



MOTIONS APPROVED

1. Motion to approve the Board agenda
2. Motion to approve the November 25, 2008 Board minutes
3. Motion to approve Payroll expenditures
4. Motion to approve General Fund #0010 expenditures
5. Motion to approve Construction Bond Fund '88 #3020 expenditures
6. Motion to approve Capital Project Fund 2005 #3070 expenditures
7. Motion to approve Gift Fund #6010 expenditures
8. Motion to approve the proposed dates for 2009 Board meetings
9. Election of 2009 Officers (President and Secretary)
10. Motion to approve the Interlocal Agreement for Reciprocal Borrowing
11. Motion to approve the 2009 General Wage Increase
12. Motion to adopt the 2009 Final Operating Budget

CALL TO ORDER

Lucy Krakowiak called the meeting to order at 5:10pm.

APPROVAL OF THE AGENDA

Richard Eadie moved approval of the agenda. Rob Spitzer seconded and the motion passed unanimously.

GUESTS

Sue Beverly
Jim Bowen

APPROVAL OF THE MINUTES

Robert Spitzer moved approval of the November 25 Board meeting minutes. Jessica Bonebright seconded and the motion passed unanimously.

FINANCE REPORT

Linda Glenicki reported that general fund expenditures in November were \$7.3 million, compared to a monthly average of \$7.6 million. She explained that November tends to have fewer expenditures than usual, primarily because the books are closed earlier than usual due to the earlier December Board meeting.

The following general fund items were called out:

- Communications: This account is showing 75% over prior year but KCLS has just received several e-rate reimbursements, which will be included in the December finance report, which will be presented at the January Board meeting.
- Miscellaneous: Expenditures of \$506 thousand included \$495 thousand as an annexation-related payment to the City of Renton for the Benson Hill annexation. This is the first of four installment payments to the City based on the annexation-related agreement that KCLS signed with the City.

Revenues in November included \$244 thousand as payment from the City of Renton for annual cross-use. With the \$495 thousand annexation payment to the City, this results in a net expense to the City of Renton of \$250 thousand. Revenues were \$6 million in November, with \$5.4 million being Fall property tax receipts collected after the October 31 deadline. Year-to-date revenues are at 98.3% of budget received. KCLS expects to receive the remaining \$1.5 million in December. Credit card payments were at 32.6%. Linda noted that KCLS generally sees a spike in credit card payments during inclement weather, as patrons are more likely to make payments online.

Expenditures in the 307 fund were \$1.1 million in November. KCLS received a payment of \$1.8 million from the City of Burien for its share of expenditures on the joint Library/City Hall project. The gross expenditures on the Burien project were \$2.3 million. Other significant expenditures were for the Carnation and Greenbridge Libraries.

November expenditures in the 302 fund were \$322 thousand. Major costs were for the renovation under way at the Redmond Regional Library and a progress payment on the Automated Materials Handling equipment installation at the Bothell Regional Library.

PAYMENT OF BILLS

Rob Spitzer moved approval of Payroll Expenditures for November 2008 in the amount of \$2,244,461.75; Checks November 1-15 Chk#142367-142520; 186513-187607 and November 16-30 Chk#142521-142682; 187608-188708. Jessica Bonebright seconded and the motion passed unanimously.

Jessica Bonebright moved approval of General Fund #0010 Expenditures for November 2008 in the amount of \$5,319,549.47; (11/10) Chk #1000851-1000888; 1000889-1000900; 1000901-1000977, (11/13) Chk #1000991-1001050, (11/14) Chk #1001051-1001086; 1001089-1001147, (11/18) Chk #1001150-1001245, (11/19) Chk #1001246-1001249; 1001250-1001260, (11/20) Chk #1001261-1001310; 1001315-1001327; 1001328-1001409, (11/21) Chk #1001420-1001428, (11/25) Chk #1001429-1001509, (11/26) Chk #1001512-1001520; 1001521-1001588, (11/28) Chk #1001626-1001685, (12/1) Chk #1001689-1001698, (12/3) Chk #1001699-1001788; 1001802-1001835, (12/4) Chk #1001836-1001853; 1001854-1001857; 1001858-1001867, (12/4) Chk #1001868. Richard Eadie seconded and the motion passed unanimously.

