1. **Call to Order.** President Koontz called the meeting to order at 4:02 p.m.

2. **Roll Call:** Gayle Davidson, Louise Fierro, Paul Frazier, Esther Koontz, Teresa Shishim, Kathy Steckel, Sue Whittlesey  
   **Staff present:** LaDonna Gunn, Adriana Chavira, Kelsy Dysart  
   **Guests:** Delta County Commissioner Wendell Koontz, Delta County Public Information Specialist Lindsay Mitchell.

3. **Presentation:** Commissioner Wendell Koontz – EV Charging Stations. Mitchell announced a new mobile app for Delta County Alerts. Commissioner Koontz gave a presentation on a plan to bring high-capacity electric vehicle (EV) charging stations to Delta County and invited the Library District to participate.

4. **Agenda.** Add “Discuss EV Charging Stations”, “Director Evaluation”, and “Approve Recommendation for Staff Retention Plan” to New Business as items a, b and c, respectively. Remove Board Member Comments. Koontz and Gunn explained that Board Member Comments will be omitted from future agendas to avoid Open Meeting Law violations. Motion to accept the agenda as amended, Koontz. Frazier 2nd. Motion passed.

5. **Consent Agenda.** Motion to approve consent agenda, Shishim. Steckel 2nd. Motion passed.  
   a. **Regular Meeting Minutes – July 19, 2023**  
   b. **Special Meeting Minutes – July 5, 2023**  
   c. **Library Report to Board – August 2023**

6. **Reports**  
   b. **District Director’s Report – LaDonna Gunn.** Physical Location-Sustainability Plan: Blocks for the Paonia Library parking lot are to be installed next week. The installation date for the outside air exchangers for Crawford Library has yet to be determined. For Delta Library, the electrical for the circulation is complete, the control system for the security cameras needs to be updated, and funding for the Innovation Workspace through the Economic Development Administration grant is in progress. Vision/Mission/Values: An assistive toolbar has been installed on the website under “accessibility tools” that will aid in compliance of the HB21-1110 but the website will need to be updated manually to meet the accessibility standards.  
   c. **Board Committee Reports.** Crawford Community Task Force: Steckel reported that the Task Force is looking at ways to create a space for after-hours access. Gunn reviewed
the timeline of events that led to the decision to install outside air exchangers for the Crawford Library. Policies: No updates. Finance Committee: In process.

7. Continuing Business
   a. Approve Amended Bylaws. Motion to table until the next meeting, Koontz. Fierro 2nd. Motion passed.

8. New Business
   a. Discuss EV Charging Stations. The Board discussed the County Commissioner’s proposal but needed more time to consider the offer.
   b. Director Evaluation. Koontz announced that the Board will need to conduct a performance evaluation of Gunn at an upcoming meeting.
   c. Approve Recommendation for Staff Retention Plan. Gunn reported that staffing throughout the District is at a critically low level and the main goal is to retain staff. Gunn suggested ways to achieve that goal in the long-term, including increasing the pay rate for all positions, covering health insurance costs for full-time employees, and increasing the amount of tuition reimbursement. With the recent departures of the North Fork Manager, Communications Coordinator, Systems & Collections Administrator, and several full-time staff, the remaining staff have experienced increased workloads. After reviewing all the options, the management team decided that the best way to decrease staff workload, stabilize schedules, and provide moral support to staff across the District, especially the North Fork team, is to temporarily close Crawford and Hotchkiss Libraries. The management team requested that Trustees spend time at Paonia Library to provide moral support for staff and answer questions from the public. Chavira, manager of Cedaredge and Delta Libraries and interim manager for all North Fork Libraries, shared her perspective about the future of the District if staff are continually asked to increase workloads and travel. The Board discussed. Gunn presented the proposed talking points and the Board suggested edits. Whittlesey made a motion to increase wages – Grade 1 by 15%, Grade 3 by 30%, and Grade 4 by 14% – effective immediately. Shishim 2nd. Motion passed. Motion to temporarily close Hotchkiss and Crawford Libraries for four to six weeks, Davidson. Frazier 2nd. Motion passed with Davidson, Frazier, and Shishim in favor. Steckel against. Fierro, Koontz, and Whittlesey abstained. Board discussed. Motion withdrawn by Davidson because it is an operational decision.

9. Public Comments. Holly Rainier (Crawford) requested to add a discussion about a Crawford Library meeting space to the September Board meeting agenda, announced the Friends of the Crawford Library 30th anniversary celebration, requested a backup plan for the temporary closures of Crawford and Hotchkiss Libraries, and offered the Friends’ support. Michele Speck (Crawford) expressed frustration about the temporary closures but was also understanding. Susan Hansen (Crawford) expressed concerns about advertising a timeframe for the temporary closures. Kirk Ahlberg (Crawford) expressed concerns about the staffing challenges.
10. **Adjourn.** The next regular Board meeting is Wednesday, September 20 at Hotchkiss Library at 4:00 p.m. Motion to adjourn, Fierro. Frazier 2nd. Motion passed. Koontz adjourned the meeting at 7:21 p.m.

Approved this 20th day of September 2023:

[Signature]

Louise Fierro, Recording Secretary, DCPLD Board of Trustees