE MEETING, PLEASE CONTACT OUR OFFICE AT 327-8341 24 HOURS PRIOR TO THE DATE OF THE MEETING.

THE LIBRARY BOARD CAN DELIBERATE OR TAKE ACTION ONLY IF A MATTER HAS BEEN LISTED ON AN AGENDA PROPERLY POSTED PRIOR TO THE MEETING. DURING THE PUBLIC COMMENT PERIOD, SPEAKERS MAY ADDRESS MATTERS LISTED OR NOT LISTED ON THE PUBLISHED AGENDA. THE OPEN MEETING LAW DOES NOT EXPRESSLY PROHIBIT RESPONSES TO PUBLIC COMMENTS BY THE BOARD. HOWEVER, RESPONSES FROM TRUSTEES TO UNLISTED PUBLIC COMMENT TOPICS COULD BECOME DELIBERATION ON A MATTER WITHOUT NOTICE TO THE PUBLIC. ON THE ADVICE OF LEGAL COUNSEL AND TO ENSURE THE PUBLIC HAS NOTICE OF ALL MATTERS THE TRUSTEES WILL CONSIDER, TRUSTEES MAY CHOOSE NOT TO RESPOND TO PUBLIC COMMENTS, EXCEPT TO CORRECT FACTUAL INACCURACIES, ASK FOR LIBRARY STAFF ACTION OR TO ASK THAT A MATTER BE LISTED ON A FUTURE AGENDA. THE BOARD MAY DO THIS EITHER DURING THE PUBLIC COMMENT ITEM OR DURING THE FOLLOWING ITEM: "BOARD COMMENT – LIMITED TO ANNOUNCEMENTS, STRATEGIC PLAN ACTIVITY UPDATES OR ISSUES PROPOSED FOR FUTURE AGENDAS AND/OR WORKSHOPS."

THE BOARD OF LIBRARY TRUSTEES CONDUCTS THE BUSINESS OF THE WASHOE COUNTY LIBRARY SYSTEM DURING ITS MEETINGS. THE PRESIDING OFFICER MAY ORDER THE REMOVAL OF ANY PERSON WHOSE STATEMENT OR OTHER CONDUCT DISRUPTS THE ORDERLY, EFFICIENT OR SAFE CONDUCT OF THE MEETING. WARNINGS AGAINST DISRUPTIVE COMMENTS OR BEHAVIOR MAY OR MAY NOT BE GIVEN PRIOR TO REMOVAL. THE VIEWPOINT OF A SPEAKER WILL NOT BE RESTRICTED, BUT REASONABLE RESTRICTIONS MAY BE IMPOSED UPON THE TIME, PLACE AND MANNER OF SPEECH. IRRELEVANT AND UNDULY REPETITIOUS STATEMENTS AND PERSONAL ATTACKS WHICH ANTAGONIZE OR INCITE OTHERS ARE EXAMPLES OF SPEECH THAT MAY BE REASONABLY LIMITED.

THE LIBRARY BOARD OF TRUSTEES MAY TAKE AGENDA ITEMS OUT OF ORDER, CONSIDER TWO OR MORE ITEMS IN COMBINATION, REMOVE ONE OR MORE ITEMS FROM THE AGENDA OR DELAY DISCUSSION ON AN ITEM.

The Board of Trustees may take action only on the items below that are preceded by the words "For Possible Action." The Board will not take action on any other items.

- 1) Roll Call
- 2) Public Comment – Three Minute Time Limit Per Person
No discussion or action may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.
- 3) Approval of Meeting Minutes
 - a. *For Possible Action:* Approval of Minutes from the Library Board Meeting of April 18, 2018
- 4) Old Business
 - a. *For Possible Action:* Washoe County Staff Report, Review and Possible Approval of the Library Director's Annual Performance Evaluation for the period 2017 to May 2018, and Possible Direction Regarding Future Performance of the Library Director
 - b. *Informational:* Washoe County Staff Report Regarding Radon Test Results and Current Mitigation Effort at the Downtown Reno Library
- 5) New Business
None
- 6) Reports
 - a. Sparks Library Report on Programs, Activities and Operations
 - b. Tacchino Trust Expenditure Update
- 7) Staff Announcements - Three Minute Time Limit Per Person
No discussion or action may be taken upon any matter raised under this comment section until the matter has been specifically included on an agenda
- 8) Public Comment – Three Minute Time Limit Per Person
No discussion or action may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda
- 9) Board Comment – Limited to Announcements or Issues Proposed for Future Agendas and/or Workshops - *No discussion or action may be taken upon any matter raised under this comment section until the matter has been specifically included on an agenda*
- 10) Adjournment

**LIBRARY BOARD OF TRUSTEES MEETING AGENDA
WEDNESDAY, APRIL 18, 2018**

The Board met in regular session at the Sparks Reno Library, 1125 12th Street, Sparks, NV 89431

Vice Chair Marsh called the meeting at 4:00 pm.

1) ROLL CALL

Board Members Present: Zanny Marsh, Jean Stoess, Derek Wilson

County Staff Present: Assistant District Attorney Dania Reid, Assistant County Manager Dave Solaro

Public Present: Heidi Wilson, Secondhand Prose Chairman Sheryl Stopper (Friends of Washoe County Library), Scottie Wallace

2) PUBLIC COMMENT

None

3) APPROVAL OF MEETING MINUTES

a. APPROVAL OF MINUTES FROM THE LIBRARY BOARD MEETING OF MARCH 21, 2018

On motion by Trustee Wilson, seconded by Trustee Stoess, motion which duly carried, the Board approved the meeting minutes from the Library Board of Trustee meeting of March 21, 2018. All in favor, none opposed.

4) OLD BUSINESS

a. DISTRIBUTION OF MATERIALS RECEIVED BY FRIENDS LIAISON TRUSTEE STOESS FROM FRIENDS OF WASHOE COUNTY LIBRARY (FWCL) INCLUDING CURRENT FWCL BOARD INFORMATION, ORGANIZATIONAL HISTORY, AND FRIENDS' INVESTMENT GUIDELINES AND SPENDING POLICY, AS DISCUSSED DURING THE LIBRARY BOARD OF TRUSTEE WORKSHOP MEETING ON FEBRUARY 28, 2018

Trustee Stoess stated the information provided was received from Friends of Washoe County Library (FWCL) and that FWCL Treasurer Keith Judson was willing to discuss concerns at a future meeting if the Board decides to agendize any items from it.

Legal Counsel Dania Reid suggested that the Trustees review the material provided and contact either Board Secretary Tami Gaston or Chair Wendy Alderman to agendize any specific items they would like to discuss at a future meeting, providing specific item of interest and location within the provided packet.

5) NEW BUSINESS

a. ACKNOWLEDGMENT OF DONATIONS MADE DURING THE THIRD QUARTER OF FISCAL YEAR 2017-2018

Trustee Wilson noted that there were a lot of Library staff names under donations and appreciates their support as well.

On motion by Trustee Wilson, seconded by Trustee Stoess, motion which duly carried, the Board approved acknowledgement of donations during the third quarter of the fiscal year. All in favor, none opposed.

b. **APPROVAL OF REVISED MEETING ROOM POLICY REMOVING RESERVATION FEE OF \$20 EFFECTIVE JANUARY 1, 2019**

Vice Chair Marsh noted this agenda item will be moved to another meeting due to action verbiage having been dropped from the posted agenda. This agenda item will be included in the May Board Meeting.

6) **REPORTS**

a. **LIBRARY DIRECTOR'S PRESENTATION TO INCLUDE SYSTEM PROGRAMS AND ACTIVITIES, AND FRIENDS REPORT FOR MARCH 2018**

Director Scott provided a PowerPoint presentation updating the Board on Library System programs and activities, outreach and operations for the month of March 2018.

b. **TACCHINO TRUST UPDATE**

The Board reviewed the information submitted in the packet.

Director Scott noted that expenditures for the month of March included furniture, children's materials and a payment to Gustin & Associates that was approved by the Board last month.

7) **STAFF ANNOUNCEMENTS**

Director Scott stated that Washoe County has been testing their facilities for Radon and the Downtown Reno Library came back with elevated Radon levels in the building. At this time the County is in the information gathering stage in the testing process and there will be a presentation to library staff tomorrow by the County to talk about the Radon levels and what is going on with that. Radon is a naturally occurring gas that seeps up from the ground and can lead to cancer after prolonged exposure. The Library will be running the HVAC 24 hours a day/7 days a week and moving staff who work at the lowest levels in the building to higher floors as additional caution. The levels will be retested in the next week and we will determine where to go from there.

Systems and Access Librarian Nancy Keener, informed the Board that the Monthly Technology Report had been passed out prior to the meeting but was not on the agenda for discussion. She recommended the Trustees either email her with questions or she was prepared to answer any questions at the next meeting.

Development Officer and PIO Andrea Tavener showed off the new aprons purchased for staff use at community outreaches as well as the bags, which will sell for \$2.00 each, and water bottles provided to the Trustees and Presidential Volunteer Awardees prior to the Library Board meeting. She also publically acknowledged and thanked FWCL for funding the purchase of the noted items.

8) PUBLIC COMMENT

Assistant County Manager Dave Solaro from the Washoe County Managers Office followed up with more information regarding Radon levels, stating that the County is not taking this situation lightly for Library staff, patrons and Board members. He noted that pertinent County departments are aware of the situation including Human Resources and Risk Management. He advised that Washoe County Employee's Association (WCEA) has also been informed of the issue. He reiterated Director Scott's information regarding the 24/7 running of the HVAC system and subsequent testing, gathering of results and creation of a plan to move forward. He also noted that, as far as he knows, Washoe County is the only agency he is aware of that is testing commercial buildings and that the County has had a successful mitigation of Radon in another County building in recent years. He stated that the County will keep all employees and the Library Board up to date as information emerges. Additionally, Assistant County Manager Solaro urges all employees contact UNR Cooperative Extension for a test kit or purchase one at a local hardware store to test the Radon levels in their homes due to the amount of time people spend at home.

9) BOARD COMMENT

Trustee Wilson reminded the Board and public that they have not forgotten to return the Library Director's evaluation to a future Board Agenda.

Vice Chair Marsh noted that the Library Director's evaluation is expected to return on the May 2018 Board Meeting agenda.

10) ADJOURNMENT

Vice Chair Marsh adjourned the meeting at 4:21 pm.

TO: Washoe County Library Board

FROM: Washoe County Staff Report

RE: Washoe County Staff Report, Review and Possible Approval of the Library Director's Annual Performance Evaluation for the period 2017 to May 2018, and Possible Direction Regarding Future Performance of the Library Director

DATE: May 16, 2018

Summary: The Washoe County Library Board of Trustees conducts an annual performance evaluation of the Washoe County Library Director as near as possible to the anniversary/evaluation date of December 14, and provides direction regarding the future performance of the Library Director. The Library Board of Trustees receives a Washoe County staff report, reviews and discusses the performance evaluation information and the previous year's goals and accomplishments. The Library Board of Trustees either approves and accepts the performance evaluation results as is, or asks the Library Director clarifying questions. Upon completion of the performance evaluation review, the Library Board of Trustees votes to accept the performance evaluation as presented, or as adjusted by the board; adjustments are noted in the record. Upon approval and acceptance of the performance evaluation, the Library Board of Trustees discusses possible goals for the coming year and provides direction regarding future performance to the Library Director.

