



LIBRARY BOARD OF TRUSTEES MEETING MINUTES

WEDNESDAY, October 1st, 2025

5:30 P.M.

DOWNTOWN RENO LIBRARY 301 S. Center St, Reno NV 89501

Library Trustees:

Ann Silver, Chair

Lea Moser, Vice Chair

Gianna Jacks, Trustee

Tami Ruf, Trustee

Marie Rodriguez, Trustee

0) Salute to the Flag led by Trustee Ruf.

1) Roll Call [Non-Action Item]

- Present: Chair Silver, Trustee Rodriguez, Trustee Ruf, Trustee Jacks.
- Vice Chair Moser arrived at 5:39pm.

2) Public Comment –Three Minute Time Limit Per Person [Non-Action Item]

- Janet Butcher: Questioned the freeze on 20 librarian positions and the necessity of the Assistant Library Director role. Criticized the use of AI in McKenzie's previous budget presentation and submitted her own research for the record.
- Dee Ann Radcliffe: Opposed replacing the Verdi Library with a bookmobile. Emphasized the library's community value and history.
- Heather Cook: Verdi Elementary librarian. Advocated for maintaining public hours at Verdi Community Library. Shared stories of student impact and community growth. Noted that Verdi is a growing community and needs at least one afternoon of open hours.
- Matthia Klatt: Urged the board to keep Verdi Library open. Emphasized libraries' role in democracy and public health.
- Gideon Caplovitz: Verdi resident. Highlighted the library's unique features such as its partnership with Nevada Wildlife and its housing of public documents. Offered to volunteer or donate to keep it open.
- Ryan Cook: Verdi resident. Cited population growth in Verdi and the need for expanded library services.
- Anushka Kesavaly: Categorized Verdi as a rural library. Advocated for expanded hours at Verdi Library to ensure equitable access to educational resources.
- Carlos Torres: Yale graduate. Recalled childhood spent at the Carson library and credited libraries for his academic success. Called for 24/7 library funding.
- Amy Pulver: Thanked library and county manager staff for their work. Requested clarification on staffing numbers and an update on the Library Director search.
- Cate Salim: Expressed gratitude to Verdi residents for attending. Advocated for Gerlach Library and full-service models. Opposed "books-only" option. Highlighted the library's impact on teens and families.

- Kate Barnickl: Shared personal use of library services. Urged the board to fully fund the library and warned against limited hours and sparse shelves.
- Nicol Herris: Highlighted a magazine for senior citizens. Proposed senior volunteer programs to support libraries.
- Eileen Ecklund: Urged the board to support a full-service model. Emphasized the importance of library programs and staff input.
- Tara de Queiroz: Presented funding comparisons showing how Washoe County Library is underfunded nationally and statewide. Urged the board to consider the thriving communities budget McKenzie shared in July.
- Fred Aboud: Verdi parent. Questioned why there wasn't funding to staff the Verdi library for 9.5 hours. Urged the County to improve budget management.
- Genie Montblanc: Emphasized Verdi Library's role in combating social isolation and providing essential services. Noted that the library holds an essential natural history exhibit and is one of the only public meeting spaces in town.
- Caleb Stroup: Verdi parent. Emphasized the importance of the library for her daughter. Called for expanded hours.
- Sandee Tibbett: Showed support for staff input and the full-service staffing model. Proposed reallocating hours and creating a floating staff pool to fill positions.
- Drew Ribar: Raised First Amendment concerns. Claimed viewpoint discrimination and threatened legal action.
 - Chair Silver repeatedly tried to get Ribar to address the board and not those in attendance.
- Julia Murphy: Verdi parent. Shared personal stories of library impact on her children. Noted the expansion of Verdi and necessity of the library.
- Madison Calvert: Verdi parent. Noted the limited childcare options in Verdi and how the library supports her family. Offered to fundraise to keep it open.
- Michelle Murphy: Shared how the library supported her during a tough time. Shared that she is now pursuing a MILS degree thanks to the librarians she met. Advocated for continued access to the Verdi library and offered to volunteer to keep it open.

- Ryan Stark: Shared his long history with the library and the impact on his children. Noted the importance of expanded hours and urged the board to support a full budget.
- Brooke Brumfield: Verdi parent. Offered to organize fundraising and volunteer support. Created website to advocate for the Verdi library.
- Emma Pineda Fortin: Verdi parent. Highlighted the library's role in raising a bicultural child and promoting diversity.
- Vida Gomez: Criticized those who opposed WC-1. Urged the board to maintain staff and branch access.
- December Cuccaro: Echoed Verdi residents' concerns. Spoke on the importance of early literacy and library access for working-class families.
- Brody Hawkins: Verdi student. Shared personal experiences and urged the board to preserve the library for future students.
- Ilya Arbatman: Called for transparency and accountability from trustees. Urged board members to advocate for increased funding at the BCC meetings.

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

- Trustee Ruf expressed appreciation for public input, especially from Verdi. Assured attendees that she is committed to working toward maintaining Verdi's after-school hours and keeping all branches open.
- Trustee Rodriguez requested that branch presentations be on future agendas.
- Chair Silver requested that community members not blame the board for WC1's failure. Expressed her appreciation for staff input and emphasized how often trustees visit library branches. Expressed preference that library technology does not replace staff-patron interactions. Noted that some programs may need to be paused. Shared that the board will look at new ways of generating revenue for the library and are committed to working with library staff. Clarified they had no intention of closing the Verdi library.
- Vice Chair Moser emphasized that community partnerships are needed and suggested future meetings between the library board and school board. Questioned the length of time it takes to receive information from the County. Supported Verdi residents' desire to support their library.
- Chair Silver clarified that branch presentations will resume once the budget discussions are concluded.

4) Approval of Meeting Minutes

- Approval of Minutes from the Library Board meeting on September 17, 2025 [For Possible Action].
 - Trustee Jacks requested the minutes be amended to include her absent comments.
 - On motion by Trustee Ruf, seconded by Vice Chair Moser, which motion duly carried on a 4-1 vote with Trustee Jacks voting no, the meeting minutes from Sept 17, 2025 were approved with amendments.

5) New Business

a) Washoe County Budget Report by CFO Abbe Yacoben to include a refresher on the General Fund and Expansion Fund purposes and balances and required accounting and reporting per the Nevada Revised Statutes and accounting standards. [For Discussion Only]

- Yacoben shared her presentation from the May 7th library board meeting and reviewed information regarding the general and expansion funds.
- Noted that the expansion fund expired June 30th, 2025 with a balance of approximately 3.5 million.
- Chair Silver asked if the expansion fund must be used for its original purpose. Yacoben confirmed. She also noted that it must be used before the general fund, followed by the funding in abeyance. Chair Silver emphasized that the library is fully funded this year. Yacoben confirmed. Chair Silver asked if Yacoben could clarify why they were informed that the library would close if WC1 did not pass. Yacoben said she was unsure but that she was looking forward to the board exploring the possible funding models. Yacoben noted that if the expansion funds aren't fully used by June 30th, 2026, she would have to go back to the taxation board and see if the funds could be carried forward.
- Trustee Ruf questioned why the employee salaries from the expansion fund had not been moved to the general fund. Yacoben said she was unsure but that money will be required one way or another in order to avoid lay-offs. Trustee Ruf asked if the budget they decide will be the new baseline budget. Yacoben confirmed.
- Trustee Rodriguez requested clarification regarding the BCC meeting dates. Yacoben noted that she listed Oct 31st as a placeholder and frame of reference for when the board needs to decide on a final budget.

b) Discussion between the Library Board of Trustees and the Office of the County Manager to review staffing models outlining the needed staff to operate the locations, times, and days of the Library system for fiscal year 2027 (July 1, 2026 – June 30, 2027) as identified by the Board at the meeting held September 17, 2025 and possible direction to the Office of the County Manager staff related to Budget needs for the Washoe County Library System. [For Possible Action]

- Solaro presented multiple staffing models:

- Option A (Full Service) – Not affordable with current staffing due to necessity of multiple shifts.
- Option A (Books Only) – Reduces services, not preferred.
- Staff Proposed Option – Based on branch manager input.
- Hybrid Option – Based on staff input and board requests. Balances expanded hours with current staffing.
- Option C (Updated) – Closest to current hours, updated version of Option C presented at the September 17th meeting.
- Chair Silver clarified that the options aren't set in stone and that anything approved can still be changed. Solaro confirmed. Chair Silver noted that it was unfortunate that the media reported that the Verdi library would close. Solaro emphasized that funding is tight and based on current economic times it's unlikely the library will receive more than what it currently has, which includes budget and staffing numbers.
- Solaro answered questions that were raised during the previous meeting; staff are due a 30-minute unpaid lunch, self-check requires staff assistance and is a capital investment, and the construction of additional library branches was during 2009-2012.
- Solaro thanked library staff for working through staffing models. He emphasized staff efficiency and how they provide the right programs for their communities based on the budget that they are provided.
- Chair Silver requested more communication with the BCC and asked Solaro's opinion regarding their preferences for approving a budget. Solaro was unsure of the BCC's viewpoint and emphasized that the BCC will consider the library budget as they do all other proposed budgets for the County.
- Chair Silver shared her preference to work backwards from a maximum budget to figure out what services will be feasible. Solaro clarified that the hybrid option is based on the current library budget of approximately 16 million and is close to the current library hours. Chair Silver reiterated her desire to see a total amount possible and figure out a model from there. Solaro stated that he will price out any model that the board chooses.
- Trustee Ruf asked if the Verdi library open hours could be shifted based on public comment. Solaro replied that they could be changed but that shifting hours could create other staffing issues due to the Verdi library being staffed by Northwest Reno branch employees. It is easier for them to staff on Tuesdays, Wednesdays, and/or Thursdays.
- Trustee Ruf emphasized her support for a full-service library and opposition to the "books only" option.
- Solaro reiterated the possibility of partnering with other Washoe County agencies to help staff the non-full-service libraries like Gerlach and Senior Center.
- Trustee Rodriguez emphasized the importance of Verdi's public comment and the board's job to protect access to free information and library spaces. Stated that she doesn't want to see programs cut or doors close.

