

**DETROIT LIBRARY COMMISSION PROCEEDINGS
REGULAR MEETING
MARCH 21, 2023**

NOTED

This meeting was held in Main Library's Galleria. Due to COVID-19 restrictions, seating capacity was limited to the first 25 guests, and seating was arranged to provide social distancing. The meeting was also available for virtual viewing.

President Hayden Friley called the Regular Meeting of the Detroit Library Commission to order at 1:38 p.m.

Present: President Hayden Friley, Commissioners Frierson-Haynes, Hicks, Jackson, Short. Commissioner Adams joined the meeting at 1:57 p.m.

Excused: Commissioner Peterson-Mayberry

Administrative Staff: Mondowney, Brown, Dale, Funchess, Korenowsky, Moore, Norfolk, Powell, Simon, Simmons, Williams

Present Also: Russ Bellant, Cheryl Blessett, Douglass Blount, Maria Bryson, Stacy Brooks, Kenneth Cannon, Enid Clark, India Davis, Leiann Day, Cindy Darrah, Deborah Dorsey, Katie Dowgiewicz, Ken Gabriel, Kae Gates, Randy Gies, Alexis Griffin, D'Andre Herron, Elena Herrada, Augustus Hill, Imara Hyman, Dee Jones, J. Lawson, R. Lee, Deborah Madison, Tracy Massey, Vernadette McAllister, Timothy McKelton, Cindy Mough, Tasleema Muntaqim, Carolyn Mosley, Dan Patton, Christine Peele, Yvette Rice, Pheia Smith, Brian Vance, Cynthia Walton, Mattie Wiggins, Carolyn Winfrey, Tracey Wyatt

NOTED

Commissioner Hicks asked to amend the agenda to add a proposed resolution that he prepared. The resolution protects Detroit Public Library funds from encroachment by non-public Library interests.

President Hayden Friley stated that it could be presented under old business.

APPROVAL OF THE MEETING MINUTES

COMMISSION ACTION

Commissioner Short moved approval of the Regular Meeting Minutes of February 21, 2023. Commissioner Jackson supported.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The minutes were approved as presented.

PUBLIC COMMENTS

Imara Hyman – Expressed her concerns about status of the Conely Branch reopening.

Mr. Cledos Powell, Assistant Director for Facilities, stated that once the bids are received and a vendor is selected, DPL will get a better timeframe of when the work will be completed and the Branch reopening.

Elana Herrada – Expressed her concerns about tax captures and the Bowen Branch not being handicapped accessible.

Mrs. Mondowney explained that none of the issues at the Bowen Branch have been ignored. The Bowen Branch had received a comprehensive assessment and some of the issues have been addressed. However, because of its age, retro-fitting the building to be handicapped accessible is challenging.

Commissioner Short asked about having Bowen Branch assessed by a company that specializes in older buildings.

Mr. Powell stated that the Bowen Branch had been assessed by an architectural firm that specializes in older buildings, however, the entire Bowen Branch would have to be revamped to become totally handicapped accessible because of its age.

Russ Bellant – Expressed his opposition to increasing tax captures of Library millage revenues.

REPORT OF THE PRESIDENT

In response to the discussion on the Libraries housed in older buildings, President Hayden Friley said that she would like the City of Detroit to consider building a new state-of-the-art Library.

REPORT OF THE EXECUTIVE DIRECTOR

Clarence M. Burton Historical Collection Re-opens

Mrs. Mondowney reported that the Burton Historical Collection, closed due to the June 26, 2021 flooding, is now open by appointment only. Information about scheduling appointments for the Special Collections, including the Burton Collection, the E. Azalia Hackley Collection and the Ernie Harwell Sports Collection, is available on the Library's website, detroitpubliclibrary.org. We greatly appreciate the tremendous efforts of the Special Collections staff to re-open the Collection.

2023 African American Booklist

Mrs. Mondowney reported that our 2023 African American Booklist, *Beyond the Kitchen: The Culinary Legacy of African Americans*, is now available at all DPL locations. The Booklist features the work of Toni Tipton-Martin, a journalist and scholar, who is known for her comprehensive research and insightful writing about Black cooks and cookbooks. The Booklist also includes a conversation between Detroit's own Phil Jones, award-winning chef extraordinaire and Lyndsay C. Green. Ms. Green is the Detroit Free Press' first Black dining and restaurant critic. Thank you to the dedicated teams that made this year's Booklist possible.