Upon approval by the Library Board of Trustees, a letter will be drafted to the Washoe County Human Resources Department verifying that the Library Director's annual performance evaluation has been conducted in an open meeting.

Previous Action:

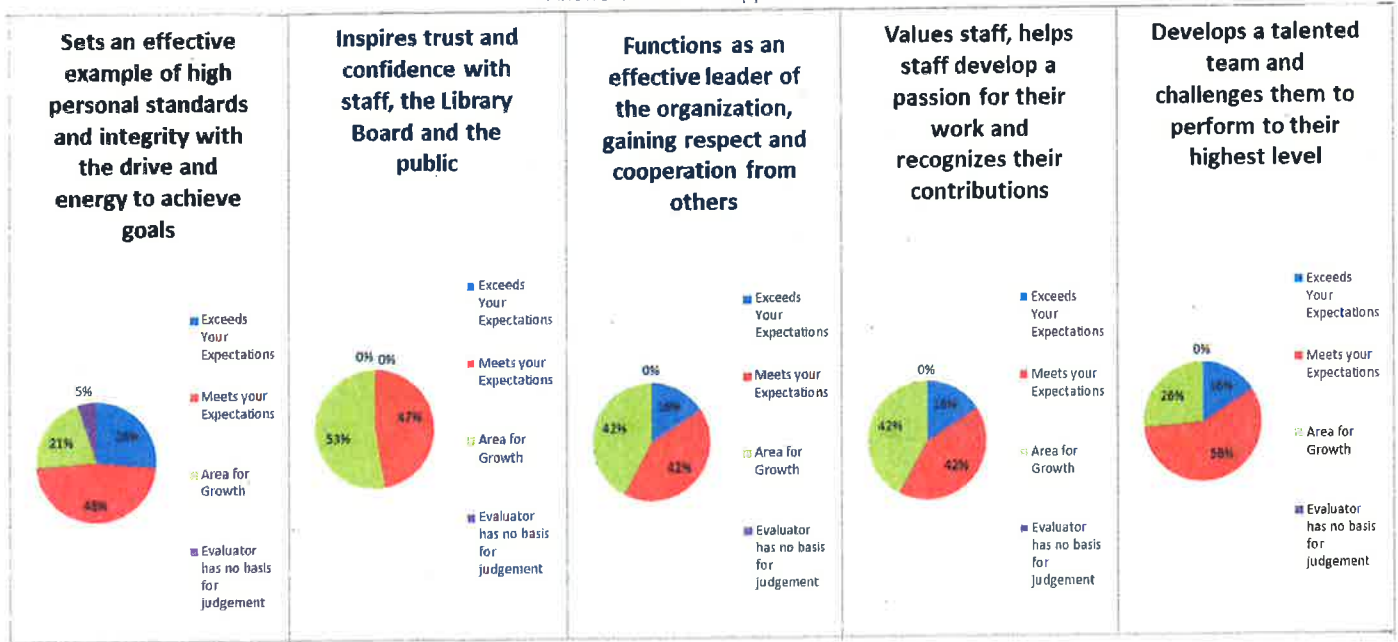
In November 2017, the previously approved electronic evaluation process for the Library Director's 2017 performance evaluation was utilized and questions were provided to individuals invited to participate in the Library Director's annual performance evaluation.

On December 20, 2017, the Library Board of Trustees' meeting agenda included the Library Director's annual performance evaluation, however following public comment, the performance evaluation was removed from the agenda pending receipt of additional information to May 2018.

Recommendation and Suggested Motion: Accept the Library Director's annual performance evaluation results and approve direction to the Library Director regarding future performance.

Q1 LEADERSHIP- Select the appropriate rating for each competency.

Answered: 19 Skipped: 0



	EXCEEDS YOUR EXPECTATIONS	MEETS YOUR EXPECTATIONS	AREA FOR GROWTH	EVALUATOR HAS NO BASIS FOR JUDGMENT	TOTAL
Sets an effective example of high personal standards and integrity with the drive and energy to achieve goals	26.32% 5	47.37% 9	21.05% 4	5.26% 1	19
Inspires trust and confidence with staff, the Library Board and the public	0.00% 0	47.37% 9	52.63% 10	0.00% 0	19
Functions as an effective leader of the organization, gaining respect and cooperation from others	15.79% 3	42.11% 8	42.11% 8	0.00% 0	19
Values staff, helps staff develop a passion for their work and recognizes their contributions	15.79% 3	42.11% 8	42.11% 8	0.00% 0	19
Develops a talented team and challenges them to perform to their highest level	15.79% 3	57.89% 11	26.32% 5	0.00% 0	19

Q2 Comments: Provide details of success and/or needed improvement in this category.

Answered: 10 Skipped: 9

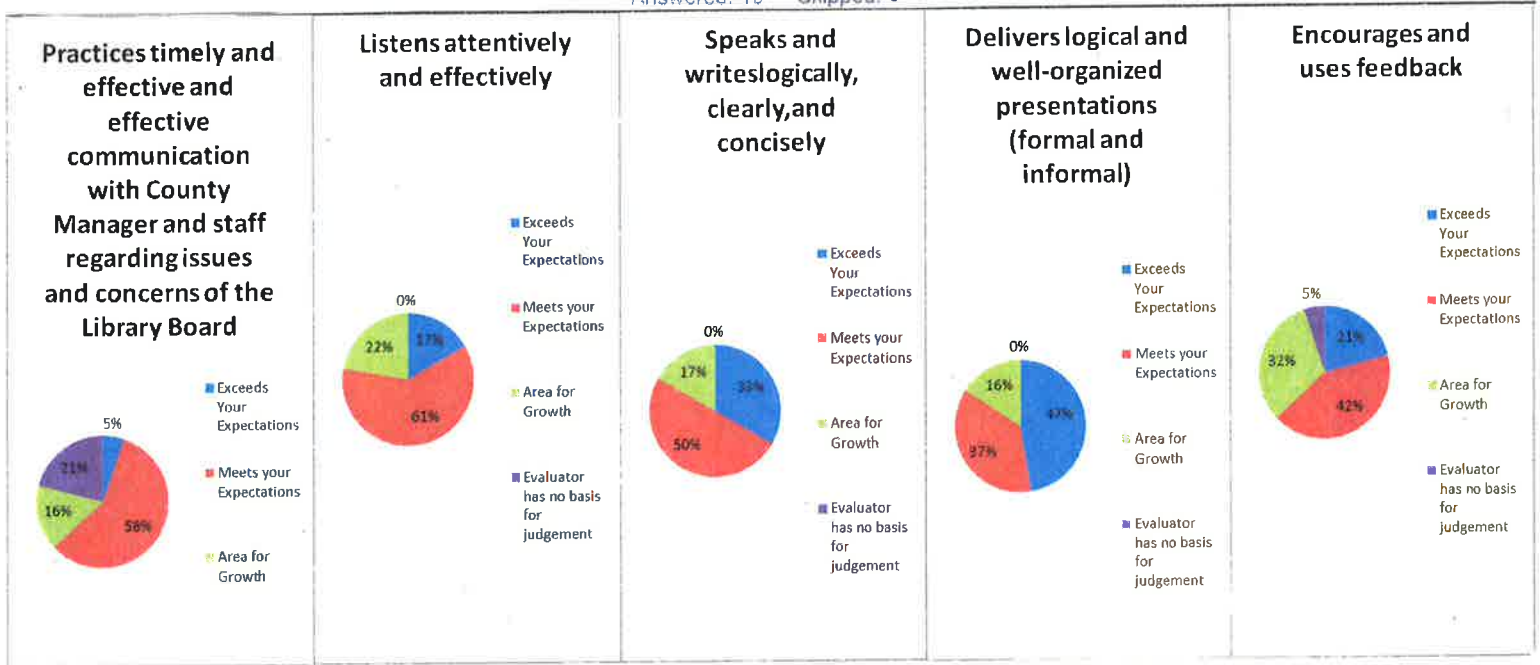
#	RESPONSES	DATE
1	The director demonstrates strong interpersonal skills that contribute to effective leadership. He appears to support professional development for staff. An area for improvement is to increase percentage of staff participation in the director's evaluation process, which might suggest that the culture welcomes introspection, inclusion, and constructive feedback.	12/6/2017 12:31 AM
2	As a supervisor of system employees, I have to consider the feedback that I receive regularly from my staff regarding Mr. Scott's leadership. I am sad to report that overwhelmingly staff at various levels reports a lack of trust of Mr. Scott and especially report distress regarding his interpersonal skills in communicating with staff about system change and forward initiatives. As a result I have been informed by staff that they are not readily supportive of system efforts and goals. As a leader it is incredibly difficult to do my job of motivating others when they have a lack of respect and/or trust in the Director. The manner in which Mr. Scott has gone about implementing change in this organization the past year has been reported to me by staff as being demotivating and hurtful. Staff reports to supervisors that they do not feel valued by leadership in this system and that acknowledgment of staff accomplishments seems insincere starting directly with Mr. Scott's office. I feel that Mr. Scott can do more to improve his working relationship with his staff at all levels of the System and to earn the respect of his employees. His relationship with his staff is almost directly opposite of what I see as his working relationship with the community and our stakeholders, which is confounding. All of these things said, I do feel that Mr. Scott is demonstrating a desire to cultivate a talented team and he does challenge his staff to perform at a high level. With repaired trust of his staff I believe he will achieve the goal of developing a high performing team.	12/5/2017 12:56 PM
3	I think the director has good intentions but lacks the skills and temperament to truly lead and inspire others. Any respect he initially had has largely eroded this past year due to comments and actions he has made regarding staff and the overall impression of picking on or harassing some individuals. Branch managers have been shunted to the side and their talents and knowledge not nearly as valued or relied upon as in previous administrations. Individual staff feel creatively stifled and are afraid to speak up for fear of retaliation or being spoken to or about harshly. Staff morale is extremely low at this point due to his behavior, the radical change in how the library is run and they don't feel like they have had any input regarding on the pros and cons of some many new procedures and focuses we are now implementing.	11/30/2017 10:58 AM
4	I have had the opportunity to work in various governmental agencies, and have never had the kind of effective leadership and trust that I receive from Director Scott. He is by far, an example of what great innovation and leadership should be in an organization! He has great focus and confidence, and is decisive. He also has an open door policy, which is refreshing, and values input from his team. Director Scott has a true passion for libraries, and empowers staff. He trusts in the knowledge, skills and abilities of the staff but is able to give direction and guidance when needed in a positive, proactive way.	11/29/2017 12:51 PM
5	Director Scott has a vision for the progress of the Washoe County Library System, and the place it could hold in the community in five to ten years and beyond. "Drive and energy" are definitely two words that describe Director Scott, especially pertaining to the future of WCLS. Director Scott recognizes and values those staff members who put forth their best effort and embrace future library developments.	11/27/2017 3:24 PM
6	My interactions with the director have been positive. He has initiated new projects and programs. Regarding interactions with staff, there have been several reassignments recently. I assume these changes are made with staff input but I would like more understanding of how these decisions are reached.	11/20/2017 4:38 PM
7	Director Scott needs improvement in all Leadership areas. He directs by bullying and intimidation. He uses retribution as punishment. He is not trustworthy and inspires fear. Please take action by relieving him of his duties and hiring another WCLS Library Director before he does irreparable damage.	11/20/2017 2:57 PM

2017 Jeff Scott, Library Director

8	Publicly recognizes contributions from staff on a regular basis.	11/19/2017 8:27 AM
9	Directors Scott has a strong vision for the system. He has identified important areas of focus and has worked tirelessly in the community to build relationships with stakeholders. Director Scott has brought exciting changes from expanding hours, expanding maker space, increased outreach, and a strong focus on early literacy. There is a strong sense among staff that there work is not valued and their voices are not heard. People fear retribution for speaking up. What was once viewed as a stable work environment has become for many a place of fear, secrecy, and revenge.	11/18/2017 8:36 AM
10	Our director is certainly taking the Library in the direction it has needed to go. It is a difficult and unpopular task. Those who work closely with the director can see he has a well thought out plan.	11/17/2017 2:51 PM

Q3 COMMUNICATION - Select the appropriate rating for each category.

