

Ramsey County Library Board of Trustees Meeting December 15, 2021 Virtual Meeting Agenda 6:30 PM

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The meeting is available for public viewing at https://zoom.us/j/96513501233?pwd=cEYyQTVCUEZ4VGJqVTIyOWNIb21jZz09 Phone: 651-372-8299; Meeting ID: 965 1350 1233; Passcode: 273145

Pursuant to Minnesota Statutes Section 13D.021, the Chair of the Ramsey County Library Board of Trustees has determined that an inperson meeting is not practical or prudent because of the COVID-19 pandemic and the prevalence of the Delta variant. Trustees will participate by telephone or other electronic means. In addition, it may not be feasible for trustees, staff, or members of the public to be present at the regular meeting location due to the COVID-19 pandemic and the prevalence of the Delta variant. The meeting broadcast will be available online. Members of the public and the media will be able to watch the public meeting live online.

- I. Call to Order (6:30)
- II. Public Comment (6:30-6:35)
- III. Approval of Agenda & Minutes (6:35-6:40)
 - A. December 15, 2021 Agenda (1)
 - B. November 17, 2021 Minutes (2)

IV. Reports (6:40-6:50)

- A. Director's Report (3)
- B. Friends of the Ramsey County Libraries Report (4)
- V. Action Items (6:50-7:50)
 - A. Contract for Self Checkout Machines (5)
 - B. Contract for Strategic Planning Consultant (6)
 - C. Contract for Printers and Copiers (7)
 - D. Future Library Board Meetings (8)
 - E. 2022 Holiday Calendar (9)
- VI. Discussion Items (7:50-8:30)
 - A. New Brighton Branch Update (10)
 - B. Library Director Hiring Process (11)
 - C. Maplewood Renovation Update (12)
- VII. Adjournment (8:30)

	Schedu	led Upcoming Meetings	
January 19, 2022 6:30 p.m.	Virtual	Annual Meeting Friends Annual Gift Acceptance Adult Programming Overview Racial Equity Report Library Director Hiring Process Strategic Planning Update Maplewood Renovation Update	Library Board of Trustees Sida Ly-Xiong, Chair Gwen Willems, Vice Chair Claire Chang, Secretary
February 16, 2022 6:30 p.m.	Virtual	2021 Fourth Quarter Reports Year End Encumbrance List 2022 Workplan Branch Update Library Director Hiring Process Strategic Planning Update Maplewood Renovation Update	Debra Berry Marisol Chiclana-Ayala Sylvia Neblett Steve Woods Ramsey County Board Liaison
March 16, 2022 6:30 p.m.	Virtual	Annual Report to State Budget Overview/Timeline North St. Paul Branch Update Library Director Hiring Process Strategic Planning Update Maplewood Renovation Update	Commissioner Victoria Reinhardt Interim Library Director Karen Saltis Administrative Office 4560 North Victoria St.

Administrative Office 4560 North Victoria St. Shoreview, MN 55126 Phone: (651) 486-2200 www.rclreads.org



LIBRARY TRUSTEES PRESENT:

Claire Chang, Marisol Chiclana-Ayala, Sylvia Neblett, Gwen Willems, Steve Woods

LIBRARY TRUSTEES ABSENT:

Deb Berry, Sida Ly-Xiong

STAFF PRESENT:

Karen Saltis, Interim Library Director; Pang Yang, Deputy Director; Mary Larson, Library Board Coordinator; Jeff Eide, Roseville Senior Library Manager; Monica Stratton, Maplewood Library Manager; Carol Jackson, Shoreview Library Manager; Chuck Wettergren, Digital Services Manager; Nathan Coan, Digital Services Associate

OTHERS PRESENT:

Victoria Reinhardt, Ramsey County Commissioner and Liaison to the Library Board of Trustees; Kristi Saksvig, EGCI Communications Manager; Tony Lutgen, EGCI Accounting Manager; Mary Worley, Friends of the Ramsey County Libraries Director

CALL TO ORDER:

Neblett called the meeting to order at 6:30 p.m. via Zoom video conference.

PUBLIC COMMENT:

None.

APPROVAL OF AGENDA:

Woods made a motion to approve the agenda for November 17, 2021, as presented. Chiclana-Ayala seconded the motion, which was approved unanimously via roll call vote.

APPROVAL OF MINUTES:

Willems made a motion to approve the minutes of October 20, 2021 as presented. Chiclana-Ayala seconded the motion, which was approved unanimously via roll call vote.

DIRECTOR'S REPORT:

In addition to her written report, Saltis noted:

- AP Midwest LLC has been selected as the Part 1 design-build vendor for the Ramsey County Library in Maplewood renovation project.
- Ramsey County Library staff have a vaccination rate of 91%, the highest reported among Ramsey County departments.
- Children's play structures and other interactives will be available starting in January 2022.

Maplewood Renovation update: The contract for the design/build firm is expected to be finalized and approved at the November 16th Ramsey County Board meeting. The Property Management Project Manager has asked the contractor to develop a draft schedule of upcoming activities. This schedule will include several meetings and topics. The Library Board of Trustees' subcommittee will participate in these activities as will staff. Additional community involvement is expected to be incorporated by the firm.

<u>IT Consolidation</u>: Work has been completed at the libraries in Maplewood and Shoreview to update their network infrastructure supporting public computing. Audits have been completed to begin consolidation of staff printers and copiers. Audits have also been completed to provide replacements for public copiers and printers.