Richard Eadie moved approval of Construction Bond Fund '88 #3020 Expenditures for November 2008 in the amount of \$321,890.87; (11/10) Chk #1000988, (11/12) Chk #1000989-1000990, (11/20) Chk #1001311-1001314, (11/25) Chk #1001510, (12/3) Chk #1001789-1001790. Rob Spitzer seconded and the motion passed unanimously.

Robert Spitzer moved approval of Capital Project Fund 2005 #3070 Expenditures for November 2008 in the amount of \$2,907,732.86; (11/10) Chk #1000978-1000983, (11/14) Chk #1001087; 1001148-1001149, (11/20) Chk #1001410-1001416, (11/26) Chk #1001589-1001591; 1001592-1001625, (11/28) Chk #1001686, (12/3) Chk #1001791; 1001792-1001801, (12/4) Chk #1001869. Jessica Bonebright seconded and the motion passed unanimously.

Jessica Bonebright moved approval of Gift Fund #6010 Expenditures for November 2008 in the amount of \$2,292.27; (11/10) Chk #1000984-1000987, (11/14) Chk #1001088, (11/20) Chk #1001417-1001419, (11/25) Chk #1001511, (11/28) Chk #1001687-1001688, (12/4) Chk #1001870. Richard Eadie seconded and the motion passed unanimously.

DATES FOR 2009 BOARD MEETINGS

Bill Ptacek explained that when Board meetings are held at KCLS Libraries four times a year, the location usually corresponds with Community Studies. Staff determine which Libraries will have these Studies based on a rotating schedule and the schedule of upcoming significant construction projects. Five Board meetings will be held at KCLS Libraries in 2009 because the Redmond Community Study was bumped from 2008 to January 2009.

The Board briefly discussed the November Board meeting being so close to the Thanksgiving holiday. Staff explained that this is necessary due to the time needed to prepare financial reports, and for the Assessor's office to provide the figures for the property tax resolutions.

Rob Spitzer moved approval of the proposed dates for 2009 Board meetings. Jessica Bonebright seconded and the motion passed unanimously.

ELECTION OF OFFICERS FOR 2009

Lucy Krakowiak noted that the Board usually selects officers on a rotating basis. She said it was a pleasure to serve as President, and thanked Jessica Bonebright for serving as Secretary.

Richard Eadie nominated Jessica Bonebright for Board President in 2009. Lucy Krakowiak seconded and the nomination was passed. Lucy Krakowiak nominated Rob Spitzer for Board Secretary in 2009. Richard Eadie seconded and the nomination was passed.

INTERLOCAL AGREEMENT FOR RECIPROCAL BORROWING

Bill Ptacek reported that KCLS has developed a reciprocal agreement document in collaboration with the Pierce County Library System and would like to use it as a general format for reciprocal borrowing with other library systems. The agreement, which can be adjusted to fit various other Library Systems and be periodically reviewed, focuses on mutually beneficial reciprocal borrowing.

The agreement was discussed by the Finance Committee, which suggested leaving the periodic review time frame period blank in the template and slightly adjusting the wording for insurance. Richard Eadie noted that periodic reviews could be triggered by substantial changes in circumstances. He believes the purpose of this agreement is to provide a format that addresses all of the issues that could be encountered in cross-use, but has the ability to be customized for different circumstances. Richard said this is a good way to give comfort to library systems that contract with KCLS. *Richard Eadie moved approval of the Interlocal Agreement for Reciprocal Borrowing. Jessica Bonebright seconded and the motion passed unanimously.*

2009 GENERAL WAGE INCREASE

Charlene Richards presented KCLS' recommendation for a 3% general wage increase. Charlene said wages were considered at comparable Library Systems in Washington State and throughout the country. She noted that KCLS always asks the Board to look at economic conditions when considering a wage increase, such as the 1% limitation of Initiative 747 and the wages of entry-level Librarian positions. Charlene reported that the proposed 3% wage increase still gives KCLS the highest entry-level salary range.

She noted one change to the proposed increase is that KCLS would like the Board to consider an agreement concerning the newly certified Page unit. State law declares that KCLS can't provide retroactive pay to employees in a first contract. The Union has verbally agreed to enter into an interim agreement. Therefore, KCLS is asking for a 3% general wage increase for non-represented and represented classifications other than Pages. Should the Union and KCLS reach an agreement prior to January 1, 2009, the Pages would also receive the 3% general wage increase.