Answered: 19 Skipped: 0



	EXCEEDS YOUR EXPECTATIONS	MEETS YOUR EXPECTATIONS	AREA FOR GROWTH	EVALUATOR HAS NO BASIS FOR JUDGMENT	TOTAL
Practices timely and effective communication with County Manager and staff regarding issues and concerns of the Library Board	5.26% 1	57.89% 11	15.79% 3	21.05% 4	19
Listens attentively and effectively	16.67% 3	61.11% 11	22.22% 4	0.00% 0	18
Speaks and writes logically, clearly, and concisely	33.33% 6	50.00% 9	16.67% 3	0.00% 0	18
Delivers logical and well-organized presentations (formal and informal)	47.37% 9	36.84% 7	15.79% 3	0.00% 0	19
Encourages and uses feedback	21.05% 4	42.11% 8	31.58% 6	5.26% 1	19

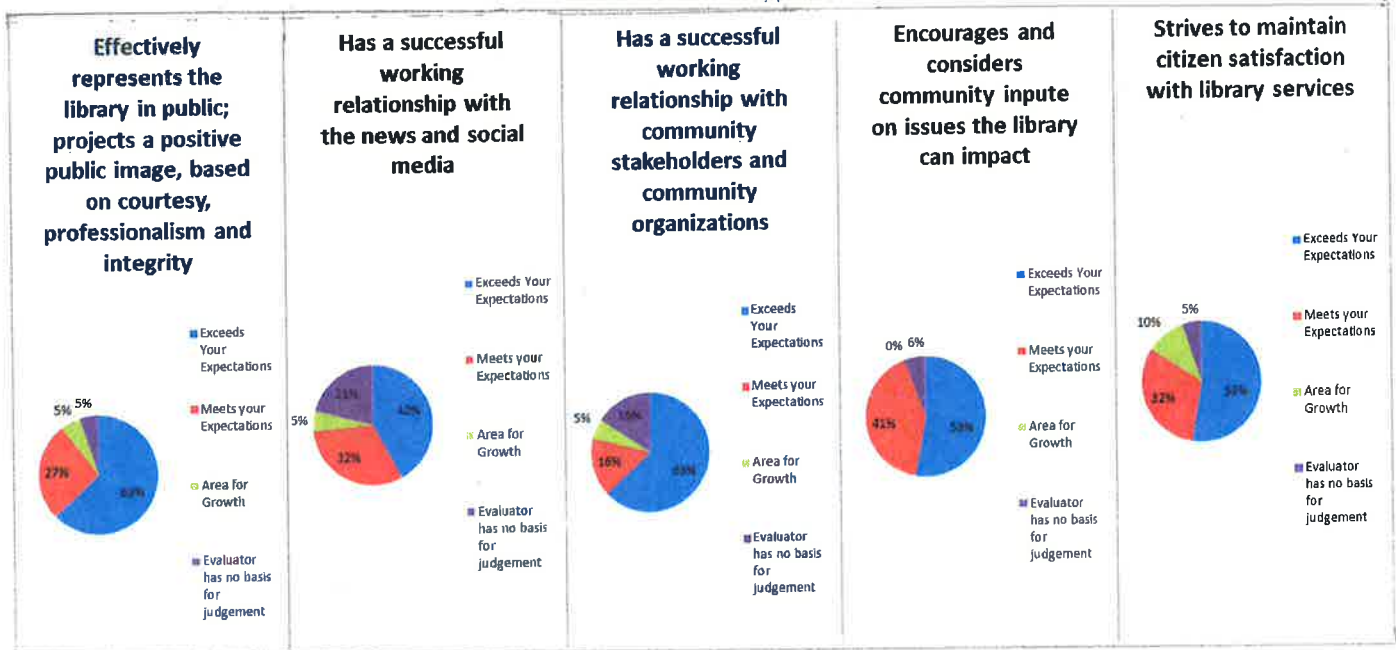
Q4 Comments: Provide details of success and/or needed improvement in this category.

Answered: 8 Skipped: 11

#	RESPONSES	DATE
1	The director delivers useful, detailed information that informs decisions and engagement. Email and interpersonal communication is sufficiently detailed yet succinct and personable.	12/6/2017 12:31 AM
2	I have received feedback from staff reporting conflicts and displeasure regarding Mr. Scott's delivery of communication to staff (communication style) both verbal and written. However, I believe that Mr. Scott has acknowledged some of this feedback throughout the year and taken steps to improve overall communication/timely delivery of information to all staff, such as implementing "Sunday Summaries" to all staff via email weekly. I think where he faces the most challenge is in working one on one with staff especially regarding resolving conflict. I have been audience to several public presentations given by Mr. Scott and feel that he is accomplished and he sets an example for his team to follow in delivering public presentations. He is knowledgeable on his topics and is able to present to a varied audience both professional and non-library professional and ensures understanding across those varied demographics.	12/5/2017 12:56 PM
3	The director has listened to comments about his lack of communication with staff and has begun sending out a weekly update. However encouraging staff input or insight is pretty minimal still, and due to rumors about what has happened to staff who have done so, very little feedback is being given. Meetings have become much less interactive and team oriented, and much more a run down of what decisions he and his core team have made regarding what needs to be done at the branch level and when these changes need to be implemented. Directives can be incomplete or unclear and yet questions trying to get clarification can result in a public hand slapping or nasty comment that seems to insult one's intelligence.	11/30/2017 10:58 AM
4	I have appreciated the recent Sunday Summaries written by Director Scott. They are an effective way to disseminate library initiatives to all staff. Director Scott will intentionally repeat issues until they are complete to ensure that staff have a chance to hear about those initiatives. Communication is frequently an area of improvement for many organizations, and Director Scott has taken to heart the need for improvements in this area. The Sunday Summaries are in effective way to ensure staff is always up to date.	11/27/2017 3:24 PM
5	Director Scott provides the Library Board with items he thinks are important. However, although he is charming, he does not give the board all pertinent information. He is deceptive and does not provide full information and uses false reasoning. He has been brought to Washoe County HR because of several grievances and other formal complaints. There is a breakdown between staff (Washoe County employees), the Library Board, and Director Scott your employee. Director Scott's actions show he does not believe he needs to follow Washoe County policies and procedures, especially those related to staff even when employees are covered by Federal laws. Director Scott does not listen attentively, he plays with his phone and takes no notes during discussions which results in conflicting information. His written communications have many errors on a daily basis, and when it comes to the Library Board information this also include misinformation and misdirection. Director Scott does encourage feedback, but then uses it against staff in a retaliatory manner.	11/20/2017 2:57 PM
6	Has continued to add modes of communication to reach staff and community members.	11/19/2017 8:27 AM
7	Director Scott has begun sending a weekly staff email which really helps to ensure that everyone has the same information. He is a bold leader who is able to make decisions quickly. It is often viewed that he does not want to hear concerns from staff even though he describes his door as always being open. Director Scott's presentations to the board contain much information about the monthly activities of the system.	11/18/2017 8:36 AM
8	There are so many things going on day to day that some additional communication, one on one would be helpful.	11/17/2017 2:51 PM

Q5 COMMUNITY RELATIONS - Select the appropriate rating for each competency.

Answered: 19 Skipped: 0



	EXCEEDS YOUR EXPECTATIONS	MEETS YOUR EXPECTATIONS	AREA FOR GROWTH	EVALUATOR HAS NO BASIS FOR JUDGMENT	TOTAL
Effectively represents the library in public; projects a positive public image, based on courtesy, professionalism and integrity	63.16% 12	26.32% 5	5.26% 1	5.26% 1	19
Has a successful working relationship with the news and social media	42.11% 8	31.58% 6	5.26% 1	21.05% 4	19
Has a successful working relationship with community stakeholders and community organizations	63.16% 12	15.79% 3	5.26% 1	15.79% 3	19
Encourages and considers community input on issues the library can impact	47.37% 9	36.84% 7	10.53% 2	5.26% 1	19
Strives to maintain citizen satisfaction with library services	52.63% 10	31.58% 6	10.53% 2	5.26% 1	19

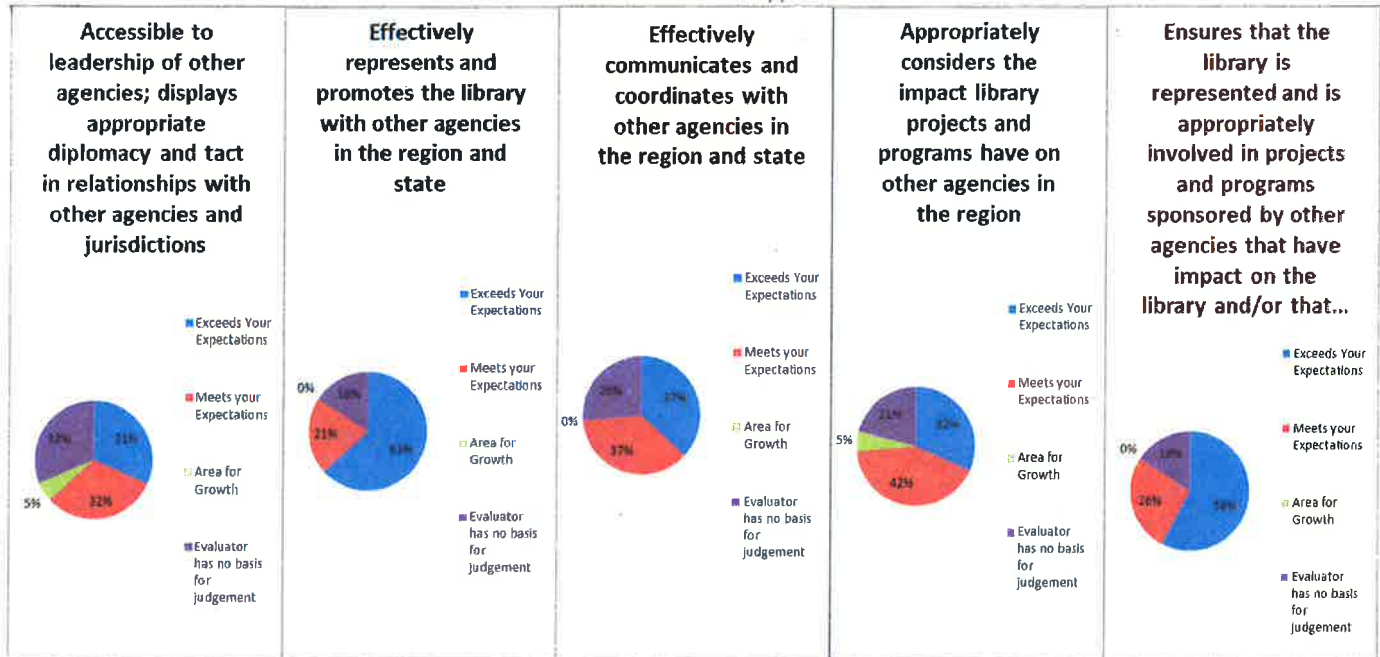
Q6 Comments: Provide details of success and/or needed improvement in this category.