<u>Administrative Assistant Hiring</u>: Two rounds of interviews have been conducted for the administrative assistant position. Final steps in the hiring process are occurring and an announcement of the successful candidate and start date will be shared soon.

<u>Self-Check Request for Proposals (RFP) Update</u>: Vendor interviews were conducted for the updated self-checkout stations. The committee will recommend a vendor and contract negotiations will commence. More detailed information will be shared in the future.

<u>Service Delivery Modification</u>: The Children's Team recommended a service change whereby in person, indoor programming would resume for ages 5-11 effective January 1, 2022. Attendance will be limited to 15 via the library's online registration software. Outdoor programming and take-home kits will continue as appropriate to give a wide variety of programming options for families.

Programs directed towards audiences 4 and under will not occur indoors. Programming for this age group may include outdoor or self-directed, passive programs. Examples of these programs may include, but is not limited to:

- Story Trails, a walk with large sized printed picture books to stroll and read outdoors.
- Outdoor programming that is socially distanced in compliance with safety mandates.
- Indoor passive programs where kids are invited to participate in a self-directed activity while in the library building.

The team also recommends the return of play structures and other literacy rich activities, including but not limited to puppets and puzzles.

Program Partnership with Parks and Recreation: Beginning November 1, Ramsey County Library is once again partnering with Parks and Recreation to present *Fall into Winter with Parks*. This program uses the Beanstack application to encourage kids (and their grownups) to earn badges by visiting five Ramsey County parks. The program runs through spring and will be promoted on our website, social media, and via flyers in our buildings. This program is intended to encourage people to get out and enjoy parks over the winter, and to encourage year-round Beanstack use for kids.

<u>Celebratory Virtual Event</u>: As was reported last month, the project *This was 2020: Minnesotans Write About Pandemics* and Social Justice in a Historic Year won the Minnesota Author Project's award in the Communities Create category. A celebratory virtual event was held on Tuesday, November 9th. Seven of the published authors highlighted their work during the event which was facilitated by Paul Lai, librarian and adult program lead.

<u>Friends of the Ramsey County Libraries Virtual Author Talk</u>: Nancy Pearl is a best-selling author, American librarian, and literary critic. She was interviewed during a virtual author talk by a dynamic panel of Ramsey County Library librarians: Andrea Hermanson, Carol Jackson, and Ann Wahlstrom. Thank you for supporting this wonderful event!

<u>Countywide Update</u>: Ramsey County implemented a COVID-19 staff vaccination mandate effective November 1st, 2021. Those staff choosing not to be vaccinated must test regularly. Statistics are provided weekly by Human Resources. Individual departmental statistics are not shared.

As we move into the season of Thanksgiving, I'd like to express my gratitude to the wonderful and dedicated staff at the Ramsey County Library who continue to arrive each day with a passion to serve the community. Suburban Ramsey County residents benefit from your work within the library system. You are **SO appreciated**!

Additionally, I extend my thanks to the Library Board of Trustees who support the work of the library and selflessly give of their time and talents. **Thank you!**



FRIENDS OF THE RAMSEY COUNTY LIBRARIES REPORT:

Virtual Author Talk with Nancy Pearl – November 10, 2021

Nancy is a best-selling author, librarian, and literary critic, but first and foremost, she is a reader and has spent her life promoting reading as one of the most beneficial and joyful experiences anyone can have. We had an engaging virtual discussion with panel of our talented librarians, Andrea Hermanson, Ann Wahlstrom, and Carol Jackson.

Shoreview Book Sale December 4, 2021

Our Shoreview Bookstore volunteer team are planning a one-day book sale at the Shoreview Library on Saturday December 4th.

Friends Used Bookstore and Book Carts Are All Open

We are accepting gently used donations of books and media at our Roseville and Maplewood locations only.

Friends Online Auction February 17-24, 2022

Save the dates to have fun shopping while you help us add new items to the Ramsey County Library lending collection. The Friends Online Auction will feature items such as dining and sightseeing experiences, artwork, autographed books, food and wine, sports, travel, and themed gift baskets. Watch for additional information in coming months.

2021 THIRD QUARTER REPORTS:

On a quarterly basis, Library staff presents several reports to the Library Board for information and discussion. The following reports were briefly summarized for the Library Trustees:

- Workplan Report prepared by Karen Saltis, Interim Library Director
- Financial Report prepared by Mary Larson, Accounting Support Supervisor
- Statistical Report prepared by Jeff Eide, Senior Library Manager
- Incident Report prepared by Mickey Ladich, Property Manager (not present)

WRITE OFF UNCOLLECTIBLE DEBT:

According to the Library's Accounts Receivable procedures, when an account is determined to be uncollectible, the account may be written off the Library's financial accounting records and no longer recognized as an account receivable for financial reporting purposes. The write-off of a receivable should be considered only when one or more of the following criteria have been met:

- At least six years have elapsed since the debt was incurred;
- All reasonable and appropriate collection efforts have been exhausted;
- The Library determines that further collection efforts are not in the best economic interests of the County;
- No reasonable expectation of payment can be expected.

The Library shall obtain approval from the Ramsey County Finance Department to write-off uncollectible accounts. The Library shall document the reasons for the write-off and make such documentation available for review by the Finance Department. Write-off of individual debts \$1,000.00 or more must be approved by the Library Board.