Rob Spitzer said given that KCLS is above the closest comparable library systems in terms of entry-level salaries, he is comfortable with the 3% increase. He added that having the increase apply to Pages is also a good idea. *Rob Spitzer moved approval of a 3% general wage increase in the 2009 salary schedule effective January 1, 2009 for all staff in non-represented and represented classifications other than represented Pages. Should the Union representing the newly certified Page bargaining unit enter into an interim agreement, a 3% general wage increase would also be effected for represented Pages. Should there not be an agreement prior to January 1, 2009, a general wage increase for represented Pages will not be effective until there is a new collective bargaining agreement for the newly certified bargaining unit. Jessica Bonebright seconded and the motion passed unanimously.*

ADOPTION OF 2009 FINAL BUDGET - RESOLUTION 2008-07

Linda Glenicki reported that KCLS' goal was to keep the 2010 ending fund balance above \$10 million, and the 2009 budget results in a forecasted ending fund balance in 2010 of \$11 million. The final budget includes revised property tax revenue figures from the Assessor's office. KCLS received \$1,998,295 in new construction revenue versus our estimate of \$2 million. KCLS also received an additional \$294 thousand in prior year re-levees which were estimated at only \$100,000. Therefore, KCLS added a few items to the budget. The most significant of these were additional money for market research, to buy equipment (on a pilot basis) to manage and distribute DVDs, and to expand online tutoring services to include SAT/WASL preparation and a Study Zone element.

Rob Spitzer moved adoption of the 2009 Final Operating Budget as presented. Jessica Bonebright seconded and the motion was discussed. Jessica Bonebright said the new additions to the budget sound great. Richard Eadie noted that he attended the Shoreline Library budget meeting. Rob Spitzer said the budget is a good reflection of the budget priorities. Lucy Krakowiak thanked Linda for her work on the budget. After discussion, the motion passed unanimously.

PUBLIC FORUM

Newcastle Library

Sue Beverly, a Newcastle resident, said that back in 2004, Newcastle residents voted overwhelmingly for the bond that would pay for a new Library. She noted that at that time, Bill Ptacek assured residents that the Newcastle Library would be as good as the one in Maple Valley. The project plan showed that construction would start in 2006. Sue mentioned that it will soon be 2009, and Newcastle still has no Library and no real sign that one is coming. She said that in March of 2008, residents were assured that construction would start in Spring 2009. Sue reported that every month, she asked whether Lorig and KCLS had signed a contract, and received the same answer - legal issues. Sue then laid out a hypothetical timeline, and concluded that a groundbreaking date in Spring 2009 would give KCLS and Lorig two weeks to finalize the contract and begin solicitation for bids. She would like to know what's going on with the project, what the lawyers are arguing about and what is holding the project up.

Sue noted that she realizes money is tight for the apartments, but not for the Library, since the capital plan guarantees that KCLS will have the money. She said KCLS is in business to serve the public, not to create profit opportunities for developers. Sue stressed that if Lorig can't move forward now, she hopes the Library will move forward without them.

Kay Johnson replied that KCLS' legal team has been working hard to try to resolve the differences with Lorig regarding the development package. KCLS received word today that the details have finally been agreed upon, and Kay has been assured that the contracts will be available to sign tomorrow. She noted that this is a big hurdle, since every clause and article in the contracts was thoroughly argued. Meanwhile, Lorig has continued development work, submitted a land use permit and exchanged comments with the City of Newcastle. Architects have been working on the inside of the Library and housing. WG Clark was selected as the contractor after a Request for Qualifications was issued, and the firm has begun to set up a structure for the general contract. Kay mentioned that the State Auditor and a representative of the Attorney General declined to comment on the arrangement between KCLS and Lorig due to the ongoing performance audit of KCLS' capital plan. The contract indicates that prevailing wage and public works laws apply to work being done on the project until KCLS buys the Library unit. When that occurs, Lorig will be able to use commercial labor rates to complete the housing units.

Kay said a few documents still need to be prepared, since the project only progressed through the schematic design phase. Lorig must then do a permit application, which could take three to four months to get through the City. This would mean construction could begin in Summer 2009. She noted that the project financing is out of KCLS' control, but Lorig must disclose the source of its financing. Bill Ptacek added that Lorig doesn't have to borrow for the Library portion of the project. Kay said if Lorig is going to use equity to build the garage and Library shell, when KCLS buys out its portion of the project, Lorig will use funds from that sale as the down payment for the loan to complete the rest of the housing. The plan calls for approximately 90 housing units. Bill noted that the final agreement takes into account all of the issues that have been brought to the Finance Committee. He said the last issue had to do with KCLS' right to obtain the retail space. Bill said Lorig and KCLS will sign the contract documents this week.