Selected Upcoming Programs

Mrs. Mondowney reported the following:

- At 2 p.m., on Saturday, April 1, 2023, DPL will welcome Dr. Maryemma Graham, for a discussion of her book *The House Where My Soul Lives: The Life of Margaret Walker*. Dr. Graham is a Distinguished Professor of English at the University of Kansas, and Founding Director of "The History of Black Writing Project." Facilitating the conversation with Dr. Graham will be Dr. Melba Joyce Boyd, Distinguished Professor, in the Department of African American Studies at Wayne State University. The program will be held in the Main Library's Galleria.

- The Franklin Branch is offering ongoing “Computer and Mobile Electronics Assistance” on Tuesdays, 6-7 p.m. and Saturdays, 1-2 p.m., through December, 2023. DPL staff will be available to help library customers become more tech-savvy on phones, tablets and laptops.
- DPL is partnering with the Michigan Financial Wellness Network to promote Financial Literacy Month in April. The month will feature the “Smart Money Michigan Kids Read!” book, *Owl and Otter and the Big Yard Sale*, by Andrea Mills. Children ages 3-7 will learn about money basics and will receive a free copy of the book, thanks to the Michigan Credit Union Foundation. Details about these financial literacy programs will be available on the Library’s website, detroitpubliclibrary.org.

Wayne County

Mrs. Mondowney reported that on February 10, 2023, the Library received a payment of \$27,721.35 for delinquent property taxes.

State of Michigan

Mrs. Mondowney reported that the Library received a state aid payment of \$20,536 for the Library for the Blind and Physically Handicapped.

COMMITTEE ON ADMINISTRATION

Approval of the UAW-Local 2200 Collective Bargaining Agreement (CBA)

The Human Resources Department is requesting the approval and signature(s) of the Detroit Library Commission for the recently negotiated UAW Collective Bargaining Agreement (CBA).

The Collective Bargaining Agreement (CBA) for UAW expired on June 30, 2022. Negotiation sessions were held on the following dates: July 8, 2022, July 22, 2022, August 5, 2022, August 19, 2022, September 8, 2022, October 21, 2022, and November 22, 2022.

*All Management proposals were presented and approved by Jo Anne G. Mondowney, Detroit Public Library Executive Director before presented to the Unions.

The following comprise the negotiation teams for Management and UAW:

Minutes were approved at the April 18, 2023 Commission Meeting

Management:

Name	Title	Department	Role
Jo Anne G. Mondowney	Executive Director	Detroit Public Library	Advisor
Trinee Moore	Director	Human Resources	Lead Negotiator
Tiffani Simon	Assistant Director	Human Resources	Alternate Lead Negotiator
Margaret Bruni	Director	Public Services	Negotiation Team Member
Antonio Brown	CFO	Finance and Business Office	Negotiation Team Member
Cindy Mough	Supervisor	Payroll Services	Negotiation Team Member
Karen Garrette	Generalist	Human Resources	Negotiation Recorder

UAW Representatives:

Name	Title	Union Designation	Role
Sammy Wright	International Representative (Region 1)	UAW	Lead Negotiator
Christine Peele	Manager	UAW Local 2200 President	Negotiation Team Member
Stacy Brooks	Manager	UAW Local 2200, APL Unit Vice President	Negotiation Team Member
Ina Sue Nairn	Manager	UAW Local 2200, APL Unit Bargaining Committee Member	Negotiation Team Member
Janet Batchelder	Coordinator of Major Activity	UAW Local 2200, APL Unit Steward	Negotiation Team Member
Kalana Gates	Assistant Manager	UAW Local 2200 Unit Chair	Negotiation Team Member

The Union voted to ratify the contract on December 9, 2022. The contract duration is for four years (June 30, 2022-June 30, 2026).

The agreed upon contract updates include:

- Article 12 (Holidays and Holiday Premium) – Added Juneteenth as a holiday.
- Article 15 (Layoff, Furlough and Recall) – Updated language – Added the words “furlough”/and “furloughed” throughout article.