The Library identified 23,873 patron accounts meeting the criteria for write-off, totaling \$342,972.14. Two of these accounts totaling \$3,017.04 exceeded the \$1,000 threshold requiring Library Board approval and 62.7% are \$10 or less. The proposed write-offs will be forwarded to the County Finance Department as outlined in the Library's Accounts Receivable procedures.

Woods made a motion to approve the write-off of two Library accounts totaling \$3,017.04 exceeding the \$1,000 threshold and authorize Library staff to forward the write-off of uncollectible debt in the amount of \$342,972.14 to the Ramsey County Finance Department as outlined in the Library's Accounts Receivable procedures. Chang seconded the motion, which was approved unanimously via roll call vote.



SIRSIDYNIX MANAGED SERVICES AGREEMENT EXTENSION:

Under a Managed Services Agreement, SirsiDynix provides Ramsey County Library (RCL) a variety of business applications and services, but at its core is the Horizon integrated library system (ILS). The ILS combines a relational database along with a suite of applications to manage functions like circulation, cataloging, serials control, acquisitions, and patron accounts. In addition to the ILS, SirsiDynix provides specialized business applications that interact with Horizon, including the Library's telephone messaging, mobile app, system analytics and third-party integration. Thirdparty integration includes hosted servers and connections for the Library's new website/catalog, self-checks, material handling systems, RFID applications, online payment systems and user authentication for online resources.

The current SirsiDynix agreement, due to expire in March 2022, was approved in 2017 when RCL moved from a locally hosted solution to a subscription as a service (SaaS) model. After consulting with Ramsey County Procurement and the Ramsey County Attorney's office, they have recommended that the Library Board authorize a contract extension with SirsiDynix with the same terms and conditions as the current contract. The extension would include annual renewals for up to five years. The current contract costs are approximately \$114,000 per year, with approximately \$6,000 reimbursed annually from MELSA for MnLINK services and RCL Mobile.

Although the current business applications and services provided by SirsiDynix continue to meet the Library's needs, an additional five-year agreement will allow the Library an opportunity to review ongoing use of SirsiDynix's products. This may include a solicitation process to ensure these critical systems continue to meet the Library's goals and support emerging County initiatives around potential alignment of business applications and initiatives across departments.

Because the ILS and associated services impact so many peripheral systems, any review or solicitation will have to consider the potential of having to replace or update several independent business applications and would likely take at least 18 to 24 months. To take full advantage of this renewed term, a review of Horizon and related applications will begin in 2022. This will allow the Library time to address the complex nature of IT-related projects (and the ever-changing best practices) and engage with other departments about potential alignment or integration.

Chang made a motion to approve a contract extension with SirsiDynix to allow up to five additional annual renewals of the current master contract and authorize the Library Director to sign the agreement. Contract extension subject to review by the Ramsey County Attorney's Office. Chiclana-Ayala seconded the motion, which was approved unanimously via roll call vote.

MAPLEWOOD RENOVATION PROJECT UPDATE:

At the September Library Board meeting, Neblett and Woods volunteered to serve as Library Board representatives on the Maplewood Renovation Project team. The Trustees developed the following draft charge for the project team for Library Board consideration:

Committee will work with staff to ensure libraries are welcoming public facilities where people want to gather to cultivate learning, inspire curiosity, and connect our community. In the immediate term this could include strategic plan input addressing deferred maintenance and forward-looking building needs.

Committee shall provide the Trustees and Library Director (or designee) with recommendations at critical input points during the design-build process for the Maplewood Renovation Project.

The Library Trustees discussed the draft charge, and thanked Woods and Neblett for volunteering to represent the Library Board.

Chiclana-Ayala made a motion to approve the draft charge for the Maplewood Renovation Project team. Chang seconded the motion, which was approved unanimously via roll call vote.



BENCHMARKING RAMSEY COUNTY LIBRARY TO OTHER COMPARABLE LIBRARIES:

Jeff Eide, Senior Library Manager at the Ramsey County Library in Roseville, compiled a report showing comparisons between RCL the MELSA libraries, and other library systems of similar populations and total income. Due to the pandemic affecting 2020 statistics, the report included data from both 2019 and 2020 for reference.

Trends lines for major service areas such as circulation, borrowers, visits, and program attendance were included, and outreach contacts was added as a new major service area. Data specific to RCL was noted, as well as comparisons with other MELSA libraries and national peer libraries. For the ninth consecutive year, Ramsey County Library was designated as a Library Journal Star Library, one of just three libraries in Minnesota to receive the award.

MAPLEWOOD BRANCH UPDATE:

Monica Stratton, Library Manager, was present to give the Library Board an overview of the Ramsey County Library in Maplewood. Stratton shared her sincere appreciation to her staff for the resiliency, flexibility, and willingness to adapt during the pandemic. She also welcomed the Ramsey County Service Center staff to RCL-Maplewood, and called out Tasha Nins, Children's Librarian, for being asked to serve on the 2021 Caldecott Committee, which selects the best children's picture book of the year by the American Library Association. It is a highly prestigious committee appointment. Stratton also noted that former RCL-Maplewood Children's Librarian Tami Lee has accepted the position of State Librarian with the Minnesota Department of Education.

