

LIBRARY BOARD OF TRUSTEES MEETING AGENDA

WEDNESDAY, APRIL 16, 2025

5:30 P.M.

DOWNTOWN RENO LIBRARY

301 S. Center St. Reno, NV 89501

Library Trustees

Ann Silver, Chair

Tami Ruf, Vice-Chair

Gianna Jacks, Trustee

Lea Moser, Trustee

Marie Rodriguez, Trustee

Members of the public may attend this meeting in person or can attend by teleconference by logging into the Zoom webinar accessible through the following link: <https://us02web.zoom.us/j/84224131597>
If prompted, use the following passcode: 889408 Please note: the Zoom link option will require a computer or phone with internet access or the Zoom application with audio capabilities.

Forum Restrictions and Orderly Conduct of Business. The Library Board of Trustees conducts the business of the Washoe County Library system and its citizens during its meetings. The orderly, efficient conduct of the meeting is integral and necessary to allow the Board to conduct business. The Chair or presiding officer may order the removal of any person whose statements or other conduct disrupts the orderly, efficient or safe conduct of the meeting. Warnings against disruptive comments or behavior may or may not be given prior to removal. Examples of disruptive conduct include, without limitation, yelling, stamping of feet, whistles, applause, heckling, name calling, use of profanity, threatening use of physical force, or any other acts intended to impede the meeting or infringe on the rights of the Library Board of Trustees, staff, or meeting participants. The viewpoint of a speaker will not be restricted, but reasonable restrictions may be imposed upon the time, place, and manner of speech. Irrelevant and unduly repetitious statements and personal attacks which antagonize or incite others are examples of speech that may be reasonably limited.

Public Comment. Public comments, whether listed on the agenda or not, are welcomed during the Public Comment period before any items on which action may be taken are heard by the Library Board and again before the adjournment of the meeting. Public Comment is limited to three (3) minutes per person. Persons may not allocate unused time to other speakers. During the "Public Comment" items, anyone may speak pertaining to any matter either on or off the agenda. Anyone wishing to provide live public comment may do so in person, or by teleconference by logging onto the Zoom webinar by accessing the above link. To provide public comment via Zoom, log into the meeting at the above link and utilize the "Raise Hand" feature during any public comment period. Additionally, persons are invited to submit comments in writing by emailing Siera Schubach at SSchubach@washoecounty.gov
The County will make reasonable efforts to send all email comments received by 4:00 p.m. on the business day before the meeting to the Trustees prior to the meeting.

Response to Public Comment. The Board can deliberate or take action only if a matter has been listed on an agenda properly posted prior to the meeting. During the public comment periods, speakers may

address matters listed or not listed on the published agenda. The Open Meeting Law does not expressly prohibit responses to public comments by the Board. However, responses from the Board members to unlisted public comment topics could become deliberation on a matter without notice to the public. To ensure the public has notice of all matters the Board will consider, Board members may choose not to respond to public comments, except to correct factual inaccuracies, ask for Staff action, or to ask that a matter be listed on a future agenda. The Board may do this either during the public comment item or during the following item: “Board Comment – limited to announcements, strategic plan activity updates, or issues proposed for future agendas and/or workshops.”

How to Get Copies of Agendas and Support Documentation. Copies of agendas and supporting documentation for items on the agenda are available to members of the public at the Downtown Reno Library Administration Office, 301 South Center Street, Reno, Nevada, and may be obtained by contacting Siera Schubach at SSchubach@washoecounty.gov or (775) 327-8341. Copies of agendas and supporting materials are also posted on the following websites: www.washoecountylibrary.us and <https://notice.nv.gov>

Special Accommodations. We are pleased to make reasonable accommodations for members of the public who are disabled, who need special accommodations or assistance, and wish to attend meetings. Should you require special assistance or accommodations for any Board meeting, please contact Siera Schubach at SSchubach@washoecounty.gov (775) 327-8341, at least 24 hours prior to the date of the meeting.

Possible Changes to Agenda and Timing. The Library Board of Trustees may take agenda items out of order, may consider two or more items in combination, may remove one or more items from the agenda, or delay discussion on an item. Items scheduled to be heard at a specific time will be heard no earlier than the stated time but may be heard later.

Posting of Agenda. Pursuant to NRS 241.020(4)(b), the agenda for the Trustees’ meeting has been posted at the following locations: Washoe County Courthouse, Washoe County Administration building, Downtown Reno Library, Incline Village Library, North Valleys Library, Northwest Reno Library, Sierra View Library, South Valleys Library, Spanish Springs Library, and Sparks Library. Further, in compliance with NRS 241.010, this notice has been posted on the official website for the Washoe County Library System at www.washoecountylibrary.us and at <https://notice.nv.gov>.

Land Acknowledgement. We begin by acknowledging that we gather today on the ancestral homelands of the Waší-šiw (Washoe), Numu (Northern Paiute), Newe (Western Shoshone), Nuwu (Southern Paiute), and Pipa Aha (Mojave), the original caretakers of the land that we now call Nevada. Washoe County, formally named after the Washoe people in 1861, continues to be a gathering place and home for Indigenous Peoples, and we recognize their rich history and deep connections to these lands. May we honor their past, present, and future stewardship by remembering that the health of the land and its people are inextricably linked.

LIBRARY ADMINISTRATION

301 South Center Street | PO Box 2151, Reno NV 89505
(775) 327-8341 | www.washoecountylibrary.us

The Board of Trustees may take action only on the items below that are preceded by the words “For Possible Action.” The Board will not take action on any other items.

- 0) Salute to the Flag
- 1) Roll Call [Non-Action Item]
- 2) Reports
 - a) Library Director Update by Jeff Scott [Non-Action Item]
 - b) Spanish Springs Library Update [Non-Action Item]
 - c) Marketing and Communications Team Update [Non-Action Item]
- 3) Public Comment – Three-Minute Time Limit Per Person [Non-Action Item]
No discussion or action by the Board may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.
- 4) Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops
- 5) Approval of Meeting Minutes
 - a) Approval of Minutes from the Library Board Meeting of March 19, 2025 [For Possible Action]
- 6) Old Business
None
- 7) New Business
 - a) Recognizing National Volunteer Month Honoring Library Volunteers with Report [Non-Action Item]
 - b) 90-day performance evaluation of Washoe County Library Director, Jeff Scott, to include: an update on the results of the 90-day performance evaluation feedback survey by Washoe County Human Resources, an update on accomplishments by Library Director Scott, and a discussion by the Library Board of Trustees on the job performance of Director Scott and possible action including, but not limited to, corrective action plan, reduction in pay, reprimand, endorsement, engagement, retention, dismissal if necessary, or ‘no action’. FOR POSSIBLE ACTION
- 8) Public Comment – Three-Minute Time Limit Per Person [Non-Action Item]
No discussion or action by the Board may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.
- 9) Staff Announcements [Non-Action Item]
No discussion or action may be taken upon any matter raised under this comment section until the matter has been specifically included on an agenda.
- 10) Adjournment

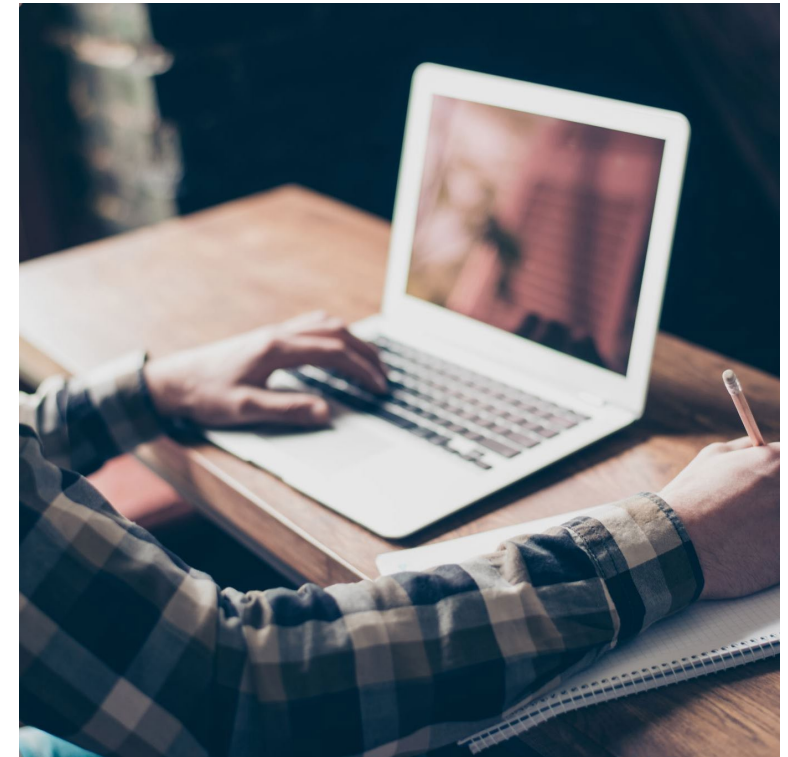


W A S H O E C O U N T Y
LIBRARY SYSTEM
www.washoecountylibrary.us

LIBRARY DIRECTOR
UPDATE APRIL 2025

Library Technology Progress

- ❖ Library Technology Survey Open, closes April 30
- ❖ Conference Room Upgrades paid for by Institute of Museum and Library Services Grant through the Nevada State Library, Archives, and Public Records for \$75,000
 - ❖ Spanish Springs Library Upgrade complete
 - ❖ Incline Village Upgrade scheduled April 14
 - ❖ Sierra View Library upgrade complete
 - ❖ Huddle Space installs coming to Northwest Reno and North Valleys Library
 - ❖ Future need to upgrade Sparks and South Valleys Library Conference Rooms

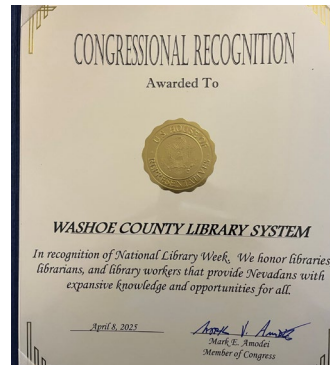
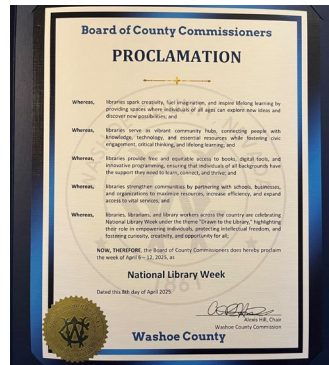
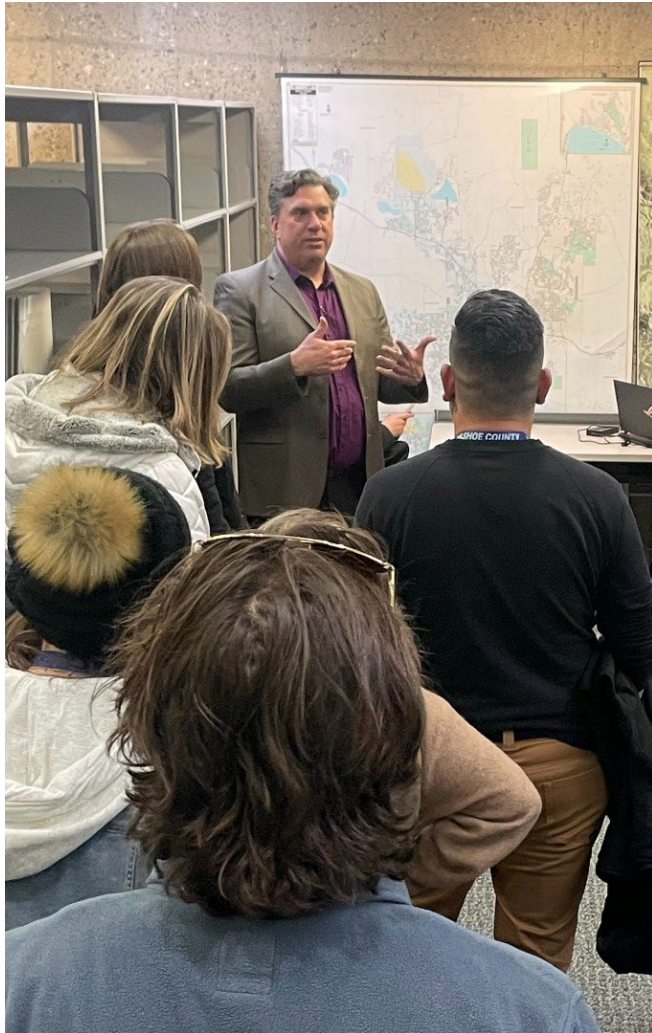




IMLS Funding Update

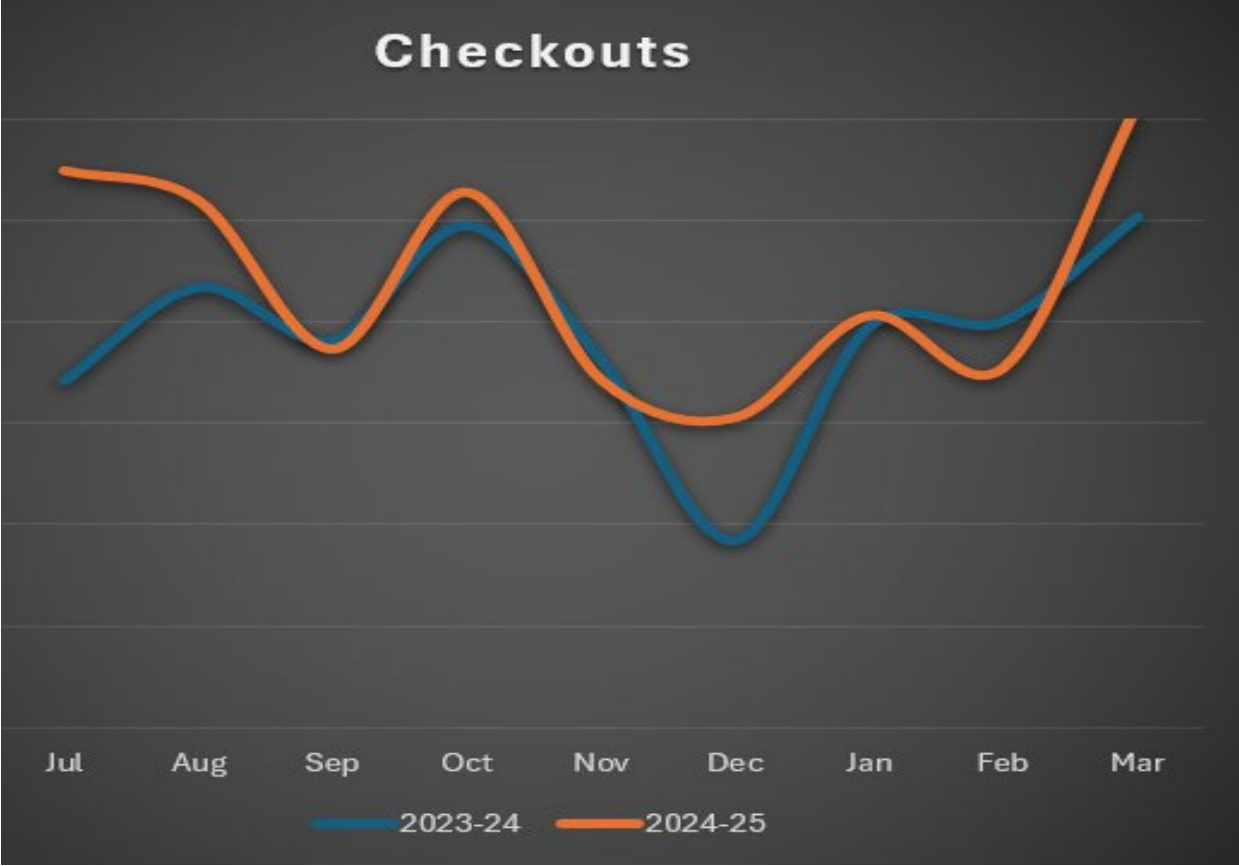
- ❖ Institute of Museum and Library Services staff placed on Administrative Leave (70 staff in total)
- ❖ May threaten current and future federal support for libraries
- ❖ Nevada Library Association has sent a letter to IMLS opposing this action
- ❖ IMLS has funded library projects, including Zoom Rooms, Bookmobiles, Book Kiosks, Conference Room Upgrades, and more.





General Updates

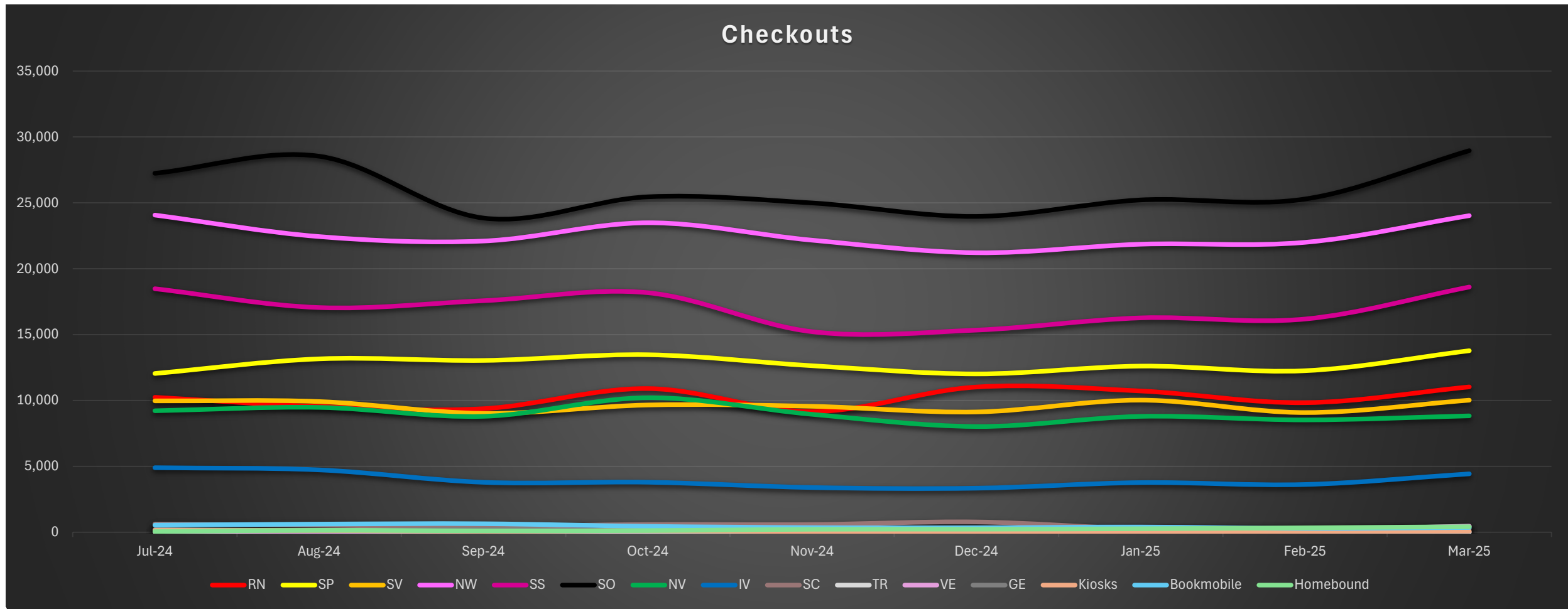
- ❖ The Downtown Reno Library hosted the Washoe County Leadership Academy
- ❖ National Library Week Proclamation at Washoe County Commission Chambers
- ❖ State Legislation impacting libraries:
 - ❖ AB 416, AB 358, AB 445
- ❖ Upcoming Exhibitions from the Governor's Office on Education Relating to the Holocaust and a possible Smithsonian Exhibition



	23/24	24/25
July	107,102	117,420
August	111,716	115,932
September	109,089	108,622
October	114,767	116,351
November	108,125	107,109
December	99,221	105,241
January	109,785	110,275
February	110,044	107,697
March	115,203	120,674
Total	985,052	1,009,321

Library Usage Comparison FY 24 vs FY 25 July 1 – April 1

PHYSICAL BOOK CHECKOUT UP BY 2%, BROKE ONE MILLION CHECKOUTS FOR THE YEAR AHEAD OF SCHEDULE



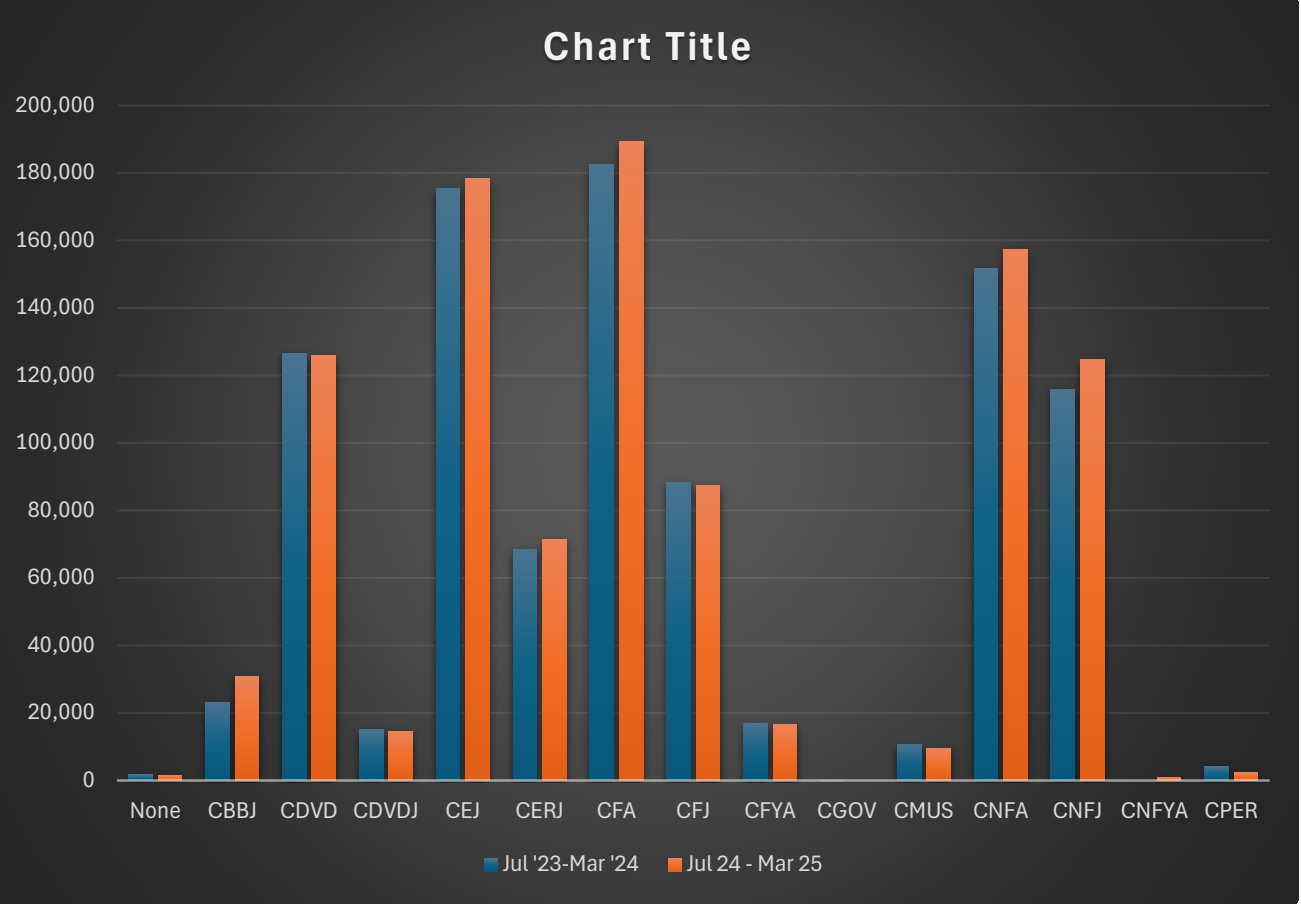
Checkout by Branch

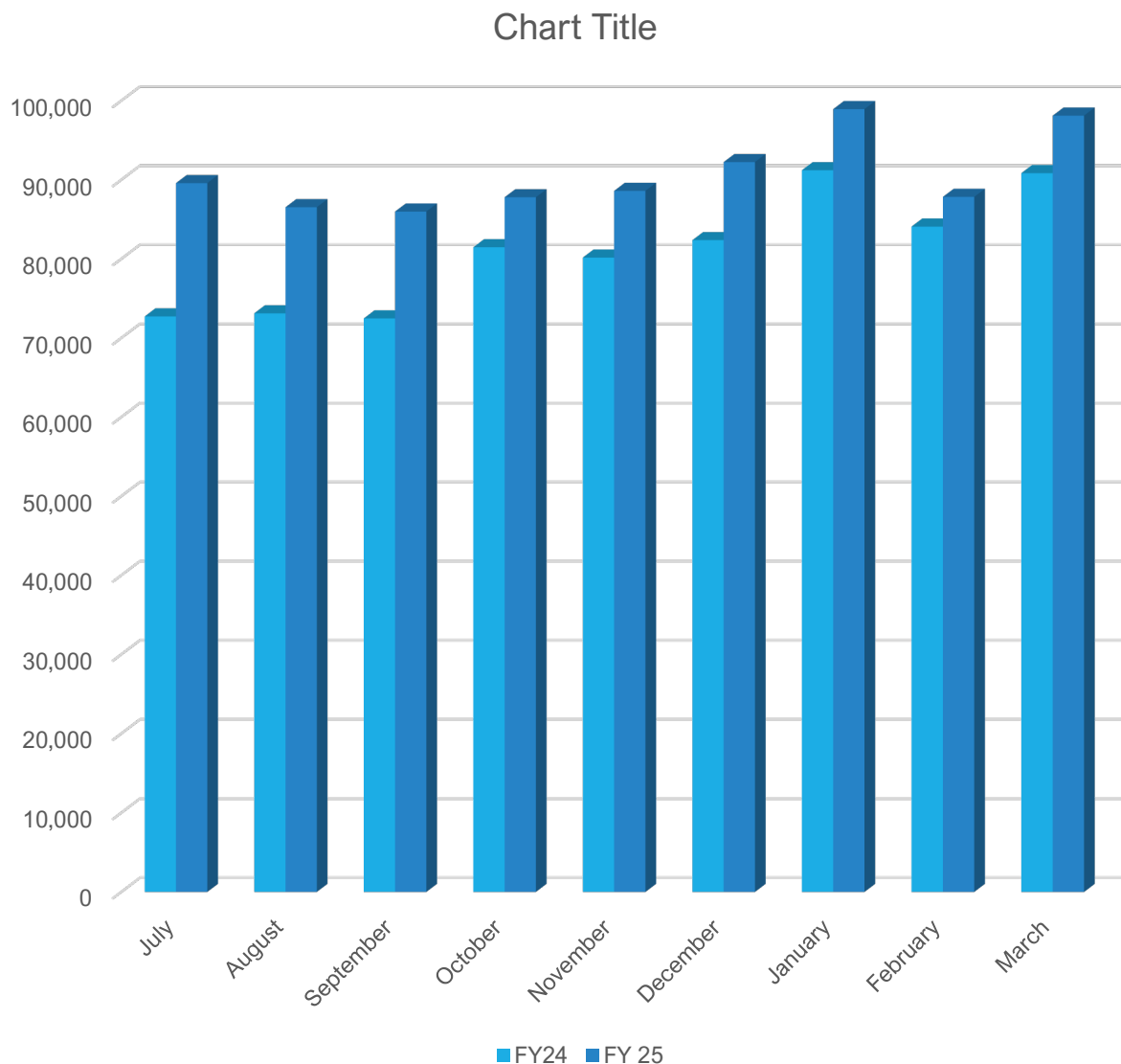
July 1, 2024 to April 1, 2025

SOUTH VALLEYS,
NORTHWEST RENO,
SPANISH SPRINGS
LIBRARY TOP THREE BOOK
CIRCULATING BRANCHES

Book Checkout by Item Type

		Jul '23-Mar '24	Jul 24 - Mar 25	%
No Coll. Code	None	1,784	1,609	-11%
Juvie Board Books	CBBJ	23,178	30,732	25%
Adult DVD	CDVD	126,658	125,904	-1%
Juvie DVD	CDVDJ	14,980	14,581	-3%
Juvie Picture Books	CEJ	175,328	178,266	2%
Juvie Early Readers	CERJ	68,514	71,496	4%
Adult Fiction	CFA	182,481	189,256	4%
Juvie Fiction	CFJ	88,372	87,365	-1%
Young Adult Fiction	CFYA	16,810	16,540	-2%
Government Docs	CGOV	4	0	
Music CDs	CMUS	10,596	9,560	-11%
Adult Non-fiction	CNFA	151,587	157,388	4%
Juvie Non-fiction	CNFJ	115,738	124,710	7%
Young Adult Non-fiction	CNFYA	0	827	
Periodicals	CPER	4,241	2,331	-82%





Overdrive/Libby e-Book usage

Month	FY24	FY 25
July	72,726	89,584
August	73,119	86,536
September	72,475	85,987
October	81,472	87,791
November	80,169	88,602
December	82,371	92,240
January	91,210	98,940
February	84,084	87,843
March	90,841	98,112
TOTAL	728,467	815,635

Top Titles of 2025

TOP FICTION

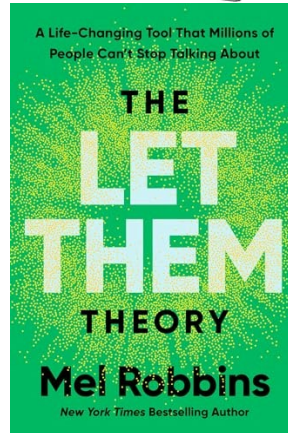
Onyx Storm by Rebecca Yarros

The Big Empty by Robert Crais

Battle Mountain by C. J. Box

We All Live Here by Jojo Moyes

Three Days in June by Anne Tyler



TOP NONFICTION

The Let Them Theory by Mel Robbins

That Librarian by Amanda Jones

Hidden Libraries by Diana Helmuth

The Road to Wisdom by Francis Collins

Simply Jamie by Jamie Oliver

Top Titles of 2025

TOP PICTURE BOOKS

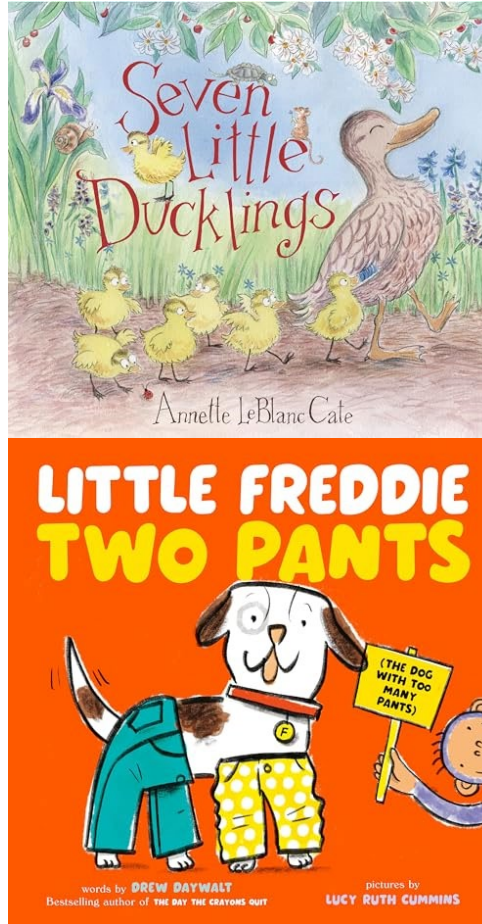
Seven Little Ducklings by Annette Cate

Little Freddie Two Pants by Drew Daywalt

Let's Be Bees by Shawn Harris

Maisy Big, Maisy Small by Lucy Cousins

Bigfoot's Heart by Sarah Glenn Marsh



TOP JUVENILE CHAPTER BOOKS

The Secret of the Lost Gold by Rebecca Elliott

The Elder's Quest by Erin Hunter

Pug the Sports Star by Kyla May

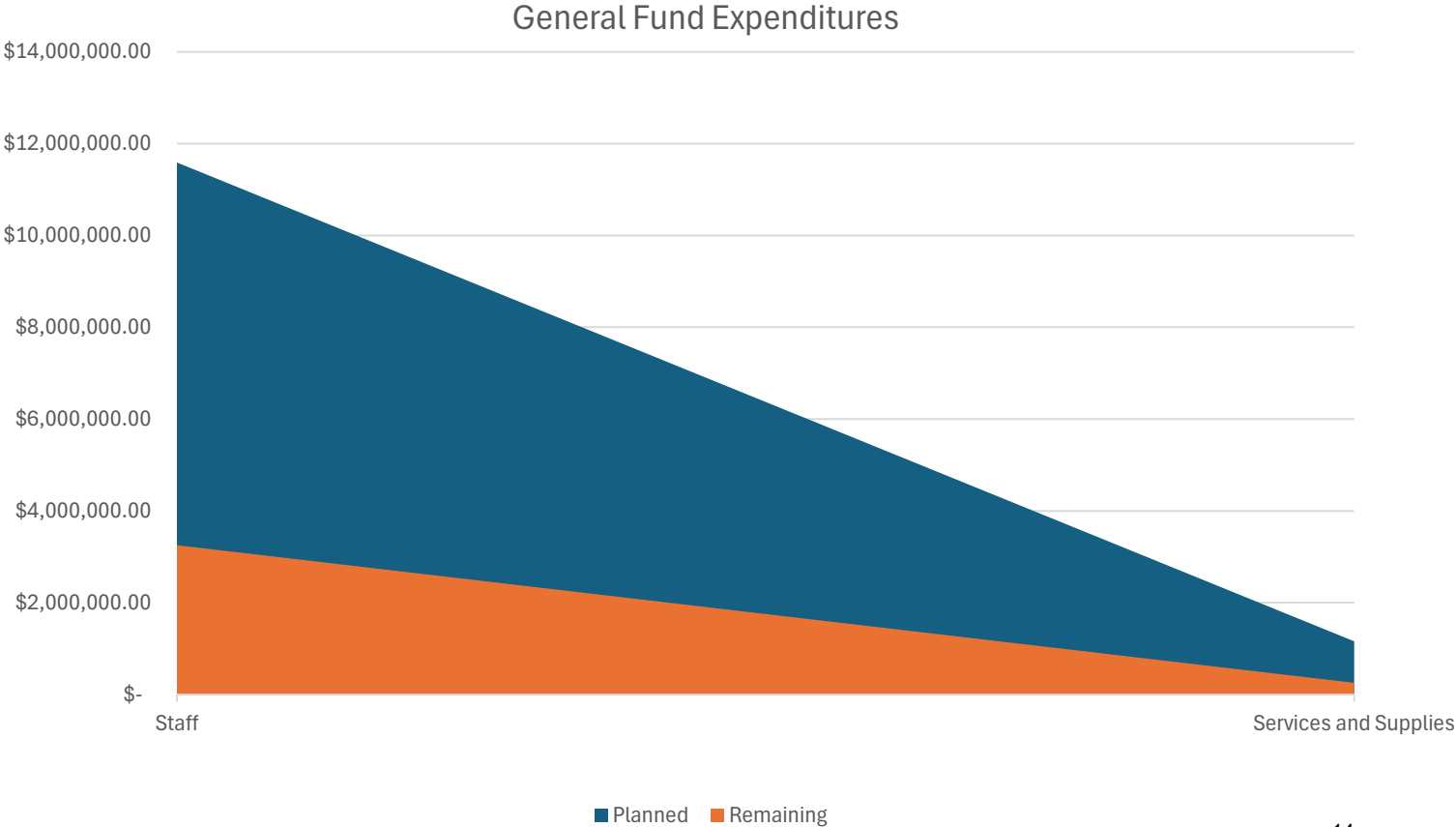
A Magical Birthday by Ana Punset

Eliza and the Flower Fairies by Megan McDonald

Library Budget Progress: General Fund

- ❖ 23% of the fiscal calendar year remains
- ❖ Current staff vacancies:
 - ❖ 4 library Aides,
 - ❖ 5 LAII (3 PT and 2 FT)
 - ❖ 2 librarian positions
- ❖ Staff vacancies have resulted in more funds available in the staff line.
- ❖ Positions are frozen in anticipation of budget decisions.

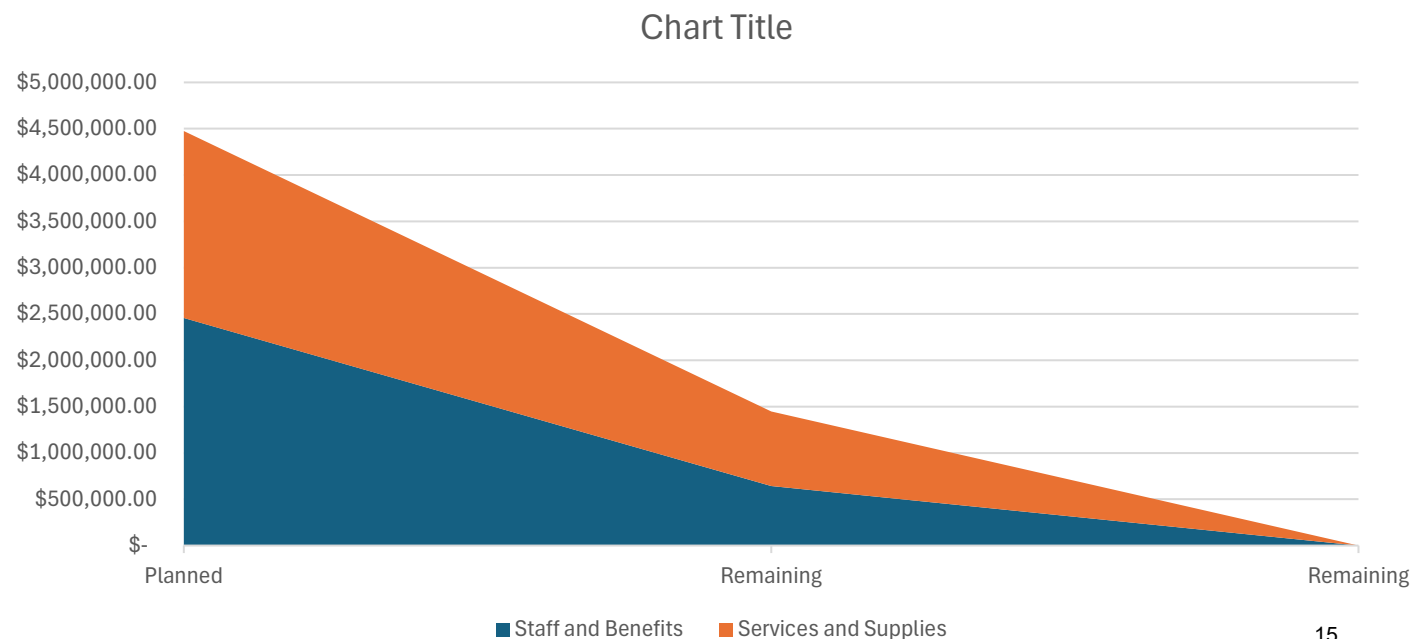
	Planned	Remaining	Remaining
Staff	\$ 11,589,613.00	\$ 3,253,880.00	28%
Services and Supplies	\$ 1,161,549.00	\$ 255,253.00	22%
Year Remain			23%

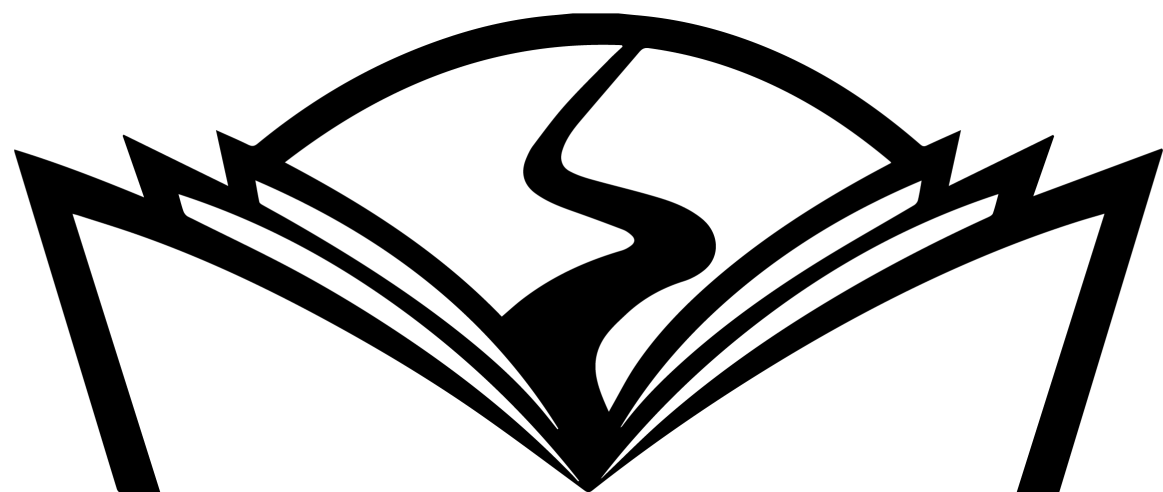


Library Budget Progress: Expansion Fund

- ❖ 23% remaining in the fiscal year calendar
- ❖ Frozen positions impact Expansion Fund
- ❖ Book Budget waiting on Commission approval of new book jobber process resulting in surplus

	Planned	Remaining	Remaining
Staff and Benefits	\$ 2,457,219.00	\$ 642,106.00	26%
Services and Supplies	\$ 2,017,853.00	\$ 806,379.22	40%
Year Remaining			23%





W A S H O E C O U N T Y
LIBRARY SYSTEM

www.washoecountylibrary.us

THANK YOU!



Nevada Library Association Statement on Executive Order Targeting the Institute of Museum and Library Services

The Nevada Library Association (NLA) is dismayed by and greatly opposes the Executive Order dated March 14, 2025 targeting the Institute of Museum and Library Services (IMLS). This action threatens to devastate critical library programs and services that countless Nevadans depend on, from rural areas to urban centers. IMLS plays an invaluable role in promoting literacy, workforce development, and community enrichment, and we urge members of Congress to take immediate action to reverse this decision.

IMLS is the sole federal agency dedicated to supporting libraries and represents just 0.003% of the federal budget – funds used for 125,000 public, school, academic, and special libraries across America. This funding empowers libraries to serve their communities efficiently and effectively and reductions to this funding will negatively impact Nevada libraries and their communities.

Since 2020, Nevadans have benefited from just over \$10 million in federal funding awarded from IMLS. These funds support essential services, such as:

- Bookmobile outreach to rural communities;
- Statewide databases;
- The Nevada Talking Book Services;
- Summer Reading Programs; and
- Workforce and economic development programs.

Without this vital support, many of these programs would be drastically reduced or eliminated, leaving our communities vulnerable and underserved.

Libraries in Nevada are not just “warehouses” for books; they are community hubs that provide essential services – tax help, language learning, after-school programming, technology access, resume workshops, and much more. They serve people of all ages, backgrounds, and economic statuses, ensuring equal access to education and information. Reducing or eliminating IMLS funding will endanger these services and rural and low-income communities will be disproportionately affected by these cuts.

The Nevada Library Association urges the administration to reconsider this harmful executive order. We call on Nevada's Congressional delegation, state legislators, and local officials to stand up for libraries and the communities they serve. Libraries are essential to our democracy and our future. NLA asks all Nevadans who value literacy, learning, and opportunity to reach out to their elected officials and advocate for the continued support of IMLS.

Nevada Library Association
www.nevadalibraries.org

Issued April 2, 2025

General Fund Budget, 130-0, July 1, 2024-April 1, 2025 Planned Budget with Expenditures

Accounts	Plan	Actual	PO Commit	Actual + PO	Available	Avail ⁰	PreCommit	Available_1	Avail ⁰
431100 Federal Grants	\$ (67,120.00)	\$ -	\$ -	\$ -	\$ (67,120.00)	-100	\$ -	\$ (67,120.00)	-100
INTERGOVERNMENTAL	\$ (67,120.00)	\$ -	\$ -	\$ -	\$ (67,120.00)	-100	\$ -	\$ (67,120.00)	-100
471100 Library Fines and Fees	\$ (10,000.00)	\$ (6,876.63)	\$ -	\$ (6,876.63)	\$ (3,123.37)	-31	\$ -	\$ (3,123.37)	-31
FINES AND FORFEITURES	\$ (10,000.00)	\$ (6,876.63)	\$ -	\$ (6,876.63)	\$ (3,123.37)	-31	\$ -	\$ (3,123.37)	-31
485315 Copy Machine Receipts	\$ (41,950.00)	\$ (29,424.35)	\$ -	\$ (29,424.35)	\$ (12,525.65)	-30	\$ -	\$ (12,525.65)	-30
MISCELLANEOUS	\$ (41,950.00)	\$ (29,424.35)	\$ -	\$ (29,424.35)	\$ (12,525.65)	-30	\$ -	\$ (12,525.65)	-30
REVENUE	\$ (119,070.00)	\$ (36,300.98)	\$ -	\$ (36,300.98)	\$ (82,769.02)	-70	\$ -	\$ (82,769.02)	-70
701110 Base Salaries	\$ 6,693,798.16	\$ 4,861,112.78	\$ -	\$ 4,861,112.78	\$ 1,832,685.38	27	\$ -	\$ 1,832,685.38	27
701120 Part Time	\$ 623,891.27	\$ 401,454.24	\$ -	\$ 401,454.24	\$ 222,437.03	36	\$ -	\$ 222,437.03	36
701140 Holiday Work	\$ 400.00	\$ 592.80	\$ -	\$ 592.80	\$ (192.80)	-48	\$ -	\$ (192.80)	-48
701200 Incentive Longevity	\$ 173,450.00	\$ 87,871.04	\$ -	\$ 87,871.04	\$ 85,578.96	49	\$ -	\$ 85,578.96	49
701300 Overtime	\$ 1,000.00	\$ 1,015.96	\$ -	\$ 1,015.96	\$ (15.96)	-2	\$ -	\$ (15.96)	-2
701403 Shift Differential	\$ 11,632.00	\$ 6,358.10	\$ -	\$ 6,358.10	\$ 5,273.90	45	\$ -	\$ 5,273.90	45
701408 Call Back	\$ 330.00	\$ 478.22	\$ -	\$ 478.22	\$ (148.22)	-45	\$ -	\$ (148.22)	-45
701409 Assmt Diff IV & Gerlach	\$ 24,403.38	\$ 25,356.48	\$ -	\$ 25,356.48	\$ (953.10)	-4	\$ -	\$ (953.10)	-4
701414 Vacation Denied-Payoff	\$ -	\$ 23,534.20	\$ -	\$ 23,534.20	\$ (23,534.20)	0	\$ -	\$ (23,534.20)	0
701420 Incline Travel Allowance	\$ -	\$ 12,819.10	\$ -	\$ 12,819.10	\$ (12,819.10)	0	\$ -	\$ (12,819.10)	0
SALARIES AND WAGES	\$ 7,528,904.81	\$ 5,420,592.92	\$ -	\$ 5,420,592.92	\$ 2,108,311.89	28	\$ -	\$ 2,108,311.89	28
705110 Group Insurance	\$ 1,088,887.41	\$ 749,523.36	\$ -	\$ 749,523.36	\$ 339,364.05	31	\$ -	\$ 339,364.05	31
705115 Employer HSA Contributions	\$ 106,000.00	\$ 117,707.49	\$ -	\$ 117,707.49	\$ (11,707.49)	-11	\$ -	\$ (11,707.49)	-11
705190 OPEB Contribution	\$ 352,197.00	\$ 293,497.50	\$ -	\$ 293,497.50	\$ 58,699.50	17	\$ -	\$ 58,699.50	17
705210 Retirement	\$ 2,333,434.68	\$ 1,664,805.31	\$ -	\$ 1,664,805.31	\$ 668,629.37	29	\$ -	\$ 668,629.37	29
705230 Medicare April 1986	\$ 105,735.66	\$ 75,700.56	\$ -	\$ 75,700.56	\$ 30,035.10	28	\$ -	\$ 30,035.10	28
705240 Group Insurance Budgeted In	\$ 54,775.00	\$ -	\$ -	\$ -	\$ 54,775.00	100	\$ -	\$ 54,775.00	100
705320 Workmens Compensation Ins	\$ 11,514.18	\$ 8,297.16	\$ -	\$ 8,297.16	\$ 3,217.02	28	\$ -	\$ 3,217.02	28
705330 Unemployment Compensatic	\$ 8,165.51	\$ 5,609.04	\$ -	\$ 5,609.04	\$ 2,556.47	31	\$ -	\$ 2,556.47	31
EMPLOYEE BENEFITS	\$ 4,060,709.44	\$ 2,915,140.42	\$ -	\$ 2,915,140.42	\$ 1,145,569.02	28	\$ -	\$ 1,145,569.02	28
710100 Professional Services	\$ 8,115.54	\$ 3,617.50	\$ 8,115.54	\$ 11,733.04	\$ (3,617.50)	-45	\$ -	\$ (3,617.50)	-45
710200 Service Contract	\$ 20,250.00	\$ 12,453.92	\$ 1,000.00	\$ 13,453.92	\$ 6,796.08	34	\$ -	\$ 6,796.08	34
710205 Repairs and Maintenance	\$ 1,176.00	\$ 225.00	\$ -	\$ 225.00	\$ 951.00	81	\$ -	\$ 951.00	81
710210 Software Maintenance	\$ 3,500.00	\$ 1,800.00	\$ -	\$ 1,800.00	\$ 1,700.00	49	\$ 6,270.00	\$ (4,570.00)	-131
710300 Operating Supplies	\$ 123,479.00	\$ 46,666.26	\$ -	\$ 46,666.26	\$ 76,812.74	62	\$ 9,800.37	\$ 67,012.37	54

710310 Parts and Supplies	\$	700.00	\$	-	\$	-	\$	-	\$	700.00	100	\$	-	\$	700.00	100
710316 Library - Current Titles	\$	54,720.00	\$	54,545.00	\$	5,000.00	\$	59,545.00	\$	(4,825.00)	-9	\$	175.00	\$	(5,000.00)	-9
710318 Library Inter Loan Replaceme	\$	500.00	\$	64.95	\$	-	\$	64.95	\$	435.05	87	\$	-	\$	435.05	87
710334 Copy Machine Lease Expense	\$	111,366.04	\$	21,982.52	\$	15,239.32	\$	37,221.84	\$	74,144.20	67	\$	-	\$	74,144.20	67
710335 Copy Machine-Copy Charges	\$	59,021.89	\$	8,804.73	\$	16,741.45	\$	25,546.18	\$	33,475.71	57	\$	-	\$	33,475.71	57
710350 Office Supplies	\$	10,200.00	\$	215.73	\$	-	\$	215.73	\$	9,984.27	98	\$	-	\$	9,984.27	98
710360 Postage	\$	5,557.41	\$	8,685.04	\$	-	\$	8,685.04	\$	(3,127.63)	-56	\$	-	\$	(3,127.63)	-56
710361 Express Courier	\$	500.00	\$	252.55	\$	-	\$	252.55	\$	247.45	49	\$	252.55	\$	(5.10)	-1
710400 Payments to Other Agencies	\$	6,173.12	\$	4,033.67	\$	-	\$	4,033.67	\$	2,139.45	35	\$	-	\$	2,139.45	35
710502 Printing	\$	1,800.00	\$	665.00	\$	-	\$	665.00	\$	1,135.00	63	\$	-	\$	1,135.00	63
710506 Dept Insurance Deductible	\$	400.00	\$	-	\$	-	\$	-	\$	400.00	100	\$	-	\$	400.00	100
710507 Network and Data Lines	\$	-	\$	21.25	\$	-	\$	21.25	\$	(21.25)	0	\$	-	\$	(21.25)	0
710508 Telephone Land Lines	\$	23,600.00	\$	12,875.21	\$	-	\$	12,875.21	\$	10,724.79	45	\$	-	\$	10,724.79	45
710509 Seminars and Meetings	\$	2,800.00	\$	344.79	\$	-	\$	344.79	\$	2,455.21	88	\$	342.00	\$	2,113.21	75
710512 Auto Expense	\$	11,785.00	\$	7,134.24	\$	-	\$	7,134.24	\$	4,650.76	39	\$	-	\$	4,650.76	39
710519 Cellular Phone	\$	5,000.00	\$	1,471.18	\$	-	\$	1,471.18	\$	3,528.82	71	\$	-	\$	3,528.82	71
710529 Dues	\$	800.00	\$	-	\$	-	\$	-	\$	800.00	100	\$	-	\$	800.00	100
710535 Credit Card Fees	\$	1,000.00	\$	127.97	\$	-	\$	127.97	\$	872.03	87	\$	-	\$	872.03	87
710546 Advertising	\$	800.00	\$	200.53	\$	-	\$	200.53	\$	599.47	75	\$	-	\$	599.47	75
710600 LT Lease-Office Space	\$	366,034.00	\$	309,284.22	\$	61,983.76	\$	371,267.98	\$	(5,233.98)	-1	\$	-	\$	(5,233.98)	-1
711008 Combined Utilities	\$	256,352.00	\$	192,264.00	\$	-	\$	192,264.00	\$	64,088.00	25	\$	-	\$	64,088.00	25
711100 ESD Asset Management	\$	2,517.00	\$	2,447.55	\$	-	\$	2,447.55	\$	69.45	3	\$	-	\$	69.45	3
711113 Equipment Services Replacer	\$	7,531.81	\$	10,407.79	\$	-	\$	10,407.79	\$	(2,875.98)	-38	\$	-	\$	(2,875.98)	-38
711114 Equipment Services Operatio	\$	13,598.78	\$	9,679.94	\$	-	\$	9,679.94	\$	3,918.84	29	\$	-	\$	3,918.84	29
711117 Equipment Services Fuel Cha	\$	7,456.00	\$	5,573.22	\$	-	\$	5,573.22	\$	1,882.78	25	\$	-	\$	1,882.78	25
711119 Property & Liability Billings	\$	14,890.00	\$	12,408.30	\$	-	\$	12,408.30	\$	2,481.70	17	\$	-	\$	2,481.70	17
711210 Travel	\$	10,000.00	\$	3,009.60	\$	-	\$	3,009.60	\$	6,990.40	70	\$	-	\$	6,990.40	70
711300 Cash Over Short	\$	-	\$	25.00	\$	-	\$	25.00	\$	(25.00)	0	\$	-	\$	(25.00)	0
711504 Equipment nonCapital	\$	29,926.00	\$	1,598.07	\$	-	\$	1,598.07	\$	28,327.93	95	\$	48,491.63	\$	(20,163.70)	-67
SERVICES AND SUPPLIES	\$	1,161,549.59	\$	732,884.73	\$	108,080.07	\$	840,964.80	\$	320,584.79	28	\$	65,331.55	\$	255,253.24	22
EXPENDITURES	\$	12,751,163.84	\$	9,068,618.07	\$	108,080.07	\$	9,176,698.14	\$	3,574,465.70	28	\$	65,331.55	\$	3,509,134.15	28
Total	\$	12,632,093.84	\$	9,032,317.09	\$	108,080.07	\$	9,140,397.16	\$	3,491,696.68	28	\$	65,331.55	\$	3,426,365.13	27

Expansion Fund Budget, 204-0, July 1, 2024-April 1, 2025 Planned Budget with Expenditures

Accounts	Plan	Actual	PO Commit	Actual + PO	Available	Avail%	PreCommit	Available_1	Avail%
411000 General Real Property Tax	\$ (4,209,882.00)	\$ (4,096,794.65)	\$ -	\$ (4,096,794.65)	\$ (113,087.35)	-3	\$ -	\$ (113,087.35)	-3
411001 General Real Property Tax	\$ (20,233.00)	\$ (7,513.09)	\$ -	\$ (7,513.09)	\$ (12,719.91)	-63	\$ -	\$ (12,719.91)	-63
411500 General Personal Property	\$ (270,398.00)	\$ (201,405.91)	\$ -	\$ (201,405.91)	\$ (68,992.09)	-26	\$ -	\$ (68,992.09)	-26
411501 General Personal Property	\$ (10,584.00)	\$ 5,187.09	\$ -	\$ 5,187.09	\$ (15,771.09)	-149	\$ -	\$ (15,771.09)	-149
TAXES	\$ (4,511,097.00)	\$ (4,300,526.56)	\$ -	\$ (4,300,526.56)	\$ (210,570.44)	-5	\$ -	\$ (210,570.44)	-5
481000 Interest on Pooled Investrn	\$ (15,000.00)	\$ (108,288.19)	\$ -	\$ (108,288.19)	\$ 93,288.19	622	\$ -	\$ 93,288.19	622
482100 Realized Gain/(Loss) on P	\$ -	\$ (10,991.28)	\$ -	\$ (10,991.28)	\$ 10,991.28	0	\$ -	\$ 10,991.28	0
482200 Unrealized Gain/(Loss) on	\$ -	\$ (73,792.29)	\$ -	\$ (73,792.29)	\$ 73,792.29	0	\$ -	\$ 73,792.29	0
MISCELLANEOUS	\$ (15,000.00)	\$ (193,071.76)	\$ -	\$ (193,071.76)	\$ 178,071.76	1187	\$ -	\$ 178,071.76	1187
REVENUE	\$ (4,526,097.00)	\$ (4,493,598.32)	\$ -	\$ (4,493,598.32)	\$ (32,498.68)	-1	\$ -	\$ (32,498.68)	-1
701110 Base Salaries	\$ 1,387,495.35	\$ 1,005,702.95	\$ -	\$ 1,005,702.95	\$ 381,792.40	28	\$ -	\$ 381,792.40	28
701120 Part Time	\$ 192,865.21	\$ 130,345.31	\$ -	\$ 130,345.31	\$ 62,519.90	32	\$ -	\$ 62,519.90	32
701200 Incentive Longevity	\$ 45,550.00	\$ 21,219.24	\$ -	\$ 21,219.24	\$ 24,330.76	53	\$ -	\$ 24,330.76	53
701300 Overtime	\$ -	\$ 1,015.12	\$ -	\$ 1,015.12	\$ (1,015.12)	0	\$ -	\$ (1,015.12)	0
701403 Shift Differential	\$ 4,500.00	\$ 2,029.14	\$ -	\$ 2,029.14	\$ 2,470.86	55	\$ -	\$ 2,470.86	55
701408 Call Back	\$ -	\$ 103.48	\$ -	\$ 103.48	\$ (103.48)	0	\$ -	\$ (103.48)	0
701413 Vac Payoff/Sick Pay-Term	\$ -	\$ 42,321.10	\$ -	\$ 42,321.10	\$ (42,321.10)	0	\$ -	\$ (42,321.10)	0
701414 Vacation Denied-Payoff	\$ -	\$ 4,780.15	\$ -	\$ 4,780.15	\$ (4,780.15)	0	\$ -	\$ (4,780.15)	0
701417 Comp Time	\$ -	\$ 7,112.87	\$ -	\$ 7,112.87	\$ (7,112.87)	0	\$ -	\$ (7,112.87)	0
SALARIES AND WAGES	\$ 1,630,410.56	\$ 1,214,629.36	\$ -	\$ 1,214,629.36	\$ 415,781.20	26	\$ -	\$ 415,781.20	26
705110 Group Insurance	\$ 211,841.09	\$ 146,774.78	\$ -	\$ 146,774.78	\$ 65,066.31	31	\$ -	\$ 65,066.31	31
705115 Employer HSA Contributic	\$ 27,750.00	\$ 28,612.28	\$ -	\$ 28,612.28	\$ (862.28)	-3	\$ -	\$ (862.28)	-3
705190 OPEB Contribution	\$ 72,207.00	\$ 60,172.50	\$ -	\$ 60,172.50	\$ 12,034.50	17	\$ -	\$ 12,034.50	17
705210 Retirement	\$ 477,726.11	\$ 344,660.34	\$ -	\$ 344,660.34	\$ 133,065.77	28	\$ -	\$ 133,065.77	28
705230 Medicare April 1986	\$ 23,012.33	\$ 17,211.05	\$ -	\$ 17,211.05	\$ 5,801.28	25	\$ -	\$ 5,801.28	25
705240 Group Insurance Budgete	\$ 9,932.00	\$ -	\$ -	\$ -	\$ 9,932.00	100	\$ -	\$ 9,932.00	100
705320 Workmens Compensator	\$ 2,349.64	\$ 1,690.76	\$ -	\$ 1,690.76	\$ 658.88	28	\$ -	\$ 658.88	28
705330 Unemployment Compens	\$ 1,991.13	\$ 1,362.47	\$ -	\$ 1,362.47	\$ 628.66	32	\$ -	\$ 628.66	32
EMPLOYEE BENEFITS	\$ 826,809.30	\$ 600,484.18	\$ -	\$ 600,484.18	\$ 226,325.12	27	\$ -	\$ 226,325.12	27
710100 Professional Services	\$ 146,500.00	\$ 51,889.51	\$ 25,997.16	\$ 77,886.67	\$ 68,613.33	47	\$ -	\$ 68,613.33	47
710142 Property Tax Processing F	\$ 20,470.00	\$ 15,790.63	\$ -	\$ 15,790.63	\$ 4,679.37	23	\$ -	\$ 4,679.37	23
710149 Investment Pool Allocat	\$ 1,600.00	\$ 1,366.65	\$ -	\$ 1,366.65	\$ 233.35	15	\$ -	\$ 233.35	15

710200 Service Contract	\$ 38,100.00	\$ 3,200.88	\$ -	\$ 3,200.88	\$ 34,899.12	92	\$ -	\$ 34,899.12	92
710205 Repairs and Maintenance	\$ -	\$ 45.00	\$ -	\$ 45.00	\$ (45.00)	0	\$ 127.70	\$ (172.70)	0
710210 Software Maintenance	\$ -	\$ 14,964.00	\$ -	\$ 14,964.00	\$ (14,964.00)	0	\$ -	\$ (14,964.00)	0
710300 Operating Supplies	\$ 10,000.00	\$ 16,846.55	\$ -	\$ 16,846.55	\$ (6,846.55)	-68	\$ -	\$ (6,846.55)	-68
710316 Library - Current Titles	\$ 1,360,000.00	\$ 645,639.96	\$ 97,324.22	\$ 742,964.18	\$ 617,035.82	45	\$ 16,253.06	\$ 600,782.76	44
710507 Network and Data Lines	\$ 150,000.00	\$ 102,861.74	\$ 32,970.00	\$ 135,831.74	\$ 14,168.26	9	\$ -	\$ 14,168.26	9
710508 Telephone Land Lines	\$ -	\$ 0.45	\$ -	\$ 0.45	\$ (0.45)	0	\$ -	\$ (0.45)	0
710509 Seminars and Meetings	\$ 15,000.00	\$ 1,502.81	\$ -	\$ 1,502.81	\$ 13,497.19	90	\$ -	\$ 13,497.19	90
710512 Auto Expense	\$ 600.00	\$ 713.52	\$ -	\$ 713.52	\$ (113.52)	-19	\$ -	\$ (113.52)	-19
710519 Cellular Phone	\$ -	\$ 420.10	\$ -	\$ 420.10	\$ (420.10)	0	\$ -	\$ (420.10)	0
711119 Property & Liability Billing	\$ 591.00	\$ 492.50	\$ -	\$ 492.50	\$ 98.50	17	\$ -	\$ 98.50	17
711210 Travel	\$ 15,000.00	\$ -	\$ -	\$ -	\$ 15,000.00	100	\$ -	\$ 15,000.00	100
711400 Overhead - General Fund	\$ 80,222.00	\$ 66,851.70	\$ -	\$ 66,851.70	\$ 13,370.30	17	\$ -	\$ 13,370.30	17
711504 Equipment nonCapital	\$ 179,770.00	\$ 113,991.65	\$ -	\$ 113,991.65	\$ 65,778.35	37	\$ 2,223.99	\$ 63,554.36	35
SERVICES AND SUPPLIES	\$ 2,017,853.00	\$ 1,036,577.65	\$ 156,291.38	\$ 1,192,869.03	\$ 824,983.97	41	\$ 18,604.75	\$ 806,379.22	40
EXPENDITURES	\$ 4,475,072.86	\$ 2,851,691.19	\$ 156,291.38	\$ 3,007,982.57	\$ 1,467,090.29	33	\$ 18,604.75	\$ 1,448,485.54	32
814092 Transfer to Public Works C	\$ 124,628.20	\$ 2,075.00	\$ -	\$ 2,075.00	\$ 122,553.20	98	\$ -	\$ 122,553.20	98
OTHER FINANCING SOURCES/USE	\$ 124,628.20	\$ 2,075.00	\$ -	\$ 2,075.00	\$ 122,553.20	98	\$ -	\$ 122,553.20	98
Total	\$ 73,604.06	\$ (1,639,832.13)	\$ 156,291.38	\$ (1,483,540.75)	\$ 1,557,144.81	-2116	\$ 18,604.75	\$ 1,538,540.06	-2090

SPANISH SPRINGS LIBRARY



REPORT TO THE LIBRARY BOARD
OF TRUSTEES, APRIL 2025



SPANISH SPRINGS LIBRARY IN THE news and on social media...



NV for EveryLibrary Presents

HUG A LIBRARY

February 14TH Heart handout starts at 12:45pm
Library hug starts at 1pm

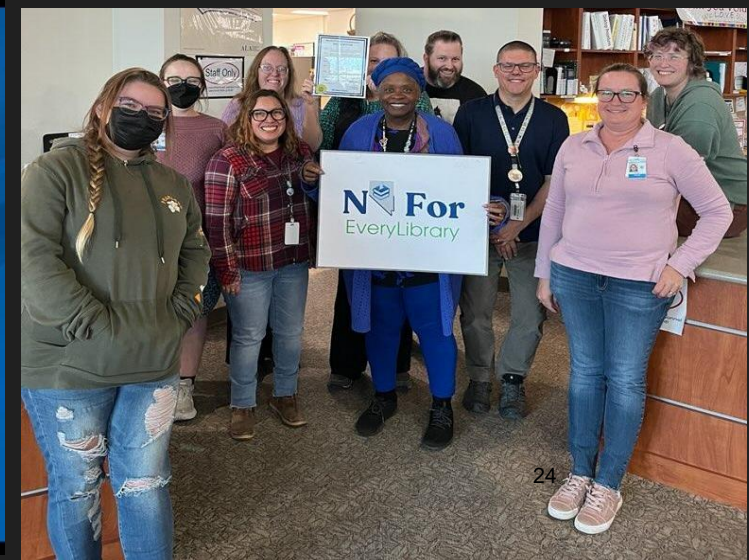
4 YOUR COMMUNITY

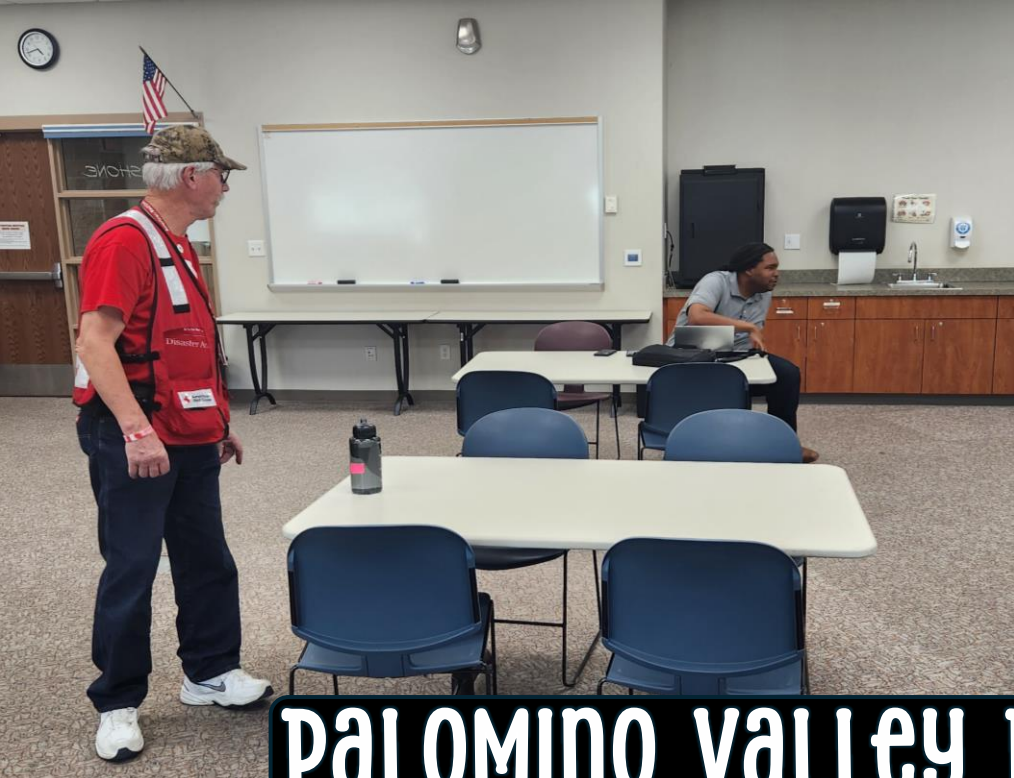
> HUG A LIBRARY EVENT

>> SPANISH SPRINGS LIBRARY

Spanish Springs Library 7100A Pyramid Way, Sparks, NV 89430

LIBRARY SYSTEM NV For EveryLibrary PRSSA University of Nevada, Reno





PALOMINO VALLEY FIRE EVACUATION SITE

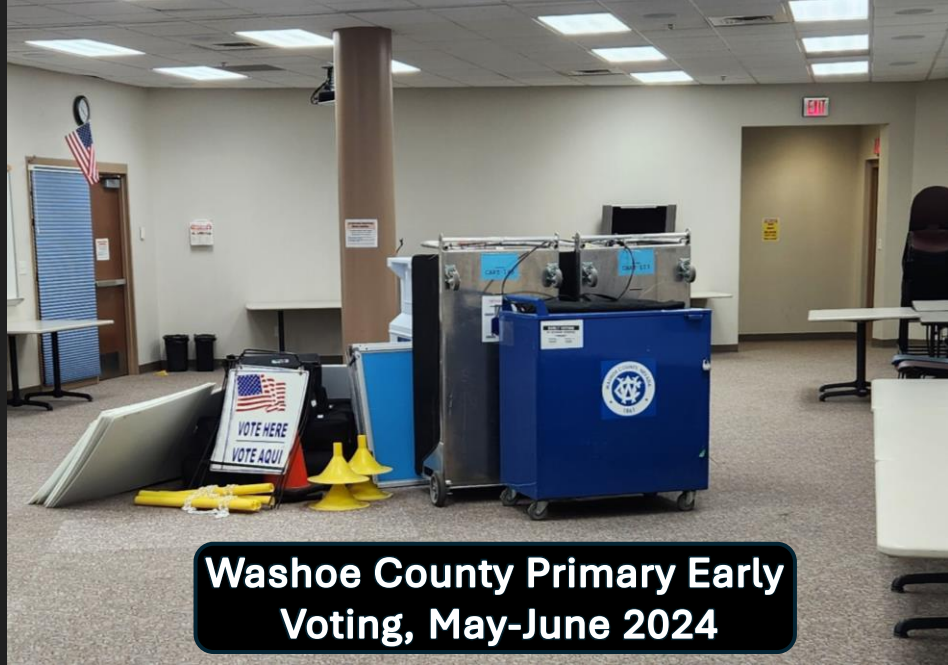


 5. Commissioner's/County Manager's Announcements
BOARD OF COUNTY COMMISSIONERS | September 17, 2024





**Palomino Valley
Special Election,
May 2024**



**Washoe County Primary Early
Voting, May-June 2024**



VOTING at THE LIBRARY



**Washoe County Early Voting
October –November 2024**



**Washoe County Election Day
Voting November 2024**



our amazing LIBRARY staff





Dean THE MOOSE JOINS THE TEAM



MONDAY STORY TIMES WITH JOY, HELEN & SASHA





BABY SOCIAL 2ND and 4TH WEDNESDAYS





FRIDAY TODDLER TIME WITH ANN & KRIS







THURSDAY CRAFT STUDIO





Dungeons & Dragons WITH Aaron



TEENS ONLY REMODELED!





STAFF HELPING WITH TEENS ONLY REMODEL



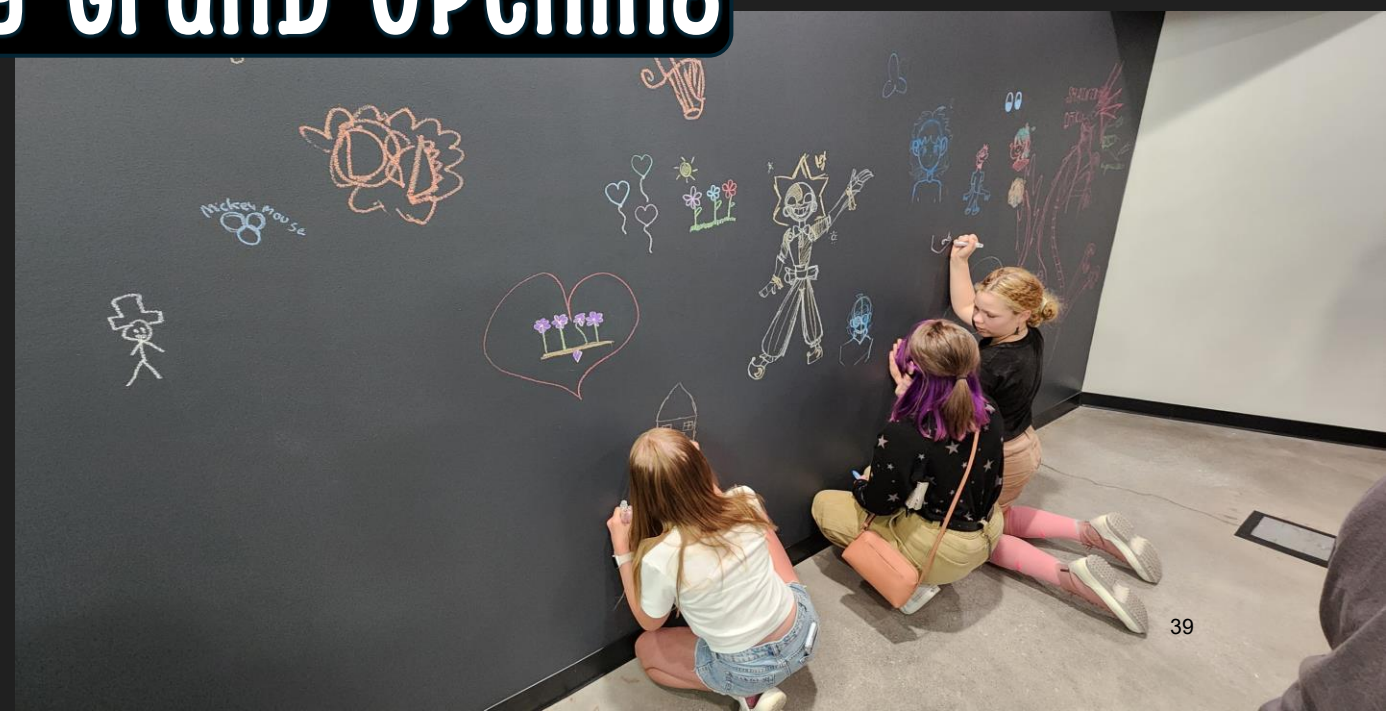


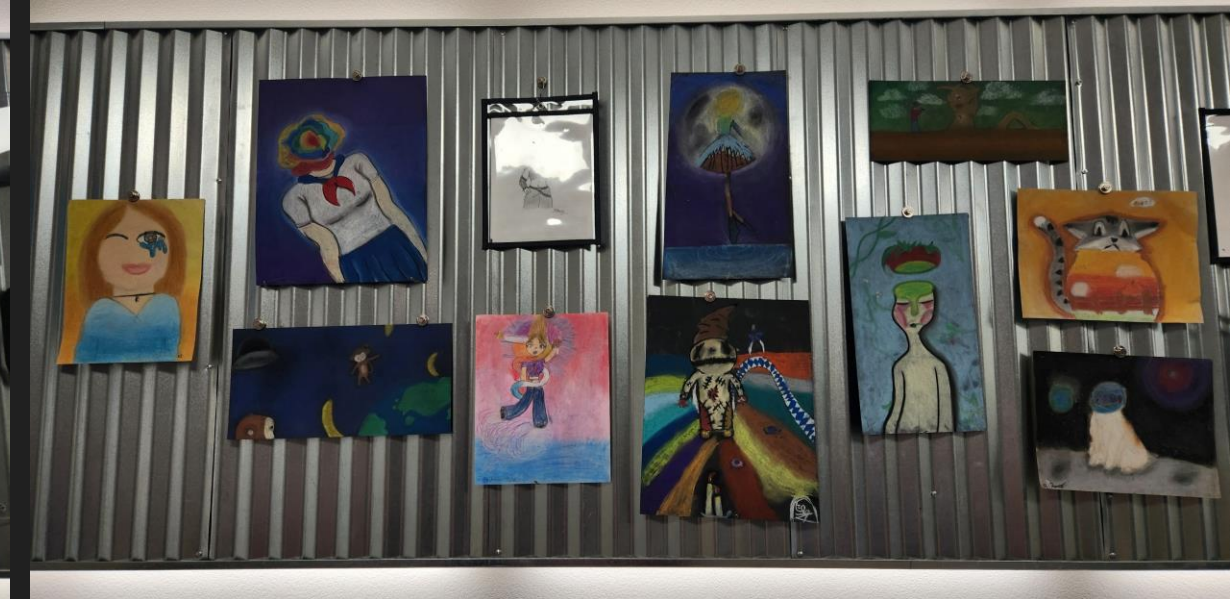
FURNITURE DELIVERED...TEENS CAN'T WAIT





TEENS ONLY Grand Opening







MEETING ROOM REFLOORING



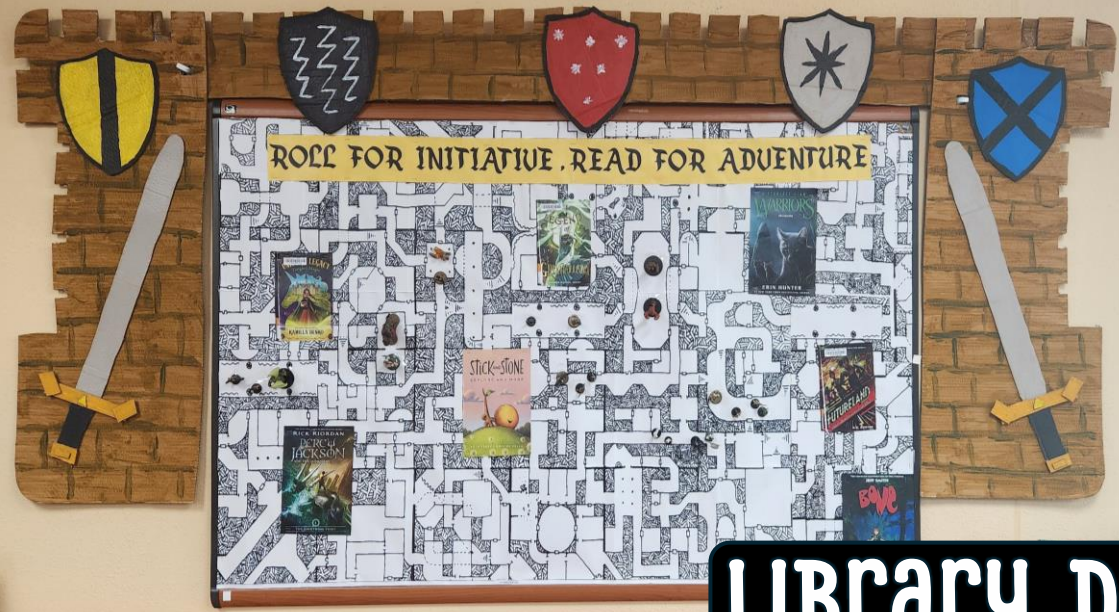


NEW FLOOR, new FURNITURE, FRESH PAINT



PAIUTE CIRCLE OF POINTS CARPETING REPLACED





LIBRARY DISPLAYS FOR everyone





LIBRARY DISPLAYS FOR everyone





ANNUAL STAFF HALLOWEEN PUMPKIN DECORATING CONTEST





OUTREACHES & TOURS







More OUTreaches

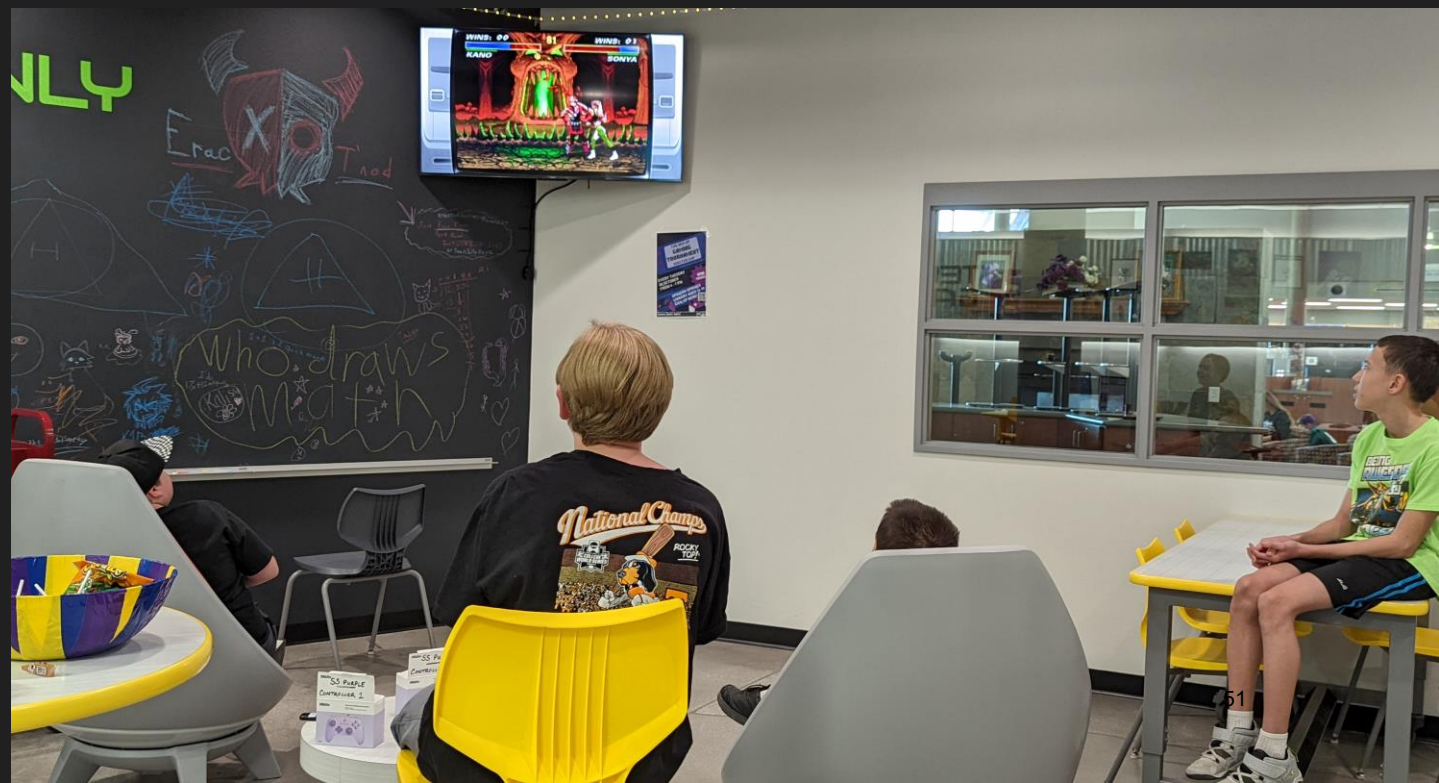




sensory sound garden



EVENTS FOR ALL AGES





events for all ages



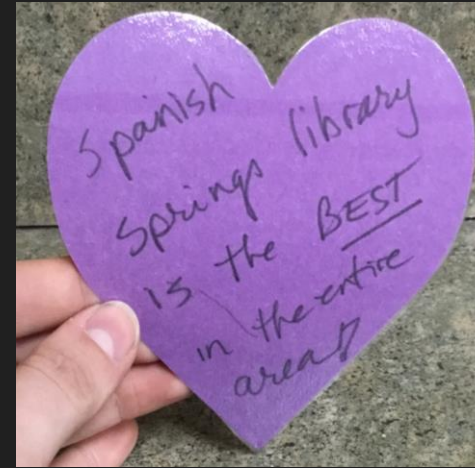
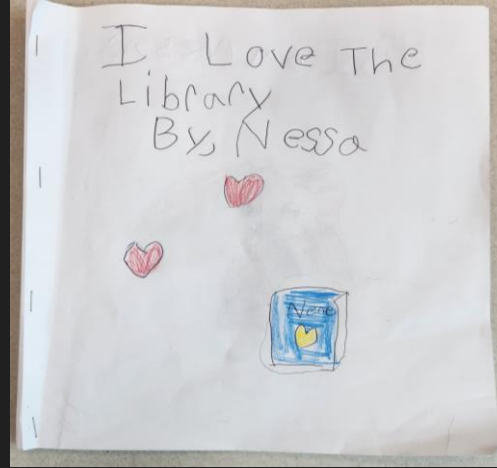


HOW DO YOU USE YOUR LIBRARY?

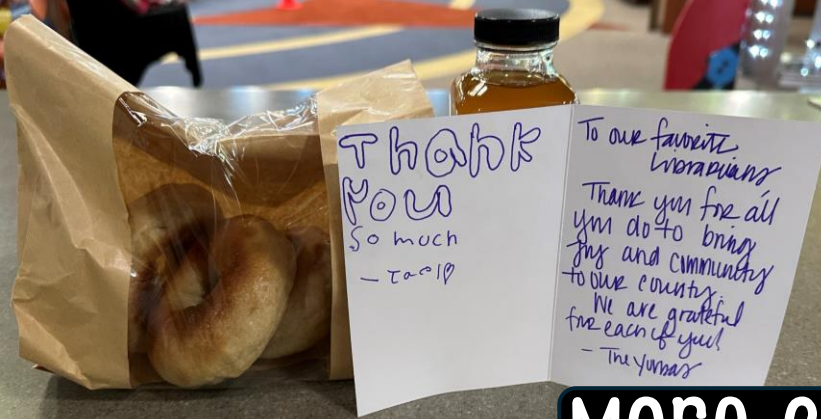


HOW DO YOU USE YOUR LIBRARY?





"THANK YOUS" AND OTHER KINDNESSES FROM OUR PATRONS



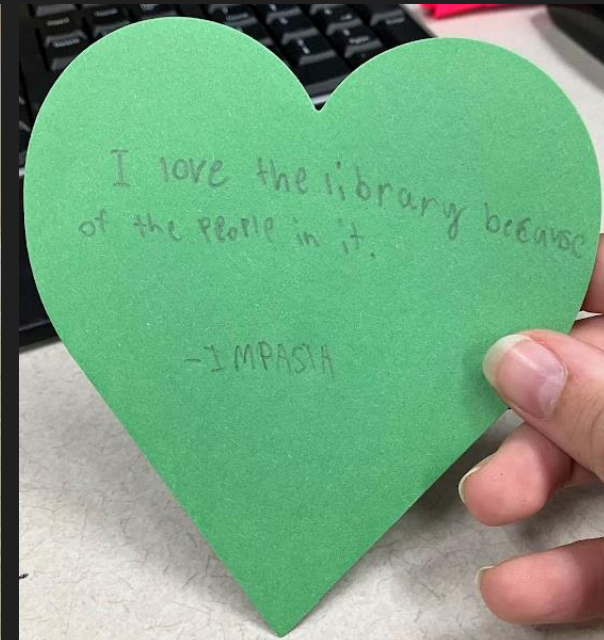
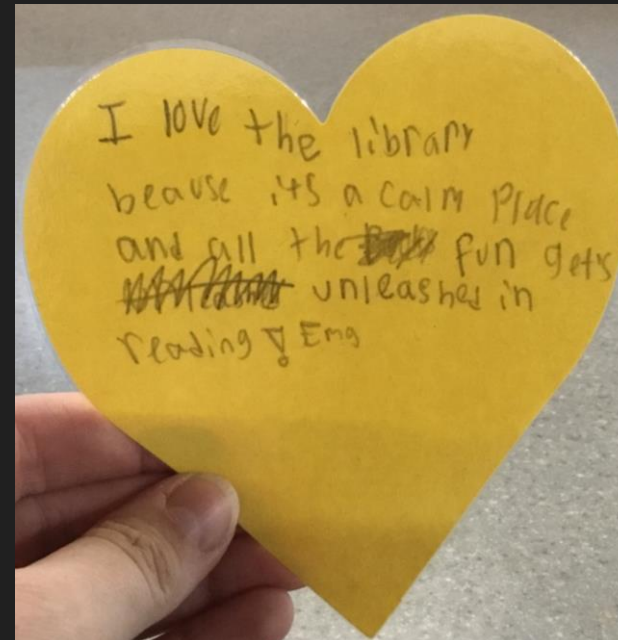
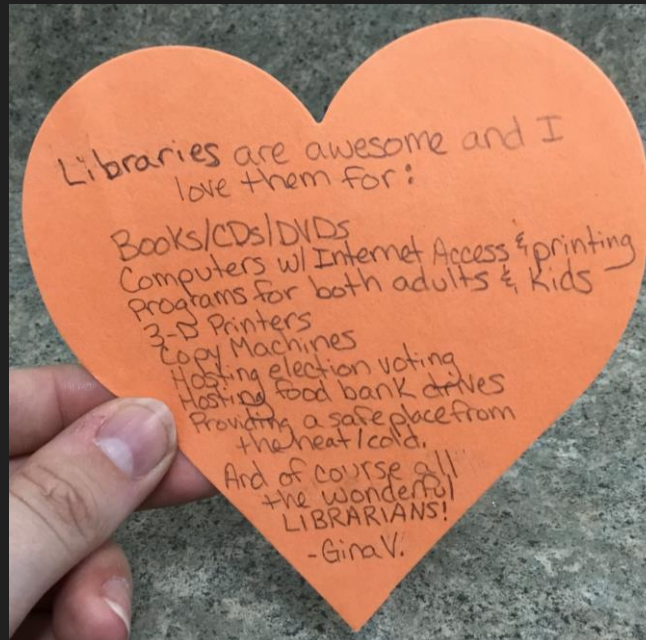
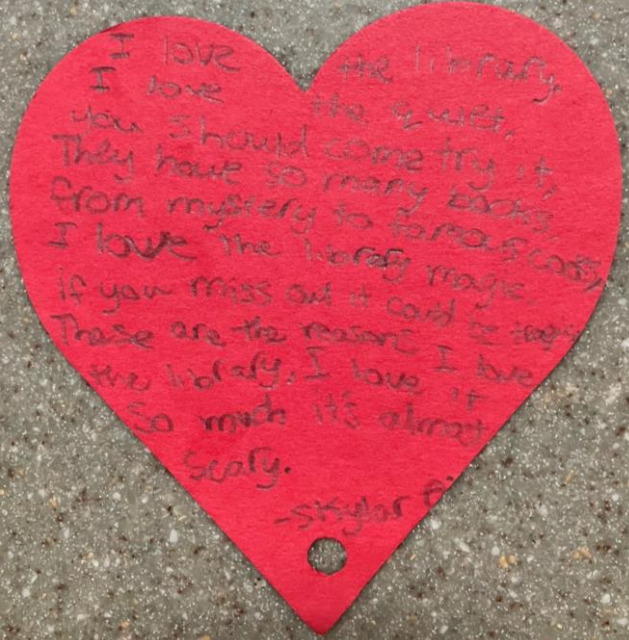
MORE GOODIES FROM OUR PATRONS



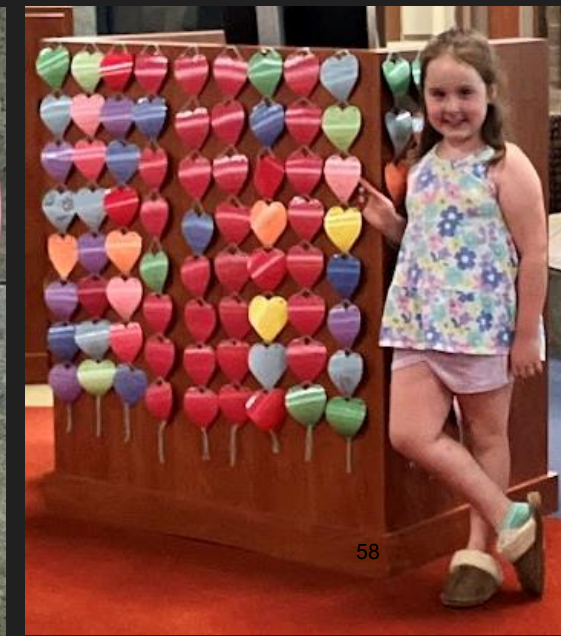
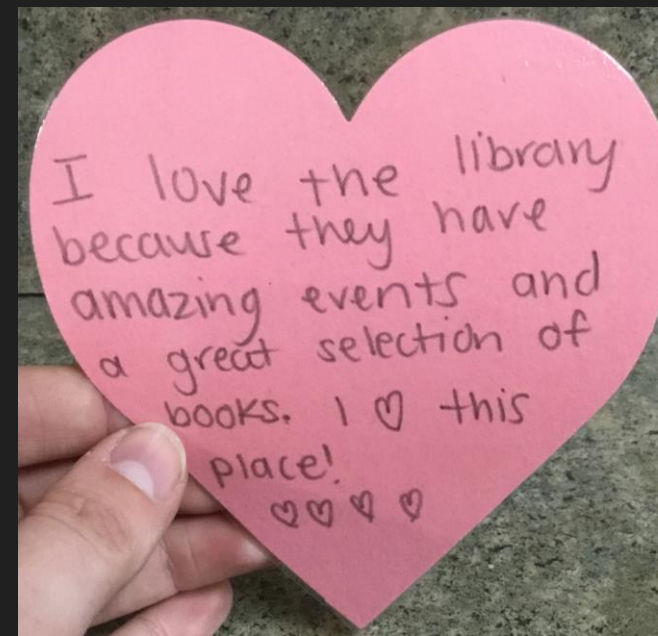
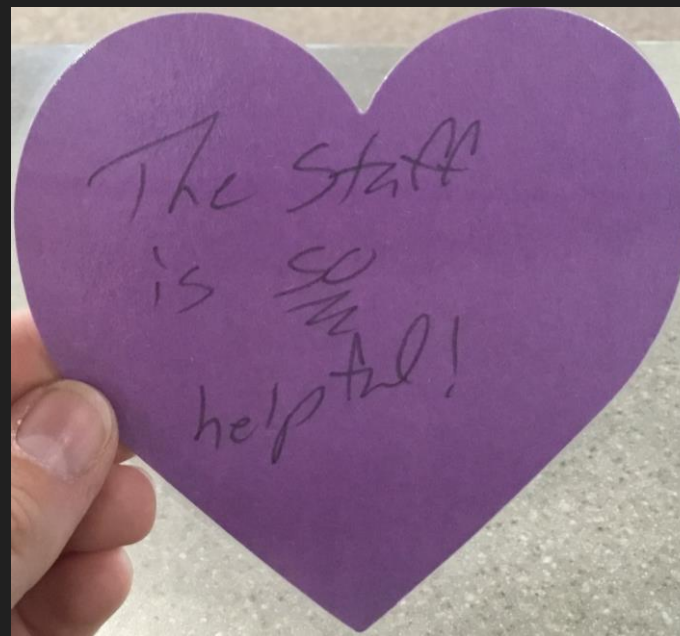
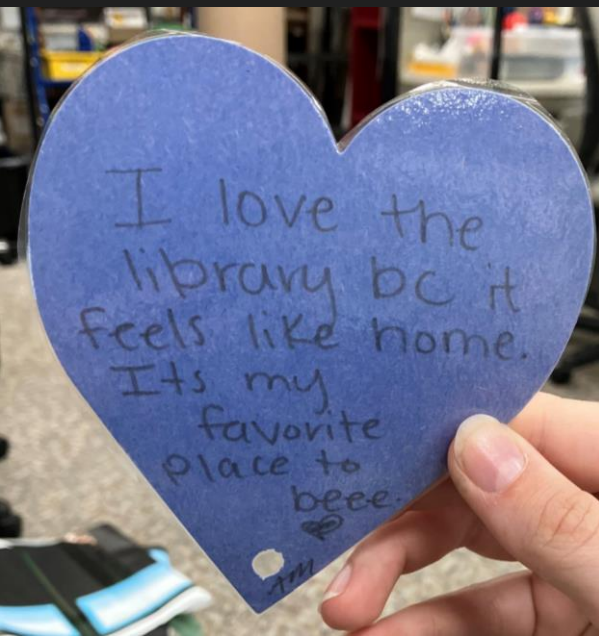


(IT'S HARD TO LOSE WEIGHT HERE)





OUR COMMUNITY LOVES THE LIBRARY



520 HEARTS FROM JUNE TO JULY



MARKETING AND COMMUNICATIONS TEAM (MARCOM) REPORT

WASHOE COUNTY LIBRARY
BOARD OF TRUSTEES
APRIL 16, 2025

We're excited to shout out and thank the Nevada for [EveryLibrary](#) team participating in this year's [PRSSA Nevada](#) Bateman competition! These public relations students spent the last month advocating on behalf of Nevada libraries.

Their hard work culminated in a proclamation from the [Washoe County, Nevada - Government](#) Board of County Commissioners recognizing March 3, 2025, as Nevada Libraries Support and Advocacy Day. The team delivered proclamations to academic and public libraries throughout Washoe County, and our staffers were thrilled to receive them. Cheers to great success for the student group in this year's competition and beyond!



MARCOM IS A TEAM EFFORT

Our mission: To provide clear, concise, professional marketing and cohesive branding for the library system; and improve library recognition, create trust, build financial value, and inspire both internal and external customers.

- MarCom representatives at each branch
- Team responsibilities
- Current projects
 - Explorer magazine
 - Summer Reading Challenge
 - Video content creation
 - Community partnerships



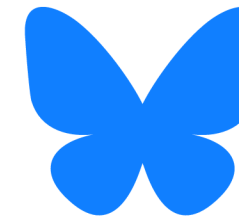
FOLLOW US ON SOCIAL MEDIA!



@washoeountylibrary



@washoeountylibrary



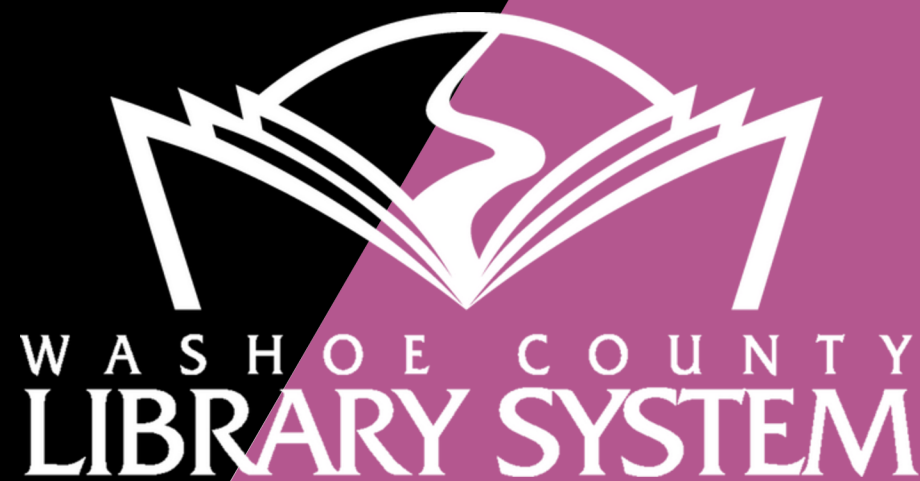
@washoelibrary.bsky.social



@WashoeLibrary



@washoeountylibrary





LIBRARY BOARD OF TRUSTEES MEETING MINUTES

WEDNESDAY, MARCH 19, 2025

5:30 P.M.

SPARKS LIBRARY 1125 12th Street, Sparks, NV 89431

Library Trustees:

Ann Silver, Chair

Tami Ruf, Vice Chair

Gianna Jacks, Trustee

Lea Moser, Trustee

Marie Rodriguez, Trustee

Salute to the Flag - Led by Trustee Rodriguez

1. Roll Call [Non-Action Item]

- Present – Vice Chair Ruf, Trustee Rodriguez, Trustee Jacks, Trustee Moser
- Chair Ann Silver joined later at 6:10pm

2. Reports

a) Library Director Update by Jeff Scott [Non-Action Item]

- Director Scott highlighted the new Spring edition of the Library Explorer magazine. The Senior Center Library reopening after renovations has been pushed back to coincide with Older Americans Month in May. This renovation included the installation of new AV equipment that will enhance future board meetings at that location. Director Scott covered other library events and programs including youth events such as Nevada Reading Week. Director Scott mentioned a 2% increase in book check-outs, and a 3% increase in computer usage since last fiscal year. He noted that part of this was the 8% increase in use of Wi-Fi in library locations and suggested possible laptop checkout programs in the future. A graphic was displayed illustrating the check out trends from 7/1/24 to 3/1/25 by branch.
- Director Scott started to address the budget, mentioning that the library is mostly on target, but was stopped by VC Ruf who requested he continue onto the technology plan and come back to the budget when Chair Silver arrives.

b) Library Technology Plan [Non-Action Item]

- Director Scott spoke about components of the current plan and previously implemented technology that has helped the library streamline check in processes. Director Scott discussed possible future additions to library branches without automated book drops.
 - VC Ruff asked about the cost of maintenance on the automated machines. Director Scott explained that the automated book drops do not require much maintenance but that the security gates are expensive to maintain and the library is looking for alternatives. RFID has improved library security in regard to book collections and helps with inventory management.
 - VC Ruf asked how often inventory is done for the library. Director Scott responded that all books have RFID tags that allow them to be tracked and checked in/out of the system easily. He suggested that Collection Development Manager Debi Stears would be able to give more details about inventory.

- Director Scott continued to outline current library technology services including the Makerspace with 3D printers. All printing is monitored, and no harmful items (guns, knives) are allowed to be printed. He also mentioned that the Makerspace has taken a backseat in recent years due to its low level of need as reflected on the public survey. The equipment is maintained but use has seen a drop off post COVID.
 - VC Ruf asked how surveys are conducted. Director Scott replied that surveys are available on the Washoe County Library website and are distributed in print to all the branches and other community locations. The most recent survey was August 2021 in which he learned that transportation was an issue for rural patrons. The Book Mobile and kiosks in Sun Valley and Cold Springs, as well as increased weekend hours, were a direct result of that survey.
 - VC Ruf asked when the next survey will be sent out. Director Scott replied that he is waiting for the budget to be decided, but he hopes to introduce the idea in May.
 - Trustee Rodriguez asked if the RTC can help with transportation issues and if that information can be shared with patrons. Director Scott let the board know he has worked with the county and RTC. Trustee Moser also created a bus route map that is available at all library branches, along with RTC brochures. He clarified that many patrons knew about the service, they were just frustrated by the procedures involved and desired an easier solution. Director Scott also mentioned the possible future transportation enhancements for the North Valleys area.
- Director Scott mentioned the recent Executive Order regarding MILS and library funding. He is working with state librarian Mike Strong and Mark Amodei to better understand how this decision will impact the Washoe County library system. He stressed that most of this funding is used for rural library services which are a vital part of Nevada. Director Scott went on to outline other library services such as one-on-one help with a librarian, after hours meetings rooms, available library databases, and services such as Libby. He mentioned efforts to advertise Libby services on RTC buses and at the Reno-Tahoe Airport.
 - VC Ruf asked if advertising Libby at the RTC and airport incurred a charge. Director Scott said that the RTC post is a public information document and not an advertisement and therefore posted free of charge. He is working to secure advertising at a low to no cost for the library.

- Director Scott continued with technology updates including trainings for staff and patrons on AI, the cost of eBooks/audiobooks vs physical copies, and the decline in public access computer usage. He mentioned the upgrade to 1gb high speed internet last year, the increase in laptop usage, and the possibility of laptop checkouts in the future, keeping in mind barriers to use.
 - VC Ruf asked who the “we” is who decides the tech. Director Scott answered that it is the Reference Technology Training team led by Assistant Director Stacy McKenzie. Staff and patrons are consulted, and the needs of branches are discussed.
 - VC Ruf asked if this team meets monthly. Director Scott says they meet weekly to get ahead of potential issues.
- Director Scott mentioned that the new tech survey will go out at the end of the month for public feedback. It will be available on the webpage and in branches. This is following the same procedure as the senior tech survey in 2022. The survey results will be shared with the board. Patron desire for streaming services was discussed and the challenges involved, such as the high cost.
 - VC Ruf said that adding streaming service options would be costly. Director Scott agreed and mentioned services like Hoopla and Kanopy that often have fewer viewing options, restrictions on check out length, and AI content.
- VC Ruf announced Ann Silver’s arrival.
- Director Scott detailed trainings for staff around AI and Chat GPT, and future plans to share this information with patrons. High speed internet needs were discussed, and the need for older patrons to be educated on computer and technology use.
 - Chair Silver questioned if the library could be all things to all people. Director Scott stressed the importance of the library surveys for precisely this reason. Through surveys and forums the library can understand patron needs and then decide what can be done effectively and with the budget available.
 - Chair Silver stressed that the board should decide what services the library provides based on consistent vs special needs, and providing equitable services. Director Scott agreed.
 - Chair Silver asked if the board would have access to the library surveys. Director Scott affirmed that the board would have access and their feedback is desired.

- Trustee Moser asked about the functionality of the holds system. Director Scott explained how patrons are alerted when a book is available, and if an alert does not come through to please let library staff know.
- Trustee Moser asked how the surveys are built. Director Scott responded that the library team crafts the survey with questions aimed at patron needs.
- Director Scott mentioned the budget is on target with 35% of the year remaining. The only area of greater use are the line items related to book purchasing, which is always done ahead of the general curve.
 - Trustee Ruff asked if the budget runs January to December. Director Scott corrected that it runs per fiscal year, June to July. He then clarified budget questions such as the end of the expansion fund (June 3rd) and the balance of 4.4 million.
 - Chair Silver asked if there as been any communication from the country regarding the future budget. Director Scott answered that he is waiting for the meeting on April 8th at which point he will know how much money the library has been allocated and seek board input.
 - Chair Silver mentioned the threat of future layoffs and her concerns for staff. Director Scott mirrored her concerns. Chair Silver expressed the desire to add advance contingency plans for the next agenda. Director Scott clarified that the budget needs to be decided before any plans can be made. Branch managers have contingencies based on different events, worst to best. Due to the circumstances, there are no hard plans in place. Director Scott's contingency plan was essentially what he presented to the board in December 2024.
 - VC Ruff stated that 12.5 million funds can be counted on. She questioned if Director Scott believed any of this could be taken. As far as Director Scott understands it, that money is secure, however there could be changes in the budget cycle.
 - Trustee Jacks questioned who submits budget requests. Director Scott answered that he does and always asks for the full budget. He further clarified how budgets are decided.
 - Trustee Moser had a question about the Trustee stipend and when those would be given out. Director Scott said it should be automatic as it's a budget line item but he will check.

- Chair Silver asked if that money could be taken out of the budget. Director Scott said their stipend is mandated and cannot be taken out, however it can be donated or possibly returned to the county. Trustee Moser volunteered that she always donates hers back to the library.

c) Spanish Language Services Plan Update [Non-Action Item]

- Director Scott covered the Spanish language offerings at the library. More Spanish language materials are needed for the book mobile, particularly children's books. He emphasized the importance of the library's partnership with NNLC. A graphic was shown illustrating Spanish language check outs by branch.

d) Jail Library Services Update [Non-Action Item]

- Megan Conelly of Library Technical Services detailed the Library Jail services program.
- Trustee Moser thanked Megan Conelly for her presentation and asked about the funding source for the book budget. Conelly replied that it comes out of the library's regular book budget. Trustee Moser questioned the impact the potential budget cuts might have on this program. Conelly responded that it's hard to know until the budget is finalized.
- Trustee Rodriguez asked for clarification regarding funding for the Library Aide who is employed at the prison. Conelly clarified that the Aide is not part of the library budget and is provided by the sheriff's office.
- VC Ruff asked about jail library donations. Conelly said that donations can be made at any library and only paperbacks are accepted.
- Chair Silver asked for clarification about the donation process. Conelly clarified that donated items are reviewed for quality and chosen from the pool of donated books. Chair Silver asked for further clarification and Connelly detailed the donation process.

3. Public Comment – Two Minute Time Limit Per Person [Non-Action Item] No discussion or action by the Board may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.

- **Chair Silver read aloud the code of conduct.**
- Joni Hammond: Expressed concerns about perceived sexual content in children's literature. Addressed counter arguments.

- Krysta Flanagan: Expressed support for public libraries, detailing personal experience, and the support they give to lower income families and those who are unhoused. Thanked librarians.
- Tara de Queiroz: Requested board members complete available library trustee trainings and share status with community members.
- Candace Powell: Expressed support for librarians. Mentioned previous board meeting where a librarian was verbally harassed by community member. Thanked Chair Silver for reading the code of conduct aloud and urged members to act in the future.
- Laura Wade: Expressed support for libraries. Requested agenda item for next month to actively stop hate speech during public comment. Expressed concern as a queer community member.
- Noelle Patterson: Expressed support for libraries and the services they provide. Hopes the budget continues to support these efforts.
- Laura Wetherington: Spoke on behalf of her library-loving son and how important library access has been to his development. Expressed her appreciation for the library's children spaces, and support of library staff.
- Bruce Parks: Distributed a written document to board for submission into the record. Referenced recent article about Trustee Jacks and expressed his concern about a board member being part of the local democratic party.
- Gail Townsend: Expressed desire to hear from Trustees more about how they engage with and support libraries when not at board meetings. Questioned relevance of trustee questions regarding library operations as they should already know the answers if they frequent libraries.
- Naseem Jamnia: Reiterated Gail's request for Trustee updates on how they are helping libraries. Thanked Trustee Rodriguez for already sharing this information. Requested more transparency regarding trustee trainings and steps they will take to support the library system in the case of a defunded budget.
- Cate Salim: Referred to LBOT bylaws that were voted on last May, specifically page 2, section C and section D: ethics and ethical standards, duties of trustees. Mentioned Mike Clark's comments about waiting to hear from Chair Silver regarding library funding.
- Drew Ribar: Mentioned perceived budget problems at the city and county level, and the inevitability of budget cuts. Offered ideas to cut spending. Claimed meeting minutes had been altered and encouraged verbatim minutes for the future.

- Valerie Wade: Thanked library staff for their important work. Recounted past budget cuts and expressed concern that the library has never fully recovered; trustees are in a unique position to help. Urged board to disregard commentors who express “old fashioned” opinions.
- Janet Butcher: Distributed a printout to board. Referenced previous public commentor’s opinions, inability to trust the media, the article about Trustee Jacks, and her opinion regarding the potential staffing layoffs.
- Andrea Tavenar: Emphasized importance of library services for privileged and underprivileged communities. Expressed concern for library funding and her desire to see more support and advocacy from the board.
- Bri Schmidt: Expressed love for the library and its supportive spaces. Shared a library joke.
- Andrew Maurins: Apologized to community member Miss. Tibett for his actions at a previous meeting. Mentioned article about Trustee Jacks and reminded board that county employees are prohibited from electioneering.

4. Board Comment [Non-Action Item] – Limited to Announcements, Strategic Plan Activity, Updates or Issues Proposed for Future Agendas and/or Workshops

- Trustee Moser spoke of the proposed mural for the Sparks library and thanked interim branch manager Kerry Stendell for her report analyzing this project. No grants are available but Moser pledged to donate her library stipend to the project. Chair Silver said she will do the same and encouraged fellow board members to follow suit. Moser would like to agendize the report as a non-action item.
- Chair Silver moved to agendize public comment to 3 minutes. Director Scott reminded her this decision was in her jurisdiction and she called for the change. Starting at the April meeting public comment will be extended to 3 minutes.
- Trustee Rodriguez shared the libraries she has visited recently and expressed her appreciation for the Libby app. Mentioned the services available to teens at the library including the Dungeons & Dragons gatherings.
- VC Ruff promised to match Moser’s donation for the mural. Thanked Megan Conelly for her presentation about the jail library. Thanked the Friends of the Library. Promised to complete trustee trainings and share her progress at the next board meeting.

- Trustee Jacks thanked everyone for coming and expressed her dedication to serving Washoe County citizens. Shared experience with homeschool community and how fundamental libraries are to their education. Shared the RTC bus route map created by Moser.
- Trustee Jacks asked Director Scott if the packets that were passed out will be added to the record. Director Scott confirmed that they will.
- Chair Silver addressed community members presumptions about board activities. Emphasized that all board members support the library and shared her personal contributions and actions. Expressed desire to see the budget restored, layoffs prevented, and libraries kept open and accessible to everyone.

5. Approval of Meeting Minutes a) Approval of Minutes from the Library Board Meeting of February 19, 2025 [For Possible Action]

- Trustee Jacks would like to see corrections made to previous minutes to include her questions of a presenter, and further background given to a vote that was taken.
- VC Ruff requested a change in wording under 7c to clarify her intentions in the documented interaction.
- Chair called for minute approval, vote 4-1. Trustee Jacks requested changes be made before minutes approved. Deputy DA Kaplan clarified that minutes must be approved on the night of the board meeting. Director Scott suggested updates can be made and the packet reposted. Minutes were approved.

6. Old Business

- None.

7. New Business

- None

8. Public Comment – Two Minute Time Limit Per Person [Non-Action Item] No discussion or action by the Board may be taken upon any matter raised under this public comment section until the matter has been specifically included on an agenda.

- Joni Hammond: Thanked Chair Silver for increasing public comment time. Continued earlier public comment about perceived sexual content in children's books. Called for restricted access but not a ban on books.

- Janet Butcher: Thanked trustees. Requested clarification on who oversees the library budget, and referenced WC1.
- Gail Townsend: Expressed appreciation for Sparks library and shared grandson's positive experiences.
- Andrea Tavenar: Outlined the role of a trustee and requested that board do everything in their power to keep the library funded. Expressed her openness to meeting with the board privately to share how she sees the system can be improved. Called for trustees to openly support and advocate for the library.
- Bri Schmidt: Thanked board for sharing their experiences with libraries. Sympathized with being on a board with so much contention and expressed hope that they view it as a request for improvement and not a personal attack. Shared another joke.

9. Staff Announcements [Non-Action Item] No discussion or action may be taken upon any matter raised under this comment section until the matter has been specifically included on an agenda.

- None

10. Adjournment

- Chair Silver adjourned the meeting at 8:10pm.

Lies Progressives Tell - AB 416 - Public and School Libraries

From BRUCE FOSTER <grtdad53@sbcglobal.net>

Date Wed 4/9/2025 10:18 AM

To Silver, Ann (Board member) <ASilver@washoecounty.gov>; Jacks, Gianna (Board Member) <GJacks@washoecounty.gov>; Moser, Lea (Trustee) <LMoser@washoecounty.gov>; Ruf, Tami (Trustee) <TRuf@washoecounty.gov>; Rodriguez, Marie L. (Board Member) <MLRodriguez@washoecounty.gov>; Library Board <LibraryBoard@washoecounty.gov>

Cc Andriola, Clara <CAndriola@washoecounty.gov>; Hill, Alexis <AHill@washoecounty.gov>; Garcia, Mariluz C. <MCGarcia@washoecounty.gov>; Herman, Jeanne <JHerman@washoecounty.gov>; Clark, Michael <MEClark@washoecounty.gov>

This Message Is From an External Sender

This message came from outside of Washoe County -- DO NOT CLICK on links or open attachments unless you are sure the content is safe.

Report Suspicious

Ladies and Gentlemen:


We love the library, and we wish to know, again, the action plan to move books that are deemed sexually explicit pornography out of the teen section and into the adult section? We acknowledge that social media plays a big part in the sexualization and grooming of the innocents but the library continues to compound the problem.

Respectfully,
B. Foster
Sparks

☐ [Nevada bill would prevent book bans in public and school libraries](#)



MSN

Forwarded from Karen England, with  [The Kitchen Table Activist](#)




The Kitchen Table Activist

Common Lies About “Book Banning”

Progressives are so determined to push sexual content onto children that they frequently misrepresent the facts about books, laws, and parental rights. Today, during a session in the Nevada legislature, we heard some of the most prevalent falsehoods that citizens encounter when they speak out against sexually explicit books in schools.

One of the most egregious bills we’ve ever seen is in play in Nevada right now.

 AB 416 seeks to make it almost impossible for parents to challenge obscene books in schools and libraries. Instead of going directly to school boards to have books removed, the bill seeks to force parents to instead file a formal complaint with a district court. The cost of doing this alone would prohibit most parents from taking action to protect their children!

Worse, if this bill passes it would be a *felony* to call out the people who are giving pornography to children. So if you let your fellow community

members know which librarians and school board members insist on having porn in schools, you could be arrested.

The overreach is astonishing, and so is the unconstitutionality of the bill. Speakers who came in support of AB 416 told blatant lies throughout the hearing. Here are just a few.

LIE #1

Lie: Removing books is a violation of first amendment free speech rights.

Truth: If a book is removed from schools because the school board doesn't like its political viewpoint, that would be a free speech violation. But those aren't the books in question. The books in question are obscene, and per the 1982 Supreme Court ruling in *Island Trees School District vs Pico*, a school board has a right to remove books that are pervasively vulgar and educationally unsuitable. There's no violation of first amendment rights.

LIE #2

Lie: Books are being removed by activists because of racism and homophobia.

Truth: Nothing could be further from the truth. Every book we train people to challenge contains pervasive vulgarity. It would be unconstitutional to remove books based on race or opinions about sexuality. But it is constitutional to remove books from schools because they're pornographic and educationally unsuitable.

LIE #3

Lie: It's illegal to even publish books containing obscene materials; there's no way they could even be on the shelves.

Truth: This lie is laughable. Obscenity is perfectly legal, for adults. And in places like Nevada, there are obscenity exemption statutes that remove criminal penalties when kids are shown porn in libraries and schools. So it's even legal in elementary schools.

LIE #4

Lie: Parents' rights are being violated by book banning advocates.

Truth: Parents do not have the "right" to have porn on school bookshelves. If they want their children to read these obscene books, they are free to borrow these books from an adult library or purchase them (the books are readily available online and in stores).

LIE #5

Lie: Librarians are trained to choose age appropriate books for kids.

Truth: We've found hundreds of books in schools, each filled with vulgarity that isn't appropriate for any child. Not elementary students, not middle school students, not high school students. Just because a book has sentence structure and vocabulary that a child can get through doesn't make it "age appropriate."

Hear all the lies for yourself. Watch a replay of the hearing here: ☐

<https://www.youtube.com/watch?v=E1VdoTYJLPQ>

You can let Nevadans know how you feel about this bill

To Submit Your Opinion :

- Visit: ☐ [AB 416 Bill Text](#)
- Select "Opinions" (Top Right Hand Corner)
- Choose "OPPOSE" for 'Position' and submit your opinion NOW!

I am here again to speak about library trustee training. I had the opportunity to speak with Beth Nawalinski, who is the Executive Director of United for Libraries, which is the association of library friends groups, trustees, advocates, and foundations. She explained to me that the Nevada State Library has paid for all library trustees in Nevada to take trustee training through United for Libraries. There are two options, the Trustee Academy and Short Takes. She said that trustees usually do Trustee Academy training individually. The Short Takes are videos of 10-15 minutes. She said that a board will sometimes choose to view the Short Takes in board meetings so that they can discuss the videos together. Topics include:

- What It Means to Be a Trustee
- Board Meetings
- Board Ethics
- Advocacy & Communications
- Intellectual Freedom
- Equity, Diversity, and Inclusion
- Library Policies
- Strategic Planning
- Working with Friends and Foundations
- Evaluating the Library Director
- Board Self Evaluation
- Succession Planning and New Board Orientation

To access these trainings, you can log on at www.ala.org/united/nevada

There are also board trainings available through EveryLibrary, as well as the Nevada State Library, which provides a training that is specific to NRS. I would ask that the board agenda trustee training so that the public can learn whether trustees have completed any of these trainings.

Thank you for the opportunity to provide public comment, and to the trustees who are working to support the library, thank you for your service.

First – I want to say hello to my kids. HI KIDS!

I want to thank you all for being here! This is what a community does. Thank you for showing up on a WEDNESDAY NIGHT in the dark in the winter. Thank you for being here in the middle of tax season - If you know any tax accountants this time of year, send them coffee it's a crazy time of year for tax filers, tax payers and the American People but especially my concern is the citizens of Washoe County.

It's an honor to be an advocate for the citizens and be able to work along side my fellow board members and the County Staff - and we are all here to hear what the community has to say.

Lastly - I am also involved in the homeschool community –like many many many others in this community - there are homeschool - pods, and homeschool-shares, homeschool church-shares, homeschool field-trips and homeschool tribes for everyone. The number one question homeschool families ask - ... " HOW CAN I help my child read, interact with ideas and learn skills, HOW and WHERE CAN I GET HELP or HAVE A RESOURCE?....

Simple answer I give, "go the THE LIBRARY." Call the library, go online to the library - but mainly go the library!

Please email to gjacks@washoecounty.gov

Questions or concerns about all things Washoe County Library.

3/19
LBOT

3/19/2025
submitted by Bruce Parks

As KUNR was preparing to publish last week's story on a series of public Venmo payments linking library board Trustee Gianna Jacks and anti-LGBTQ+ activist Nichelle Hull, the station's email client incorrectly sent an emailed response from Jacks to the junk folder.

Reporter Bert Johnson sent an interview request and list of questions detailing what would appear in the story to Jacks, Nichelle Hull, and Chloe Hull on Monday, Feb. 24, at 4:15 p.m. The original deadline to respond was Wednesday, Feb. 26, at 5 p.m.

Nichelle Hull declined an interview request, and Chloe Hull never replied, but Jacks asked for an extra day via text message. KUNR granted Jacks' request for an extension as a courtesy, and gave her until Thursday, Feb. 27, at noon.

She emailed a written statement on Thursday at 10:58 a.m. — just over an hour before the extended deadline. But Jacks used a different email address than KUNR had originally contacted her on, so the message was flagged as junk. As a result, it wasn't included in the original story.

Here is Jacks' statement in full:

"Bert first of all I've done nothing wrong . There's no connection or correlation of any kind between a homeschool program and any other activity on any government board. It's an obviously public account so no one's hiding anything and I appreciate your concern .Thank you. Gianna Jacks as herself. Feb 27, 2025 11am

happy tax season. Best, Gianna"

Jacks appears to be referring to a so-called homeschool co-op Nichelle Hull operated in conjunction with her political activism. According to an [archived capture](#) of the Wake Up Washoe County website, Hull was advertising such a service in Reno as late as Dec. 14, 2024.

Original story, published Feb. 28, 2025, at 11:23 a.m. PT

Last April, Nichelle Hull attended a contentious library board meeting to support a group of conservative activists, who demanded that trustees [reshelve more than a dozen books](#) — most of which featured LGBTQ+ authors and themes.

"I'm representing Wake Up Washoe County this evening, and I'm representing the folks that did the book challenges," she said during the meeting's first public comment period.

Later, Trustee Gianna Jacks, who was chair of the board at the time, allowed Hull to speak again. But this time, it was outside of normal public comment, and Hull spoke on behalf of the activists who'd filed the book challenges — even though she hadn't filled one out herself.

According to Deputy District Attorney Herb Kaplan, the board's legal advisor, Jacks' decision was out of step with procedure.

"Generally, it is the person who has presented the, or submitted the challenge, who would provide whatever..." he began, before Jacks interrupted.

"I'm calling her up next," she said, referring to Hull. "Sorry, just for the presentation on the original letter that was submitted."

"So I think the question is, what exactly are you calling Ms. Hull up to do?," Kaplan asked.

A new investigation by KUNR found that two days prior to the meeting, Hull received a payment bearing Jacks' first name on her public Venmo account. Library leadership and community organizers say the apparent financial relationship puts Jacks' motives into question, and could violate ethics rules for public officials.

Library Director Jeff Scott reviewed screenshots of more than two-dozen payments to Hull under Jacks' name for this story.

"That's a lot," he said, while laughing ironically. "I think it's clear that you have right wing money influencing the board, which is against the trustee code."

Last year, KUNR found Jacks had [deep connections to the local GOP establishment](#), and opposed the library's Drag Story Hour from her seat on the board.

Jacks did not provide comment in time to be included in this story, and Hull declined an interview request. But in December of 2023, [they both appeared](#) on the Nevada Radio Roundup, a conservative talk show.

Jacks urged listeners with concerns about the content or programming at public libraries to attend board meetings.

Meanwhile, Hull explained the motivation for her campaign against diverse books and Drag Story Hour to host Shanimal Lawson.

"You look at the cover of the book? Looks just fine! You read the inside of the cover? Sounds just great! But then, your kids tell you that, as they get to the middle of the book, or toward the end of the book, 'Oh, there's this entire storyline that's, like, inappropriate, you know?' It's LGBTQ+ [sic]..."

"X, Y, Z," interjected Lawson, mocking the [acronym](#) that includes lesbian, gay, bisexual, transgender, and questioning as part of a broader series of gender and sexual minorities.

"X, Y, Z," Hull agreed. "And that was hidden."

Hull filed Wake Up Washoe County's book challenges later that month. Then, in January 2024, public records show she invited Jacks to a birthday party for Chloe Hull, who appears to be Nichelle Hull's daughter.

It was Chloe Hull's Venmo account that sent the 26 payments labeled "Gianna money."

It's not clear how much money changed hands, because Venmo doesn't publicly display transaction amounts. Regardless, Stacey Spain said the payments are cause for concern.

"It just doesn't pass the smell test for me," she explained.

Spain is executive director of Our Center, an LGBTQ+ community hub in Reno that used to organize Drag Story Hour at the library, and now hosts the events in private locations around the Truckee Meadows.

Spain was at the board meeting last April, and saw Hull and her allies argue for moving diverse books to a restricted part of the library. If the board had supported the idea, it would have been akin to censorship, she said.

"It makes it so that folks might not wish to ask to see those books. And it is, in effect, making them unavailable for folks," Spain said.

Hull's library activism seems to be over, at least for now.

But over the summer, county officials [canceled Drag Story Hour](#), after they said an employee was hurt by a protester. And in November, [voters rejected a measure](#) to renew a tax set-aside that had funded library services for 30 years.

County commissioners could still restore that funding when they finalize their budget in the spring. But if they don't, Scott said he'll have to lay off staff and reduce hours.

Ultimately, he believes the [campaign against the library](#) was really about restricting access to information.

"There's nothing pornographic about these books. There's nothing inappropriate about these books. It's just from a voice [they] don't want you to hear," he said.

Local Stories

WASHOE COUNTY LIBRARY LOCATIONS

Libraries in Reno

- Downtown Reno Library
- Sierra View Library
- South Valleys Library
- Northwest Reno Library
- North Valleys Library
- Duncan/Traner Community Library
- Senior Center Community Library

Libraries in Sparks

- Sparks Library
- Spanish Springs Library

Other Washoe County Libraries

- Verdi Community Library
- Incline Village Library
- Gerlach Community Library



W A S H O E C O U N T Y
LIBRARY SYSTEM

FARE & PASS MENU

Menu de Tarifas y Pases de Autobús

Onboard Cash Efectivo a bordo	Full Fare Tarifa de precio completo	Reduced* Tarifa reducida*
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Single Ride Viaje Individual	\$2.00	\$1.00**
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DAY PASS Pase de un día	\$3.00	\$1.50
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Pre-purchased Passes Pases comprados previamente

Single Ride Viaje Individual	\$2.00	\$1.00**
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DAY PASS Pase de un día	\$3.00	\$1.50
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7-Day 7 días	\$14.50	\$6.00
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31-Day 31 días	\$65.00	\$32.50
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Children 5 & Under	FREE	
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Students & Faculty	FREE	
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WNC & DRI ID card

* Reduced includes youth, senior, individuals with disabilities, ACCESS ID, US Veterans and Medicare.

** 75 cents for individuals with disabilities and/or ACCESS ID.

*Reducido incluye jóvenes, adultos mayores, personas con discapacidades, ID de ACCESS, veteranos de US Y Medicare.

** 75 centavos para personas con discapacidades y/o ACCESS ID



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De lunes a viernes de 8 am a 12 pm y de 1 pm a 5 pm

(closed weekends & holidays)

(cerrados fines de semana y feriados)

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Kung kailangan mo ng impormasyon sa ibang wika,
mangyaring kontakin ang (775) 348-7433

82
3/19
LBOT

From: [Hemingway, Jamie](#)
To: [Scott, Jeff](#)
Subject: Fw: Updated Call for Gianna Jacks' resignation
Date: Wednesday, March 19, 2025 12:21:09 PM
Attachments: [Outlook-svuximw.png](#)
[Outlook-kasioyp2.png](#)
[Outlook-v4fqagmr.png](#)
[Outlook-ptvb2ud5.png](#)
[Outlook-jsak3l00.png](#)
Importance: High

FYI-Public comment for March 19 LBOT meeting received at 12:09 pm.

Thanks,

Jamie



Jamie Hemingway

Public Information and Development Officer | Washoe County Library System

jhemingway@washoecounty.gov | Office: 775-327-8360

301 S. Center St., Reno, NV 89501



From: Justine Overacker <justine.overacker@gmail.com>
Sent: Wednesday, March 19, 2025 12:09 PM
To: Hemingway, Jamie <JHemingway@washoecounty.gov>
Subject: Updated Call for Gianna Jacks' resignation

This Message Is From an External Sender

This message came from outside of Washoe County -- DO NOT CLICK on links or open attachments unless you are sure the content is safe.

To the Board of Trustees of the Washoe County Library System,

[Report Suspicious](#)

The Board of Library Trustees is responsible for advocating for the library in our community. So it came as a shock when I read on KUNR that board member Gianna Jacks and Nichelle Hull of the Wake Up Washoe County movement have been cooperating to dismantle library programs and smear the reputation of Washoe County Libraries and their staff.

Board members are subject to the ethics agreement "codified in NRS 281A.010 et. seq." According to their own bylaws, trustees "shall comply with the Code of Ethical Standards of NRS 281A.400 et. seq." Bypassing normal meeting procedures to benefit Nichelle Hull and Wake Up Washoe County is a blatant violation of the ethics standards. That there is public evidence as reported by KUNR of a repeated monetary connection between Gianna Jacks and

Nichelle Hull suggests that Jacks may have a financial conflict of interest that prevents her from dutifully advocating for the library system.

In light of such evidence, we can no longer trust that Jacks will faithfully fulfill the duties of a Library Trustee Board Member. As a longtime Washoe County resident and library patron, I am calling for her immediate resignation. Gianna Jacks must be removed from the Washoe County Library Board of Trustees for public trust to be restored.

Sincerely,

Dr. Justine Overacker

Geophysicist

justine.overacker@gmail.com

M: +1 530 405 6941

RECOGNITION



- Whereas,** we honor the individuals who volunteer throughout the year, recognizing that their acts of kindness not only change lives but also serve as a vital part of civic engagement; and
- Whereas,** we recognize the power of people to build more vibrant communities through volunteering the gifts of their time, energy, expertise, and conviction; and
- Whereas,** volunteers are essential in tackling society's greatest challenges and helping build stronger, more connected communities through their everyday actions; and
- Whereas,** volunteers come together to create lasting changes in the communities where they live and work, serving as role models who inspire others through their positive impact and by encouraging everyone to shine their own light; and
- Whereas,** Washoe County residents who choose to help their neighbors by volunteering with Washoe County Library System support our most vulnerable populations; and
- Whereas,** National Volunteer Week provides an opportunity to celebrate the impact people have when they use their civic power to support causes they care about; and

NOW, THEREFORE, Washoe County Commissioner Alexis Hill does hereby recognize the week of April 20-26, 2025, as:

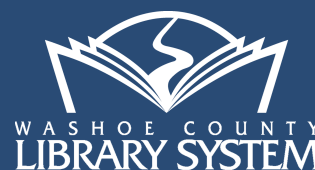
National Volunteer Week

Dated this 20th day of April 2025.

Alexis Hill, Chair
Washoe County Commission

Linking Our Volunteers Effectively

LOVE Team Report



Washoe County Library Board of Trustees April 16, 2025

Philosophy Statement

Washoe County Library System is a beneficiary of the public service provided by volunteers. Such service, in turn, also fosters a sense of investment and ownership in the library by individuals and organizations. Recognizing that volunteerism is mutually beneficial, Washoe County Library System actively promotes broad volunteer usage while maintaining professional library service delivery and the confidentiality of patron information.

The Library is committed to the idea that involving volunteers in its operation will assist it in carrying out its mission for the community.

A thoughtfully planned and well-managed volunteer program brings a wealth of benefits to the library, its staff, the community, and the volunteers.



Thank you to the volunteers that generously give their time to the Downtown Reno, Incline Village, North Valleys, Northwest Reno, Sierra View, South Valleys, Spanish Springs, and Sparks libraries.



Human Resources



Library Director

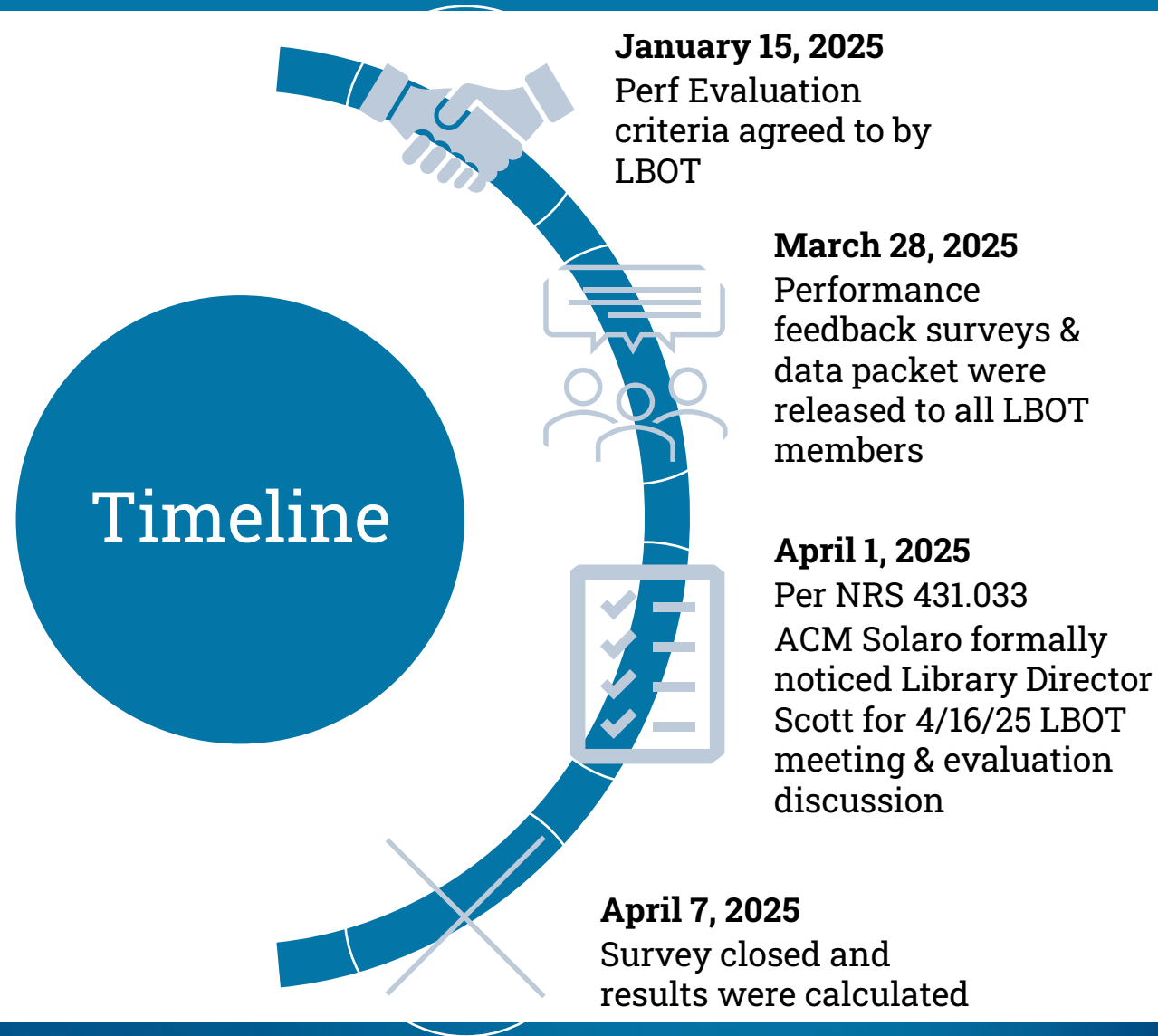
90 Day Performance Evaluation

April 16, 2025

Evaluation Parameters



Library Director 90-day Performance Evaluation



Survey Structure:

As discussed and approved at the 1/15/25 LBOT meeting, a 90-day evaluation and timeline was established.

4 weighted components

- Strategic planning initiatives (35%)
- Operational Management (25%)
- Board relations (20%)
- Community stakeholder engagement (20%)

1 non weighted component

- Opportunities for growth

Scoring

- Each section objective was scored on a rating of 1, 2, 3
- Score averaged by section, and then multiplied by the weight for the category
- Final evaluation and objective ratings were assigned based on rubric:

Rating	Description
1	Minimally effective: partially met objective
2	Effective: met objective
3	Highly Effective: exceeded objective



Survey Response Rate

5 LBOT members surveyed

✓ **100% Response Rate**

Survey Results



Survey Results:

Section 1: Strategic Planning Outcomes



		# of 1 Ratings	# of 2 Ratings	# of 3 Ratings	Avg. of Ratings
1.	Facilitated development of a strategic plan update for FY26 – FY29/FY30 by end of fiscal Q2, FY25 (December 31, 2025) with a progress update on process at 90 days.	4	1	0	1.20
2.	Presented draft library technology plan for LBOT review and feedback that incorporates a meeting room technology update for Spanish Springs, Incline Village, Sierra View, North Valleys, and Northwest.	2	3	0	1.60
3.	Presented a draft plan to LBOT to improve service delivery to mono-lingual Spanish Speakers.	2	3	0	1.60

Section average = 1.47
1 = Minimally Effective
2 = Effective
3 = Highly Effective

Survey Results:

Section 2: Operational Management



		# of 1 Ratings	# of 2 Ratings	# of 3 Ratings	Average of Ratings
1.	Developed and proposed a FY26 library operating budget in alignment with Washoe County's established budget process that provides multiple scenarios to address the change in funding as a result of WC-1 not passing.	5	0	0	1.00
2.	Encouraged development of WCLS workplace culture through employee engagement activities, training, performance management, and participation in the annual Washoe County employee engagement survey.	4	0	1	1.40

Section average = 1.20

1 = Minimally Effective

2 = Effective

3 = Highly Effective

Survey Results:

Section 3: Board Relations



		# of 1 Ratings	# of 2 Ratings	# of 3 Ratings	Average of Ratings
1.	The Library Director effectively implemented the LBOT's policy directions and philosophy.	4	0	1	1.40
2.	The Library Director proactively communicated complete and accurate information to all LBOT members in a timely manner.	4	0	1	1.40
3.	The Library Director was responsible with library funds; spent within allocated budget amounts; and proactively communicated regular budget updates, variances and potential needs of the library system.	4	1	0	1.20
4.	The Library Director was responsive to feedback from the LBOT and took appropriate corrective action.	4	1	0	1.20

Section average = 1.30

1 = Minimally Effective

2 = Effective

3 = Highly Effective

Survey Results:

Section 4: Community Stakeholder Engagement



		# of 1 Ratings	# of 2 Ratings	# of 3 Ratings	Average of Ratings
1.	The Library Director was accessible to leadership of community partners to Washoe County Library System programs; displaying appropriate diplomacy and tact.	4	0	1	1.40
2.	The Library Director effectively communicated and coordinated with a variety of stakeholders throughout the region to further the mission and strategic objectives of the Washoe County Library System.	4	0	1	1.40
3.	The Library Director sought out opportunities to share library information with patrons and the community through the use of radio and television media, newspaper, magazine, print media, and other app.	1	3	1	2.00
4.	The Library Director nurtured a positive and collaborative working relationship with the partners in the Washoe County Library System, including Friends of the Washoe County Library, and participated.	1	3	1	2.00

Section average = 1.70

1 = Minimally Effective

2 = Effective

3 = Highly Effective

Survey Results:

Section 5: Opportunities for Growth



Four comments received:

Comment 1:

Director Scott has been difficult to work with. Rather than taking the Trustee direction as instruction or guidance, Mr. Scott has made the Trustees feel like they are an annoyance to his self-serving agenda. He is combative in private and in public meetings, almost holding contempt for the authority of the board. He continues to take unprofessional amounts of time to respond or deliver requested information to the Board. No notable improvements have been made by the Director.

Comment 2:

The Library Director should be focused on solving problems rather than creating them. His attitude towards the board is one of passive-aggressiveness. He did not read the community effectively at a time when continued promotion of Drag Queen Story Hour was contentious and became overly political. The ballot initiative was confusing and the results reflected the distrust and antagonism towards the library system which should be the gem of the community.

Survey Results:

Section 5: Opportunities for Growth



Comment 3:

Director Scott's presentations of the library programs and plans have been very good. My visits to the different library branches have been informative. Clearly, Director Scott has been a competent, resourceful, and dedicated library employee. He's engaged and cooperated with other organizations and has sought out grants and funds to supplement the library budget. His employees trust him and feel that he supports them. I would recommend that Director Scott seek out ways to better communicate to the board where he has flexibility and control of the budget vs areas that are set by the County and are not under his direct control. I do not feel the board felt clearly informed of his plan with regard to WC1 not passing. I would ask Director Scott if he would be open to allowing the trustees opportunities to "shadow" or "ride along", perhaps a half day with him, to better see him "in action". Perhaps meeting with stakeholders or community partners. I'd like to see Director Scott find a way to show us what his employees see in him and help us to see how much I know he has done to benefit our libraries.



Survey Results:

Section 5: Opportunities for Growth

Comment 4:

Dr. Scott, please review the following comments for each section of your evaluation:

Section 1:

Previous Plan Comment: The key component of the strategic plan was not met due to the failure of WC-1. I believe the language of the initiative (which you wrote), your poor planning and lack of effort to create and maintain a good relationship with Washoe County voters contributed to its failure.

As far as the survey goes, I would offer that 80% of "respondents" were happy but how many employees responded? These survey's are flawed and don't actually ask the hard questions about superiors.

Section 2:

Your worst-case scenario felt intentionally vague and lacked specific detail. As the board constantly pushed for more information regarding proposed staff reduction (where, who etc), or what hours at which locations would be reduced you gave zero answers. While gate numbers and book checkout statistics are nice translating that data to actual hours and locations was never disclosed. One has to wonder then, how are you going to address the budget shortfall – we as a board still are left with: 23 staff laid off, not book purchase budget, and no technology updates. This does NOT constitute a plan.

Why wasn't the Challenge program ever discussed with the board?

Section 3:

Director Scott, as a board member, it constantly feels like you are annoyed with working with us. Getting information from you is slow and it never feels like you are giving us the entire answer; I often feel like you intentionally obfuscate. It would be very helpful to receive weekly or at least biweekly emails with information regarding your work product: which community groups have you met with, which media outlets have you spoken to, what internal library committees have you had meetings with, what challenges have you encountered and how did you address them, for example.

When you do present information, it is rapid fire and, again, feels like you resent telling/showing what you do.

The library staff reports, both site based and library system wide do provide excellent information and your staff is to be commended.

Section 4:

Expanding your outreach to new local business and service organizations is needed. There are a number of service organizations that should be hearing from you; not just FWCLS and Every Library. This is what is really lacking in your leadership – expand your involvement in the community and please reach out to new organizations and business groups.

Final update/achievements:

Again, you 'tell' us you're "working on morale" but you need to show us or explain in detail otherwise these statements are just banal.



Survey Results: Final Evaluation Score Sheet

Area of Evaluation	Averaged Score	Section Weight	Weighted Score
Section 1: Strategic Planning Outcomes	1.47	35%	.51
Section 2: Operational Management	1.20	20%	.24
Section 3: Board Relations	1.30	25%	.33
Section 4: Community Stakeholder Engagement	1.70	20%	.34
Final Evaluation Score			1.42

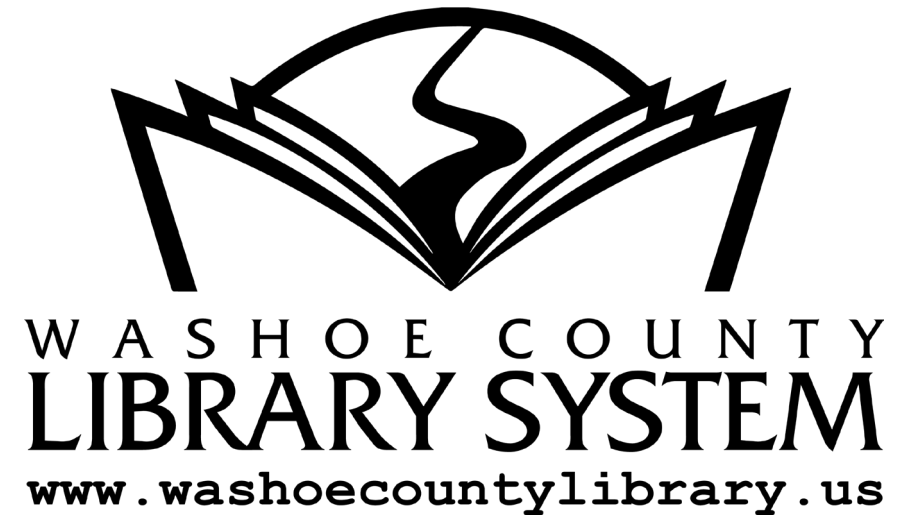
A rating of 1.42 = Minimally Effective



Questions?

Library Director Accomplishments

Washoe County Library Accomplishments
January to April 2025





Strategic, Technology, and Spanish Plan Updates

- Working on components of strategic plan starting with Technology and Spanish Language plans
- Conducted Library of the Future session for Library Staff Day in December 2024
- Presented results to the board in March 2025
- Technology Survey now open and will close April 30
- Draft Plan will be presented to the board in May 2025
- Spanish Language Plan Survey to launch in May 2025
- Draft Spanish Language will be presented to the board in June 2025
- Strategic Plan Session planned for May staff day
- 2025-2030 Strategic Plan process will kick off in June 2025

Technology Updates/Plan

- Upgraded Library Conference Rooms:
- Full Upgrade at Spanish Springs and Incline Village
- Huddle Spaces Available at Sierra View Library and North Valleys Library
- Working on solutions for Northwest Reno, Downtown Reno, South Valleys, and Sparks Libraries



Staff Support

- Washoe County Library staff find the library a great place to work.
- The Employment Engagement Survey demonstrates that **over 80% of employees are happy working for the library**, with passion about their work being the top reason they will work for the county in the next five years.
- The survey participation rate was 87%
- These were similar results from the 2022 survey
- Challenge Program ongoing to introduce staff to other branches and work on skills
- Staff Day in December and May every year
- Discussed budget fallout in the December meeting for staff
- Planned discussion for May staff day for Technology Training, Non-English Speaking Patron service delivery, and Strategic Planning feedback.





Trustee Support

- Met with trustees and developed a trustee support plan
- Reworked board agenda for efficiency
- Worked with trustees on priorities and support for the Spanish Language Services Plan, Library Technology Plan, Jail Library Services, Sparks Mural Plan, Recognizing Volunteers, and more

Statistical Success

- Washoe County Library shows a continued increase in usage.
- Two million check-outs for the year will be reached in April.
- 2% increase in physical collection
- 10% increase in digital collection
- The library has been essential for families, seniors, and local businesses.
- Reaching more families and seniors with Library to Go resources, including bookmobile, book kiosk, homebound services, outreach, and e-books





Public Relations

- Regularly presented on Television and radio as well as for groups promoting the library, raising awareness of library needs, and finding ways to support groups and non-profits in the community
- Regular appearances on KOLO TV and KUNR, with media appearances in local major news outlets

Budget Planning

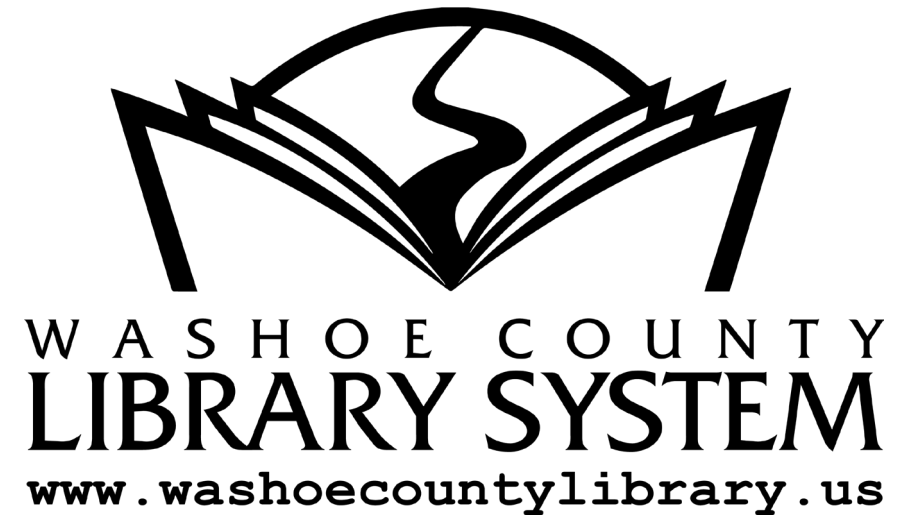
- The budget scenario was provided to the board in December 2024.
- Provided information currently available in the Washoe County Budget Book in which the expansion fund supported 23 staff, a \$1.4 million budget, and \$400,000 in technology services.
- The elimination of that fund would result in the loss of weekend hours, certain events, and longer waits for books.
- Encouraged advocacy from trustees and from the community to support retaining library funding.
- Submitted full funding above base budget request to county February 2025.
- Washoe County recommends a flat budget with no increases and no decreases.
- The Library Director will work with Washoe County Commissioners and Library Trustees to right-size the library budget for approval in October 2025.

Accounts	Plan	Actual	PO Commit	Actual + PO	Available	Avail/PreCommit	Available	Avail
611000 Federal Grants	\$ 457,000.00	\$ -	\$ -	\$ -	\$ (457,000.00)	100%	\$ -	\$ (457,000.00)
611001 Federal Grants	\$ 457,000.00	\$ -	\$ -	\$ -	\$ (457,000.00)	100%	\$ -	\$ (457,000.00)
611002 Library Items and Fees	\$ 10,000.00	\$ (6,676.63)	\$ -	\$ (6,676.63)	\$ (3,323.37)	-33%	\$ (3,323.37)	\$ -
611003 Library Items and Fees	\$ 10,000.00	\$ (6,676.63)	\$ -	\$ (6,676.63)	\$ (3,323.37)	-33%	\$ (3,323.37)	\$ -
611004 Copy Machine Receipts	\$ 45,500.00	\$ (29,404.35)	\$ -	\$ (29,404.35)	\$ (16,095.65)	-35%	\$ (16,095.65)	\$ -
611005 Library Out	\$ 45,500.00	\$ (29,404.35)	\$ -	\$ (29,404.35)	\$ (16,095.65)	-35%	\$ (16,095.65)	\$ -
611006	\$ 179,070.00	\$ (26,269.36)	\$ -	\$ (26,269.36)	\$ (205,339.64)	-15%	\$ (205,339.64)	\$ -
701100 Base Salaries	\$ 6,885,790.56	\$ 4,861,112.76	\$ -	\$ 4,861,112.76	\$ 2,024,677.80	27%	\$ -	\$ 2,024,677.80
701101 Part Time	\$ 603,851.27	\$ 401,454.24	\$ -	\$ 401,454.24	\$ 202,397.03	36%	\$ -	\$ 202,397.03
701102 Holiday Work	\$ 400.00	\$ 392.00	\$ -	\$ 392.00	\$ (8.00)	-2%	\$ (8.00)	\$ -
701103 Incentive Longevity	\$ 179,400.00	\$ 87,871.04	\$ -	\$ 87,871.04	\$ (91,528.96)	-49%	\$ (91,528.96)	\$ -
701104 Overtime	\$ 1,000.00	\$ 1,011.96	\$ -	\$ 1,011.96	\$ (11.96)	-2%	\$ (11.96)	\$ -
701105 Shift Differential	\$ 13,400.00	\$ 6,368.16	\$ -	\$ 6,368.16	\$ (7,031.84)	-48%	\$ (7,031.84)	\$ -
701106 Call Back	\$ 300.00	\$ 478.22	\$ -	\$ 478.22	\$ (178.22)	-63%	\$ (178.22)	\$ -
701107 Absent Call Back	\$ 30,000.00	\$ 26,366.48	\$ -	\$ 26,366.48	\$ (3,633.52)	-9%	\$ (3,633.52)	\$ -
701108 Vacation Denial Payoff	\$ -	\$ 23,534.39	\$ -	\$ 23,534.39	\$ (23,534.39)	-100%	\$ (23,534.39)	\$ -
701109 Vacation Travel Allowance	\$ -	\$ 10,819.16	\$ -	\$ 10,819.16	\$ (10,819.16)	-100%	\$ (10,819.16)	\$ -
SALARIES AND WAGES	\$ 7,528,944.41	\$ 5,420,992.12	\$ -	\$ 5,420,992.12	\$ 2,107,952.29	28%	\$ -	\$ 2,107,952.29
701110 Group Insurance	\$ 1,088,887.41	\$ 749,551.36	\$ -	\$ 749,551.36	\$ (339,336.05)	-69%	\$ (339,336.05)	\$ -
701111 Employer Risk Contributions	\$ 106,000.00	\$ 117,767.49	\$ -	\$ 117,767.49	\$ (11,767.49)	-11%	\$ (11,767.49)	\$ -
701112 OPBA Contribution	\$ 100,107.00	\$ 754,497.00	\$ -	\$ 754,497.00	\$ (654,390.00)	75%	\$ -	\$ 654,390.00
701113 Retirement	\$ 2,333,434.68	\$ 1,664,805.11	\$ -	\$ 1,664,805.11	\$ (668,629.57)	-72%	\$ (668,629.57)	\$ -
701114 Medicare April 2025	\$ 100,700.00	\$ 75,700.00	\$ -	\$ 75,700.00	\$ (25,000.00)	-25%	\$ (25,000.00)	\$ -
701115 Group Insurance Budgeted In	\$ 14,770.00	\$ -	\$ -	\$ -	\$ 14,770.00	100%	\$ -	\$ 14,770.00
701116 Workers Compensation Ins	\$ 11,514.54	\$ 8,297.16	\$ -	\$ 8,297.16	\$ (3,217.38)	-28%	\$ (3,217.38)	\$ -
701117 Unemployment Compensation	\$ 8,365.11	\$ 6,609.64	\$ -	\$ 6,609.64	\$ (1,755.47)	-20%	\$ (1,755.47)	\$ -
EMPLOYEE BENEFITS	\$ 4,865,799.44	\$ 3,935,140.41	\$ -	\$ 3,935,140.41	\$ 930,659.03	19%	\$ -	\$ 930,659.03
701120 Professional Services	\$ 6,115.54	\$ 6,617.00	\$ 6,115.54	\$ 12,732.54	\$ (6,617.00)	-11%	\$ (6,617.00)	\$ -
701121 Service Contract	\$ 20,200.00	\$ 10,462.00	\$ 1,000.00	\$ 11,462.00	\$ (8,738.00)	-43%	\$ (8,738.00)	\$ -
701122 Repairs and Maintenance	\$ 1,750.00	\$ 225.00	\$ -	\$ 225.00	\$ (1,525.00)	-13%	\$ (1,525.00)	\$ -
701123 Software Maintenance	\$ 3,500.00	\$ 1,800.00	\$ -	\$ 1,800.00	\$ (1,700.00)	-51%	\$ (1,700.00)	\$ -
701124 Operating Supplies	\$ 173,470.00	\$ 46,466.26	\$ -	\$ 46,466.26	\$ (126,993.74)	-27%	\$ (126,993.74)	\$ -

Accounts	Plan	Actual	PO Commit	Actual + PO	Available	Avail/PreCommit	Available	Avail
411000 General Real Property Tax	\$ 4,509,882.00	\$ 4,496,784.00	\$ -	\$ 4,496,784.00	\$ (13,098.00)	-0%	\$ -	\$ (13,098.00)
411001 General Real Property Tax	\$ 4,509,882.00	\$ 4,496,784.00	\$ -	\$ 4,496,784.00	\$ (13,098.00)	-0%	\$ -	\$ (13,098.00)
411002 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411003 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411004 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411005 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411006 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411007 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411008 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411009 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411010 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411011 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411012 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411013 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411014 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411015 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411016 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411017 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411018 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411019 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411020 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411021 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411022 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411023 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411024 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411025 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411026 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411027 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411028 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411029 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411030 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411031 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411032 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411033 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411034 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411035 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411036 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411037 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411038 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411039 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411040 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411041 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411042 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411043 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411044 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411045 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411046 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411047 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411048 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411049 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411050 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411051 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411052 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411053 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411054 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411055 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411056 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411057 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411058 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411059 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411060 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411061 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411062 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411063 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411064 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411065 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411066 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411067 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411068 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411069 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411070 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411071 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411072 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411073 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411074 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411075 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411076 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411077 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411078 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411079 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411080 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411081 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411082 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411083 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411084 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411085 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411086 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -
411087 General Personal Property	\$ 19,584.00	\$ 19,584.00	\$ -	\$ 19,584.00	\$ -	100%	\$ -	\$ -

Library Director Accomplishments

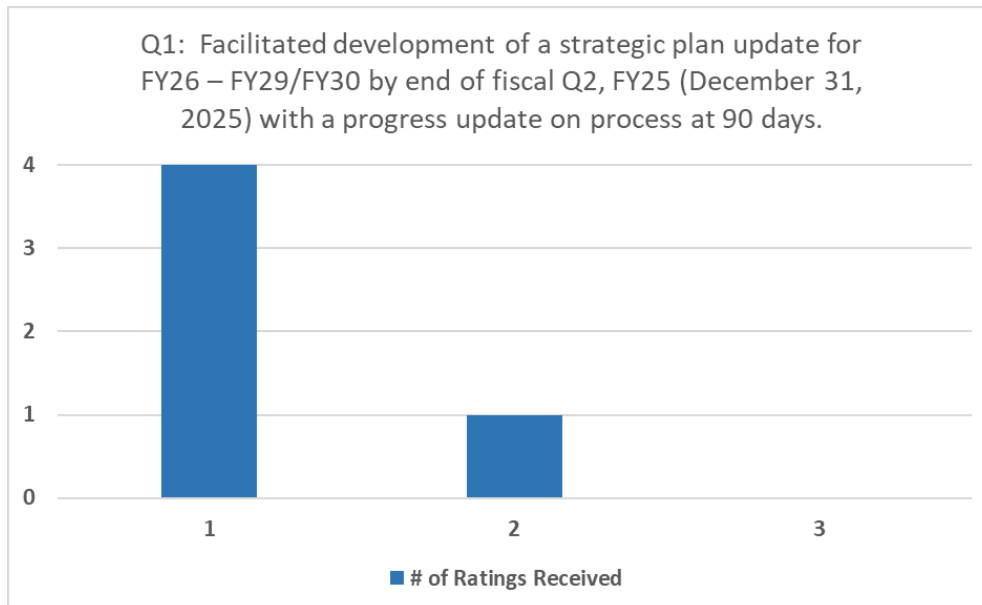
Thank you!



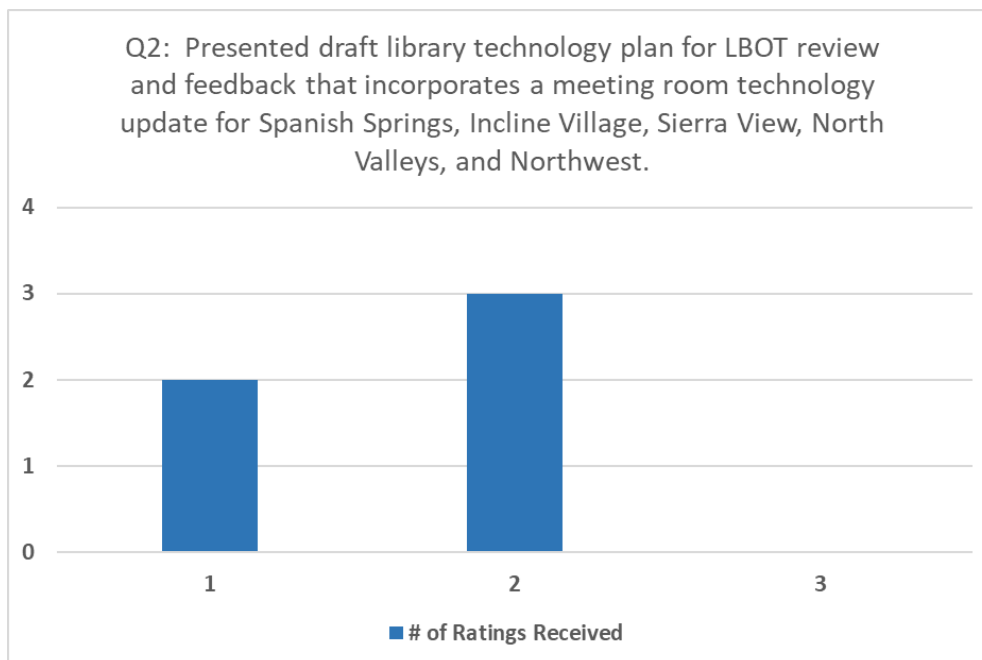
Library Director Summary of 90 day Evaluation Survey Results – 2025

- 5 Library Board of Trustees invited to respond, 5 Responses received.
- A rating of less than 2 is an indicator of minimally effective performance.
- A rating of (2) Effective or (3) Highly Effective are indicators of successful performance based on the three point scale.

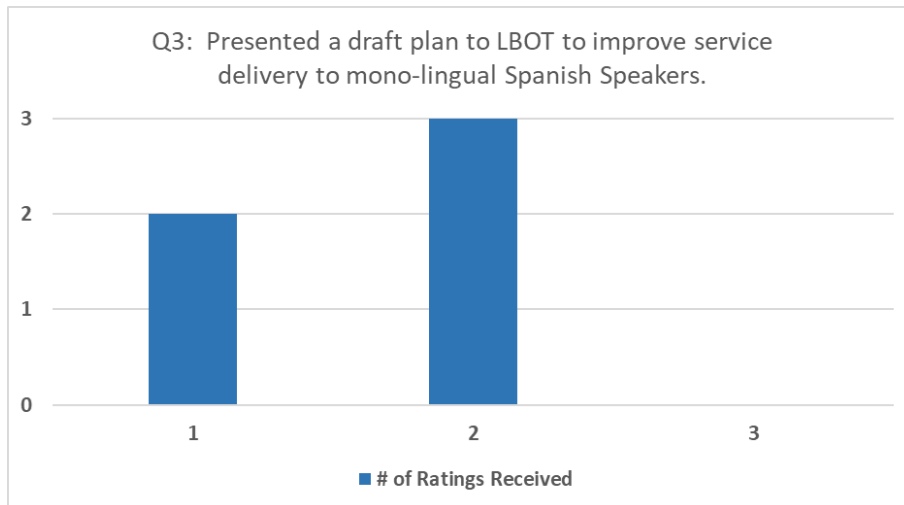
Section 1: Strategic Planning Outcomes, 35%



Average
1.2

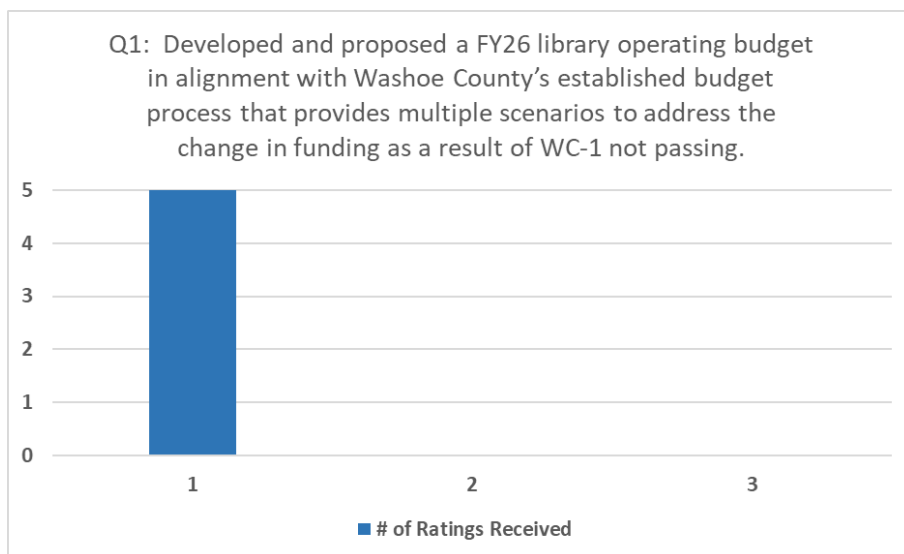


Average
1.6

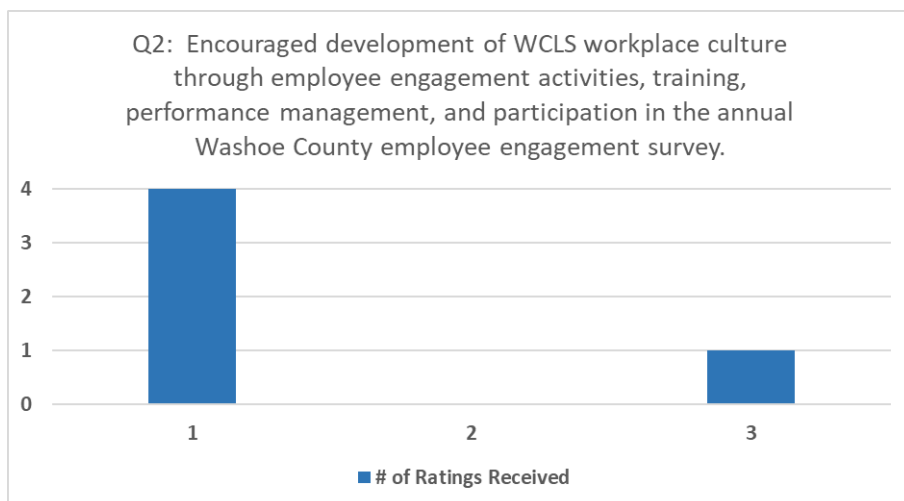


Average
1.6

Section 2: Operational Management, 20%

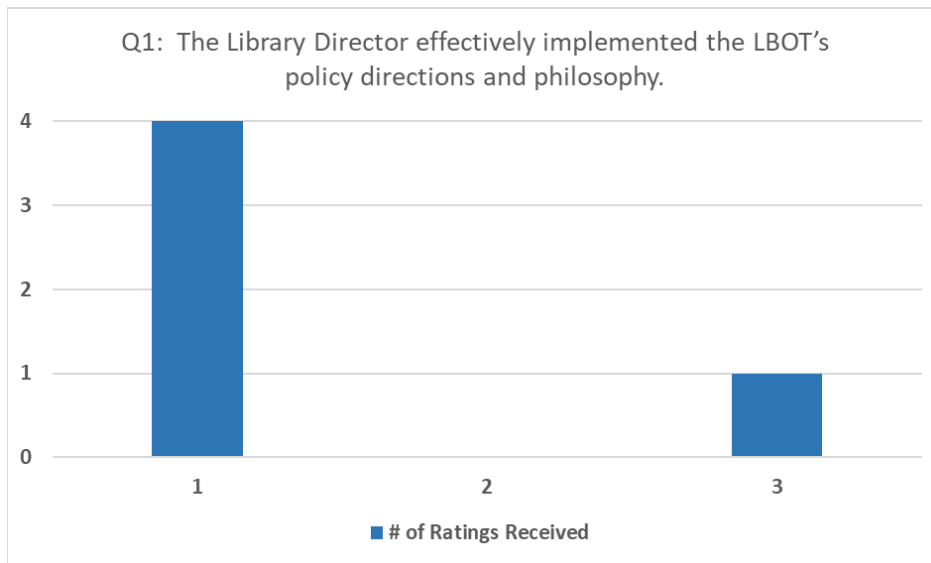


Average
1.0

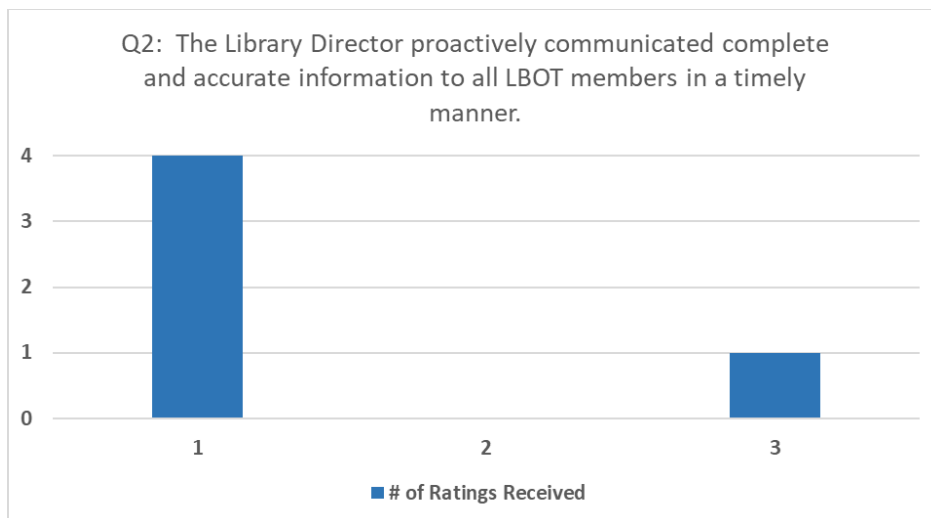


Average
1.4

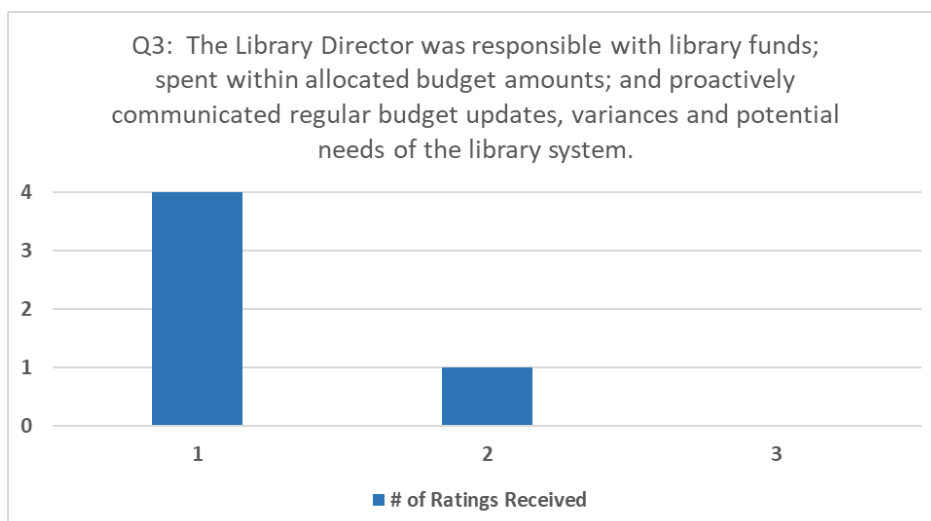
Section 3: Board Relations, 25%



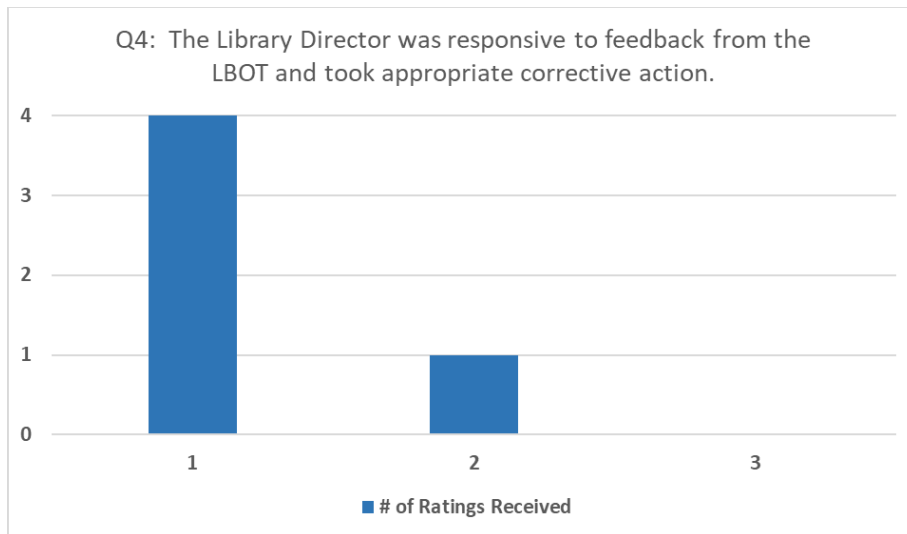
**Average
1.4**



**Average
1.4**

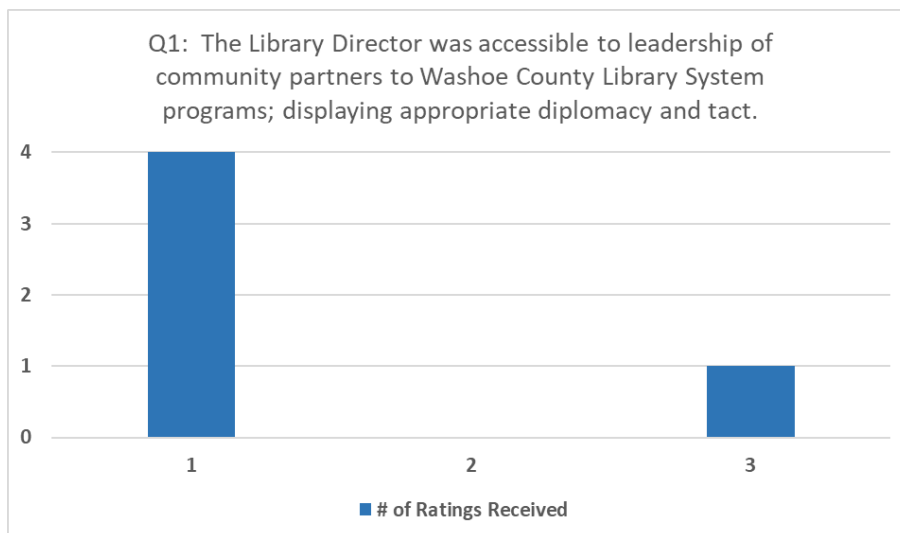


**Average
1.2**

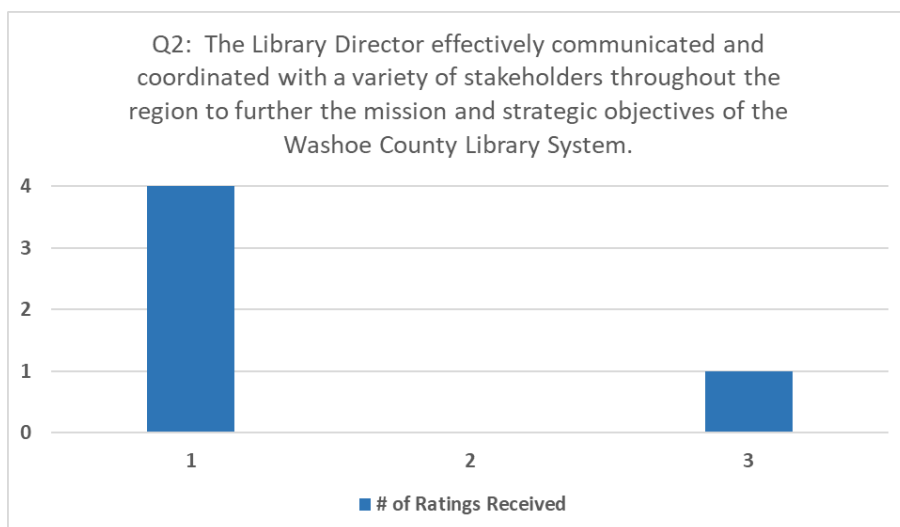


**Average
1.2**

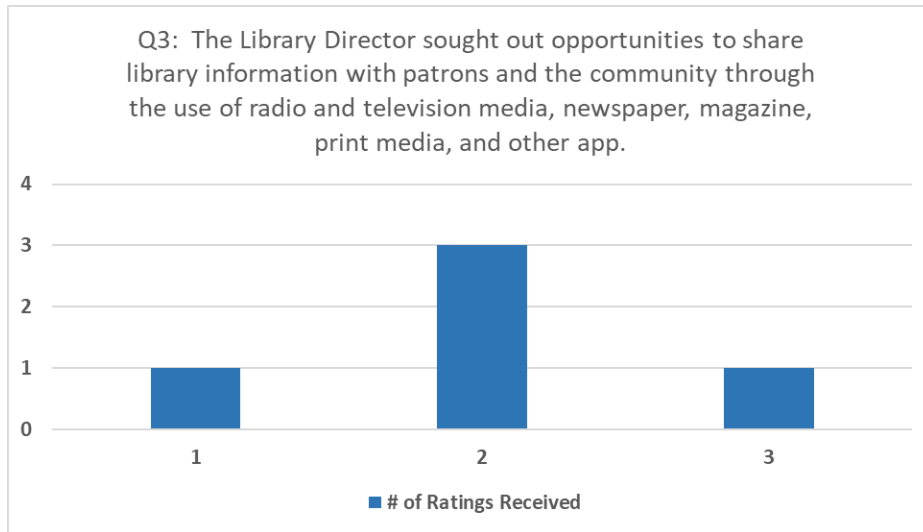
Section 4: Community Stakeholder Engagement, 20%



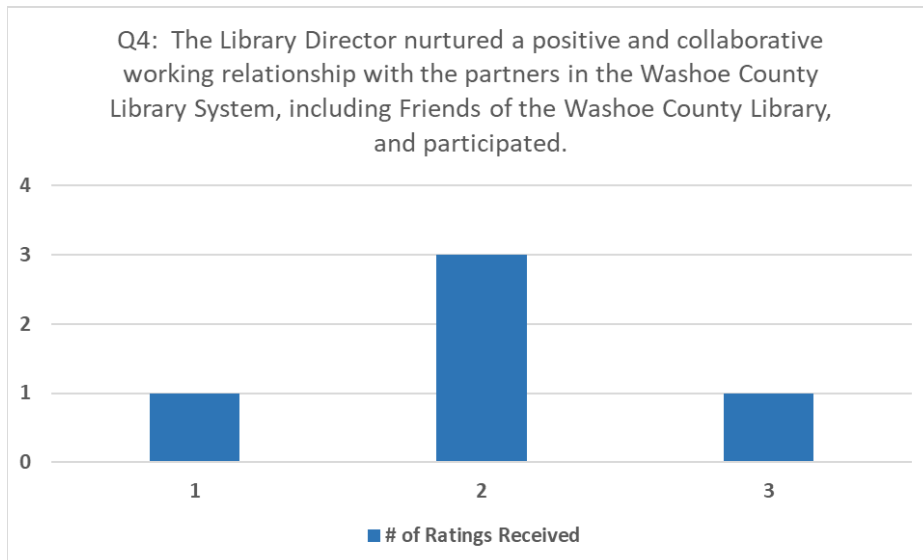
**Average
1.4**



**Average
1.4**



**Average
2.0**



**Average
2.0**

Section 5: Narrative – opportunities for growth

- 4 comments were received for Section 5

Director Scott has been difficult to work with. Rather than taking the Trustee direction as instruction or guidance, Mr. Scott has made the Trustees feel like they are an annoyance to his self-serving agenda. He is combative in private and in public meetings, almost holding contempt for the authority of the board. He continues to take unprofessional amounts of time to respond or deliver requested information to the Board. No notable improvements have been made by the Director.

Dr. Scott, please review the following comments for each section of your evaluation:

Section 1:

Previous Plan Comment: The key component of the strategic plan was not met due to the failure of WC-1. I believe the language of the initiative (which you wrote), your poor planning and lack of effort to create and maintain a good relationship with Washoe County voters contributed to its failure.

As far as the survey goes, I would offer that 80% of "respondents" were happy but how many employees responded? These survey's are flawed and don't actually ask the hard questions about superiors.

Section 2:

Your worst-case scenario felt intentionally vague and lacked specific detail. As the board constantly pushed for more information regarding proposed staff reduction (where, who etc), or what hours at which locations would be reduced you gave zero answers. While gate numbers and book checkout statistics are nice translating that data to actual hours and locations was never disclosed. One has to wonder then, how are you going to address the budget shortfall – we as a board still are left with: 23 staff laid off, not book purchase budget, and no technology updates. This does NOT constitute a plan.

Why wasn't the Challenge program ever discussed with the board?

Section 3:

Director Scott, as a board member, it constantly feels like you are annoyed with working with us. Getting information from you is slow and it never feels like you are giving us the entire answer; I often feel like you intentionally obfuscate. It would be very helpful to receive weekly or at least biweekly emails with information regarding your work product: which community groups have you met with, which media outlets have you spoken to, what internal library committees have you had meetings with, what challenges have you encountered and how did you address them, for example.

When you do present information, it is rapid fire and, again, feels like you resent telling/showing what you do.

The library staff reports, both site based and library system wide do provide excellent information and your staff is to be commended.

Section 4:

Expanding your outreach to new local business and service organizations is needed. There are a number of service organizations that should be hearing from you; not just FWCLS and Every Library. This is what is really lacking in your leadership – expand your involvement in the community and please reach out to new organizations and business groups.

Final update/achievements:

Again, you 'tell' us you're "working on morale" but you need to show us or explain in detail otherwise these statements are just banal.

The Library Director should be focused on solving problems rather than creating them. His attitude towards the board is one of passive-aggressiveness. He did not read the community effectively at a time when continued promotion of Drag Queen Story Hour was contentious and became overly political. The ballot initiative was confusing and the results reflected the distrust and antagonism towards the library system which should be the gem of the community.

Director Scott's presentations of the library programs and plans have been very good. My visits to the different library branches have been informative. Clearly, Director Scott has been a competent, resourceful, and dedicated library employee. He's engaged and cooperated with other organizations and has sought out grants and funds to supplement the library budget. His employees trust him and feel that he supports them. I would recommend that Director Scott seek out ways to better communicate to the board where he has flexibility and control of the budget vs areas that are set by the County and are not under his direct control. I do not feel the board felt clearly informed of his plan with regard to WC1 not passing. I would ask Director Scott if he would be open to allowing the trustees opportunities to "shadow" or "ride along", perhaps a half day with him, to better see him "in action". Perhaps meeting with stakeholders or community partners. I'd like to see Director Scott find a way to show us what his employees see in him and help us to see how much I know he has done to benefit our libraries.

Final Evaluation Score Sheet:

Evaluation Score Sheet			
Area of Evaluation	Averaged Score	Section Weight	Weighted Score
Section 1: Strategic Planning Outcomes	1.47	35%	0.51
Section 2: Operational Management	1.20	20%	0.24
Section 3: Board Relations	1.30	25%	0.33
Section 4: Community Stakeholder Engagement	1.70	20%	0.34
Final Evaluation Score:			1.42

A rating of 1.42 = Minimally Effective

Washoe County Library Director Evaluation 2025

Achievement template for LBOT data packet and survey evaluation for 90-day evaluation

Section 1: Strategic Planning outcomes weighted at 35%:

OBJECTIVE:	ACHIEVEMENTS:
1. Facilitate development of a strategic plan update for FY26 – FY29/FY30 by end of fiscal Q2, FY25 (December 31, 2025) with a progress update on process at 90 days.	<ul style="list-style-type: none">• Working on key components of the upcoming strategic plan with work on the Technology Plan and Spanish Language Services Plan. Surveys are being sent out for both components.• The work on the General Strategic Plan will begin in May of 2025.
2. Present draft library technology plan for LBOT review and feedback that incorporates a meeting room technology update for Spanish Springs, Incline Village, Sierra View, North Valleys, and Northwest Reno Libraries, in alignment with FY26 budget process and fund availability.	<ul style="list-style-type: none">• The staff survey and forum on technology needs were completed at Staff Day. The technology plan survey with forums and reformation of the Reference and Technology Team are underway.• The upgrade of library meeting rooms will be completed by April 2025.
3. Present a draft plan to LBOT to improve service delivery to mono-lingual Spanish Speakers.	<ul style="list-style-type: none">• Progress of plan presented to the board in March 2025; draft of the plan will be presented in May 2025.

Section 2: Operational Management weighted at 20%:

OBJECTIVE:	ACHIEVEMENTS:
1. Develop and propose a FY26 library operating budget in alignment with Washoe County's established budget process that provides multiple scenarios to address the change in funding as a result of WC-1 not passing.	<ul style="list-style-type: none">• Worst case budget scenario was developed and presented to the library board in December 2024. Awaiting final budget information from the Board of County Commissioners.• Based on the initial information on April 8th, the Library Director will work with the board on a change of hours or services depending on the budget.
2. Encourage development of WCLS workplace culture through employee engagement activities, training, performance management, and participation in the annual Washoe County employee engagement survey.	<ul style="list-style-type: none">• Washoe County Library currently uses the Challenge program that encourages library staff to explore different roles in the system. Staff can ride with couriers and work in a different branch or department.• The 2024 Washoe County Employee Engagement Survey demonstrated that over 80% of library staff are happy where they work and that the good work they do for the community is the most compelling reason they work for the library.

Section 3: Board relations weighted at 25%:

OBJECTIVE:	ACHIEVEMENTS:
1. The Library Director effectively implemented the LBOT's policy directions and philosophy.	<ul style="list-style-type: none"> • Working with library trustees and library board chair to discuss library operations. • Developed a library trustee support document to inform them of services, issues, changes, and goals. • Provide monthly presentations on library activities. • Provided collection development, library events, and unattended child policies to the board with approval from the board.
2. The Library Director proactively communicated complete and accurate information to all LBOT members in a timely manner.	<ul style="list-style-type: none"> • The Library Director provides regular library operational updates through monthly Library Director Reports, statistical reports, and budget reports. • Invite branch staff and service team staff to report to the library board monthly on library activities. • Working with individual trustees on priorities and concerns.
3. The Library Director was responsible with library funds; spent within allocated budget amounts; and proactively communicated regular budget updates, variances and potential needs of the library system to the LBOT.	<ul style="list-style-type: none"> • The library budget is currently on track for the year, and the Library Director has provided deep dives into the budget since December 2024. • Examining budget for worst case scenarios from county budget process.
4. The Library Director was responsive to feedback from the LBOT and took appropriate corrective action.	<ul style="list-style-type: none"> • Work with Trustees to focus on essential services and reports, such as library budget, statistical reports, and library activities (focus on Jail Library Service, services to Spanish Speakers, Technology Planning, Murals, volunteer work, and more).

Section 4: Community stakeholder engagement weighted at 20%:

OBJECTIVE:	ACHIEVEMENTS:
1. The Library Director was accessible to leadership of community partners to Washoe County Library System programs; displaying appropriate diplomacy and tact.	<ul style="list-style-type: none"> • Chair of the Northern Nevada Literacy Council and involved with the United Way of Northern Nevada and Sierra. • Attending meetings and supporting local non-profits impacted by President Trump's recent Federal Funding Freeze. • Assisted with Non-profit advocacy for the state legislature. • Regularly attend Friends of Washoe County Library meetings and provide updates on library activities and budget progress.
2. The Library Director effectively communicated and coordinated with a variety of stakeholders throughout the region to further the mission and strategic objectives of the Washoe County Library System.	<ul style="list-style-type: none"> • Worked with non-profits to provide support during the federal funding freeze and the impacts of federal and state cuts on local services. • Presented and educated Washoe County Leadership Academy on a recent tour of Downtown Reno Library with a focus on Resilience in Leadership. • Presented to the State Library Director's Forum on book banning and how to support access to books, support our library, and support our community. • I worked with State Librarian Mike Strom to set up meetings with Congressman Amodei to advocate for Federal Funding from the Institute of Museums and Library Services. • Nevada State Library, Archives, and Public Records receives over \$ 2 million of federal support that is matched locally by state support. This funding goes directly to local libraries to support grants, bookmobiles, book collections, and more. • Attended City of Sparks Proclamation honoring Washoe County Libraries for Nevada Reading Week.
3. The Library Director sought out opportunities to share library information with patrons and the community through the use of radio and television media, newspaper, magazine, print media, and other appropriate forms of media to reach the community.	<ul style="list-style-type: none"> • Made regular appearances on KOLO for book clubs and library updates. • Worked with the local student group Every Library for NV to talk about the importance of libraries in our community.

<p>4. The Library Director nurtured a positive and collaborative working relationship with the partners in the Washoe County Library System, including Friends of the Washoe County Library, and participated in sponsored community and organization events.</p>	<ul style="list-style-type: none"> • Regularly attends Friends of Washoe County Library board meetings, Chair of Northern Nevada Literacy Council, worked with United Way and other non-profits to help support their funding and mission during the recent federal funding freeze. • Friends of Washoe County Library supported the library this year with a \$100,000 donation, the largest donation they have provided in the last few years.
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Library Director, additional updates and achievements to share with Library Board of Trustees:

<ul style="list-style-type: none"> • Working with Managers and staff for morale issues related to the current budget uncertainty and keeping them focused on serving our public and ensuring they know how much our community values their efforts. • On Washoe County Fiscal Sustainability, Vulnerable Population, and Innovative Service teams concerning county strategic initiatives.
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2024 Employee Engagement Survey results – Library

Department participation rate: 87%

Q2: On a scale of one (low) to five (high), how satisfied are you with your Department as a place to work?

<i>Department Response</i>	<i>Washoe County Response</i>
4.37	4.03

Q3: On a scale of one (low) to five (high), how satisfied are you with Washoe County as a place to work?

<i>Department Response</i>	<i>Washoe County Response</i>
4.13	4.2

Q4: Do you expect to still be working for Washoe County in 5 years?

<i>Department Response</i>	<i>Washoe County Response</i>
Yes: 84.6%	Yes: 81%

Q5: Please select up to 3 reasons why you plan to still work for the County in 5 years:

	<i>Department Response</i>	<i>Washoe County Response</i>
<i>Close to Retirement (<5 years)</i>	5%	7%
<i>Too many years in PERS to change employers</i>	19%	27%
<i>Opportunities for career growth</i>	33%	36%
<i>I am passionate about my work</i>	71%	61%
<i>Pay and benefits for my work experience</i>	62%	69%
<i>I believe in providing Quality Public Service to our community</i>	69%	55%
<i>Other</i>	7%	9%

Q6: My supervisor, or someone in my department, seems to care about me as a person. (Rating 1-5)

<i>Department Response</i>	<i>Washoe County Response</i>
4.47	4.25

Q7: Someone in my department talks to me about career growth and encourages my development. (Rating 1-5)

<i>Department Response</i>	<i>Washoe County Response</i>
3.99	3.66

Q8: In the last 6 months, I have received helpful and timely coaching or performance feedback from my direct supervisor. (Rating 1-5)

<i>Department Response</i>	<i>Washoe County Response</i>
4.06	3.84

Q9: From the following list, select the types of employee engagement activities you would like to be involved with:

	<i>Department Response</i>	<i>Washoe County Response</i>
<i>Lunch & Learn speakers</i>	21%	31%
<i>Mentorship program</i>	15%	24%
<i>Professional development/training</i>	56%	60%
<i>Cultural performances at County facilities</i>	33%	17%
<i>Food trucks</i>	25%	27%
<i>Employee volunteer opportunities in the community & with Glenn Duncan</i>	17%	18%
<i>Other</i>	14%	8%