

**MINUTES
LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT
BOARD OF TRUSTEES' MEETING
LAS VEGAS, NEVADA
April 21, 2022
(Approved on May 19, 2022)**

The Board of Trustees of the Las Vegas-Clark County Library District met in regular session at the Centennial Hills Library, Las Vegas, Nevada, at 6:00 p.m., Thursday, April 21, 2022.

Present: Board: B. Wilson, Chair E. Foyt
N. Waugh K. Whiteley
K. Rogers J. Jiron
F. Ortiz J. Melendrez

Counsel: G. Welt

Absent: K. Benavidez
S. Ramaker

Staff: Kelvin Watson, Executive Director
Numerous Staff

The meeting began at 6:00p.m.

Roll Call and Pledge of Allegiance (Item I.) All members listed present above represent a quorum. Appendix A. Chair Wilson led attendees in the Pledge of Allegiance.

Public Comment (Item II) None.

Agenda (Item III.) Trustee Waugh moved to approve the Agenda as proposed.
There was no opposition and the motion carried.

Executive Session Discussion regarding the Executive Director's performance evaluation for the period February 1, 2021 through July 1, 2022. (Item IV.A) Chair Wilson made a motion to amend Agenda Item# IV.A to "Executive Director's performance evaluation for the period February 1, 2021 through February 1, 2022 through the fiscal year ending June 30, 2022."
There was no opposition and the motion carried.
Closed session began.

Approval of Proposed Minutes of Board of Trustees Meetings on March Trustee Waugh moved to approve the Minutes of the Board of Trustees Meeting held on March 10, 2022 and the Finance and Audit Committee Meeting held on April 11, 2022. Trustee Rogers second the motion.

**10, 2022 and the
Finance and Audit
Committee Meeting
on April 11, 2022.
(Item V.)
Chair's Report
(Item VI.)**

There was no opposition and the motion carried.

Chair Wilson allowed Trustee Waugh to report on his involvement with the Library District and the organization he works for, Nevada Homeless Alliance on the Cell Phone Lending Program. Trustee Waugh reported that through a grant, the Library District was able to lend phones to people experiencing homelessness and low-income individuals. The devices received were, Motorola Moto G Pures. Each phone comes with a case, 18-month service plan, unlimited talk, text, data, and wireless hotspot at no cost to the individuals, without ID requirements. There was a total of 358 available for distribution. 146 of those phones were distributed at the launch event. The recipients were happy and grateful to receive the phones. Trustee Waugh also reported that there was also a resource fair offered at the event. 25 people received vaccines.

**Library Reports
(Item VII.)**

**Executive Director's
Report
(Item VII.A.)**

Kelvin Watson, Executive Director thanked Trustee Waugh and Trustee Jiron for attending the Cell Phone Lending launch event. Director reported that dignitaries were also in attendance- Congresswoman Susie Lee, County Commissioner Segerblom, and District Attorney Steve Wolfson. Director Watson thanked everyone involved in the planning and execution of the cell phone lending program: from IT- Mr. Al Prendergast, Ron Melnar, Nadine Griego, Jocelyn Bates, Maria Eufemio; from Community Engagement- Matt McNally, Kristin Kennedy-Larsen, Ryan Neely, Jen Weitz, Suzanne Scott, Glenda Billingsley, Andrew Brannon, Jeremy Klewicki, Ben Saint-Louis, Amiel Bravo, Robert Wilson, Chelsea Snead; from Branding and Marketing- Betsy Ward, Ayelen Milan Lisa Jacob, Gene Kilchenko; from Development- JoAnn Prevetti and Sherry Walker, from Library Operations, Robin Gaebler and Megan Nykodym; from Finance Services- Anita Lai.

Director Watson reported that the Library District won, by a unanimous jury vote, the American Library Association Library of the Future Award for bringing the library to transit riders through RTC partnership. The Library of the Future Award honors an individual library, library consortium, group of librarians, or support organization for innovative planning, for applications of or development of patron training programs about information technology in a library setting.

All other details can be found in the written report.

**Library Operations,
Security Reports
and Monthly
Statistics
(Item VII.A.1.a)**

No questions.

Branding and Marketing Report and Electronic Resources Statistics (Item VII.A.2.a.)

No questions.

Community Engagement Report and Monthly Statistics (Item VII.A.2.b.)

No questions.

Development and Planning Report (Item VII.A.2.c.)

No questions.

Information Technology Report (Item VII.A.2.d.)

No questions.

Financial Services Report (Item VII.A.3.a.)

No questions.

General Services Report (Item VII.A.3.b.)
Human Resources Report (Item VII.A.3.c.)

No questions.

No questions.

Chair Wilson accepted the Library Reports.

Unfinished Business (Item VIII.)

None.

New Business (Item IX.)

Consent Agenda (Item IX.A.)

None.

Regular Agenda (Item IX.B.)

Discussion and possible Board action regarding the Executive Director's performance evaluation for the period of February 1, 2021 through June 30, 2022. (Item IX.B.1.)

Chair Wilson reported during the executive session a performance review was done of the Director and the rating from the over-all Board exceeded expectations.

Each Board member shared their thoughts to Director Watson:

Chair Wilson- *I don't know what we did to deserve you, Kelvin. I am so grateful with every passing day that you left Florida to come here and call this your home. The difference from when I joined this Board to now, it's unbelievable to me what a change in leadership can do and how much an organization can just change from the top down so quickly and so drastically. The amount of progress and vision you have to get programs done, I've never seen you stand behind a desk barking out orders. Every time I see you, I'm trying to chase you down somewhere. Everyone trying to keep up with you to get the job done and it is just a thing of beauty to watch. I don't know any other way to express my appreciation, other than it's just a joy to watch you work. Every day as a taxpayer -- forget being a Chair, as a taxpayer, I feel like I'm getting kind of one heck of a bargain for what we get for our penny with you.*

Trustee Jiron- *Director Watson has far exceeded all of our expectations. So much of what you said Chair Wilson was absolutely accurate, but I feel like he's brought this teamwork approach to this District and leads by example. And he has created an environment for everyone where we all want to excel and we all want to exceed, and we all want to be a part of it, and buy into it, and do our best. I'm so incredibly proud of Director Watson and the entire staff. I think that he has shown us all how to think outside of the box and has shown us ways that we can serve the community that we never thought we could serve the community in those ways and just has created this wonderful, wonderful situation here where the District is providing such amazing things. I feel so much from the staff, from everyone who works with him, this new passion for what they're doing and this new excitement and being a part of this. So you can't put a value on that, so thank you.*

Trustee Foyt- *We knew we were getting a rock star when we hired him, there's no doubt about that but you, as others have said far exceeded our expectations. One of the things that I asked during the time that we were interviewing for the position was that -- did you understand that you would be the face of the library out into the community, would you be active, would you do this because that was lacking. It was severely lacking. And you are. I'm proud to introduce you to people, delighted when you see people that you've made connections with. And they're not just in passing, they're not connections of convenience. You have made deep friendships here; you've opened doors for us. Proud to call you my friend. Thank you.*

Trustee Waugh- *I wanted to save most of my praise for Director Watson separately, Director Watson is my first -- he's my first Executive Director since I've been on this Board, and you always remember your first. But it's one of those things is when I'm out in the community and I'm meeting with County Commissioners and I'm there to talk about housing*

and homelessness is at the end it always turns around to oh by the way, your Executive Director is fantastic. And so it's just the passion that you've brought to this position and the relationship in the community, you know, you're out in the community, you're going to events, you're meeting with community groups, and you do it all for the right reasons. Even when folks will stand there and read you the definition of what a library is, you take that in stride and you have this grace and poise that, even on the bad days, you never let it get you down. And that's something, I know we can all aspire to be but you personify what it is to lead this District in a very positive and I'm fortunate to have you be a part of this and excited we've made history in this District, you've made history in this District, and I'm looking forward to seeing what comes next.

Trustee Ortiz- Through you, first of all, this Library District is a Top Tier 1 Library, so there's a lot of expectations that we not only be the best but keep moving and changing. And trying to turn a ship is really, really hard. So real quick, this Library District is responsible for 8.8 million books, 2.4 million unique visits, 3.3 million number of items in the collection, 1.3 million collection computer uses. It's responsible for 262,800 children and adult. But what does that mean? That means that we are responsible for a lot of individuals. And when I say we, we just give the policy, and the Director implements it. He's done a fantastic job, he exceeded expectations, he's allowed the staff to bring forward and participate in the programming. The staff has changed, you see smiles on their faces, almost everybody. I don't think I've not seen anybody without a smile. And he believes in the staff, he trusts the staff, and he's really deserving, if I can use that word, of the merit increase and whatever we give him because this is a monster operation. And if those numbers didn't sink in, I would invite you to look them up. It's a monster operation because we not only deal with that but with 2.4 million individuals here in Southern Nevada because I do know the Henderson, North Las Vegas and other entities are using our library services and we don't turn them down. So congratulations again. Thank you for being part of the District. And proud to say that I was the Chair at the time he got hired and it was not a mistake. It was -- he really has brought us forward with new ideas, recognition, and thank you, again. You've done a great job.

Trustee Melendrez- What I would add to that is that from one old-timer community organizer to another community organizer, I think we model the behavior that we want to see in our staff and our community and Kelvin does, to the ultimate level, what this kind of position can be and the impact that it can have in our communities. And, you know, I've been a fan of our library for a long time. My kids were young and small and every Saturday being at playtime and reading books and all this good stuff. And so the effort and the initiative that Kelvin's taking on in the short time that he's been with this library has really moved a lot of different areas forward. I agree with Trustee Ortiz about the shift in the staff approach and how they look at things. You can see it in the energy, you can see it in the pride in the work. And again, I think -- Kelvin shared this -- we just got recognized again by ALA for our work on a

national level and that, again, speaks to the level of commitment and work that our Executive Director and all of our staff put in. So again, thank you, Kelvin and the way that model leadership, your work ethic, it's paying off for the good of the library, and more importantly for the good of our staff, and more importantly for the good of our constituents who use the libraries. So thank you for that.

Trustee Rogers- I certainly agree with all the comments that have been said, all deserving and more. And I would just say that, you know, going back to what Trustee Ortiz said about being on the committee and I just was impressed when all the questions -- you never wrote one question down in your interview but you always responded thoroughly to all the components of the -- of our questions which I was thoroughly impressed by and I told you that afterwards. And I had the distinct pleasure of being able to call you to let you know that we selected you as our candidate so that was a great connection point for us, and I think we've sort of just grown since. And similar to what Jose said, we interact in a lot of the same community circles and all I hear is hey, you all got lucky. You have a rock star. Keep him as long as you can. We certainly appreciate, I appreciate all the work that you do, the dedication, and I think it sort of culminates in the email that we got a couple meetings ago from one of the employees here in the library for such a long time who said that she sent him an email and asked him to come and speak with my staff at a retreat or something and you showed up. And she said hey, I have been sending this email to the previously predecessors and never got a response. So I think that just sort of exemplifies how you approach your work, and how caring you are, and how you always make time to make a difference. And so I certainly appreciate that, and I've tried to emulate some of that in some of the things that I do as well. So I appreciate it and continue the great work. You set a high standard for this first evaluation, so we're looking forward to where you're going to take us over the next evaluation period. So, congratulations.

Trustee Whitley- I echo what everyone else has said. I've said this a couple of times on this Board, libraries are sacred places for me. Prior to joining the Board I was, you know, a self-described fan girl or library evangelist, whatever you want to call it. I love the District and have been a patron for many, many years and I could not be happier to have Kelvin leading the District. He has just shown intense creativity, flexibility, tenacity in something -- in a year that I'm sure has been challenging, right? The community is still changing with COVID-19. Change in general in any organization is really hard. Even when it's good change, it's still hard, it's challenging for an organization to navigate and Kelvin has really taken the helm and navigated the transition with incredible skill right from the jump. I think that's something that stands out for me. We started sort of at the same time and there was really no warm-up period. There was no like I'm going to get my sea legs for three, four, five, six months. It was here are the ideas I have, here are the things I want to do, how can we do this, what ideas do you have, what can we do and it's just stunning to me all that he's accomplished in this first year. The bus program is fantastic. The phone program is fantastic. The vending machines are fantastic. And there's just so much

more and I know there's so much more in his mind as well. You know, Kelvin, your community engagement is just top notch. We know when we get people through these doors either -- even one of the branches or online that they can then get a real good idea of what we can experience for them and what they can experience through our services. And when we can just get them a taste, that's how we convert them and you being out there in the community evangelizing for the library and all of its different -- in all the different areas that you do, really helps us get people on board and get people through the door so that this incredible staff that you have can then, you know, continue to show them that, you know, libraries do that. So anyway, Kelvin, I've relished our conversations, I am thrilled with your ideas, and I am fully confident in your vision for the future of the Library District.

Chair Wilson reported and made a motion that in the Executive Session, the Board recommended a performance merit which will be a prorated 16-and-a-half months' worth of the normal COLA and merit increase- the COLA for February 2021 through June 2022 will be \$8,690, effective April 16th of 2022. Merit for February 2021 through June 2022 of \$9,433, effective April 16th, 2022. This will bring the Director's new base rate to \$238,123. Trustee Waugh second the motion.

There was no opposition and the motion carried.

Director Watson thanked everyone for their remarks. He also thanked the staff for their support.

Review of Employee Benefits (Indirect Compensation) survey results. (Item IX.B.2)

Jeff Serpico, Human Resources Director introduced Mike Harary and Georg Krammer from Koff and Associates who presented the Employee Benefits (Indirect Compensation) survey results. **[Mike Harary presented pages 110- 119 of attached presentation into the record]**

No action taken.

Discussion and Possible Board Action to implement the Wage Analysis compensation recommendations for the Administrative Team. (Item IX.B.3)

[Mike Harary of Koff and Associates presented pages 123-128 of attached presentation into the record]

Chair Wilson made a motion to:

1. Implement the pay grades and associated pay ranges recommended by Koff and Associates;
2. Freeze the pay ranges recommended by Koff and Associates for a period of 24-months; and
3. After July 1, 2022, on an annual basis, charge the Executive Director to provide a performance merit increase and general increase (COLA, Market etc.) recommendation to the Board of Trustees, independent of all Collective Bargaining Agreements, for approval.

Trustee Waugh second the motion. There was no opposition and the motion carried.

Trustee Ortiz thanked Director Watson and Mr. Serpico for presenting the information that has been requested for a while to make sure staff is sufficiently and equally paid. Trustee Ortiz stated he was happy with freezing the pay because it is public money that needed justification. He felt the days off given from the Library District was a good benefit for staff that other places weren't giving. He explained that the sick leave given was generous and he was not okay with staff quitting after one-three years, and being allowed to take their sick leave. Trustee Ortiz stated that he is in favor with all three recommendations after receiving the study information.

**Announcements
(Item X.)**

The May Board meeting will be held on Thursday, May 19, 2022, at 5:00pm. Location: Windmill Library, 7060 W Windmill Ln, Las Vegas, NV 89113.

The June Board meeting will be held on Thursday, June 9, 2022, at 5:00pm. Location: West Charleston Library, 6301 W Charleston Blvd, Las Vegas, NV 89146.

The July Board meeting will be held on Thursday, July 14, 2022 at 5:00pm. Location: East Las Vegas Library, 2851 E Bonanza Rd, Las Vegas, NV 89101.

**Public Comment
(Item XI.)**

1. Email from: Anahi Bravo, 7112 Pinelake Rd, Las Vegas, NV 89145

[Read into the record by Eboni Nance, Executive Assistant]

To the Board of Directors,

Morale in the district has significantly dropped and I believe the Board Members should be as concerned as staff members are.

I am requesting a change in the way staff and other people can voice their opinions on certain matters.

The current requirements set to make a public comment, ie requiring to add your legal name and address, is unnecessary. Frankly, this discourages staff members from voicing their concerns during board meetings. It is commonly known within the library district, that retaliation in voicing ones opinion is very much alive. Particularly if that opinion is negative towards those in power. The changes that I am asking the board to make in regards to this regulation is to implement constructive criticism within the library and management. This will also guarantee staff anonymity and protect us from any retaliation. I am stepping up now with my name out in the open, because I believe in the District and I believe we are capable of change. The need for change outweighs my fear of retaliation.

In terms of management, I would like to request staff's input to be taken into account when evaluating anything from Branch Manager to the Executive Director. I believe this is important information to consider because, according to HR as part of our Mental Health Campaign and Playbook Strategy to become a "*Public Employer of Choice*", we cannot achieve that if higher management is being evaluated by people who do

not work with them day to day. It is easy to put a facade once every six months, for this reason, I believe that staff input is necessary and overdue.

Thank you.

2. Nephi Khaliki, 2800 South Highland Drive.

I want to thank you guys for welcoming our organization to come and hold an event. I realize that it has been controversial but a lot of things on whatever side you're on is controversial to the other. I appreciate the accommodations that were made to us, to allow us to also enjoy our library. I do things differently, just like I think a lot of people in our society do things differently. And what makes the world a beautiful place is our ability to hopefully try to laugh at things and to learn something.

I had a friend of mine years ago that complained that he couldn't find the money to do a quality education and I said nobody's keeping you out of the library. I want to say that I'm impressed with how you guys have treated our group and accommodated us. And if the Clark County School District was run the way you've run this organization, we'd be Number 1 in education. Thank you.

3. Comiesha Monica Lenoir, 1020 Desert Inn, Las Vegas, Nevada 89106.

Mr. Khaliki came under fire for a presentation he gave in your library. I'm just going to point out a few things. Freedom of speech is a principle that supports the freedom of an individual or a community to articulate their opinions and ideas without fear of retaliations, censorship, or legal sanction. But a lot of people forget there's an exception to the rule. Excitement, fighting words, obscenity, defamation, commercial speech, compelling interest.

Mr. Khaliki could have fallen under defamation, which is a false statement about another person or group that tends to damage the reputation of that person. It is unprotected under the First Amendment. It is not a crime; it is a tort in all jurisdictions, however, you can be sued civilly for this. But I do think in Mr. Khaliki's favor that there wasn't actual malice or he acted reckless in disregard for the truth.

I don't be -- I believe he should be given another chance to give an event because I know him, and I know that he's not racist. I mean, he might be watching too many movies with stereotypes and perpetuation that and getting -- and being offensive to get people's attention. But the truth is, I know him personally, and he even talks about himself in the videos that were shown.

So I say all of this to say that hopefully he'll be given another chance because what he's doing for the community, for people like me, who are afraid of guns and things like that, he's giving us an opportunity to understand why our Second Amendment right is important. And I'm with the Las Vegas Tribune and running for US Congress. Thank you.

**Adjournment
(Item XII.)**

Chair Wilson adjourned the meeting at 8:06 p.m.

Respectfully submitted,

Elizabeth Foyt, Secretary