Unlike other libraries in RCL, Stratton noted the Maplewood has been slower to bounce back to pre-pandemic traffic levels. The upcoming renovation beginning in 2022 will be an opportunity to better serve the community. Youthprise is again offering meals for children through RCL-Maplewood, with more than 1,300 meals already distributed in 2021 compared to a total of 1,000 meals in all of 2020. Stratton indicated that community resource advocates, Ramsey County Social Services, and the Maplewood Police Department began discussing ways to provide social services at RCL-Maplewood. Saltis thanked Stratton and the Maplewood staff for their work. Neblett suggested more community outreach, with Commissioner Reinhardt recommending the YMCAs in Maplewood and White Bear Lake as potential partners.

Trends in the Service Area:

- A demographics report from the 2020 census for the city of Maplewood indicates a decline in the city's traditionally white population and a rise in the BIPOC population.
- Estimated demographics reflect a slight decline in the poverty level.
- Maplewood is seeing a decline in numbers as a place of work for the public; this number will likely be further affected by the pandemic which saw several larger stores both inside and outside the mall close due to the economic fallout from Covid.

Library Issues and Service Trends:

- Circulation continues to decline exacerbated due to pandemic.
- Visits to the library have flatlined since we reopened in May and are drastically lower than pre-pandemic numbers.
- Meeting rooms and spaces are currently unavailable to the public due to County Service Center needs.
- Staffing changes have impacted youth services at Maplewood; librarian Tasha Nins has been working from home since March 2020 and librarian Tami Lee recently resigned RCL to take the lead position at the MN Department of Education.
- Summer Reading Program participation for the younger age bracket (11 and younger) continues to decline. Staff
 met to brainstorm ideas for engaging ISD 622 families in an effort to make known what services the library has
 to offer children, youth and families during the summer. However, without children's librarians (see above) this
 effort has been put on pause.



 We continue to see both mental health issues and housing issues with our daily patrons. Library and navigator staff recently met with county social services, Maplewood police outreach staff, and representatives from People, Incorporated and Radius Health (two service-based outreach programs in the St. Paul area) to explore ways we can partner to help those that enter our space.

LIBRARY DIRECTOR HIRING PROCESS:

Willems reported that the process is moving along, with input from the Library Board Trustees on the Library Director job description shared with Ramsey County Human Resources. Once a revised copy is received for review, final comments will be gathered and the salary range and hiring process timeline will be developed. Staff from Ramsey County Human Resources will attend the December meeting to update the Library Board of Trustees on the hiring process. Willems asked the Trustees to consider which steps in the process they would like to assist with, including review of the applications received, first round interviews, and finalist interviews. Neblett suggested that the Trustees email Willems regarding their preferred roles in the hiring process.

STRATEGIC PLANNING UPDATE:

Eide previously reported that he had contacted multiple community engagement firms from the Ramsey County Master Contract list and shared the statement of work developed by the Library. Two proposals were received, and Eide will reach out to additional vendors in the next week with interviews planned for late November. The recommended vendor will be on the December agenda for contract approval.

The Library Board Trustees discussed their preferred format for strategic plans, with some preferring more in-depth documents of multiple pages and others favoring the outline format. With the hiring process now underway, Eide recommended waiting for the new director's input on the final format.

LIBRARY BOARD TRUSTEE VACANCY:

Chiclana-Ayala reported that she has decided not to apply for a third term on the Library Board of Trustees. Since she will not be attending the December meeting, this meeting will be her last meeting as a Trustee.

The Trustees and Commissioner Reinhardt thanked Chiclana-Ayala for her six years of service as a Library Board Trustee.

NEXT MEETING – December 15, 2021, 6:30 p.m., online via Zoom communication software.

ADJOURNMENT:

Neblett adjourned the meeting at 8:30 p.m.

Respectfully Submitted, Mary Larson Library Board of Trustees Coordinator



DIRECTOR'S REPORT

December 2021

November Staff Updates:

Promoted:Julie Comine, promoted from Library Page to
Clerk Typist at RCL-Shoreview.Transferred:Zachary Tessier transferred from RCL-Digital
Services to the Information Services Department.
Mary Larson transferred from RCL-Administration
to the EGCI Finance & Accounting Division.
Amber Soler transferred from RCL-Administration
to the EGCI Finance & Accounting Division.

Administrative Assistant Hiring: Welcome to Maggie Soukup who starts on Monday, December 13, 2021! Maggie comes to Ramsey County Library from Metropolitan State University where she currently is the Executive Assistant and Office Coordinator for the Marketing, Communication and Recruitment Department. Prior to her position at Metro State, Maggie served as the Executive Assistant to the President of St. Paul College for over five years. Please join me in welcoming Maggie at her first Library Board of Trustees' meeting on Wednesday, December 15th.

IT Consolidation: Roseville is the last library needing to migrate its public computing to updated network equipment provided by Information Services (IS). Roseville's migration is scheduled to take place in January. Public computing will remain isolated and managed separately from staff computing to maintain best practices. The Library's Digital Services team has been working with the Information Services desktop group to create an updated public image for its computers with standardized applications and management software that will continue to support patron access and printing. Information Services will provide a small number of test PCs (with a base image installed) to Digital Services for installation and testing at Roseville over the next few weeks. Following testing, expansion of updated PCs to other locations will depend on availability of equipment due to supply chain issues. Currently there is a three-to-four-month backlog.