Answered: 10 Skipped: 9

#	RESPONSES	DATE
1	The director demonstrates strong engagement skills with external stakeholders that have addressed community concerns and requests for increased service delivery, hours of service, and community development/education.	12/6/2017 12:31 AM
2	Mr. Scott presents himself in a very professional manner when working in/with the public and with our community partners. He provides a professional face for the library that we have sometimes lacked in the past and this will be essential to moving the library system forward as Washoe County continues to develop and grow. I feel his public image is a benefit to the library system and Washoe County. Mr. Scott has demonstrated a consistent dedication to establishing himself and the library system at the table with essential community stakeholders. He has empowered his managers and leadership staff to participate in this process as well, which has developed a more rich discourse and trustworthy relationship between the library and our stakeholders. Many of the changes and new innovations in service that Mr. Scott has either initiated or supported via his staff has been directly related to improved customer experience and satisfaction. He has been willing to make developed risks to move this system forward and be more competitive with our peer libraries nationwide. This is no small feat and I appreciate his willingness to take those risks and do the hard work to move the system forward thus making sure we are a relevant and valued community partner and service provider.	12/5/2017 12:56 PM
3	I don't know enough of how the director comes across to the public to evaluate this section.	11/30/2017 10:58 AM
4	Director Scott is innovative, and has been an incredibly effective ambassador for the entire library community.	11/29/2017 12:51 PM
5	Director Scott excels in community relations. He has made great strides in re-establishing Washoe County Libraries as a leader in the community, especially in the areas of early literacy and maker services. He is well-respected by his fellow colleagues who lead other agencies. He is actively working with staff to establish the audience for our new Maker Services area on the 4th floor of the Downtown Reno Library, and sought the input of other makers in the area at the Sierra Makers Unite forum at the Reno Mini-Maker Faire. Director Scott is keenly aware of developments in the Reno-Sparks area, as well as greater Washoe County, and is able to see how the library could play an active role in those developments.	11/27/2017 3:24 PM
6	The director appears highly motivated to promote strong community relations.	11/20/2017 4:38 PM
7	Director Scott has nice Powerpoint presentations but he is glib. Jeff asks the library staff to represent WCLS in areas of finding and engaging stakeholders. He has been in fights with AARP while trying to eliminate free tax help, and although the many times this has happened with local organizations the library works with have been resolved, it leaves a bad taste in the mouths of the people involved when they encounter him. Director Scott wants to make the library a great place for the community, but he is doing more damage than good internally and externally.	11/20/2017 2:57 PM
8	Getting community input from members who might not yet make use of library resources is a work in progress.	11/19/2017 8:27 AM
9	Director Scott has brought the library into public focus much more than what we had in the past. He has changed the news coverage from threats of library closures to our positive impact in the community. Director Scott is a confident speaker and always eager to talk before a group and inform them of the libraries priorities.	11/18/2017 8:36 AM
10	At the last board meeting presentation there were so many events and so much press coverage, it was impressive. I feel the Library has gained a lot more visibility in the community in the last two years.	11/17/2017 2:51 PM

Q7 COLLABORATIVE AND PARTNERING RELATIONS - Select the appropriate rating for each competency.

Answered: 19 Skipped: 0



	EXCEEDS YOUR EXPECTATIONS	MEETS YOUR EXPECTATIONS	AREA FOR GROWTH	EVALUATOR HAS NO BASIS FOR JUDGMENT	TOTAL
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Accessible to leadership of other agencies; displays appropriate diplomacy and tact in relationships with other agencies and jurisdictions	31.58%	31.58%	5.26%	31.58%	19
Effectively represents and promotes the library with other agencies in the region and state	63.16%	21.05%	0.00%	15.79%	19
Effectively communicates and coordinates with other agencies in the region and state	36.84%	36.84%	0.00%	26.32%	19
Appropriately considers the impact library projects and programs have on other agencies in the region	31.58%	42.11%	5.26%	21.05%	19
Ensures that the library is represented and is appropriately involved in projects and programs sponsored by other agencies that have impact on the library and/or that the library can impact	57.89%	26.32%	0.00%	15.79%	19

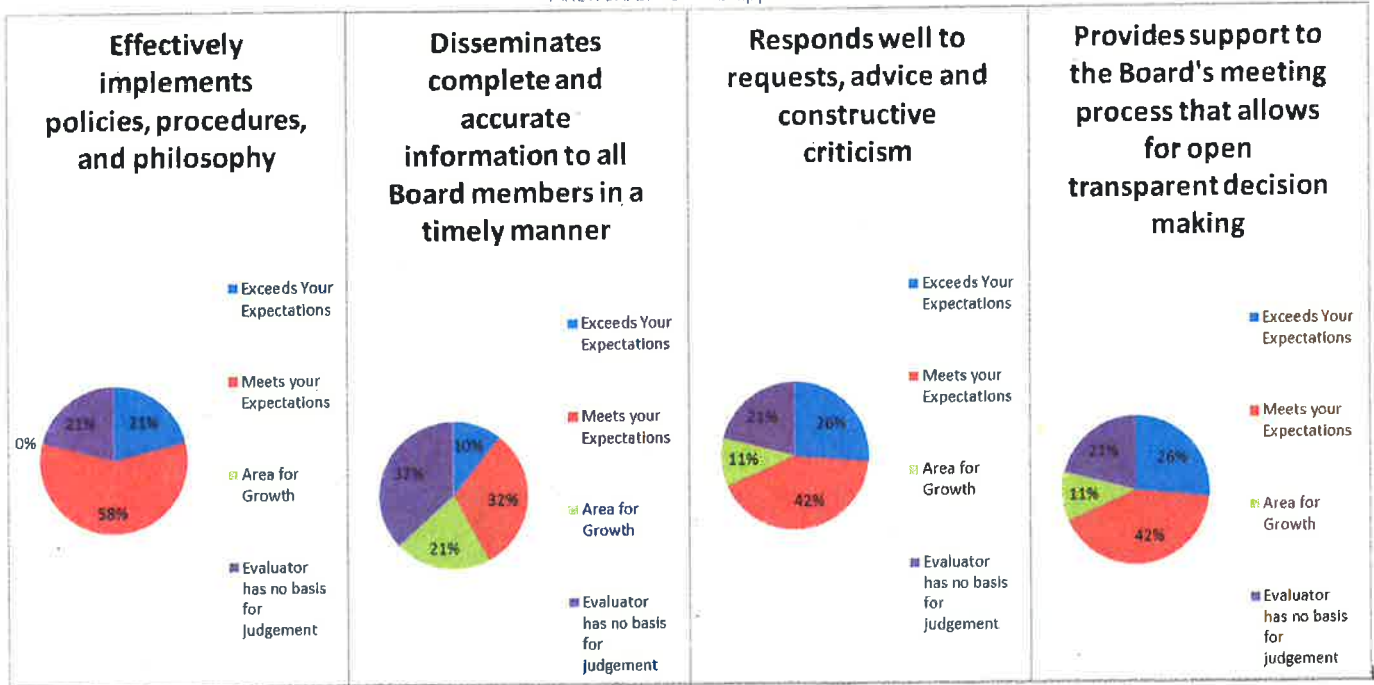
Q8 Comments: Provide details of success and/or needed improvement in this category.

Answered: 8 Skipped: 11

#	RESPONSES	DATE
1	The director has strengthened strategic partnerships that have increased service delivery, hours of service, and community development/education as noted in community relations results.	12/6/2017 12:31 AM
2	Mr. Scott demonstrates that he understands the benefit to both the library system, Washoe County and the community at large when the library engages with other entities and organizations to further their positive impact within our community. He participates in committees and acts as a board member within the community and outside of direct library focused groups. His initiative to do so helps expand the knowledge of the library system team, (as he reports back to us) the relevant needs of various community partners and underserved populations. I believe his efforts in doing so will see that the library system will become the lead in many community betterment projects going forward.	12/5/2017 12:56 PM
3	I don't know enough to evaluate this section, however I do think that one of the director's positive attributes is the fact that he is much more willing to put himself out in the public to promote the library and has actively sought partnerships with local organizations.	11/30/2017 10:58 AM
4	Director Scott has worked tirelessly to make Washoe County Libraries more visible in the community. His approach to the Strategic Planning Process only helped this process, as Management Level and Administrative Level staff were asked to have conversations with community stakeholders. Director Scott effectively deployed his team which resulted in upwards of 50 recent conversations with community stakeholders. Director Scott also promotes Washoe County Library services in several agencies with which he is directly involved, including the United Way and the Nevada Library Association, and has proposed new partnerships with these organizations.	11/27/2017 3:24 PM
5	Director Scott has piggybacked on the hard work the WCLS put in place before he arrived. He did a good job on his NLA/MPLA presentation. He was lucky to get the Tacchino gift, but is not using staff, Washoe County, or other stakeholders wisely to solicit input or implement improvements.	11/20/2017 2:57 PM
6	Director is building relationships outside of the system and encourages and supports staff to do the same. Grade school library cards, maker faire etc.	11/19/2017 8:27 AM
7	This is really where Director Scott shines. He recognizes the importance of the library being connected to the larger community and working with other agencies to recognize and accomplish similar goals. Director Scott has quickly learned the political and organizational makeup of the larger community and has built important partnerships.	11/18/2017 8:36 AM
8	Collaboration and the formation of new partnerships are one of the most important library goals.	11/17/2017 2:51 PM

Q9 LIBRARY BOARD RELATIONS- Select the appropriate rating for each competency.

Answered: 19 Skipped: 0



	EXCEEDS YOUR EXPECTATIONS	MEETS YOUR EXPECTATIONS	AREA FOR GROWTH	EVALUATOR HAS NO BASIS FOR JUDGMENT	TOTAL
Effectively implements policies, procedures, and philosophy	21.05% 4	57.89% 11	0.00% 0	21.05% 4	19
Disseminates complete and accurate information to all Board members in a timely manner	10.53% 2	31.58% 6	21.05% 4	36.84% 7	19
Responds well to requests, advice and constructive criticism	26.32% 5	42.11% 8	10.53% 2	21.05% 4	19
Provides support to the Board's meeting process that allows for open, transparent decision making	26.32% 5	42.11% 8	10.53% 2	21.05% 4	19

Q10 Comments: Provide details of success and/or needed improvement in this category.

Answered: 7 Skipped: 12

#	RESPONSES	DATE
1	The director responds quickly to board member interests to strengthen fund development expertise, research the viability of Spanish language accommodation at meetings, year-round facility maintenance to reduce barriers for visits and community participation in special events (i.e., TEDx).	12/6/2017 12:31 AM
2	Responds to emails about 1/2 the time, answers not always helpful. I sometimes get info from staff.	12/5/2017 4:04 PM
3	While I think the director is responsive to questions or concerns of the Board, I don't know how well he represents the pros and cons of policies or procedures at times. I also have concerns about how finances are being accurately portrayed and reported. The sweeping of such a large amount of branch gift monies for RFID expenses being one, and the shifting of monies from one expense line to another on a seemingly frequent basis is another.	11/30/2017 10:58 AM
4	As a member of library staff, I can only comment on the interactions I see between Director Scott and the Library Board at the public LBOT meetings. Director Scott works to prepare a complete package of relevant information regarding all decision points presented at any given Board meeting, and he willingly answers questions posed to him during the Board meetings themselves. He is able to communicate completely the reasoning behind requests, as well as relevant facts to support those proposals. He has also provided updates and acted upon several Board suggestions for agenda items, such as monthly Tacchino trust updates.	11/27/2017 3:24 PM
5	There are times I would like more lead time on upcoming issues. The Board should have the ability to re-agendize an item that requires additional input.	11/20/2017 4:38 PM
6	The Library Board packet contains incorrect information or misdirection on a monthly basis. In addition, five Library Board meetings have been cancelled since he started in December 2015, only one due to no quorum; more than any previous library director. The WCLS Library Board is not being given information from staff because Director Scott has told them they could not, and there is no process in place, other than this yearly request to managers, to give the Library Board information that does not go through the Library Director. One way to remedy this would be to add your email, or one you create specifically for the public to communicate with you, to the website.	11/20/2017 2:57 PM
7	Responsive to board request for data analysis to support decision making.	11/19/2017 8:27 AM

Q11 Select the best statement for the overall evaluation of this person.

Answered: 19 Skipped: 0



ANSWER CHOICES

RESPONSES

Exceeds your expectations: Performance is consistently above requirements. Demonstrates all requisite skills and willingness to continuously improve self and work processes.	31.58%	6
Meets your expectations: Demonstrates requisite skills, knowledge, and abilities. Performance consistently aligned with requirements of the position.	42.11%	8
Below your expectations: Demonstrates some requisite skills, knowledge and abilities but lacks significant others. Performance below acceptable levels for the time in position.	26.32%	5
TOTAL		19

Q12 Comments: Provide details of overall success and/or needed improvement.

Answered: 9 Skipped: 10

#	RESPONSES	DATE
1	We have celebrated many accomplishments this past year, and that is in credit to Mr. Scott and his vision for this library system and our place in the Washoe County community. We've introduced state of the art technology to support library services; established project plans to renovate and modernize multiple libraries; engaged with our stakeholders and the community in a variety of meaningful ways from fundamental educational outreaches, facilitating roundtables, establishing dynamic partnerships and meeting stakeholders where they are in order to better understand their needs. However internally we are a wounded team and it has been hard for staff, especially those working the front lines daily, to enthusiastically celebrate these successes. I sincerely encourage Mr. Scott to focus the next performance year on developing and improving relations with his entire library team. We are on the right track with his direction towards community engagement and innovation of library services; and with a supportive team at his side Mr. Scott will be a most successful leader in the future, but trust and respect must be repaired within our team first.	12/5/2017 1:11 PM
2	I do have some very positive things to say about the focus and direction that this director has for WCLS, and appreciate the enthusiasm he has for projects. It has been a positive change after years of worrying about budget cuts and just surviving. The director is right about needing to change our narrative and looking at how we fit into our community. However I have deep misgivings about the manner in which some projects have been implemented, the lack of staff engagement and the current work environment. There is such a fearful atmosphere and the uncertainty of what is going to happen next has put staff on edge and unable to focus on the positives.	11/30/2017 11:06 AM
3	Director Scott, in my opinion, has all the traits and qualities of an exceptional leader. I feel incredibly fortunate to have had an opportunity to work for someone with his character, ability, and demeanor. He is also able to keep his composure and humor even under the most trying of circumstances. His passion and commitment in having the best library system is shown everyday. He works collaboratively with other entities, community leaders, stakeholders, and staff. His optimism is contagious.	11/29/2017 12:59 PM
4	Director Scott has a great vision for Washoe County Library System and is building the road for us to reach those goals. He represents the library and promotes the library among many community stakeholders, and is building the foundation for WCLS to be a leader in the community.	11/27/2017 3:40 PM
5	Jeff has great vision and implementation for the future, but his methods for achieving the goals he sets forth have caused grave concern with many staff in the system. Personnel transfers and not including upper management in decision making are two areas that have caused distress throughout the system. If Jeff could be more transparent and inclusive he would have much more buy-in and higher morale among the staff.	11/20/2017 5:35 PM
6	I appreciate the director's energy and enthusiasm. The library appears to be benefitting from this leadership. There have been times when I would have preferred the Board to be informed earlier about upcoming changes.	11/20/2017 4:48 PM
7	Director Scott is destroying the budget, organizational planning, and morale of staff in the library system. Although with every new director we expect significant change, even difficult change, this director does not have the skills to budget, staff, or organize. These need to be addressed by the library board to a third party, not by asking Jeff Scott. He is glib and will charm you, but only because he needs the library board approval. Please consider looking into these allegations and following through, up to and including termination.	11/20/2017 2:59 PM

2017 Jeff Scott, Library Director

-
- 8 While Director Scott has brought much energy and political finesse to the position of Library Director, the overall morale of the staff is a great concern. People not only worry about their own positions but have real concerns about integrity, transparency, and fiscal responsibility. There is a quickness and sloppiness to much of Director Scott's leadership. While he is able to accomplish much, there is a deeper sentiment among staff of "at what cost"? I think staff would appreciate more careful thought and consideration by the director before issuing communications or actions. Many edicts feel vague and lead to inconsistent implementation. Also, the new leadership structure created by the director has pushed branch managers to the fringes of the organization. It often feels that some of the highest ranking and longest serving members of the organization are not included in discussions of where the organization is going. Overall Director Scott has brought much energy and vision to the organization. Certainly some of the distrust and discomfort on the part of the staff is due simply to a very different leadership style for the organization. Director Scott has high expectations from his staff and has little patience for unwillingness to change. If Director Scott can improve the staff climate so that there is more trust he can get much more staff buy-in and bring about the bold changes he envisions. 11/18/2017 8:59 AM
-
- 9 Our director has obviously observed our library closely and has employed well thought out strategies to move us forward in a positive direction. He has dealt with difficult personalities rather than letting them run their own show, as has happened for years, previously. 11/17/2017 2:55 PM
-

Goals and Accomplishments of the Library Director 2016-18

- Established Funding for Maker Services (\$30,000 annually)
- Increased Focus on Youth Services
 - Child Fine Free Card
 - Washoe County School District Children can opt-in to get a library card upon enrollment
 - Launched I'm Ready for K! State-sponsored program to ensure children are school ready
 - Launched 1,000 Books Before Kindergarten
 - Launched Give the Gift of Reading Fundraiser (\$30,000 raised for Children's books in the first year)
- Implemented RFID system at the library/Automated Materials Handlers to be installed 2018
- Launched Chromebook Project (10 computer Chromebook lab at every branch)
- Launched Discover and Go program (Library patrons can get free access to Northern Nevada and Northern California Museums with their library card)
- Passed 2018-2021 Technology plan
- Passed 2018-2020 Strategic Plan
- Elected to Board of Directors for United Way of Northern Nevada and the Sierras
- Elected as Nevada Library Association Vice President/President-Elect for 2018-2019
- Team Member TEDXUNR
- WCLS Nominated for IMLS National Medal for Libraries (Rep. Amodei) for 2016

The Vision for the Washoe County Library System

Immediate History: The Recession Years

Washoe County Library System has a long and storied reputation in Northern Nevada. Reno Public Library was the first library in the state starting in a historic Carnegie Library. Leadership in the past 30 years by two Library Directors Martha Gould and Nancy Cummings has made the library what it is today. There is a separate property tax that allows the library additional funding on top of what the county provides. There are three new libraries built in the last 15 years that are award-winning.

However, in 2011 Washoe County Library System suffered a 40% budget cut as a result of the recession. Over the next five years staffing levels, hours, and expenditures were severely reduced. Many staff reductions happened through attrition and not through a moderated plan. Washoe County Library System was left without a clear direction moving forward as a result. The public perception of the library was that it was on the way out. Budget cuts and the possible closure of the partnership libraries (Duncan-Traner, Verdi, and Gerlach) had been etched into the community's brain. Much of the publicity and commentary from the public has been centered on those issues. When I was hired in December of 2015, Washoe County Library System was a library in crisis.

Moving Forward: Strategic Plan/Developing the Vision

From my perspective, there are two main goals for a library. One is to be a resource for the community. Find the most pressing issue and ensure the library is providing resources to solve it. The Public Library Association developed a program called Planning for Results to address community issues. It allows the library to reallocate resources to the most pressing needs through a strategic planning process. That process involves community members and library staff to develop a strategic plan. Second, the library must be as efficient as possible and a good steward of tax dollars. This requires a new library director to be an efficiency expert and make changes to improve operations. The end result is a library that best serves the community where it is most needed.

Washoe County Library System currently had a strategic plan that is out of date and did not address the most pressing issues for the library. My first six months as library director was spent meeting with library staff and community members about the most pressing needs. The conclusion was three areas: Early Literacy Services, Makerspace Services, and Renovation of Library Facilities. Operationally, there also needed to be a better vision for the community moving forward with all library staff. As a result, the Library Board of Trustees approved four In-Service Days for 2016.

There were services days in May, August, December, and February. The point of these training days was to get feedback from staff, provide training for staff, and communicate the vision moving forward. In May 2016, we discussed the library's role in the community. We talked about the lost role as a result of the Great Recession and how to regain our role. At that meeting, I presented to the library staff the concepts of Early Literacy, Makerspace, and Renovations as our three major objectives. This was to replace the current strategic plan until we developed a new one.

Beginning in August of 2017, I developed plans for a new Strategic Plan. This involved using the Planning for Results method which was approved by the Library Board of Trustees. I tasked our Leadership Team to find three community stakeholders and interview them. Our goal is to find what the community needs are and how the library can address those needs. Ultimately, we had over 50 interviews with stakeholders throughout Washoe County. This resulted in the passage of our Strategic Plan in December of 2017, of which, we are a quarter of the way through now.

Since December of 2017, I began One on One meetings with Library Branch Managers and Library Division heads. My goal was to ensure strategic initiatives were being met, receive input on issues with the branch I could help resolve and help with better communication with ongoing projects. We met from January to April 2018. We are currently taking a pause until Summer Reading has ended and will resume meetings in September.

When I began as Washoe County Library System, the majority of news stories and perceptions were about the 2011 budget cuts and library closures. Any news coverage was prefaced with our difficult history that hurts our support going forward. As you can see in our board reports, we now regularly get media coverage from all tv and radio outlets that tell a positive story about our accomplishments and goals. This has resulted in successful fundraisers, county support, and community support. With a new strategic plan passed based on stakeholder input, we can now tell a new story of the Washoe County Library System. We are thriving.

