

**MINUTES OF REGULARLY SCHEDULED MEETING
RIVERSIDE COUNTY BOARD OF LAW LIBRARY TRUSTEES
August 6, 2021**

PRESENT

Hon. Jackson Lucky, President
Hon. Hon. Jacqueline Jackson, Vice President
Joseph Peter Myers, Esq.
John Boyd, Esq.
Hon. Cheryl Murphy
Hon. Harold Hopp
Hon. Kira Klatchko
Robert Dunn, Esq. ex. Officio
Victoria Williamson, Secretary

ABSENT

John Boyd

GUEST

Marvin Paull

I. CALL TO ORDER

A quorum being present, the regularly scheduled meeting of the Riverside County Board of Law Library Trustees held via Zoom was called to order by President Lucky at 12:09 pm.

II. PUBLIC COMMENT

Jenna Pontious, Alysa Cua, Matthew Palacios, Yanis Azzou, Lauren Patterson, and Kristin Southall made comments on the topic of union negotiations. Each introduced themselves to the board and expressed their support for the union's proposed pay raises. Jenna highlighted the work she has done as Public Services Librarian and asked for equitable compensation for her and her staff. Alysa mentioned that she found 3 job openings for a library assistant position, one pays 50% more than her current wage, and two pay double of what she is currently paid. Matthew mentioned that their current wages has not kept up with other libraries which makes it difficult to retain employees. Yanis mentioned that the 2% pay raise is not enough to be able to get resources. Lauren spoke about the staff changes she experienced in the 3 ½ years she's worked in the library and expressed her deep concerns about having to go through it again if staff salaries are not raised. Kristin stated that while she takes pride in working for the law library, the 2% pay raise is nowhere near the COLA, and that she gets paid more for the same position at MSJC.

III. REGULAR SESSION

A. Acceptance of August 6, 2021 Meeting Agenda

It was moved by Judge Klatchko, seconded by Judge Murphy, affirmatively voted upon to accept the agenda of the August 6, 2021 meeting, and motion carried.

B. Approval of the Minutes of July 2, 2021 Regular Meeting.

It was moved by Joseph Peter Myers, seconded by Judge Murphy, affirmatively voted upon to approve the minutes of July 2, 2021 regular meeting, and motion carried. Judge Jackson and Judge Hopp abstained.

C. Approval of G/M Interior Design Proposal

President Lucky informed the Board that the interior design proposal from G/M is part of the renovation of the library. It is independent of the construction work. Even with the architect's drawing, G/M still need to produce their own 2D & 3D drawings for the Board to approve. It is a standard design task that G/M does for all their government customers.

A motion to approve the G/M Interior Design proposal was made by Judge Hopp, seconded by Judge Jackson, affirmatively voted upon, and motion carried.

D. Acceptance of OPEB Actuarial Valuation Report (as of 6/30/2021)

Marvin Paull presented the GASB75 Valuation Report to the Board. He discussed the objectives and basis of the valuation. There are certain rules required by GASB 75. The plan provided by the library has to cover the retiree benefits spread out over the lifetime of the retiree. There are 7 actives and 3 retirees covered under the plan. The benefit was \$50 per month and was changed to PEMHCA minimum of \$143 per month which will change next year to \$147 per month. It goes up 2 to 2 ½ percent each year. The

valuation is based on actuarial assumptions: AA municipal bond rate of 2.75% for 2021 is used, the turnover rate based on age; 15 % at ages 20 – 29 and at age 46, no one leaves. Accrued liability is the present value of the benefit that each person receives, the service cost is the annual increase of the liability accrued. These benefits are not funded at all which is a choice the library makes.

As of 6/30/21, the total accrued liability is \$311,801, an increase from prior year. The interest rate decrease to 2.75% increases the liability. Having an outside trust that funds the benefits provides investment opportunities with higher interest rate than municipal bonds. The benefits are modest so there is no significant financial strain in the future. The liability increases each year. Since the benefits are not funded, the fund will come out of the surplus as an expense.

A motion to accept the OPEB Actuarial Valuation Report was made by Judge Hopp, seconded by Joseph Peter Myers, affirmatively voted upon and motion carried.

Action Item: Add to next board meeting agenda item to discuss whether to fund the library's post-employment benefits.

E. Bringing Counsel or Volunteer in Labor Negotiation

President Lucky stated that when he was at the DA's office, it wasn't the Executive Officer at the DA that does the negotiation with the labor union so he was surprised that the Board has the Director as the labor negotiator. He fears that when the Board puts the Director in labor contract negotiation, it fosters not the healthiest situation. He suggested to take the Director out of the role of labor negotiator and have someone other than the Director who works with the staff every day, because it puts the Director in a tough position. He had discussed with John Boyd and Victoria the idea of bringing its Counsel, Brad Neufeld to take on the role of labor negotiator. John had suggested to have a volunteer do it. President Lucky proposed that the board appoint or hire somebody do the negotiation and relieve Victoria of that duty.