Other pending work includes consolidating remaining library business applications/systems on updated County equipment and network infrastructure. This encompasses library servers, printers, copiers, material handling systems, digital signage, and self-checkout. We expect most of this remaining work to be completed by early next year.

Countywide Updates:

1. COVID-19 Vaccination Certification: Ramsey County implemented a COVID-19 staff vaccination mandate effective November 1st, 2021. Those staff choosing not to be vaccinated must test regularly. Weekly updates are provided by Human Resources. At the time of this writing, four staff had not complied with the certification requirement. In cooperation with Human Resources, written reprimands will be delivered the week of December 13th for those who have not complied. Progressive discipline for noncompliance with the policy, up to and including termination, will be followed.

Administrative Office 4560 North Victoria St. Shoreview, MN 55126 Phone: (651) 486-2200 www.rclreads.org

- 2. 2022/2023 Budget: The Ramsey County Board of Commissioners will be voting on the biennial budget on Tuesday, December 21st. Internal and external communication plans have been developed related specifically to the permanent elimination of adult fines and fees and the closing time change at regional branches. All staff whose schedules will be impacted by the Monday-Thursday 8 p.m. closing time change have been notified of their schedule adjustments as is required per union contracts. No staff hours were reduced as a result.
- 3. 2022-2024 Bargaining: Collective bargaining between Ramsey County and many of its unions has been occurring since late summer with the hopes of having new contracts in place prior to the expiration of current agreements on December 31, 2021. The RCL has staff in two of the 23 collective bargaining units. Many language issues have been resolved, but economic issues remain unresolved. At this point the County and the American Federation of State, County, and Municipal Employees (AFSCME) have agreed to enlist the assistance of a mediator to resolve remaining issues. Mediation dates have been scheduled for late December. It's very possible the contract will remain unresolved at the end of the year. The County is committed to reaching an agreement that satisfies all parties.

As we close out 2021, I reflect on the fact that this year has been another one filled with many challenges. Thanks to staff, leaders, Library Board Trustees, and patrons for the dedication and grace you have shown as we've navigated reopening plans, reinstituted mask mandates, staffing pressures, vaccination mandates, and a multitude of other items throughout the year!

I wish all of you a happy and healthy holiday season!

Karen Saltis



Ramsey County Library Board Update December 2021

Friends Fundraising Campaign

We have developed a twelve-month fundraising campaign to increase Friends membership and financial donations. We have purchased a direct mail list with 10,000 names from the library's service area with the following criteria: income, age, charitable giving, and book interest.

Phase One: Two year-end appeals totaling 10,666, were mailed on December 7, 2021 to the direct mail list and our current and lapsed membership lists. The Friends Board of Directors generously provided a \$6,200 matching grant opportunity to support the year-end appeals.

Phase Two: Letter introducing Ramsey County Library Director and/or Ramsey County Library Board Strategic Plan highlights will be mailed to 10,666 households in the spring/summer of 2022.

Phase Three: Flashy postcard will be sent to the 10,666 households advertising a fundraising/friendraising event to be determined in summer/fall of 2022.

Phase Four: Two year-end appeals will be sent to the 10,666 household group.

Email Marketing Campaign

An email marketing campaign to share stories of Friends volunteers, board members, committee members and library patrons with our membership is in the process of being developed. More detail to follow in upcoming reports.

Shoreview and Maplewood Book Sales December 4th and 5th 2021

The Shoreview Book Store volunteer team held a one-day book sale on December 4, 2021, and the Maplewood Book Store volunteers held a 2-day book sale the weekend of December 4th and collectively raised over \$2,000 for the Friends.

Friends Used Bookstore and Book Carts Are All Open

We are accepting gently used donations of books and media at our Roseville and Maplewood locations only. Book donations will be accepted at the Shoreview Book Store in early January.

Friends Online Auction February 17-24, 2022

Save the dates to have fun shopping while you help us add new items to the Ramsey County Library lending collection. The Friends Online Auction will feature items such as dining and sightseeing experiences, artwork, autographed books, food and wine, sports, travel, and themed gift baskets. Watch for additional information in coming months.



Meeting Date December 15, 2021 Action Requested Delegate Authority to Sign Contract to Library Director <u>Presented By</u> Chuck Wettergren, Digital Services Manager

SUBJECT:

Self-Check Request for Proposals (RFP) and Contract

BACKGROUND:

Ramsey County has completed its solicitation process seeking proposals to update the Ramsey County Library's self-check units. Following review of submitted proposals, interviews and product demonstrations, the evaluation team identified a vendor and Ramsey County Procurement has sent the Notice of Intent to Award letter. The vendor has submitted required documentation and final configurations and contract negotiations are in progress.

In accordance with Minnesota Statutes, section 13.591, materials submitted in response to a solicitation do not become public record until the completion of the evaluation process. Pursuant to the statute, completion of the evaluation process occurs when the county has completed negotiating the contract with the selected vendor. To expedite the process and ensure funding is encumbered by the end of 2021, a request is being made to the Library Board delegating authority to the Library Director to sign the resulting contract with approval from Ramsey County Procurement and the Ramsey County Attorney's Office. The value of the contract will not exceed \$225,000 including the initial purchase and two additional years of maintenance. Funding for this solicitation is coming from two sources: \$182,000 from County Technology funding and \$43,000 earmarked from 2018 Library reserves that will need to be encumbered by the end of 2021.

