

**Forest Park Public Library
Policy Committee Meeting Minutes
Tuesday, July 13th 2021 @ 4 PM
Community Room**

Committee Members: Susan Farnum, Rafal Radomski, Brooke Sievers (Chair), Pilar Shaker,

Opening of Meeting

- A. Meeting was called to order at 4:02 PM by Brooke Sievers
- B. Roll Call:
Farnum- Present, Radomski- Present, Shaker – Present, Sievers - Present
- C. Approval of Agenda:
Motion was made by Sievers, seconded by Farnum. The motion passed with all in favor
- D. Guest: None
- E. Approval of Minutes:
Minutes from January 1, 2021 policy committee meeting were reviewed. A motion was made by Sievers to approve the minutes, the motion was seconded by Farnum. The motion passed with all in favor.

New Business

- A. Review of the revised Compensation Philosophy. Shaker reminded the committee that the philosophy was drafted earlier in the year and the management team had executed the recommended edits but wanted the committee to give it one last look before it was shown to the board. Sievers commented that further internal development on how staff were assigned specific compensation within their salary schedule range would be helpful. It was agreed that this didn't need to be part of the philosophy but something that Pilar explored with the consultant next year.
- B. Approval of Changes to the Borrowing Privileges Policy. The motion was made by Sievers and seconded by Radomski.

Shaker provided background on the development of the new Gadget Collection that led to the desire of some staff to limit checkouts of certain items to patrons over the age of 12. The committee unanimously agreed that limiting access to the collection did not align with the Library's strategic priority of equity. The motion failed with all opposed.
- C. Approval of the revised Internet and Electronic Device Policy. The motion was made by Sievers and seconded by Radomski. The committee unanimously agreed that this revision was not necessary in light of the fact that the new collection would not be limited. The motion failed with all opposed.

- D. Approval of the revisions to the Electronic Device Opt-Out for Minors. The motion was made by Sievers and seconded by Radomski. The committee unanimously agreed that an opt out form was not necessary as the library would not be limiting access to any devices. The motion failed with all opposed.
- E. Discussion of the 2022 Library Closure options. The motion was made by Sievers and seconded by Shaker. Shaker shared that recent discussions in the community and amongst the staff had prompted her to revisit the library closure dates. Some staff had questioned whether Juneteenth should be a day off and Shaker felt that the Friday after Thanksgiving should not be a closure day. Sievers shared her opinion that every day off is a barrier to access and so they should not be taken lightly, she agreed that the Friday after Thanksgiving was not a justifiable closure. Farnum shared that she felt that the library could and should commit to being open on Juneteenth so that staff could lean in to the holiday and participate in growing community awareness on the important day. Radomski noted that taking paid holidays from staff would be challenging and potentially problematic. Sievers suggested that the Friday after Thanksgiving be removed from the closure list, that the library remain open on Juneteenth, and that staff be given two floating holidays to make up for the lost holidays. The committee agreed with the plan proposed by Sievers, Shaker agreed that she would draft this recommendation up for presentation to the board at the November meeting when the annual library closures are voted on.

Adjournment

A Motion made by Sievers to adjourn the meeting at 4:53. The motion was seconded by Radomski. The motion passed with all in favor.

Respectfully submitted,

Pilar Shaker
Director