Self-Check In Cost/Benefit Analysis

Jim Bowen believes Self-Check In (SCI) offers many advantages, and if he were working in a library he would want SCI, since items wouldn't have to be checked in manually, among other benefits. He would like to know the costs and benefits of the SCI machines. Jim quoted Automated Materials Handling (AMH) discussions at past Board meetings. He noted that prior to 2008, KCLS had installed four SCI systems, which he said were installed so that tests could be done and KCLS could get experience with them. Three more systems were installed in 2008 for a total of seven. Jim believes that KCLS hasn't done a thorough cost/benefit analysis on the first four systems, or the last three that were purchased. He mentioned that in April 2007, Linda Glenicki presented a cost/benefit analysis of AMH that took into consideration the size of the collection, percentage of returns and cost of the machines, and gave the payback period at various years depending on the percentage of items put into the systems. Jim noted that SCI returns in 2008 were 46% at the Bellevue Regional Library, 61% at the Federal Way Regional Library, 37% at the Covington Library, 28% at the Snoqualmie Library and 68% at the Woodmont Bellevue Library. Jim said he assumes the Bellevue percentage is low because one of the three stations is not hooked up to the conveyor belt, and items must still be manually checked in by staff.

Jim said another cost/benefit study was presented to the Board in October, and the consultant that did the study compared the Federal Way Regional and Kent Libraries in terms of materials handled and steps the staff must take on the library floor and in the back room. Jim noted that the study shows various savings, including

the cost of customer time. He believes that customer time doesn't figure into a cost/benefit analysis because reduction in loss of customer time doesn't reduce KCLS' expenses.

Jim mentioned that other things cause him to question the validity of this report. He asked if the items used to calculate the differences between a library with SCI and one without were actually totaled, or if staff's opinions were solicited. In comparison, Jim said he likes Linda's figures, which can be used to make a determination as to whether KCLS is reaching the point of use where the machines produce the desired savings.

Jim believes that without having a valid or thorough cost/benefit analysis, it is risky that seven more machines are approved for purchase and installation in 2009. Jim encouraged KCLS to continue to monitor SCI usage and develop a cost/benefit analysis in order to know what the machines are costing and what the savings are before installing more in 2010. This would also help KCLS know what size libraries result in savings. He appreciates the innovations KCLS implements, but would like to know if the Board supports cost/benefit analysis and thinks such analysis is worthwhile to do on equipment such as SCI.

Richard Eadie mentioned that his understanding is that SCI has two major benefits: it frees up staff time to do more direct work and circulates items faster. He asked staff to address other major benefits. Jed Moffitt mentioned that the goals of the AMH project were to improve service, efficiency of check-in and ergonomics of the working environment, address staff morale of having to work through a backlog of materials, and help KCLS handle growth of library usage in an environment where adding staff is not reasonable. Jed said while cost efficiency was an important piece of the project, it was not the whole goal. He noted that KCLS is excited about the growing consensus among staff that SCI is positively affecting their work experience. Jed said that a body of data shows that the systems are empirically effective. He noted that when AMH was first implemented, KCLS made projections based on effectiveness, and implementing the first round was difficult. Jed said the last several installations have gone smoothly and the AMH technology is improving. Along the way, KCLS has tried to measure effectiveness and when the technology settled, retrospective data, which the consultant used for her analysis, became available. He said KCLS is measuring not only the work staff is doing with AMH compared to without, but also what impact AMH has on the way libraries are staffed. Jed noted that the sum total of the savings presented by the consultant result in a 3.5-year payback period. Taking away some of the softer figures associated with service results in a 10-year payback period on the machines, which have an anticipated life of 15 years. Jed stressed the project goals were not all about cost savings, but also included service benefits.

Denise Siers noted that there are several important figures in the consultant's analysis. The first is the 58% reduction in claims returned, meaning items patrons said they had returned by couldn't find on the shelf. The second is a 97% reduction in patrons not being able to find checked in items because they are in the back room on a book cart. The third is a 98% reduction in requests by patrons for staff to manually check in items. Denise said these figures really impact KCLS' commitment to patron service, and create dramatic improvements in what patrons are actually seeing.