Renovations

In April 2016, Deputy District Attorney Dania Reid contacted me about a large trust that was to give to the library. The Tacchino Trust is a trust established by David Tacchino. It is a \$6 million trust, of which, 15% (\$900,000) was to be given to the library. Considering this opportunity was provided just as our three initiatives were rolled out, it was an excellent opportunity to use it to renovate library branches in the worst shape. Downtown Reno, Sparks, and Northwest Libraries were chosen since

they are stand alone, we own the property, and they were in the most disrepair. We did not select North Valleys or Sierra View since they are in malls and are the responsibility of the landlord for upkeep according to the MOUs. In negotiating with the Trustees of the Tacchino Trust, they have very specific requirements. If we were to renovate libraries, the trust could not be used for basic maintenance. The trust could only be used for children's books or furniture, fixtures, and equipment. We also needed to spend these funds within five years. This agreement was approved at the November 2016 Library Board of Trustees meeting. The Library has until 2021 to expend these funds.

Once the funds were secured, we submitted a Capital Improvement Projects request to match the Tacchino funds. The funds could only be activated if the county matched some of those funds. With the flooding in the winter and spring of 2017, we were not optimistic about our chances. We planned to fundraise or grant-write the majority of the costs needed and hoped that county would fund some of the projects. The good news for us came in April when the CIP and County Budget Office agreed to provide support for the project. They scheduled Downtown Reno Library to be completed in FY 17-18 with Sparks and Northwest to be funded FY 18-19. The renovations have been pushed back with Downtown Reno Library scheduled for renovation November 2018 and Sparks/Northwest Libraries scheduled for Fiscal Year 2019-2020. The Downtown Reno Library auditorium was renovated in January 2018 in time for the Livestream for the TEDXUNR in January 2018.

TO: Washoe County Library Board
FROM: Dave Solaro, Assistant County Manager
RE: Washoe County Staff Report Regarding Radon Tests Results and Current Mitigation Effort at the Downtown Reno Library
DATE: May 16, 2018

Background: In January 2018, Washoe County began testing County facilities for radon using small kits set out for 3 days, then sent to the laboratory for testing. During this process, the test results for the Downtown Reno Library showed elevated levels of radon prompting further testing.

During the Library Board of Trustees Meeting on April 18, 2018, Washoe County Assistant Manager Dave Solaro and Library Director Jeff Scott informed the Library Board of Trustees, staff and public present that the test results indicated elevated levels of radon in the Downtown Reno Library. They stated that Washoe County was in the process of running the HVAC system 24/7 and would test again after one week to determine whether this lowered radon levels in the building.

Subsequent testing confirmed that constant running of the HVAC system decreased levels of radon throughout the Downtown Reno Library building.

Assistant County Manager Dave Solaro will provide an update to the Library Board of Trustees, staff and public regarding the test results and current mitigation effort.

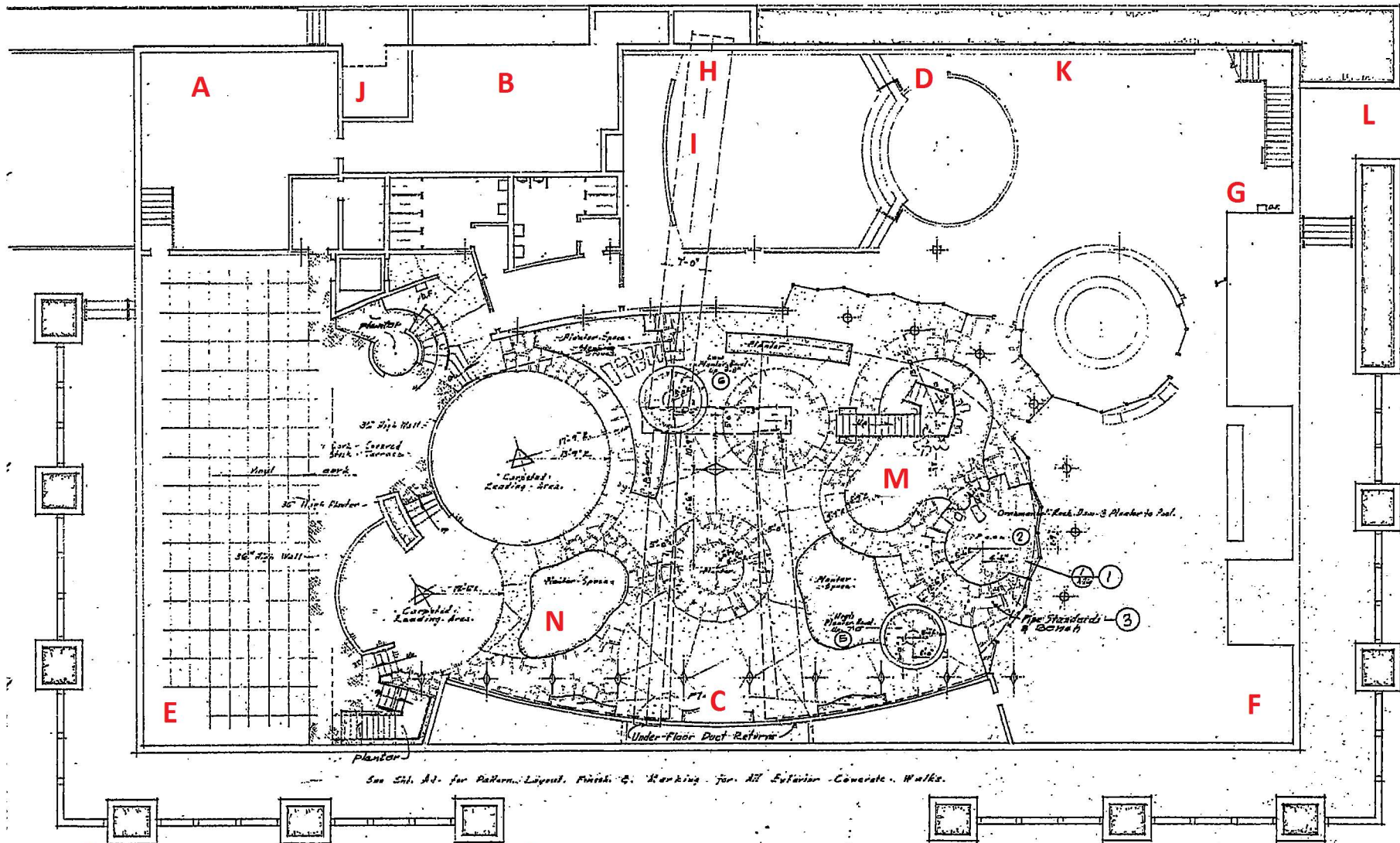
Recommendation and Suggested Motion: This agenda item is informational and does not require any action.

Continous Radon Testing Results - Downtown Library (post 24/7 HVAC operation)								
Start Test	4:10pm, 4/20/18	4:15pm, 4/23/18	4:15pm, 4/24/18	4:10pm, 4/24/18	4:20pm, 4/25/18	4:20pm, 4/25/18	4:10pm, 4/23/18	4:50pm, 4/20/18
Stop Test	12:41pm, 4/23/18	4:17pm, 4/24/18	4:07p, 4/25/18	4:10pm, 4/25/18	4:18p, 4/26/18	4:05pm, 4/26/18	4:12pm, 4/24/18	12:50pm, 4/23/18
	Library Basement Base Stairs	Library Basement IT Room	Library Basement Reference Desk	Library Level Three Admin	Library Sub- basement	Library Level Three Break Room	Library Level Two Circulation Office	Library Level Two Staff Room
	Location G	Location A	Location C	Location L	Location H	Location K	Location J	Location I
Average pCi/L	4.9	23.2	3.3	3	15.6	3.3	2.9	3.5
Maximum	9.8	29.4	6.6	5.1	41.3	6.2	5.8	8.5
Minimum	0.6	16.3	1.2	0.9	5.7	1.1	0.4	0.6
2/20-3/1 Testing (Avg)	32.3	55.6	20	13	41.1	16.1	15.1	17.2
Difference in Avg pCi/L (Feb-Apr)	27.4	32.4	16.7	10	25.5	12.8	12.2	13.7
Change by percentage	85%	58%	84%	77%	62%	80%	81%	80%

Washoe County Library Initial Radon Testing Locations

ITEM 4b

(Test Dates 2/20/18 - 3/1/18)



- Loc. A / Basement IT Rm. = Avg. 55.6 pCi/L
- Loc. B / Basement Boiler Rm. = Avg. 12.4 pCi/L
- Loc. C / Basement Reference Desk = Avg. 20.0 pCi/L
- Loc. D / Basement Hallway = Avg. 27.0 pCi/L
- Loc. E / Basement SE Corner = Avg. 22.0 pCi/L
- Loc. F / Basement NE Corner = Avg. 26.3 pCi/L
- Loc. G / Basement Base Stairs = Avg. 32.3 pCi/L

- Loc. H / Sub-Basement = Avg. 41.1 pCi/L
- Loc. I / Level Two Staff Rm. = Avg. 17.2 pCi/L
- Loc. J / Level Two Circ. Office = Avg. 15.1 pCi/L
- Loc. K / Level Three Break Rm. = Avg. 16.1 pCi/L
- Loc. L / Level Three Admin. = Avg. 13.0 pCi/L
- Loc. M / Basement Planter = Results Pending
- Loc. N / Basement Planter = Results Pending

Sparks Library May 2017-2018 Annual Highlights

STRATEGIC OBJECTIVES

• YOUNG READERS

- Summer Reading Program featured crafts, story times, toddler times, and three well received programs: Amazing little old man and the search for the bluebird of happiness, Biggest little bug adventure, and Mad science; fire and ice. We so appreciate the support of the Friends of Washoe County Library for these exciting and highly desirable community programs.
- Winter reading program featured coding camp for kids, a Harry Potter party celebrating the 20th anniversary of the release of the first book, and a gift wrapping party.
- WCLS Cards to school students: Sparks provided tours to outside groups (Boys and Girls Club, City of Sparks various summer and break camp program), as well as multiple elementary schools. The partnership with the school district and Infinite Campus made issuing cards efficient and fast, and we were able to get cards into the hands of children.

• S.T.E.A.M. Services

- A variety of staff are participating in S.T.E.A.M. programs. This has increased from just a few children to now 15-20 kids and parents participating on a regular basis. Favorites include 3D drawing, gumdrop bridges, and building catapults.

Meeting room

Users are frequent and diverse. In addition to programs and library meetings, listed are examples of meeting room users during the past year.

Mercury Momentum (501c3 organization)
 Northern Nevada Beekeepers Association
 Northern Nevada Gaming Guild
 Health Astrology
 University of North Texas MLIS informational program
 Reno Rhinos
 Washoe County School District (various planning groups)
 Sierra Nevada Decorative Artists
 Nevada Newcomer's

Alpha Delta Kappa Iota
 Dream Team
 Well-Armed Woman
 Wooster High School Baseball sign-ups
 WorldWide Group
 Rockwell Development
 Washoe Area Gaming Enclave
 Starbucks
 Northern Nevada Mothers of Twins group
 Nevada State Treasurer's Office

Community Partnerships/Outreach

- We continue to partner with Paws 2 Read for monthly sessions.
- 39N Marketplace: WCLS has a booth at the outdoor marketplace Thursdays during the summer months. While we only attend one time a month, we average interacting with approximately 90 individuals each time. Many of these result in issuing or replacing library cards, as well as promoting databases and services offered by the library.
- Sparks visited Rita Cannan, Florence Drake, Greenbrae, and Lincoln Park Elementary schools as well as Mater Academy of Northern Nevada and Excel Christian School.
- Sparks attended Washoe County School District Pre-K family night at both Hug High School and Sparks High School
- University of Nevada Cooperative Extension “Little books, little cooks” program
- Great Basin Young Chautauqua programs
- Author Robin Holabird
- Spellbinders
- University of Nevada, Reno digital scanning—helping people preserve historical photos
- Presentations in schools on searching, evaluating and the ethical use of information
- City of Sparks “PumpkinPalooza” outreach in Victorian Square

Staffing/Support:

- RFID: Brian Garner and Sue Hobbs handled this project at Sparks. By careful documentation, instruction, and timelines, Sparks was able to accomplish the entire project using existing staff, during open hours while prioritizing serving the public, and with no overtime hours that ultimately impact the WCLS budget. This is quite an accomplishment in a busy branch with a large collection, and Brian and Sue are to be commended on their project management.
- June and July saw 5 staff retire. Hiring and teambuilding continues to be a priority.
- Rachel Winters’ request to voluntary demote into a full time Library Assistant I position at Sparks was accepted. The resulting vacant part time position was transferred to Incline Village.
- One staff member transferred to Incline Village, and another resigned to accept a branch manager position in California
- The vacant LALII position is in recruitment through HR.

Facility:

- Had some significant roof leaks, patched for now, and awaiting for a complete re-roof.
- Public restrooms are in process of remodel to be ADA compliant.
- Increased visibility and footprint of Maker Space
- Created a permanent “Memory Makerspace” alongside idea boxes.



TO: Washoe County Library Board
FROM: Jeff Scott, Library Director
RE: Tacchino Trust Expenditure Update
DATE: May 16, 2018

Background: The Library Board of Trustees receives regular monthly updates regarding the status of expenditures from the Tacchino Trust bequeathment to the Washoe County Library System.

For the month of April 2018, a total of \$4,151.91 was spent on furniture/fixtures for the Downtown Reno Library.

To date, Tacchino Trust funds spent for remodel total \$59,540.98.

Recommendation and Suggested Motion: This agenda item is informational and does not require any action.



Chip Dig & Gaming Collectibles Show • Saturday, May 12th, 2018 • 10:00 am—4:00 pm
Nevada Historical Society 1650 N. Virginia St. Reno, NV 89503 775.688.1190 <http://nvhistoricalsociety.org>

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Sparks Library Hosting Spring 'Fixit Clinic' Tomorrow

May 8, 2018 By Sparks Support — [Leave a Comment](#)

Tomorrow from 3 to 6 p.m., the Sparks Library is hosting a free Spring Fixit Clinic, where anyone can bring in their broken bicycles, jewelry, electronics or equipment to get fixed. In a partnership with the Nevada Division of Environmental Protection and local volunteers, this event is designed to help people learn how to troubleshoot and mend their favorite items so that they don't end up in a landfill.



Kayla Anderson/Tribune
A Tahoe resident tries to fix one of her favorite necklaces at the "Fixit Clinic" Monday in Incline Village. The Sparks Library will be hosting the clinic tomorrow from 3 to 6 p.m.

This Monday, the Spring Fixit Clinic went to the Incline Village Library. An hour into the event, local experts repaired a bike seat, a shin guard, hemmed two pairs of pants, fixed a backpack, and de-pilled a sweater.

"Two years ago I went to the California Resource Recovery Association where I learned about fixit clinics," says NDEP Waste Management Recycling Coordinator Patty Moen. "Ever since then, I've been trying to get one in Nevada. We did a tour of the Truckee Roundhouse (a maker space close to the Truckee Tahoe Airport) and then talked with the library about how to make it happen. Ever since then, I've been trying to recruit coaches to help other people learn how to troubleshoot and fix their own items," she adds.

"Peter Mui, a Stanford graduate, started fixit clinics in California and Patagonia was one of their partners. When a piece of clothing breaks, it gets sent to their outlet in Reno," Moen says. Therefore, Patagonia is a natural choice to have their sewing experts repair ski pants, backpacks, jackets, and more at the Incline Village and Sparks fixit clinic events.

The local experts/coaches share their knowledge and help repair, disassemble and assess broken items. While everything may not necessarily be able to be fixed, the experts can help you troubleshoot the problem and give you the tools you need to fix whatever needs to be repaired. For instance, one bicycle tube had a hole in it that couldn't be found, so the only thing to do was to replace it.

I personally brought a printer in that wasn't printing black ink and while we didn't have the tools we needed to take it apart or clean it, fortunately Washoe County Library Department Systems Specialist Shawn Polka helped me diagnose the problem.



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A Sparks local, Polka is fast, efficient, and competent in this area of expertise. "I started fixing computers when I was 12 or 13 years old. My mom had an old Pentium II and I started playing around with it- you gotta break it to learn how to fix it," he says. When he got older, Polka served an internship at University of Nevada, Reno before getting a degree in Computer Science. Now he helps keep the computer systems up and running at all 12 Washoe County Library locations.

Along with this Thursday's Fixit Clinic in Sparks, NDEP and other local environmental groups will be at the May 15 Reno Aces game for Aces Education Day, "Kids from different schools come and learn about recycling and the environment before the game. We'll be there teaching kids how to fix things instead of throwing them out," says Moen.

A few of the partners who will be at the Sparks Library on May 10 include Patagonia, the Kiwanis Bike Program, The Generator, New2U Computers, and a Washoe County Library Systems computer specialist.

"The idea is to help people not be afraid to try and if you don't succeed, then you haven't really lost anything, right?" asks Moen. "Especially in electronics, they're made with hazardous metals that we want to keep out of the landfill."

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LBOT Meeting Jeff Scott's PA

For the record: Julie Machado, Managing Librarian, Spanish Springs Library.

I am here to speak on behalf of front line Library staff members, who often feel they don't have a voice. To help them voice their thoughts and feelings.

I am encouraging you to take into consideration the comments from the original Performance Appraisal data in the Library Board packet. Other than the comments from the library board, I am to understand that only Mr. Scott's Core Team members and library managers were invited to give input.

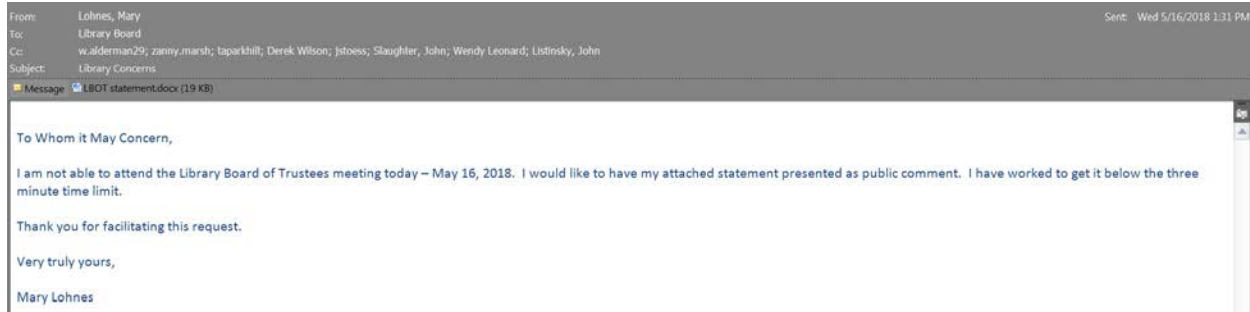
Library Managers requested input from their staff and comments came from front line employees. Now some people might believe that negative comments from a few people, especially when they come in a block, come from disgruntled employees, and they would tend to disregard them. However, these comments come through well-educated high-ranking staff who shared input from their staff given in good faith. I realize this is a contentious area. Some of these comments reflect a negative work environment caused by Mr. Scott. By his decisions, his communication style, and his side-stepping requests from employees that he previously determined would be moved. His actions are what caused staff, and are still causing staff, to be fearful of retaliation.

I am hoping to convince you that these comments should not be discounted, and should be considered in Jeff Scott's annual evaluation, and should be regarded with the weight they deserve, because they feel his actions and decisions have created a pervasive hostile working environment.

My second point is that Mr. Scott has different presentation styles. He presents differently to you than to others. Although you might see his optimistic point of view, others have called his style bullying and demeaning.

I hope you take these written and verbal comments into your deliberation and consideration.

Thank you.



I am one of many from the Library, who has filed grievances involving Dir Scott. His conduct of bullying and retaliatory treatment of staff has poisoned our department and continues to foster the hostile work environment that has resulted.

These bullying and impulsive actions seem to suggest that Dir Scott is not concerned with how he performs, but rather how he's perceived as performing. He has taken full advantage of the fact that he has gained the trust of members in the community and those who may oversee his performance, then paved paths for opportunities to present gold star results, that lack full disclosure.

Shortly after Dir Scott joined our library, December 2015, he sent emails to all staff, inviting participation from everyone, regarding his practices. In December 2016, I wrote a letter to him expressing some of my concerns. This letter was in no way outside the bounds of the above mentioned emails, yet I and my supervisor were told we were going to be disciplined for this. From that point forward, Dir Scott's behavior toward me became increasingly hostile. When he would see me, he would deliberately avoid eye contact, roll his eyes, followed by an expression I would describe as disdainful. While this behavior was immediately obvious to me, it soon became evident to coworkers, as more and more began to question what they had observed, asking why he would be looking at me in that manner. They would even warn me to stay clear of an area where he was present.

June of 2017, Dir Scott announced he would be reassigning several staff under the guise of "strengthening the system", yet he never discussed the strategy behind this action with those who would be moved or their supervisors. I was one of them, and I will go to my grave knowing that this was a retaliatory gesture for having written that letter.

Additionally, in December of 2016, I had filed for intermittent FMLA status. Section 825.101 of this law states: "The Act is intended to balance the demands of the workplace with the needs of families"

825.204 d) states: "An employer may not transfer the employee to an alternative position in order to discourage the employee from taking leave or otherwise work a hardship on the employee. For example an employee working in the headquarters facility may not be reassigned to a branch a significant distance away from the employee's normal job location."

I live two miles from the Reno branch. He moved me in spite of many attempts to persuade him otherwise. The move to the Spanish Springs branch resulted in a commute that took as long as an hour, in addition to many other hardships with regard to my FMLA status.

After my reassignment to Spanish Springs, I went to Reno to work for one day - November 6, 2017. When Director Scott saw me there, he was very obviously very angry, and instructed the branch manager to send me back to the Spanish Springs branch immediately, and that he wanted to be present when she informed me of this. He also told her he was charging her with insubordination for "transferring" me back to Reno. Later that day, he went around to staff at Reno and told them that if I'm ever seen on the premises, they are to notify him immediately. He said nothing to me directly, but when I learned of this from several coworkers, I felt threatened and frightened.

At the recommendation of one of the Assistant Washoe County Managers, Dir Scott moved me to the Sierra View branch, but in doing so, had to move the LA III from there to Spanish Springs. Through conversations with her, I learned that he discussed details of my FMLA status with her in order to persuade her that she would be helping me by going to SS. Discussing anything about one's FMLA status is a violation of the law, but Dir Scott seems to think some laws do not apply to him.

Our managers and supervisors are where we look for behavior that is both professional and ethical. Director Scott has demonstrated neither. I am told that employee relations are handled by Washoe County Human Resources and that Library Trustees are responsible for overseeing how our Director performs. It's difficult to understand how a director's relationships with his or her employees fall into a category other than performance.

Respectfully,
Mary Lohnes LA III

From: [Gaston, Tamara](#)
To: [Gaston, Tamara](#)
Subject: FW: Newsletter + Libby success story! FW: Library News & Events: May 2018
Date: Monday, June 11, 2018 11:04:27 AM

From: Andrews, John
Sent: Saturday, May 05, 2018 9:57 AM
To: Tavener, Andrea; Weinert, Beate; Stears, Debi D; Scott, Jeff; Dalusung, Joan
Subject: Newsletter + Libby success story! FW: Library News & Events: May 2018

From: Amber Joiner [mailto:amberjoyjoiner@gmail.com]
Sent: Friday, May 04, 2018 4:46 PM
To: Washoe County Libraries
Subject: Re: Library News & Events: May 2018

THANK YOU!

In case you wonder if people read your newsletters, yes we do, and we appreciate all the info!

I was so happy to get this e-mail about Libby today - just in time! My daughter just came home from school extremely sad that she had finished her book at school and didn't have the next one in the series for the weekend. I had ordered it on Abebooks used, but I had to break the news to her that it hadn't even shipped yet. She is **ADDICTED** to the *Land of Stories* series. As she was moping around, I opened your newsletter! In less than 5 minutes we had downloaded Libby on our ancient iPad and she was reading *Worlds Collide* - the last book in the series. You just made her weekend!! I have used Overdrive before for audio books on long drives, but I hadn't thought about it having digital books for her. I don't think I'll have to order any more books for a while - a whole new world opened up with that app for us! Also it says it works with Kindles? Soooo cool - will have to try that too.

Also love seeing all your programs. Fun summer ahead!

Thanks again,
Amber

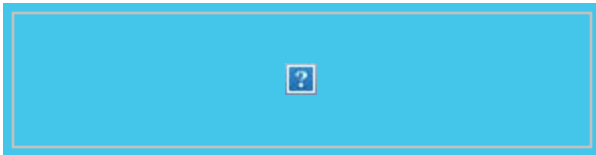
Amber Joiner
775-338-6733 (c)

On Fri, May 4, 2018 at 4:00 PM, Washoe County Library <noreply@libraryaware.com> wrote:

[View Online](#)



Washoe County Library News & Events: May 2018



Candidate Forums



Join us for one of three **Speak Youth To Power Candidate Forums** in May in the Downtown Reno Library Auditorium. While these events are youth-centered, all members of the public are encouraged to attend. These are not debates, but forums for candidates to address issues. Audience members will also have the opportunity to ask questions.

All programs begin at 6 pm at the Downtown Reno Library.
These non-partisan forums are sponsored by the Reno News & Review, This is Reno, the Holland Project, KWNK, and Washoe County Library System, and are open to all candidates.

- Thursday, May 3: Washoe County Commission
- Thursday, May 10: Reno City Council
- Thursday, May 31: Mayor of Reno



Meet Libby!

Have you met Libby yet? This new app from OverDrive is the newest and easiest way to discover, check out, and enjoy ebooks and audiobooks from the library on your phone or tablet.

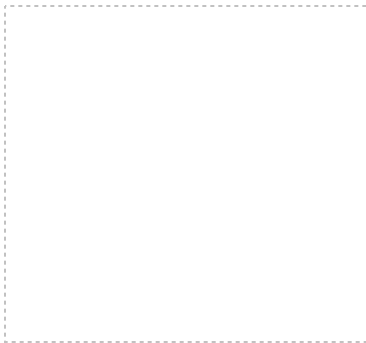
Get started with your library card or phone number at meet.libbyapp.com



2018 Summer Reading Program: Libraries Rock!

June 1 - August 30

Kids and teens can attend rockin' events, track their reading ,and earn free books all summer long.



Sign up beginning May 15 at washoecountylibrary.us/summerreading.



May Library Closures

Thursday, May 17: Staff Training. All Washoe County Libraries scheduled to be open will open at 2 pm.

Monday, May 28. Memorial Day.

The North Valleys Library will also be closed Tuesday, May 29.



Older Americans Month

Engage at Every Age: join us for several special programs for Older Americans Month all month long.

May Computer Café

Bring your computer questions and be ready to learn!
Tuesdays & Thursdays in May, 1:30 - 3:30 pm
Senior Center Library

Affordable Senior Housing Options

Presented by George Graham,
City of Sparks Housing Specialist
Tuesday, May 8, 10:30 - 11:30 am
Sparks Library

Senior Transportation Options

Presented by Regional Transportation Commission
Tuesday, May 8, 5:30 - 6:30 pm
Spanish Springs Library

Healthy Habits for a Healthier You

Presented by Denise Hund, Alzheimer's Association
Wednesday, May 9, 3:30 - 5:00 pm

Affordable Senior Housing Discussion

Engage in a discussion on the need for affordable senior housing in our community featuring local experts.
Tuesday, May 15, 11 am - noon
North Valleys Library

Alzheimer's: Know the 10 Warning Signs

Learn the basics of early detection. Presented by Anakaren Lamas, Alzheimer's Association
Wednesday, May 16, 4 - 5:30 pm
Sierra View Library

Using the Internet for Lifelong Learning

Learn to use popular websites and apps. You decide the topic and learn at your own pace. Limited computers are available; feel free to bring your own device.
Thursday, May 17, 3 - 4:30 pm

Nevada Reads: The Opioid Crisis

Join us for book discussions and community panels on the crisis of opioid addiction. Offered in conjunction with Nevada Humanities, Nevada Reads is a statewide conversational book club reading [Marlena: A Novel](#) by Julie Buntin and [Dreamland: A True Tale of America's Opiate Epidemic](#) by Sam Quinones.

Join Together Northern Nevada: Opioid Presentation

Tuesday, May 8, 1 pm, Downtown Reno Library

Washoe Talks: Opioid Epidemic Panel

Thursday, May 10, 6:30 pm, Downtown Reno Library

Book Discussion featuring Nevada Reads Titles

Tuesday, May 22, 4 pm, Spanish Springs Library

The Hot August Nights Story

Presented by Historic Reno Preservation Society

With David Hansen, Emeritus Director of Hot August Nights

On the night of August 1, 1986, the Reno-Sparks Convention Center was bursting at the seams with hundreds of revelers at a first-time event with a magnitude yet to be realized. The weather was hot, the month was August, and the memories flooded back and so did the desire for more!

- Wednesday, May 16, 5:30 pm, Northwest Reno Library

Spring Family Estate Planning Series

Presented by the Community Foundation of Western Nevada

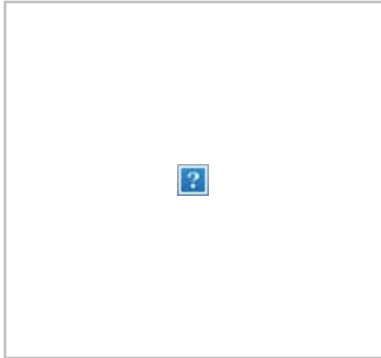
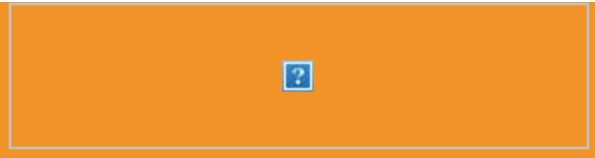
- *May 2:* Power of Attorney, Health Care Directives, DNRs, and Ethical Wills
- *May 9:* Protecting Digital Assets / Customize Your Planned Giving
- *May 16:* Overview of Medicaid and Health Insurance, Wills Planning Guide

Wednesdays, March 28 to May 16

10:30 am to noon - or - 1:30 to 3 pm

Sierra View Library

For reservations or questions, please contact the Community Foundation of Western Nevada at 775-333-5499.



[Brüka Theatre for Children](#)

Presented by Pioneer Center Youth Programs and the Friends of Washoe County Library

An original modern adaptation of the classic Grimm's tale of "The Frog Prince."

- Wednesday, May 16, 4 pm, Incline Village Library
- Wednesday, May 23, 5 pm, Northwest Reno Library
- Wednesday, June 6, 1:15 pm, Verdi Community Library



[Petroglyph - the Evolution of Music](#)

Presented by Pioneer Center Youth Programs and the Friends of Washoe County Library.

Pete Fairley of MeadowRock Percussion joins David Blonski of Timeless Productions in this exploration of music from multiple cultures and historical eras.

- Saturday, May 19, 11 am, South Valleys Library
- Sunday, June 3, 2 pm, Spanish Springs Library
- Sunday, June 10, 1 pm, Downtown Reno Library



[Northern Nevada Literacy Council Family Reading Program](#)

Learn techniques to improve your child's reading while doing fun family activities. You'll bring home lots of new ideas and free books!

Targeted toward parents and children birth through 3rd grade. Reservations are required.

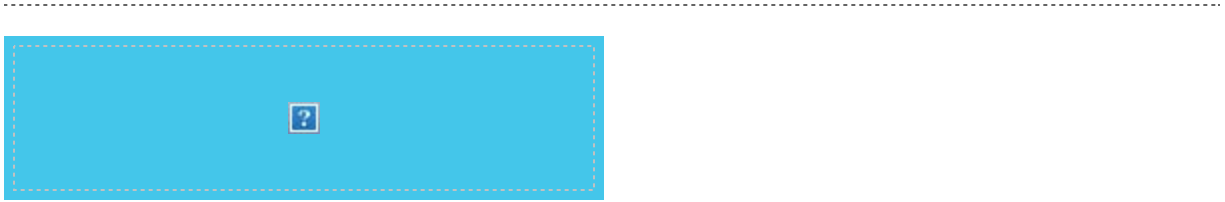
- Through May 6 at the Spanish Springs Library.
- For dates, times and registration information, call the [Spanish Springs Library](#) or visit www.washoecountylibrary.us/nnlc.



[Story Times & Early Literacy Programs](#)

Story Times, Toddler Times, and other early literacy programs like Paws 2 Read are offered weekly at most library branches.

[View the complete Story Time schedule or browse the online calendar of events.](#)



About the Friends of Washoe County Library

May Book Sale @ Reno Town Mall
[4001 S. Virginia Street](#) next to the Sierra View Library

See washoelibraryfriends.org for more details.

The Friends of Washoe County Library is a member-supported 501(c)(3) Nevada non-profit organization dedicated to advocating, fundraising, and providing support for Washoe County Library System. Your tax-deductible donation to the FWCL Endowment Fund will provide needed additional funding to our libraries for generations to come. To join, donate, or for more information, please visit www.washoelibraryfriends.org or call 775-324-5522.

Sign up for our newsletters to receive book reviews and library information right to your inbox!
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Washoe County Library System
[301 S. Center St. Reno, NV 89501](#)
www.washoecountylibrary.us - 775-327-8300



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library@washoecounty.us