- Chair Silver suggested taking one hour off Incline Village's evening hours, finding volunteers to staff Senior Center, and giving saved hours to Verdi. Supported the hybrid option.
- Solaro appreciated the board's feedback and shared the possibility of creating a designated team that participates in programming across branches, instead of having branch staff conduct programming. Reminded the board that any shifts need to be thoughtful and have the WCEA contract and possible ramifications in mind. Further reminded the board of the upcoming budget deadline and that a future director will be able to sort out programming needs.
- Chair Silver proposed additional meetings to look at ways to amend the hours. Trustee Rodriguez suggested the board listen to the staff and choose their proposed option. Solaro stated that they can't afford the staff created option but that he suspects that option c and the hybrid option are the most fiscally possible.
- Trustee Rodriguez proposed a motion to approve the hybrid option. Solaro suggested waiting on a vote so that the public doesn't believe it is set in stone.
- Vice Chair Moser asked about development projects and if Solaro knew where the community would expand. Solaro replied that he sees where residential housing is expanding but most new subdivisions have been approved for decades and still haven't been built. Seeing what is approved may not be helpful. Mentioned the 2015 facilities master plan that targeted North Valleys due to growth but still was unable to fund a new library due to other needs.
- Vice Chair Moser asked if developers earmark funds to contribute to the community they are developing. Solaro replied in the negative. There is a construction tax that goes towards parks but not libraries.
- Vice Chair Moser urged the board to challenge the BCC into reconsidering how they take developments and consider communities. Shared her support for the hybrid option.
- Chair Silver agreed and asked Solaro to price out the options given. Asked about the deadline. Solaro stated that the board will need to present a budget to the BCC at the November meeting.
- Trustee Ruf pointed out that the differences between the staff option and hybrid option are minimal.
- Vice Chair Moser suggested they provide both options to the BCC and let them decide.
- Trustee Jacks asked if the other data the board provided was going to be discussed. Shared how she would like the options reorganized for better understanding of which libraries have partnerships. Stated that on a visit to the Senior Center it was shared with her that they desire more hours.
- Chair Silver showed appreciation for Vice Chair Moser's idea. Stated that staffing is only part of the budget and other aspects need to be discussed. Solaro clarified that staffing is the largest portion of the budget. Chair Silver requested more

meetings be scheduled to look at programming and efficiencies and cost evaluations. Vice Chair Moser agreed.

- Solaro stated he will have costing for the hybrid and staff option at the Oct 15th meeting.
- Chair Silver asked if they have one shot at presenting the budget to the BCC or if an appeal will be available. Solaro was unsure. He shared that he believes the BCC will appreciate the board's efforts. He reiterated that he will use his notes from this meeting and return on Oct 15th with pricing options.
- Chair Silver suggested there is no need for an Assistant Director and that managers could oversee more than one branch. Emphasized the need to look at the library like a business to meet everyone's needs.
- Trustee Ruf shared her appreciation for Solaro's use of "we" when speaking about the library. Asked how many hours the libraries are open currently. Solaro replied it is about 425 hours. Trustee Ruf thanked staff for their input.
- Vice Chair Moser emphasized the praise Solaro shared with her regarding staff's self-sufficiency. Thanked staff for their hard work.

c) Staffing report for current fiscal year 2026 and overview of upcoming necessary library closure dates for October and November of 2025. [For Discussion Only]

- Solaro shared that HR was holding two internal promotional only recruitments to help fill lead positions in the system. These open positions are at the Sparks, Incline Village, Sierra View, and North Valleys branches. The net FTE will not change but it will allow for more staffing flexibility. Due to 20 unfilled positions, some branches, particularly Incline Village, will close on select Saturdays.
- Solaro shared his appreciation for library staff and their ongoing efforts to keep the libraries running on limited resources. Noted that Senior Center, Duncan/Traner, and Verdi will be closed the day before Thanksgiving so staff can keep their home branches open. Shared he will be informing the BCC of these closures at their next board briefing.
- Chair Silver asked if staff receive a bonus for working at Incline Village. Solaro confirmed that they receive a stipend. Chair Silver asked if the open position will be available for Incline Village residents. Solaro noted that staffing is based on merit and not location.

6) Public Comment – Three Minute Time Limit Per Person [Non-Action Item]

- Drew Ribar: Reiterated First Amendment concerns.
- Cate Salim: Defended the need for an Assistant Library Director and read from the job description.

7) Staff Announcements [Non-Action Item]

- Sparks Library Branch Manager Kerry Stendell shared a story about a patron who called the library his “favorite place” and highlighted the library’s positive community impact.

8) Adjournment

- Chair Silver adjourned the meeting at 8:44pm.