Victoria stated that she fully supports the proposal.

Joseph Peter Myers stated that when he was serving on the school board, they did not get directly involved with the union, the negotiation was handled by its counsel and had better results because of it. It made things emotionally better for both parties. The best path is to have counsel do the negotiation. It did work so well for the school board. He suggested to have Brad Neufeld, if he is willing to do it. The Board needs the independence of Counsel. It helps to maintain some distance and have neutrality. It helps protect the Director from a conflict of interest, educating and negotiating with the union.

Judge Jackson is in favor of bringing in Counsel. She stated that the Board may need someone outside to bring in to be neutral.

Judge Klatchko agreed and stated that it is a good idea to bring Counsel who is experienced in this area and that this is a Board decision.

Judge Murphy also agreed. She stated that this is the best decision and her preference is to have someone trained in this area, and limit the decision to bring in Counsel.

Judge Jackson made a motion to bring Counsel as labor negotiator for the library, seconded by Judge Klatchko, affirmatively voted upon, and motion carried.

F. HVAC Replacement Project Update

Victoria provided an update on the project. The project managers met with the tenants on the 2nd and 3rd floors and presented them with a proposed solution for a lactation room - a product called Mamava which are free standing pods seen in airports that provide private space for nursing mothers to pump breastmilk. The construction fence and trailer were removed from the parking lot, the crew will be back in October, and project meeting will be held every two weeks.

President Lucky reminded the Board about the specific requirements for the lactation unit under SB 142 and informed them that the Mamava units, depending on the size, costs \$10k - \$15k, the ADA ones are priced at \$26k - \$40k, which are reasonable and less than what it would cost to make a change order in the construction project's scope of work.

Joseph Peter Myers asked whether the library needs a unit for the 2nd and 3rd floors and whether this is for the public also. In response, President Lucky stated that the library will work out a solution that would allow both employees of the self-help center and the law library to have access to the one unit. At this point, the law requires this for employees. The idea, for right now, is to limit this to employees and not force it upon employees to have to clean after each use by the public.

G. Library Reopening

Victoria provided the Board with an update on the library reopening. Beginning in September, the library in-person service hours will be 9 am to 4 pm, Monday thru Friday, in Riverside and Indio. The front doors will be kept unlocked and no limits on the number of patrons allowed to use the library. The security guard for Riverside started his duty on Tuesday, August 3rd. Patrons and staff will be required to wear masks regardless of vaccination status. The Legal Resource Center which is inside the Temecula City Public Library remains close at this time.

The Indio branch had a patron who was angry to begin with for whatever reasons, complained about having to wear mask while in the library and expressed his frustration by citing that the courts and other parts of the County Law Building does not require him to wear mask.

H. Director Retirement Benefit Contract Provision

President Lucky informed the Board that he, Judge Jackson and John Boyd met with Victoria and discussed the proposed solution regarding the retirement benefit provision in Victoria's contract that has not been implemented. Victoria agreed with the proposed solution which will be written in her contract to be submitted to the Board for approval at the next board meeting.

I. Director's Report

Victoria provided the library's monthly activity report to the Board and highlighted on the ILS (Integrated Library System) migration to OCLC WMS (WorldShare Management Services). WMS is a complete set of library management applications and services that integrates all of the library's electronic and print resources workflows, including online catalog, serials, acquisitions and maintenance. It is cloud-based and has a Web-based interface. Staff will be working on the migration implementation which will take 5 to 6 months to complete.

J. Acceptance of June 2021 Financial Report

It was moved by Joseph Peter Myers, seconded by Judge Klatchko, affirmatively voted upon, and motion carried.

IV. CLOSED SESSION

At 1:18 p.m. President Lucky announced that the Board will go into closed session with respect to the item of business discussed pursuant to:

A. Cal. Govt. Code §54954.5(f) – Conference with Labor Negotiator (Negotiator: Victoria Williamson; Parties: Riverside County Law Library and SEIU Local 721).

B. At 1:43 p.m. President Lucky reconvened to open session with nothing to report.

V. ADJOURNMENT / NEXT MEETING

The next regular meeting of the Board of Law Library Trustees is scheduled for September 3, 2021.

There being no further business to come before the Board, the general meeting was adjourned at 1:45 p.m.

MINUTES: Victoria Williamson
Victoria Williamson, Secretary
Riverside County Board of
Law Library Trustees

APPROVED: Jackson Lucky
Hon. Jackson Lucky, President
Riverside County Board of
Law Library Trustees