The new self-check systems will provide a much-updated user experience and support features that will provide a more intuitive, inclusive, and enhanced environment. Some of the features include:

- Turnkey support (hardware and software)
- Chip and PIN credit card readers on self-checks supporting payments
- Improved accessibility
- Larger touch screen monitors
- Customizable banners/content
- Patron account access
- Offline circulation
- Multiple language options
- Readers' advisory
- Simplified management by staff

BOARD ACTION REQUESTED:

Delegate authority to the Library Director to sign the finalized contract with the selected vendor. Contract subject to approval by Ramsey County Procurement and the Ramsey County Attorney's Office.

Request for Library Board Action _



Meeting Date December 15, 2021 Action Requested Accept Proposal & Authorize Payment by Library Director <u>Presented By</u> Jeff Eide, Senior Library Manager, Planning & Analysis

SUBJECT:

Contract for Strategic Planning Consultant

BACKGROUND:

Ramsey County Library's current strategic plan expires at the end of 2021. Jeff Eide, Senior Library Manager, contacted several community engagement/strategic planning firms under Ramsey County master contract. Multiple proposals were received, and interviews were held with the responding firms. Based on the interviews, the planning team recommends that the Library hire ACET, Inc., a woman- and minority-owned small business enterprise based in Minneapolis. The proposal amount is \$49,900, of which \$25,000 would be paid from a Ramsey County Community Engagement Grant, and the balance of \$24,900 would be paid from the Library's 2021 budget. Since the total cost exceeds the \$25,000 threshold for the Library Director's purchasing authority, Library Board approval is required. A copy of ACET's proposed activities, deliverables, timeline, and cost are included below:

Activities and Deliverables (Timeline)	Cost
1. Finalize work plan and timeline (December 2021).	
Plan and facilitate kick-off meeting with Ramsey County Library (RCL) staff	
to finalize the work plan and timeline (time spent includes reviewing	
documents, drafting an agenda, notes, and post meeting follow-up).	
• Finalize RCL internal and external stakeholder lists, including identification	¢0.760
of community members that RCL wants to further engage.	\$2,760
2. Develop communication plan (December 2021).	
 Prepare a communication plan for outreach to internal and external 	
stakeholders of RCL, including plans to engage underserved populations.	
• Create outreach materials that is highly visual to build excitement for this	
project, including translating materials to 3 other languages.	\$4,416
3. Design data-collection tools (December 2021).	
Identify data-collection tools and processes to gather feedback, including	
both qualitative (interview scripts and focus group protocols) and	
quantitative tools (paper and online surveys).	
• Work with RCL staff to recruit participants and finalize logistics for data collection, including follow-up emails and phone calls.	
 Document tools and processes that RCL staff can use in the future for 	
community engagement.	\$6,624
communey engagement	<i>40,02</i> I



BOARD ACTION REQUESTED:

Accept the proposal from ACET, Inc., a Ramsey County Master Contract vendor, to lead the strategic planning process and community engagement events at a total cost not to exceed \$49,900, with \$25,000 paid from Ramsey County Community Engagement Grant funds, and the balance to be paid from Library 2021 operating funds, and to authorize the Library Director to approve the payment upon completion of services.



Meeting Date December 15, 2021 Action Requested Approve Purchase of Copiers <u>Presented By</u> Chuck Wettergren, Digital Services Manager

SUBJECT:

Public Copy Machines

BACKGROUND:

Ramsey County Information Services launched the Coordinated Print Project this year and plans are under way to unify and modernize multi-function devices (print/copy/fax) across the County. The intent of this project is to support both staff and public access to these devices. Ramsey County Library (RCL) has been waiting to purchase replacements of its multi-function devices for the public until details around the project were clarified. RCL's existing devices have been in place since 2012 and will reach their end of life at the end of 2021.

The County's selected master contract vendor, Metro Sales, identified Ricoh IMC 4500 multifunction devices to be used at RCL. The unit cost is \$8,282 and the library supports eight devices throughout its buildings for a total value of \$66,256. These new devices will be an upgrade from the existing units, providing the option for color copies and future compatibility with Ramsey County's use of software called PaperCut for managing printing. With these units the Library will also expand fax service to all its locations to improve accessibility. The purchase would be funded from 2018 Library reserves earmarked for technology.

BOARD ACTION REQUESTED:

Approve the purchase of eight replacement multi-function devices that will align Ramsey County Library's technology to current standards identified by Ramsey County's Coordinated Print Project from master contract vendor Metro Sales at a projected cost of \$66,256, and to authorize the Library Director to approve the purchase utilizing 2018 Library year end reserve funding.



Meeting Date December 15, 2021 Action Requested Approval <u>Presented By</u> Karen Saltis, Interim Library Director

SUBJECT:

Future Library Board Meetings

BACKGROUND:

Since September 2021, the Ramsey County Library Board of Trustees has been meeting virtually based on guidance received from Ramsey County regarding formal meetings of boards and committees. The recommendation reflects the evolving nature of the ongoing pandemic and requires boards and committees to be flexible, nimble, and adaptable while prioritizing the health, safety and well-being of residents and staff in Ramsey County. While transmission rates are in the substantial or high CDC category (**Ramsey County is currently designated as "high"**), Ramsey County is encouraging staff and residents to meet virtually if possible due to the ongoing COVID-19 pandemic.

