

MINUTES
LAS VEGAS-CLARK COUNTY LIBRARY DISTRICT
SPECIAL BOARD OF TRUSTEES MEETING
LAS VEGAS, NEVADA
October 6, 2005
(approved November 17, 2005)

The Board of Trustees of the Las Vegas-Clark County Library District met in special session in the Las Vegas Library, Las Vegas, Nevada, at 12:00 p.m., Thursday, October 6, 2005.

Present: Board: E. Sanchez, Chair K. Carter
V. Davis-Hoggard, Vice Chair F. Sponer
K. Benavidez, Secretary L. Overstreet
A. Arthurholtz, Treasurer
T. Wong

Counsel: G. Welt

Absent: L. Harala
A. Aguirre

Staff: Daniel L. Walters, Executive Director

Guests: Mr. Carl Rowe of Clarity Advisors to management
K. C. Howard, *Las Vegas Review Journal* Reporter

Chair Sanchez called the meeting to order at 12:05 p.m.

Roll Call All members listed above represent a quorum.

Agenda Chair Sanchez moved to approve the Agenda as proposed. There was no opposition and the motion carried.

Discussion regarding the performance review of the Executive Director for the period of June 1, 2004 through August 31, 2005. (Item III.) Chair Sanchez introduced Carl Rowe as the facilitator of the discussion. Mr. Rowe distributed a "Goals Outline" to the Trustees which included seven goals that had been the Executive Director's primary focus of the past year.

Goal 1 was to advance a new strategy for dealing with the District's growth. This included the implementation of a funding plan to maximize savings for future projects; negotiating a favorable amendment to the Centennial Hills lease; and, planning for branch construction projects. Trustee Sponer stated that she felt that Executive Director Walters had done a phenomenal job in dealing with the extraordinary growth of the Valley. Chair Sanchez acknowledged that this goal was extremely critical, especially in view of the bond issue not being approved. She stated that Walters' strong leadership had brought solutions that would continue the District's mission. Trustee Davis-Hoggard added that meeting the goal showed strong fiscal responsibility.

Goal 2 was to develop a permanent solution to boundary disputes with the Henderson District. Trustee Wong stated that Walters did a great

job regarding this goal. Ramifications could have caused the District to lose substantial revenue base as well as set a precedent for the way other entities work with the District. However, based on strong leadership from the Executive Director working with Chair Sanchez and the other Trustees and with the Executive Council management team and outside consultants, the District came up with a win/win solution.

Goal 3 was to advance the Legislative Agenda for the District and Nevada Library Association. Trustee Davis-Hoggard stated that the District received more support than anticipated and this was a major accomplishment.

Goal 4 was to develop a new *Strategic Plan* for 2005-2008. Trustee Spomer congratulated Executive Director Walters on his strong leadership and firm direction to the Board to accomplish the overall goals of the entire organization. She also expressed her thanks to Chair Sanchez for her leadership during the strategic planning period.

Goal 5 was to bid and negotiate a contract to replace the District's aging library computer system. Chair Sanchez stated that Executive Director Walters has been very successful in managing all the various proposals and stages of contract negotiation which culminated with securing the very best system that has the ability to grow along with the needs of the District.

Goal 6 was to resolve outstanding legal disputes with former staff. Trustee Davis-Hoggard noted that most of the disputes with former staff had taken place before any of the present Board and the Executive Director had been a part of the District. Through Walter's perseverance, disputes were resolved.

Goal 7 involved completion of Year Four of goals established for the 2001-2006 *Plan* and other major objectives. Trustee Benavidez said that she is honored to sit on the Board of Trustees and is proud to represent the Library District throughout the community and whenever she attends national conferences.

Trustee Carter added that the respect that Executive Director Walters has on the national level certainly brings respect to the local level as well. Trustee Wong said that if local entities were graded in the State of Nevada, the Library District would certainly be given an "A". He added that coming from a business perspective, as a return on the investment, the library gives back. The District provides customer service, is on the forefront of technology, is fiscally responsible and is absolutely meeting its strategic planning goals.

Trustees were all in agreement that the work that has been done by the Executive Director this past year has been a source of pride and is deserving of gratitude and appreciation.

Walters stated that the success of the library is a product of the work of the Board and Chair as well as the result of all the dedicated employees. He thanked the executive and management teams who are

committed to the mission and vision set forth by the Board.

Trustee Benavidez asked to put a statement into the record on behalf of Trustee Harala who is with his wife welcoming their new baby into the world this afternoon. As a new Trustee, Mr. Harala wished to thank the Executive Director for assisting him in his transition to the Board and for giving him a reason to be proud to be of service to such a worthwhile organization.

Possible Board discussion and action regarding the Executive Director's performance evaluation for the period of June 1, 2004 through August 31, 2005. (Item IV.)

Trustee Carter made a motion that the Executive Director satisfactorily met the performance criteria established by the Board. The motion passed unanimously.

Public Comment (Item V.)

None

Adjournment (Item VI.)

Chair Sanchez adjourned the meeting at 12:35 p.m.

Respectfully submitted,

Kelly Benavidez, Secretary