Bill Ptacek said in terms of the difference between Linda Glenicki's study and the consultants, the consultant will provide a more detailed write-up of her study in January. Linda Glenicki added that her study and the consultant's looked at different things. When Linda did her study in April 2007, KCLS had just implemented the first two AMH systems, and was just starting to get information on some of the additional service benefits beyond labor in the back room. Linda's study focused on labor in the back room and at the time the Public Services department spoke qualitatively about the other benefits of the system. The consultant attempted to encompass the full scope of benefits of AMH, which KCLS is more aware of now than in 2007. Some of those benefits are difficult to quantify, so the methodology to measure them is less exact or scientific than the work Linda did. Linda noted that her work is a conservative estimate of what KCLS can expect from AMH. It shows that with reasonable usage, the systems will pay back on a cost basis for the major libraries. The consultant's study ends up with a shorter payback period when including estimates of the additional benefits. She said this is a classic example of when it is hard to be scientific, especially with systems that can have day-to-day variability. Linda stated that in situations such as this, it is best to use multiple analyses that can serve as "bookends" to depict the worst and best outcomes, allowing KCLS to see the range of likely results.

Rob Spitzer asked if other library systems use AMH. Jed responded that this is a new technology for libraries, but it is becoming more widely used and is available in Las Vegas, Minneapolis and Seattle. Jessica Bonebright mentioned that her favorite part of TechConnect was the back room AMH tour. She said it was clear that the staff who worked with the machine were very enthusiastic about it, and that the patrons she toured with were impressed. Jessica added that in terms of the backlog of materials, the importance of getting popular materials back out on the shelves can't be underestimated.

Lucy said the consultant's estimates provide a spectrum of hard costs and soft costs, with the hard costs giving the systems a 10-year payback period. The analysis didn't include reductions in labor and industries claims. She asked if there is a point where library size impacts the systems' effectiveness. Jed said the test system at the Snoqualmie Library indicated that there is such a point. Libraries under 10,000, such as Snoqualmie, are too small to benefit from the system. The amount of staff required to be in the building compared to the lower usage of smaller libraries means that staff have more time to do manual check-in. However, staff at the Snoqualmie Library do appreciate the benefits of their SCI system. The systems planned for 2009 are all scheduled to be installed at larger libraries.

Lucy Krakowiak mentioned that as a Trustee, she feels comfortable with the cost comparisons that have been presented by the consultant, and with staff moving forward with additional systems in 2009 as long as KCLS is making sure that tax payer dollars are being used as efficiently as possible. Richard Eadie noted that no one endorses KCLS spending money on something that is not worth it. He recognized that there are tangible factors, that can be measured, and intangible factors, for which a value is hard to determine. Richard said staff morale is a valuable thing, which doesn't need to be given an artificially applied dollar value. He noted that while AMH isn't something that can be 100% quantified, it sounds like the project is something worth continuing to pursue. Richard said like anything, AMH requires constant monitoring to see if it is worth KCLS' time and money. He is confident that Jed Moffitt and Linda Glenicki will be able to do that.

Rob Spitzer asked what methods KCLS uses to get the most reliable raw feedback from staff on how they feel about AMH. Jed replied that KCLS has an extremely competent and reliable Circulation Coordinator who constantly collects feedback from the Circulation Liaisons at the libraries.

Rob asked if there is a consensus on how staff feels. Denise Siers replied that she believes there is a consensus. She, Holly Koelling and Bruce Schauer often work in the libraries and have talked to staff about AMH. Denise reported that she was recently trained on the AMH system at the Woodmont Library and spoke with two Library Assistants. One commented that she was skeptical about the system when it was first installed, but now wouldn't give it up and said it has improved the work flow. Denise said she also spoke to a Page, who was reluctant at first because Pages have to go out on the library floor more often since the book carts are smaller, but likes the new carts since they are more ergonomic. Bruce Schauer added that at a visit to the Woodmont Library, he heard that the AMH is working well for the staff, and they are getting things done faster. He said the systems will increase in efficiency and allow libraries to do the same amount of work with the same amount of staff as library usage grows. Holly Koelling noted that at the Federal Way Regional Library, on the very rare occasion when the AMH system has a halt, it is misery for the staff to operate as they did before the system was implemented. Holly mentioned that KCLS had assumed the machines would occupy more space in the back room, but it does not in comparison with the amount of space taken up by materials that had not been processed. Holly said she asked staff if they would go back to the way the Library operated before AMH, and their response was "Not on your life."

PUBLIC SERVICES RESPONSE TO INTERIM STAFF SURVEY

Holly Koelling said she presented a response plan to the Interim Staff Survey at the October Board meeting. Holly introduced Debra Westwood, Cluster Manager, to cover the timeline by which staff will work on the five goal areas. Debra said the plan walks through the goals, definitions of success and action items from the Interim Staff Survey. The five main points are communication, chain of command, scheduling, staff participation/teamwork and policies, procedures and guidelines.

The first item, communication, is aimed at creating consistent practices for dissemination of communication with a focus on conveying the essential information in any message and avoiding making assumptions. Additional items include: supervisors setting up scheduled times to meet with staff and ways to communicate KCLS' Mission, Vision and values.

The second item is chain of command. The goal is for staff to have an understanding of the local and System-wide reporting structure. To achieve this, KCLS will create a responsibility matrix showing who has what level of authority, and addressing what should happen when there is not a manager in the library.

Regarding the third item, scheduling, KCLS will continue to work to create fair and equitable schedules that meet the Library's business needs, and to communicate those schedules clearly. KCLS would also like to create the schedules in a way that allows some staff members to be involved in activities outside the library building. To accomplish this, KCLS will perform an annual schedule review and work to create more opportunities for all staff to participate in outreach.

For the fourth item, staff participation/teamwork, KCLS would like to make clear what opportunities there are for staff to be involved in various projects, create opportunities for staff participation and also provide opportunities for them to talk about what they did.

The final action item is updating a number of policy manuals and books regarding various procedures and guidelines. Carla Hopkins (Cluster Manager) and Jennifer Wiseman (Project Manager) are taking the lead on this effort as it relates to the Public Services Policy Manual and any intersections that manual has with other departments. KCLS is also updating the emergency manual. Lucy said it would be great to hear how the survey response plan is going as the timeline progresses through the year.

Rob Spitzer asked what Debra thinks are the best parts of the cluster structure; what makes sense and what are the biggest problems. Debra mentioned that the Kirkland Library sees itself as tied to the local community and the Redmond Regional Library is similar. The down side to this, she said, is that staff feels invested in the community and might be hesitant to move outside of it. She said KCLS can help staff see that they are serving a wider community, and that a cluster structure can provide more service and more resources. For example, since Redmond has been partially closed for renovations, staff has been sent to the Kingsgate, Kirkland, Foster and Skyway Libraries. She added that the cluster structure also helps when one library wants to hold a staff meeting and can be supported by staff from another library. Debra believes that KCLS can emphasize the fact that there is strength in numbers, and staff can support each other through the cluster structure where they might not have been able to otherwise.

CARNATION LIBRARY OPENING

Bill Ptacek noted that it is important that KCLS have Board representation at library groundbreaking and opening events. He added that there are a number of these throughout the year, and it is important to have Board members in attendance. Bill said that the Carnation Library opening is January 31, 2009 at 10am. Rob Spitzer agreed to attend. Lucy Krakowiak and Richard Eadie agreed to attend, weather permitting.

TECHCONNECT

Staff presented an introductory video that was shown at the event, as well as a video with staff commentary. Lucy Krakowiak mentioned that TechConnect should be repeated at other libraries throughout the System. Bill Ptacek reported that 40-50 staff members worked at the event. He said there was a positive atmosphere, and TechConnect is a good way to introduce and remind patrons about the technology KCLS offers.

DIRECTOR'S REPORT

Bill Ptacek mentioned that KCLS will try to identify when the 20-millionth item is checked out this year with some sort of event.


He noted that LeRoy McCullough was unable to attend the Board meeting, but KCLS has a gift for him, a plaque applauding his service to the Board and a proclamation signed by Bill and Lucy Krakowiak. KCLS staff will find another time to present these items to Judge McCullough. Bill reported that KCLS has been in touch with the County Executive's office by letter and email regarding the fact that there is now a vacancy on the KCLS Board. Lucy Krakowiak said it has been a pleasure serving with Judge McCullough, whose passions were diversity and service to youth and teens. Bill added that KCLS would like to thank the entire Board for their service. He noted that the Board serves on a volunteer basis, and it is a big commitment in terms of time and energy. Bill said by honoring Judge McCullough, KCLS is honoring the current Board as well. He thanked them for the work they have done over the years, and said 2008 has been a good year for the Library System.

ADJOURNMENT

Lucy Krakowiak adjourned the meeting at 7:22pm.



Jessica Bonebright, President



Rob Spitzer, Secretary