With transmission levels remaining at high levels, staff is recommending that the Ramsey County Library Board of Trustees continue to meet virtually, following the guidance from Ramsey County and the current practice of the Ramsey County Board of Commissioners. When the direction from Ramsey County changes, the Library Board would follow the lead of the County Board in returning to in-person meetings.

BOARD ACTION REQUESTED:

Continue to hold Ramsey County Library Board of Trustees meetings virtually based on guidance from Ramsey County, following the lead of the Ramsey County Board of Commissioners in determining the return to in-person meetings.



Meeting Date December 15, 2021 Action Requested Approval <u>Presented By</u> Karen Saltis, Interim Library Director

SUBJECT:

2022 Holiday Calendar

BACKGROUND:

Each year, the Library staff prepares a holiday calendar for the upcoming year for Library Board approval. The calendar includes all the dates designated as paid holidays by Ramsey County, as well as other dates when the libraries are closed. Since 1993, the Library's calendar has included Staff Inservice Days. These days allow time for staff training as well as facilities-related projects such as painting or shifting the collection.

On June 8, 2021, the Ramsey County Board of Commissioners proclaimed Juneteenth to be a paid holiday starting in the year 2022. Juneteenth falls annually on June 19th. With the addition of this holiday, Ramsey County Library staff examined its traditional holiday calendar with the goal of maintaining the same number of open library days to avoid a reduction in library services. And, aligning to the Ramsey County Strategic Priority of Advancing Racial and Health Equity, the holiday calendar was looked at through a racial equity lens. Three current library closure dates were considered: Easter, Christmas Eve, and one of the two annual staff inservice training days. (Easter and Christmas Eve are not paid holidays in Ramsey County. Ramsey County Library currently maintains one worksite for those who choose to work on Christmas Eve. There are usually 4-6 people who take this opportunity annually.)

Three MELSA libraries will be open on Easter 2022. All the MELSA Libraries will close on Christmas Eve. Hennepin, Ramsey and Saint Paul government agencies are the only institutions adding Juneteenth as a holiday. The Juneteenth holiday was effective in 2021 for Hennepin County and Saint Paul and will be effective in 2022 for Ramsey County.

Based on the comparative data from the other MELSA libraries, racial equity considerations, patron expectations, and the impact on scheduling, staff recommend that the 2022 Holiday Calendar include closing on the new Juneteenth federal holiday and opening on Easter to avoid a reduction in service to the public.

BOARD ACTION REQUESTED:

To approve the 2022 Holiday Calendar as proposed.



	2 HOLIDAY CALENDAR		
Holiday	Status		
	Administration & Technical Services closed Friday, December 31**		
New Year's	Closed Saturday, January 1		
Martin Luther King Jr. Day	Closed Monday, January 17		
Presidents' Day	Closed Monday, February 21		
Staff Inservice Day	Closed Thursday, March 31*		
Easter	Open Sunday, April 17		
Memorial Day	Closed Monday, May 30		
Juneteenth	Closed Sunday, June 19 Administration & Technical Services closed Monday, June 20**		
Independence Day	Closed Monday, July 4		
Labor Day	Closed Monday, September 5		
Staff Inservice Day	Closed Monday, October 17*		
Veterans' Day	Closed Friday, November 11		
Thanksgiving	Closed Thursday, November 24		
	Open Friday, November 25		
	Administration & Technical Services Closed**		
Christmas	Closed Saturday, December 24*		
Cirristinus	Closed Sunday, December 25		
	Administration & Technical Services closed Monday, December 26*		
	Open Saturday, December 31		
New Year's	Closed Sunday, January 1, 2023		
	Administration & Technical Services closed Monday, January 2**		

* Not a paid holiday under Ramsey County Personnel Rules.

** Non-public service staff follow Court House schedule.

Branch Library Report



New Brighton

December, 2021 Report to the Library Board

TRENDS IN THE SERVICE AREA

- New Brighton Community Center(NBCC) returned to regular hours in September and started allowing Eagle's Nest play without reservations. This has increased foot traffic in the building and modestly pushed up visitors to the library.
- Demographics are similar to last (2019) board report with mncompass stats indicating a slight increase of foreign-born residents in New Brighton (15% up from 13%).
- Looking forward to an early 2022 completion of the Midtown Village Redevelopment project bringing medium to high density housing within walking distance of the library. This development will include owner occupied townhomes, affordable senior housing and affordable family units using Section 42 funding (families earning 60% or less of Area Median Income).

LIBRARY ISSUES AND SERVICE TRENDS

- New Brighton is now part of the "supply chain" for requests meaning that new items are no longer available to browsers at NB. This has been a major change for both our patrons used to finding new items available and for our circ staff who manage these requests for other branches. As a branch with limited collection offerings, no meeting rooms and fewer programming opportunities, this service enhancement is missed and is perceived by patrons as a degradation of service.
- Circulation statistics in context: Average checkout per week since the start of Express Service (May 2020) is 2,700 compared to an average checkout per week in 2019 of 4,050. Average visitors per month since the start of Express Service is 4,050 compared to an average of 8,500 for the same period in 2019.
- SRP Participation Numbers up from last year, still not at pre-pandemic levels
- Staffing has been difficult at this small branch. We currently have 5 people on staff, 3 part time and 2 full time to address a work week with 45 open building hours. A part time librarian vacancy that has been open since June is being addressed by a full time posting for a library associate position which should work well for this small branch with flexible needs.
- We have had some incidents relating to a patron experiencing homelessness and mental illness. I continue to work with Ramsey County Mental Health and New Brighton Public Safety to best address the needs of this patron and the needs of other patrons.
- A portion of our fireplace reading area continues to be closed to the public due to storage issues of unused furniture (seating density changes, computer storage closet access, pandemic-service related equipment no longer in use, Maker Kit supplies)