Minutes were approved at the April 18, 2023 Commission Meeting

- Article 18 (Longevity) – “An annual longevity payment will be paid to full-time eligible employees who are on the payroll as of December 1 (the annual payment date) prior to July 1, 2021...”
- Article 25 (Professional Development) – Added: “Employees who have been employed by the Detroit Public Library on a full-time basis for (6) months will be eligible for refund of professional membership fees for organizations related to classifications used by the Library.”
- Article 27 (Promotions) – Updated interview search committee and interview process language.
- Article 30 (Special Conferences) – Updated language to include: “Such conferences shall be between no more than two (2) representatives and a recorder of the Employer and no more than two (2) representatives and a recorder of the Union. When a Subject Matter Expert (SME) or Subject Matter Experts (SME) are needed for a particular area or topic the number of participants can be increased with advance notice to both parties.”
- Article 34 (Vacations) – Vacation allowance documentation revised; selected pay day documentation revised.
- Article 38 (Working Conditions and Shift Premium) – Language updated as follows: “The normal work week for full-time employees shall consist of forty (40) hours during any one Monday through ~~Sunday-Saturday~~ period. **Sunday will not be scheduled as a regular work day. Sunday is an Off Day for all agencies.) Work on Sunday will be considered Overtime in accordance with Article 21.02, 21.03.** Also revised language regarding indoor temperature in reference to when heat relief time will be granted (eighty-two degrees or greater).
- Added New Article – Part-time Substitute Librarians.
- Local 2200, Detroit Public Library Wage Proposal Counter accepted by Management:
 - Effective July 1, 2022 (FY7/1/2022 – 6/30/2023) 3% wage increase across the board
 - Effective July 1, 2023 (FY7/1/2023 – 6/30/2024) 3% wage increase across the board
 - Effective July 1, 2024 (FY7/1/2024 – 6/30/2025) Wage reopener **starting** at 2% across the board
 - Effective July 1, 2025 (FY7/1/2025 – 6/30/2026) Wage reopener **starting** at 2% across the board

The fiscal impact of the union negotiation per fiscal year is the following:

- FY2023 (7/1/2022 – 6/30/2023) = \$147,214.30 increase in salaries
- FY2024 (7/1/2023 – 6/30/2024) = \$151,630.73 increase in salaries
- FY2025 (7/1/2024 – 6/30/2025) = \$104,119.77 increase in salaries
- FY2026 (7/1/2025 – 6/30/2026) = \$106,202.16 increase in salaries

The total increase in salaries estimated over the next four fiscal years for the negotiated CBA for the UAW contract is \$509,166.96.

Minutes were approved at the April 18, 2023 Commission Meeting

Authorization is requested to approve and implement the negotiated CBA for UAW contract.

COMMISSION ACTION

Commissioner Jackson moved approval of the UAW-Local 2200 collective bargaining agreement (CBA). Commissioner Adams supported.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Adams | Yes |
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The motion passed unanimously.

Approval of the International Union of Operating Engineers (IUOE) – Local 324 Collective Bargaining Agreement (CBA)

The Human Resources Department is requesting the approval and signature(s) of the Detroit Library Commission for the recently negotiated International Union of Operating Engineers – Local 324 Collective Bargaining Agreement.

The Collective Bargaining Agreement (CBA) for the International Union of Operating Engineers – Local 324 expired on September 30, 2022.

Negotiation sessions were held on the following dates: August 31, 2022, September 9, 2022, September 28, 2022, October 20, 2022, and November 1, 2022.

*All Management proposals were presented and approved by Jo Anne G. Mondowney, Detroit Public Library Executive Director before presented to the Unions.

The following comprise the negotiation teams for Management and IUOE:

Management:

Name	Title	Department	Role
Jo Anne G. Mondowney	Executive Director	Detroit Public Library	Advisor
Trinee Moore	Director	Human Resources	Lead Negotiator
Tiffani Simon	Assistant Director	Human Resources	Alternate Lead Negotiator
Margaret Bruni	Director	Public Services	Negotiation Team Member
Antonio Brown	CFO	Finance and Business Office	Negotiation Team Member
Cindy Mough	Supervisor	Payroll Services	Negotiation Team Member
Cledos Powell	Assistant Director	Facilities	Negotiation Team Member
Randy Gies	Manager	Facilities, Building and Trades	Negotiation Team Member
Karen Garrette	Generalist	Human Resources	Negotiation Recorder

IUOE Representatives:

Name	Title	Union Designation	Role
Brian Berg	Business Representative	International Union of Operating Engineers – Local 324	Lead Negotiator
Timothy McKelton	Acting Chief Refrigeration Equipment Operator	International Union of Operating Engineers – Local 324 – Union Steward	Negotiation Team Member

The Union voted to ratify the contract on November 1, 2022. The contract duration is for three years (October 1, 2022-October 1, 2025).

The agreed upon contract updates include:

- Article 1 (Recognition of Union) – Deletion – Boiler Operator-Low Pressure designation
- Article 18, Section G (Hazard Pay language added.)

Minutes were approved at the April 18, 2023 Commission Meeting

- Article 11 (Seniority Definitions) – Copy of list to be provided to Union upon request.
- Article 23 (Holidays and Excused Time Off) – Juneteenth holiday added.
- Article 26 (Travel Allowance): Original name, (International Union of Operating Engineers Local 324 Stationary Education and Apprenticeship Fund), changed to: International Union of Operating Engineers Local 324 Journeyman and Apprentice Training Fund Inc.
- Article 34 (Longevity) – Suspended in fiscal year where budgeted expenses exceed budgeted revenues without the use of fund balance.
- Schedule A (Wage Adjustment Schedule & Paycheck Information) – Removed Boiler Operator-Low Pressure designation – Position eliminated from the classification.
- Correction of Payroll Errors – Deleted selected language to be consistent with the UltiPro system.
- Provision I: Revised to reflect that the City of Detroit determines benefits packages applicable to all Detroit Public Library employees.
- Provision II (Central Pension Fund of the International Union of Operating Engineers): Increased the Employer contribution to \$.50 per hour beginning October 1, 2022.
- Management Salary Classification proposal accepted by Union for IUOE Chief REO, REO I and REO II.
- Management Wage Counter Proposal for IUOE accepted by Union:
 - Effective July 1, 2022, 3% across the board increase
 - Effective July 1, 2023, 3% across the board increase
 - Effective July 1, 2024, Wage reopener

The fiscal impact of the union negotiation per fiscal year is the following:

- FY2023 (7/1/2022 – 6/30/2023) = \$3,411.48 increase in salaries
- FY2024 (7/1/2023 – 6/30/2024) = \$3,513.82 increase in salaries
- FY2025 (7/1/2024 – 6/30/2025) = \$2,412.82 increase in salaries

The total increase in salaries estimated over the next three fiscal years for the negotiated CBA for the IUOE contract is \$9,338.12.

Authorization is requested to approve and implement the negotiated CBA for IUOE – Local 324 contract.

COMMISSION ACTION

Commissioner Jackson moved approval of the International Union of Operating Engineers (IUOE) – Local 324 collective bargaining agreement (CBA). Commissioner Short supported.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Adams | Yes |
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The motion passed unanimously.

Approval of the AFSCME 1259 Collective Bargaining Agreement (CBA)

The Human Resources Department is requesting the approval and signature(s) of the Detroit Library Commission for the recently negotiated AFSCME 1259 Collective Bargaining Agreement (CBA).

The (CBA) for AFSCME 1259 expired on June 30, 2022. Negotiation sessions were held on the following dates: May 20, 2022, May 27, 2022, June 30, 2022, July 20, 2022, September 19, 2022 and November 10, 2022.

*All Management proposals were presented and approved by Jo Anne G. Mondowney, Detroit Public Library Executive Director before presented to the Unions.

The following comprise the negotiation teams for Management and AFSCME 1259:

Management:

Name	Title	Department	Role
Jo Anne G. Mondowney	Executive Director	Detroit Public Library	Advisor
Trinee Moore	Director	Human Resources	Lead Negotiator
Tiffani Simon	Assistant Director	Human Resources	Alternate Lead Negotiator
Margaret Bruni	Director	Public Services	Negotiation Team Member
Antonio Brown	CFO	Finance and Business Office	Negotiation Team Member

Minutes were approved at the April 18, 2023 Commission Meeting

Cindy Mough	Supervisor	Payroll Services	Negotiation Team Member
Talisha Williams	Assistant Director	Security Operations	Negotiation Team Member
Karen Garrette	Generalist	Human Resources	Negotiation Recorder

AFSCME 1259 Representatives:

Name	Title	Union Designation	Role
Melvin Brabson	Staff Representative	Michigan AFSCME Council 25 Staff Representative	Lead Negotiator
Ron Bryant	Security Officer	AFSCME 1259 President	Negotiation Team Member
Deborah Madison	Senior Clerk	AFSCME 1259 Chief Steward	Negotiation Team Member
Enid Clark	Technical Services Assistant	AFSCME 1259 Treasurer	Negotiation Team Member
Tasleema Muntaqim	Senior Customer Service Representative	Executive Board	Negotiation Team Member

The Union voted to ratify the contract on December 19, 2022. The contract duration is for five years (June 30, 2022-June 30, 2027).

The agreed upon contract updates include:

- Article 8 (Special Conferences) – Added language: “When a Subject Matter Expert (SME) is needed for a particular area or topic the number of participants can be increased with advance notice to both parties.”
- Article 13 (Seniority) – Updated language to read: “Non-Bargaining Unit: When a non-bargaining unit member that never held a position in the bargaining unit or no other bargaining unit within the library, shall come in as a new hire.”
- Article 26 (Working Hours – Shift Differential) – Increased from fifty-five cents (\$0.55) to seventy-five cents (\$0.75) per hour for second shift, and a premium of one dollar (\$1.00) per hour for a third shift – increased from sixty-five cents (\$0.65).
- Article 30 (Longevity) – “No additional staff will qualify to receive annual longevity benefits if he or she was not eligible for the benefit prior to July 1, 2021.”
- Article 32 (Holidays and Excused Time Off) – Added Juneteenth as a holiday.
- Article 39 (Protective Clothing Allowance) – Increased one (1) clothing allowance payment per fiscal year from \$170.00 to \$250.00.

Minutes were approved at the April 18, 2023 Commission Meeting

- Article 40 (Tuition Refund) – Increased the following amounts for all full-time employees:
 - \$800.00 \$900.00 for employee development
 - \$900.00 \$1,000.00 for undergraduate programs
 - \$1,000 \$1,100.00 for graduate programs
- Article 42 (Working Conditions) – Language revised regarding indoor temperature in reference to when heat relief time will be granted (eighty-five degrees or greater).
- Article 43 (Security Officer Schedule) – Schedule for tours of duty revised.
- Management Proposal of Title Change – Management proposed a title change of the AFSCME 1259 Class Code 449032 from Library Supervisor Security Officer to Security Officer-in-Charge or Lead Security Officer.
- Schedule B (Salary Schedule, Correction of Payroll Errors, Direct Deposit of Paychecks, Paychecks, Step Increments) – (Management – Housekeeping: Changeover of payroll system to UltiPro).
- Management Wage Counter Proposal for AFSCME 1259 accepted by Union:
 - Effective July 1, 2022, 3% across the board increase
 - Effective July 1, 2023, 3% across the board increase
 - Effective July 1, 2024, 2% across the board increase
 - Effective July 1, 2025, 2% across the board increase
 - Effective July 1, 2026, Wage reopener

The fiscal impact of the union negotiation per fiscal year is the following:

- FY2022 (7/1/2022 – 6/30/2023) = \$71,229.14 increase in salaries
- FY2023 (7/1/2023 – 6/30/2024) = \$73,366.02 increase in salaries
- FY2024 (7/1/2024 – 6/30/2025) = \$50,378 increase in salaries
- FY2025 (7/1/2025 – 6/30/2026) = \$51,385.56 increase in salaries
- FY2026 (7/1/2026 – 6/30/2027) = \$52,413.27 increase in salaries

The total increase in salaries estimated over the next five fiscal years for the negotiated CBA for the 1259 contract is \$298,771.99.

Authorization is requested to approve and implement the negotiated CBA for AFSCME 1259 contract.

COMMISSION ACTION

Commissioner Jackson moved approval of the AFSCME 1259 collective bargaining agreement (CBA). Commissioner Short supported.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Adams | Yes |
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The motion passed unanimously.

Approval of the AFSCME 1231 Collective Bargaining Agreement (CBA)

The Human Resources Department is requesting the approval and signature(s) of the Detroit Library Commission for the recently negotiated AFSCME 1231 Collective Bargaining Agreement (CBA).

The (CBA) for AFSCME 1231 expired on June 30, 2022. Negotiation sessions were held on the following dates: June 29, 2022, July 20, 2022, August 22, 2022, and September 19, 2022.

*All Management proposals were presented and approved by Jo Anne G. Mondowney, Detroit Public Library Executive Director before presented to the Unions.
The following comprise the negotiation teams for Management and AFSCME 1231:

Management:

Name	Title	Department	Role
Jo Anne G. Mondowney	Executive Director	Detroit Public Library	Advisor
Trinee Moore	Director	Human Resources	Lead Negotiator
Tiffani Simon	Assistant Director	Human Resources	Alternate Lead Negotiator
Margaret Bruni	Director	Public Services	Negotiation Team Member
Antonio Brown	CFO	Finance and Business Office	Negotiation Team Member
Cindy Mough	Supervisor	Payroll Services	Negotiation Team Member
Karen Garrette	Generalist	Human Resources	Negotiation Recorder

Minutes were approved at the April 18, 2023 Commission Meeting

AFSCME 1231 Representatives:

Name	Title	Union Designation	Role
Melvin Brabson	Staff Representative	Michigan AFSCME Council 25 Staff Representative	Lead Negotiator
Charmayne Suttles	Customer Service Representative	AFSCME 1231 President	Negotiation Team Member
Pheia Smith	Customer Service Representative	AFSCME 1231 Vice President	Negotiation Team Member

The Union voted to ratify the contract on December 20, 2022. The contract duration is for five years (June 30, 2022-June 30, 2027).

The agreed upon contract updates include:

- Article 21 (Working Conditions) – Language revised regarding indoor temperature in reference to when heat relief time will be granted (eighty-five degrees or greater).
- Article 25 (Holidays and Excused Time Off) – Juneteenth added as a holiday.
- Article 26 (Funeral Leave) – Language clarified – Re: employee's paid time off (Comp time) and not sick leave or any other benefit.
- Schedule E (Wages and Direct Deposit of Paychecks) – Language updated due to changeover of payroll system to UltiPro.
- Management Wage Counter Proposal for AFSCME 1231 accepted by Union:
 - Effective July 1, 2022, 3% across the board increase
 - Effective July 1, 2023, 3% across the board increase
 - Effective July 1, 2024, 2% across the board increase
 - Effective July 1, 2025, 2% across the board increase
 - Effective July 1, 2026, 1% across the board increase

The fiscal impact of the union negotiation per fiscal year is the following:

- FY2022 (7/1/2022 – 6/30/2023) = \$36,443.95 increase in salaries
- FY2023 (7/1/2023 – 6/30/2024) = \$37,537.27 increase in salaries
- FY2024 (7/1/2024 – 6/30/2025) = \$25,775.59 increase in salaries
- FY2025 (7/1/2025 – 6/30/2026) = \$26,291.10 increase in salaries
- FY2026 (7/1/2026 – 6/30/2027) = \$13,408.46 increase in salaries

The total increase in salaries estimated over the next five fiscal years for the negotiated CBA for the 1231 contract is \$139,456.37.

Authorization is requested to approve and implement the negotiated CBA for AFSCME 1231 contract.

COMMISSION ACTION

Commissioner Jackson moved approval of the AFSCME 1231 collective bargaining agreement (CBA). Commissioner Frierson-Haynes supported.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Adams | Yes |
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The motion passed unanimously.

Approval of the Routine Human Resources Report

The Human Resources Department Report provides information regarding personnel actions taken from February 1, 2023 through February 28, 2023. These actions have been approved by Administration.

APPOINTMENTS (3)

Employee Name	Title	Hire date
Antione Ball	Building Trades General	February 6, 2023
Frank Kijoga	Senior PC Network Technician	February 6, 2023
LaShawn Valentine	Security Officer	February 6, 2023

RETIREMENTS (0)

SICK LEAVE PAYOUTS (0)

TOTAL PAYOUTS = \$0

POTENTIAL RETIREMENTS (3) Pending COD Approval

Employee Name	Title	Last Day Worked
Janet Batchelder	Coordinator	March 10, 2023
Teresa Thomson	Manager	March 31, 2023
Genevieve Oldani-Caruso	Assistant Director	May 12, 2023

Minutes were approved at the April 18, 2023 Commission Meeting

SEPARATIONS (1)

Employee Name	Title	Last Day Worked
Courtney Embry	Security Officer	February 7, 2023

EMPLOYEE HEADCOUNT

<u>Headcount</u>	<u>February 2023</u>	<u>Headcount</u>	<u>February 2022</u>
Budgeted Positions =	325	Budgeted Positions =	325
Active Employees =	229	Active Employees =	173
Furlough Employees =	0	Furlough Employees =	28
Vacant Positions =	96	Vacant Positions =	123

VACANT POSITIONS

POSITION	# OF BUDGETED POSITIONS	# OF FILLED POSITIONS	VACANT POSITIONS
Manager	26	25	1
Librarian III	36	25	11
Librarian I & II	24	18	6
Facilities	17	11	6
TTA	17	14	3
Customer Service Representative	92	48	44
Senior Customer Rep (Clerk)	24	13	11
Senior Accountant	2	1	1
Security Officer	16	12	4
Office Support Assistant	11	10	1
Technical Services Assistant	4	3	1
Sr Dup Devices Operator	1	0	1
Principal Clerk	2	1	1
Shipping Room Assistant	1	0	1
Administrative Assistant	6	5	1
Human Resources	7	6	1
Pre-Professional	3	1	2
Total			96

Only Position Titles with vacancies are listed.

The Human Resources Department is actively recruiting for open positions. 44 of the vacant positions are part-time Customer Service Representative positions. 52 of the remaining vacancies will be filled consistent with the reopening of the branches.

Approval is requested to accept the Human Resources Report as presented.

COMMISSION ACTION

Commissioner Short moved approval of the routine Human Resources report.
Commissioner Frierson-Haynes supported.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Adams | Yes |
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The motion passed unanimously.

COMMITTEE ON FINANCE

Approval of the Routine Finance Report

The following accounts have been examined and found correct by the staff of Business and Financial Operations and ratification of payment is recommended.

<u>Summary of Expenditures</u>			
<u>PUBLIC FUNDS</u>			
<u>PAYMENTS PROCESSED BY CITY OF DETROIT:</u>			
1. Total Payroll	February 2023		\$862,420.86
2. Total Vouchers-processed on FUSION	After 3/13/2020 listed by invoice number & date (processed off-site)		\$354,595.45
3. FY23 Annual Retiree Supplement			0.00
4. FY23 General Retirement System (GRS)			0.00
5. FY23 Q4 Central Staffing Services			0.00
6. FY23 2nd Qtr. Hybrid Pension Payment			0.00
7. FY23 VEBA			0.00
8. FY23 Debt Service Interest for 2014B(1) & 2014B(2) Notes			0.00
Total processed by City of Detroit			\$1,217,016.31
<u>PAYMENTS PROCESSED BY DPL:</u>			
1. Public Funds/Comerica checking	Checks	1381	\$1,849.00
2. Branch & Main Library Deposit Checking account	Checks	8012 - 8038	\$10,467.37
3. Branch & Main Library Deposit Checking accou	Paid 2/08/2023	Electronic Funds Transfer (EFT)	\$2,016.87
Total processed by DPL			\$14,333.24
Grand Total			\$1,231,349.55

<u>Summary of Expenditures</u>			
<u>Restricted/Designated Funds</u>			
1. Burton Endowment Checking	Checks	NONE	\$0.00
2. O'Brien Checking	Checks	4931 - 4933	\$6,161.77
3. Programs & Gifts Checking Account ***	Checks	3000	\$65,873.21
Grand Total			\$72,034.98

*****Programs & Gifts Checking Account:**

\$65,873.21	To transfer WC delinquent tax funds for December 2022 to General Fund
<u>\$65,873.21</u>	

<u>Credit Card Expenditures</u>	
1. Executive Director	\$ -
2. Executive Director's Office-used for general office purpose	250.00
3. Chief Financial Officer	230.76
4. Human Resources Department	945.55
5. Marketing Department	500.26
6. Technical Services	2,115.72
7. Facilities Department	3,220.98
8. Information Technology	25.50
9. Procurement	1,270.51
10. Security	2,356.12
11. Public Services	25.00
Grand Total	\$ 10,940.40
NOTE: These are January 2023 Credit Card purchases	

Minutes were approved at the April 18, 2023 Commission Meeting

COMMISSION ACTION

Commissioner Jackson moved approval of the routine finance report. Commissioner Short supported.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Adams | Yes |
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The motion passed unanimously.

OLD BUSINESS

Commissioner Hicks presented the following resolution for review and approval:

**Resolution To Protect Necessary Detroit Public Library Funds
From Encroachment By Non-Public Library Interests.**

Whereas the education, security and the encouragement of Detroit area youth and adults are within the public purpose of the Detroit Public Library System's mission and that the same public library system has served the interests of our citizens for 158 years starting with a 5,000 book collection and has grown in dramatic fashion inclusive of our main library located on Woodward Avenue and several other branches that are geographically located within the city to serve citizens in connection with their leisure, reading, and educational needs, research, employability needs specifically in providing free access to computers and the Internet, and have in the past been marshalled into service to address public needs in life-threatening cold weather conditions, and in other cases provide safe haven against extreme heat, as well as many other valued programs and services necessary to support our citizens, and

Whereas the citizens of Detroit have prioritized the provision of the above services by enacting a multi-year stable funding stream to support library services. It is this millage along with other minor funding sources including grants, fees, and donations that make up the funding base for our library system, and

Whereas the City of Detroit and the State of Michigan have engaged in various forms of economic development oftentimes redirecting or capturing millage revenues from the operations of the Detroit Public Library system impeding DPL as a system to adequately service the public and support the staff of our library system, and

Whereas the Detroit Library Commission acting in the best interests of the Detroit Public Library system acted, where Michigan Law provided, to opt-out of the incremental increase of taxes related to the DDA boundary changes associated with the construction of the Little Caesars Arena (LCA) in 2014. DPL entered into an agreement with the Downtown Development Authority (*Interlocal Agreement Regarding Tax Capture Sharing – 1-23-2014*) to implement our demand to opt-out of continued financial impediments that jeopardize our library system, and,

Therefore, Be It Resolved, that the Detroit Commission agree that the Detroit Library System desperately needs ALL of its revenue streams working together without reductions to competently operate the above system meeting the needs of our citizen and visitor base, and

Be It Further, Resolved that the Detroit Library Commission publicly express our objection to any and all economic development projects and procedures that jeopardize the future operation and physical needs of our library system including industrial abatements, brownfield initiatives, commercial or specialized tax treatments under taken under the guise of supporting economic development, and

Be it Finally, Resolved that the Detroit Library Commission direct the DPL Administration and General Counsel for DPL to immediately notify interested parties of our concerns and intent to opt-out or take necessary measures to safeguard the financial stability of the Detroit Public Library system. They shall provide a resolution prepared and vetted to further our opt-out demand for the April 2023 Commission meeting, and further create the necessary information for public distribution of our concerns as outlined above and direct a full-throated lobbying effort of State and local officials to address shortfalls and other funding impediments impacting the DPL.

COMMISSION ACTION

Commissioner Hicks moved acceptance of the resolution to protect Detroit Public Library funds from encroachment by non-public Library interests. Commissioner Short supported.

DISCUSSION

Commissioner Adams asked if DPL agreed to opt-out of tax captures with the Downtown Development Authority (DDA) or did DPL agree that the DDA would implement its demand to opt-out of tax capture.

Commissioner Hicks stated that DPL's demand was to opt-out of tax captures and the DDA agreed and DPL opted-out.

Commissioner Hicks acknowledged former Commissioners Russ Bellant and Judge Edward M Thomas for their commitment in helping to reduce DPL's tax captures.

Mrs. Mondowney explained that the Detroit Library Commission had adopted a resolution to opt-out of the tax captures, however, it was determined that DPL had missed the submission deadline. DPL was eligible to enter into an Interlocal Agreement which is different from opting-out. It was more like a tax revenue sharing agreement between the DDA and DPL to a certain extent because it still allowed the DDA to capture taxes from DPL.

Mrs. Mondowney also said that DPL hired a lobbyist as instructed by the Detroit Library Commission to try to change some of the legislation in Lansing regarding tax captures. DPL has articulated the impact of tax captures to the City Council on numerous occasions only to be told there was nothing they could do about the matter. The changes would have to be executed in Lansing.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Adams | Yes |
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The resolution was adopted unanimously with any necessary corrections.

NOTED

President Hayden Friley allowed one last public comment.

Cindy Darrah – Expressed her concerns about the Brownfield Developments and remodeling existing Libraries.

Commissioners Hicks requested that a copy of all correspondence sent out on behalf of the Commission be sent to the Commissioners.

Minutes were approved at the April 18, 2023 Commission Meeting

Commissioner Jackson asked about the status of the chillers at Main Library.

Mr. Brown stated that the City of Detroit had two walk-throughs with potential bidders, however, the funds have not been provided by their Procurement Department. The chillers will not be installed by the summer.

Commissioner Adams asked that the Detroit Library Commission Rules and Regulations be reviewed by the By-Laws Committee.

President Hayden Friley requested that DPL's lobbyist, Kelley Cawthorne, attend the April 18, 2023 Commission meeting. She also requested that a copy of the lobbyist's current contract detailing their scope of work and references be sent the Commissioners prior to the meeting.

Commissioner Hicks requested that a written report of the work that Kelley Cawthorne has completed for the Library be sent to the Commissioners prior to the meeting.

Commissioner Adams left the meeting at 3:15 p.m.

ADJOURNMENT

Commissioner Hicks moved to adjourn. Commissioner Short supported.

A roll call vote was taken with the following results:

- | | |
|---------------------------|-----|
| ➤ Frierson-Haynes | Yes |
| ➤ Hicks | Yes |
| ➤ Jackson | Yes |
| ➤ Short | Yes |
| ➤ President Hayden Friley | Yes |

The meeting was adjourned at 3:18 p.m.