



Minutes of the Regular Meeting of
The Board of Trustees
Webster Groves Public Library
May 21, 2014

The regular meeting of the Board of Trustees of the Webster Groves Public Library was held at 7 p.m. on Wednesday, May 21, 2014. President Nancy Marshall presided and Library Director Tom Cooper kept the minutes. Also present: trustees Jackie Brenne, Bill Kuc, Tom Reedy, Bob Herdler, Bethany Curtis, Joan Esserman, and guests Debi Salberg, Christine Krueger, Jon Furst. Absent: Trustees Peter Ruger and Nicole Chaput.

Call to Order

The meeting was called to order at 7:05p.m.

Public Agenda

There was no public agenda.

Minutes of the April 16, 2014 Meeting

Ms. Curtis moved to accept the minutes as presented, Ms. Brenne seconded, and the minutes were approved.

Correspondence

There was no correspondence.

President's Report

Ms. Marshall turned the floor over to Jay Wohlschlaeger from SWT Landscaping, who presented a revised plan for landscaping the library, one more in keeping with current budgetary realities. There were two versions of the plan, one more formal and one more natural. Trustees said they needed time to view the plan more closely before making any decisions.

Librarian's Report

Mr. Cooper reported that Ms. Chaput is eager to convene the Advance Planning Committee to begin discussing a new strategic plan, but that since Tom Reedy is leaving the board, the committee is down to two members—Chaput and Esserman—and there should probably be at least one more. Mr. Marshall said she would be interested.

Advanced Planning

See Director's Report.

Automation/Systems

Ms. Esserman reported that the plan to revise the library's Website is postponed, since the State Library grant that would have paid for it will not be offered again until January 2015.

Building and Grounds

There was no report from this committee.

Finance

Mr. Herdler reviewed the financial report and disbursements for April, 2014. He also noted that we need to make a decision about the draft 2014-2015 operating budget in time to present it to the Council meeting in June. Thus the board's June meeting may move up a week, from June 18 to June 11. Mr. Reedy moved to approve the financial report as presented, Mr. Kuc seconded, and the report was approved.

Human Resource

Mr. Cooper has prepared a revised organizational chart for library administration. The intent of the reorganization is to remedy what he calls 'top-heavy' administration, and bring Webster Groves Public Library more closely into line with the numbers of full-time employees at similarly-sized libraries. While the library currently has 13 full-time positions, he hopes within a year or less to reduce that number to 10 or 11. This reduction, in the best scenario, would take place through attrition, though trustees were interested in his thoughts on the ramifications of more proactive steps in reaching employee reduction goals. Achieving these goals is not only desirable in the sense of good management practice, but necessary, since given the stagnant nature of our tax revenue stream and ever-increasing overhead costs, we are entering into deficit spending.

Policy

There was no report from this committee.

Old Business

The Board revisited the draft revisions to the library's by-laws and operating policy. The final change discussed was an increase in the figures which would necessitate informal and formal bid processes for procurement of goods or services. Ms. Brenne moved to approve the resolution adopting the revised policies. Ms. Esserman seconded, and the motion passed. The votes were:

Marshall—AYE	Brenne—AYE	Kuc—AYE	Reedy—AYE
Herdler—AYE	Curtis—AYE	Esserman—AYE	

New Business

Mr. Reedy nominated the current slate of officers for a new term. The nomination was seconded by Ms. Brenne. They are:

Ms. Marshall—President
Mr. Kuc—Vice President

Mr. Herdler—Treasurer/Secretary

(Note that the position of Treasurer is now defined as Treasurer/Secretary. This is a change defined in the Library's just adopted revision to its By-laws. Traditionally Webster Groves Public Library has named its director as secretary, but a review of applicable statutes done while revising the By-laws found this to be a proscribed practice.)

This slate of officers will be voted on at the Board's annual meeting in June.

Adjournment

Mr. Reedy moved to adjourn the meeting (his last motion as a trustee). Mr. Kuc seconded, and the meeting was adjourned at 8:10.

The next meeting of the Library's Board of Trustees will be held on Wednesday, June 11 at 7 p.m.