LIBRARY SERVICES AND EVENTS

Number of weekly storytimes, book clubs or other on-going programs

- Storytimes have moved from FaceBook to ZOOM, with NB children's librarian, Anna Smithberger participating from December forward
- Storytime Snacks continue to be recorded and posted to rclreads.org every Wednesday with NB contributions
- Focus on passive programming like scavenger hunts popular across system
- Focus on program kits has remained useful, both for safety and equity reasons

- All Make and Take Kits (new name) are lucky day-style as opposed to registration. Four kits released at NB since September, totaling 142 individual kits
- In-person school visits have resumed. NB outreach included visiting 200 Kindergarteners at Pike Lake Kindergarten Center (Dist. 621) and 40 Kindergarteners at St. John the Baptist school to promote library card signups
- Children's area toys made available again in November avoiding soft toys so they can easily be wiped down if necessary

What is special and important about the library

- Co-location in the community center creates an opportunity for service to casual-use patrons who might otherwise not seek out library services. Internet computers in community center expand availability
- Small cozy space and location of service desk allow for personalized service to both the many regular patrons and those who are discovering the location.
- All staff at New Brighton, regardless of position description, are equipped with general service knowledge to communicate with the public, enhancing customer service response. An example is 100% of staff trained with recently offered basic American Sign language training.

Collection Highlights

Excellent face-out display area upon library entry allow opportunity to highlight our (reduced) new items. We have "made lemonade" out of the reduction of new materials to create ever-changing fiction and nonfiction displays with broad enough parameters to allow for refill. Examples include: Spice things up: cookbooks for all occasions; Many Ways to better Wellbeing; We missed you in 2020. Did you miss these fiction titles?; and Novel Destinations. These displays, along with regular seasonal and celebrations of communities have been well received by patrons.

Work Plan Project(s)

- Ramsey County Correctional Facility direct materials delivery project to be up and running by early January 2022. (Meg)
- Ramsey County conduct policy library liaison (Meg)
- Booklist/readers advisory coordinator for BiblioCommons website (Meg)
- School Year Read. Make. Do. kits were coordinated and tracked by NB librarians for the entirety of 2021. In addition, 338 of the 1392 given out were created and put together by New Brighton librarians. (Anna and Holly who has resigned)
- 120 Kids Shelf Help lists have been requested so far, with half being fulfilled by NB Children's Librarian, Anna Smithberger
- Changes to children's holiday book labeling, moving to seasonal stickers to better encapsulate the holidays represented within our collections and communities. NB children's librarian, Anna Smithberger designed new stickers

Key Partnerships

- New Brighton Community Center
- District 622 and St. John the Baptist school
- Ramsey County Correctional Facility
- Presbyterian Homes

NEW BRIGHTON AT A GLANCE

YEAR BUILT	2011	
SQUARE FEET	6,250	
DAYS OPEN	Tue 10 a.m 8 p.m. Wed 1 p.m 8 p.m. Mon, Thu-Sat 10 a.m 5 p.m. Sun Closed	
HOURS/WEEK	45	

NUMBER OF PUBLIC COMPUTERS	25 (reduced to 10)
COLLECTION SIZE	37,076

STAFF FTE	5.10
TOTAL STAFF	5
VOLUNTEER HOURS	98 (reduced)

	2017	2018	2019	2020
TOTAL CIRCULATION	235,549	217,890	210,745	76,242
CHILDREN'S CIRCULATION (TOTAL # AND % OF TOTAL CIRC)	104,881	100,373	97,591	37,661
REFERENCE	21,151	18,083	18,551	8,931
COMPUTER HOURS USED	18,357	15,673	14,613	3,726
WIRELESS USERS	20,239	21,461	19,472	4,574
ANNUAL VISITS	106,415	108,589	101,198	20,796
CHILDREN'S PROGRAM ATTENDANCE	7,097	6,234	5,759	765
ADULT PROGRAM ATTENDANCE	610	509	782	141

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Meeting Date December 15, 2021 Action Requested Information & Discussion <u>Presented By</u> Sida Ly-Xiong, Library Board Chair

SUBJECT:

Library Director Hiring Process

BACKGROUND:

Library Board Chair Sida Ly-Xiong will update the Library Board Trustees on the hiring process for the new Library Director. Ramsey County EGCI Deputy Director Johanna Berg and Ramsey County Human Resources Manager Jennifer Otley have been invited to the meeting to outline the next steps in the process.

BOARD ACTION REQUESTED:

For information and discussion.



Meeting Date December 15, 2021 Action Requested Information and Discussion Presented By Pang Yang, Deputy Director

SUBJECT:

Ramsey County Library in Maplewood Renovation Update

BACKGROUND:

Pang Yang, Library Deputy Director, will be present to update the Library Board of Trustees on the Maplewood renovation project.

BOARD ACTION REQUESTED:

For information and discussion.





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TWITTER:

