

Agenda: Tillamook County Library Board

Thursday, January 25th, 2024: 12:00 p.m. - 1:00 p.m.; Hybrid

Call to order: Board Chair: Sayde Walker

Public input

Approval of November 2023 Minutes and Budget: 5 minutes

- Minutes review and approval
- Library Spending review and approval

Director's Report: 10 minutes

- Updates
- Data Dashboard

Updates: 15 minutes

- Tillamook County Library Foundation Update: 5 minutes
- Commissioner's Update: 5 minutes

Old Business:

• Strategic Plan Dashboard

New Business:

- Board Officers
- Bylaws

Adjournment

*Library Board Executive Session- Library Board reserves the right to recess to Executive Session as may be required at any time during this meeting, pursuant to ORS 192.660 (1).

**The Library is Handicapped Accessible. If special accommodations are needed for person with hearing, visual, or manual impairments who wish to participate in the meeting, please contact 842-4792 at least 24 hours prior to the meeting in order that appropriate communication assistance can be arranged.

Tillamook County Library Board Minutes Thursday, December 28, 2023; 12:00 p.m. Hybrid Meeting

Board Members Present:

Sayde Walker, Madeline Olson, Tim Josi, Nan Devlin, Jennifer Byrne, Jon Orloff

Staff, Commissioner, and Others Present:

Angela Arena, Jenn Wells, Don Allgeier, Mary Faith Bell, Marisa Graham-Collier

Public Input:

There were no community members present.

Call to Order:

The meeting was called to order by Sayde Walker at 12:01 p.m. on Thursday December 28, 2023.

Approval of October 2023 Minutes and Budget:

Sayde entertains approval of the November 2023 meeting minutes: Madeline moves to approve, Nan seconds, minutes are approved unanimously.

November Budget and Spending Report:

Jennifer Byne moves to approve, motion seconded. Note of process: Each month's meeting minutes will be sent out to board members for review sooner than the board packets.

Director's Report:

- Don has developed a new framework and layout for the directors' report.
- The Systems Librarian position will be posted next week: the job description has been finalized. The recruitment for the Bilingual Programming Librarian position will be posted in January as well.
- Mary Faith Bell reports on the recent union bargaining session leading to a tentative agreement with special note of the following:
 - The county is working to move wages up to market rates and has agreed to provide two small COLA's following the 5% given last year.
 - It has been determined that the county will be moving to higher deductible insurance, due to expense. To offset the higher deductible the county will provide a \$500 VEBA, the difference in deductible between the plans.
 - The county can't afford the current retirement program, so future employees will be moved to PERS, though existing employees are grandfathered into the current plan.

- Foundation Bookstore at main continues to leak with excessive rain and has worsened in the last storm. We are looking at bringing in a contractor in the spring to resolve the issue and improve the gutter system.
- A study performed by McKinstry, provided in the board packet, lays out the next 30 years of building needs which will be helpful for developing a 5-year capital spending plan.
- Programs and outreach: Garibaldi and Bay City branches released the salmon that they have been raising.
- Don met with Jean of the Rockaway Beach Friends Group to discuss their interest in the vacant US Bank building.
- Don met with Betsy Chase, President of the North County Friends group and former board member, to discuss her resignation from the post. Craig Nern, former secretary, will be stepping into the role.
- There is an interview with Don and Will Chappel of the Headlight Harold discussing library materials challenges and library processes.
- Don participated in the crisis and communications issues training with ALA.
- Don met with Tillamook Community College Communication Dept. to begin planning for collaboration with community events to come. Angela will be managing this.
- Tillamook and Lincoln Counties met on Dec 21st to discuss LSTA grant.
- Don is running for president of the Core Division of the American Library Association after being urged by the nominating committee to run.
- We have a brochure with a map for where stained-glass art donated by the Faust family has been dispersed and displayed by the libraries throughout the county.

Data Dashboard

We have included a new database, AtoZ World Food, a newly acquired database that has information about food in terms of culture as well as recipes. Usage was low in its first month, but we hope to see these numbers grow with promotion and awareness.

Foundation Update

Jon does not have anything to report for December from the Foundation.

Commissioners Report:

Sandlake Road update: There is an active landslide north of Pacific City. There is a plan to get to a one lane opening with construction starting as soon as January 8, 2024, which is particularly important for emergency services.

The bridge on Miami Foley was rebuilt in the 10 days originally promised.

The County Commissioners are preparing for Doug Olson to be sworn in as County Commissioner to replace David Yamamoto.

Oceanbooks Consortium

Don believes we should at least tentatively move forward with the larger consortium as it will help users connect through Tillamook Bay Community College and along the coastline. The primary downside involves the large undertaking of an ILS migration, but in the end, it will create a library system that is better able to shift and change over time. This is a rare opportunity to increase usability and function while simultaneously reducing costs.

Don requests a motion to move forward with development of the new consortium and integrated library system. Saydee entertains motion, JB moves, seconded by Tim, all in favor and carries unanimously.

Strategic Plan Board Reporting

There are no updates though there is a plan for a sample dashboard to be prepared for January.

New Business Items

There has been a community request for a special meeting to address Tracy Green's concerns about library materials surrounding gender. She states that there are community members who have signed her petition that cannot make it to a noon meeting and are requesting an evening meeting in early January.

It is thoroughly discussed and determined that the public comment allotment at the regularly scheduled meetings is the appropriate time and place for this kind of public input. Special meetings are held for budget reviews, commissioner's meetings, and items within the prevue of the natural goings on in county government. It does not serve the function of the board to create a precedent to hold special meetings in this way.

Additionally, the group requesting the special meeting has not followed the current library process regarding reconsideration of materials. Don states that he has encouraged them to follow the process by submitting a claim and meeting with him to discuss the concern. It is unanimously agreed that this step should take place before any further involvement of the board in this issue.

Library Policy Proposal

Don is looking to develop a new written policy around programming after reviewing the Cincinnati Library system process at the behest of the ALA. He will be looking for board approval on policy as written. If approved, he will take it to the commissioners for approval. JB moves to adopt. Unanimously seconded and passed.

Meeting adjourned at 1:05 p.m.

December Budget and Spending Update

Budget Category	FY24	4 Budget	ual through 31/23	Ov	er/Under	%	Notes
Total Salaries	\$	1,436,400	\$ 619,209	\$	(817,191)	-57%	Low spending due to vacancies
Total Taxes and Benefits	\$	1,082,000	\$ 469,487	\$	(612,513)	-57%	Low spending due to vacancies
Personnel Costs		2,518,400	\$ 1,088,696	\$	(1,429,704)	-57%	Low spending due to vacancies
Library Materials	\$	300,000	\$ 145,034	\$	(154,966)	-52%	On Track
Library Programs	\$	53,000	\$ 22,559	\$	(30,441)	-57%	Low spending
Materials and Services	\$	1,336,160	\$ 605,422	\$	(730,738)	-55%	Low Spending
Capital Outlay	\$	106,000	\$ 2,447	\$	(103,553)	-98%	Low spending - costs dispersed in budget
Total		3,960,560	\$ 1,696,565	\$	(2,263,995)	-57%	

Library Materials Budget and Spending Through December 2023									
Periodicals	\$	10,000.00	\$	13,062.69	\$	3,062.69	31%		
Adult Fiction	\$	40,000.00	\$	15,027.80	\$	(24,972.20)	-62%		
Adult NF	\$	34,000.00	\$	18,627.09	\$	(15,372.91)	-45%		
Teen	\$	6,000.00	\$	3,762.42	\$	(2,237.58)	-37%		
Childrens	\$	60,000.00	\$	27,203.60	\$	(32,796.40)	-55%		
Non-Print Materials	\$	40,000.00	\$	12,608.88	\$	(27,391.12)	-68%		
Digital Materials	\$	110,000.00	\$	54,741.58	\$	(55,258.42)	-50%		
Materials Total	\$	300,000.00	\$	145,034.06	\$	(154,965.94)	-52%		

Library Programs Budget and Spending Through December 2023									
Adult Programs	\$	12,000.00	\$	3,320.01	\$	(8,679.99)	-72%		
Teen Programs	\$	3,000.00	\$	566.00	\$	(2,434.00)	-81%		
Children Programs	\$	10,000.00	\$	4,150.00	\$	(5,850.00)	-59%		
Branch Programs	\$	17,000.00	\$	6,266.03	\$	(10,733.97)	-63%		
Program Supplies	\$	15,000.00	\$	8,256.87	\$	(6,743.13)	-45%		
Programs Total	\$	57,000.00	\$	22,558.91	\$	(34,441.09)	-60%		

Library Data Dashboard

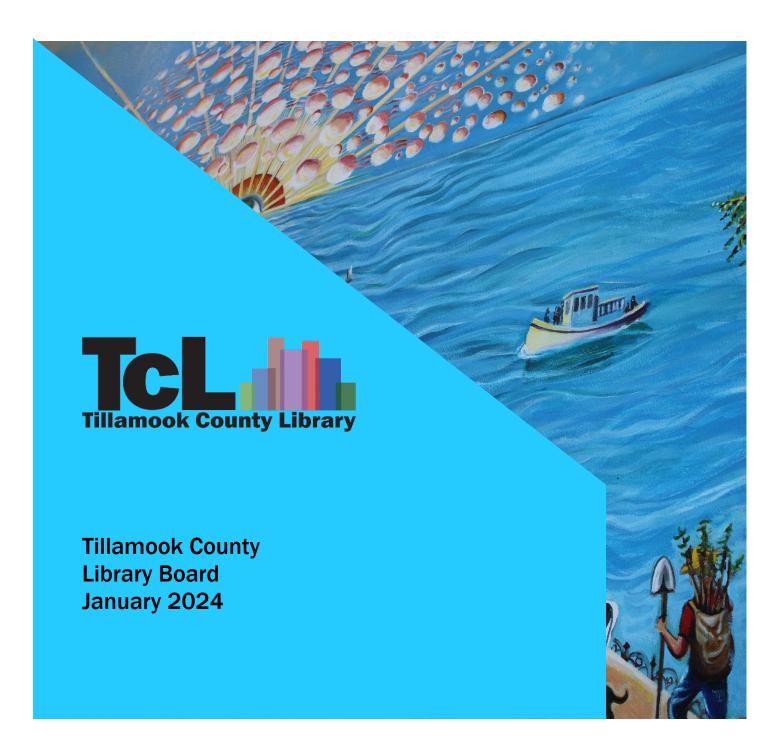
(12/01/2023 through 12/31/2023)

Dec-23	Bay City	Bookmobile	Garibaldi	Manzanita	Pacific City	Rockaway	Tillamook	Total		
		General Lil	orary Statist	ics						
Patron Visits (Door Counts)	168	471	467	3462	1085	483	5863	11999		
New Library Cards	1	3	6	15	8	2	41	76		
Wireless Sessions	51	0	41	100	97	31	504	824		
General Reference Assistance	5	5	104	305	150	90	360	1019		
Library Circulation										
Checkouts	279	1216	382	2149	1262	458	5,186	10932		
Renewals								6408		
Total Materials Circulated								17340		
Electronic Circulation								5413		
Total Circulation								22753		
Database Usage								1292		
Holds	19	738	170	198	294	71	7,080	8570		
		ILL C	irculation							
ILL Loaned								1467		
ILL Borrowed								278		
		Volunte	er Records							
Number of Volunteers	0	0	0	0	0	0	1	1		
Volunteer Hours	0	0	0	0	0	0	4	4		
		Community	y Space Usa	ge						
Community Use of Meeting Rooms				0			58	58		
Community Use of Study Rooms							86	86		
		Prog	ramming							
Total Adult Services - Total Programs	0	0	5		0	0	5	14		
Total Adult Services - Total Attendance	0	0	11	16	0	0	76	103		
Teen Services - Total Programs	0	0	0	0	0	0	5	5		
Teen Services - Total Attendance	0	0	0	0	0	0	13	13		
Children's Services - Total Programs	1	17	9	0	0	1	11	39		
Children's Services - Total Attendance	0	190	92	0	0	3	159	444		
Self-Directed Activities	0	4	3	3	0	0	2	12		
Self-Directed Activities Participants	0	12	44	25	0	0	60	141		

December 2023 Year Over Year Change									
Count Type	Dec-23	Dec-22	Change						
General Library Statistics Patron Visits (Door Counts) 11999 8187 47%									
Patron Visits (Door Counts)	11999	8187	47%						
New Library Cards	76	75	1%						
Wireless Sessions	824	829	-1%						
General Reference Assistance	1019	1412	-28%						
Library Circulation									
Checkouts	10932	10321	6%						
Renewals	6408	6723	-5%						
Total Materials Circulated	17340	17044	2%						
Electronic Circulation	5413	5045	7%						
Total Circulation	22753	22089	3%						
Database Usage	1292	2675	-52%						
Holds	8570	7708	11%						
ILL Circulation									
ILL Loaned	250	193	30%						
ILL Borrowed	53	30	77%						
Volunteer Record	s								
Number of Volunteers	1	1	0%						
Volunteer Hours	4	4	0%						
Community Space Us	sage								
Community Use of Meeting Rooms	58	28	107%						
Community Use of Study Rooms	86	70	23%						
Programming									
Total Adult Services - Total Programs	14	10	40%						
Total Adult Services - Total Attendance	103	35	194%						
Teen Services - Total Programs	5	2	150%						
Teen Services - Total Attendance	13	9	44%						
Children's Services - Total Programs	39	24	63%						
Children's Services - Total Attendance	444	234	90%						

Electronic Materials Detailed Report								
		Year over						
	December 2023	Year						
Electronic Checkouts	Total	Change						
Flipster	93	35%						
Kanopy	978	23%						
OverDrive	1725	3%						
Hoopla	2710	5%						
Total Electronic Checkouts	5506	15%						
		Vaaraaaa						
	December 2023	Year over Year						
Database Usage	December 2023 Total							
Database Usage A to Z World Foods		Year						
· · · · · · · · · · · · · · · · · · ·	Total	Year Change						
A to Z World Foods	Total 4	Year Change n/a						
A to Z World Foods Chilton's	Total 4 19	Year Change n/a 1800%						
A to Z World Foods Chilton's Consumer Reports Online	Total 4 19 7	Year Change n/a 1800% 40%						
A to Z World Foods Chilton's Consumer Reports Online Gale Virtual Ref	Total 4 19 7 12	Year Change n/a 1800% 40% 500%						
A to Z World Foods Chilton's Consumer Reports Online Gale Virtual Ref Mango	Total 4 19 7 12 25	Year Change n/a 1800% 40% 500% 257%						
A to Z World Foods Chilton's Consumer Reports Online Gale Virtual Ref Mango Novelist	Total 4 19 7 12 25 10	Year Change <u>n/a</u> 1800% 40% 500% 257% 11%						
A to Z World Foods Chilton's Consumer Reports Online Gale Virtual Ref Mango Novelist Novelist Select	Total 4 19 7 12 25 10 1060	Year Change n/a 1800% 40% 500% 257% 11% 7%						

Director's Report



Library Operations

The Systems Librarian recruitment will go live on January 19th. I hope to run candidate interviews in mid-February.

The library had several non-holiday closures in January. The library was closed January 13th and 16th due to weather conditions. The library closed on January 20th due to a planned County internet outage for maintenance which severely limits the services the library can provide.

CollectionHQ Lyte went live for the library in January. This new tool allows us to get more data on the library's collection to enable decisionmaking for both collection maintenance and purchasing. Library staff will be learning about this system in the coming months to allow us to harness all the capabilities of the software.

We will be launching the Patron Point system for library card sign up in the coming month. This feature will allow patrons to sign up for library cards online and for the library to automatically validate county residency simplifying the library card application process.

Library Programs and Outreach

The library developed a new bimonthly programming calendar pamphlet. These pamphlets will get made six times a year to reflect our program planning cycle. This will allow the library to get more information about programs to library users sooner. It will also provide the public with an easy way to see all the programming their library offers in one place. The next edition for March and April will be available in late February.

The library is consolidating the patron materials request process. Currently, there are two forms for interlibrary loan and purchase requests. There will be one form available online for materials requests. The library will then manage the requests by purchasing items, requesting items from other libraries, or in some cases not completing the request. The South County Library Club has a new president this year, Jon Smith. I will be reaching out to set up time to meet in the coming month. Craig Nern has taken on the North Tillamook Library Friends presidency. I will be meeting with Jean to discuss the Rockaway Beach Library Friends later this week. They recently received more grant funds from the City of Rockaway to replace their flagpole and do a mailing to Rockaway Beach residents.

The Oregon Library Association will be held April 23rd – 27th in Salem, OR. Marisa Graham-Collier will be attending this conference for Tillamook County Library. The Public Library Association meeting will be April 3rd – 5th in Columbus Ohio. Jenn Wells will be attending that conference. In June, I will attend the American Library Association Annual conference in San Diego as a member of the Core Division Board of Directors.

The library is working with a new vendor that will provide a Yoga for Kids program on Saturdays with one session focusing on ages 2-5 and another on kids ages 6-11.

We are partnering with a couple organizations to provide adult programs in February. Oregon Black Pioneers will be presenting Uncovering Oregon's Black History at Tillamook Main on February 3rd. Oregon Humanities will be facilitating a community conversation about loneliness and aging on February 10th at Tillamook Main. We are also well into the process of scheduling appointments for the very popular AARP Tax Aide.

Crafternoons are returning to Bay City. This program returned due to popular demand on January 18th.



1716 Third St, Tillamook 503-842-4792 tillabook.org

Tillamook County Library

KIDS

STORYTIMES

Tillamook Main Toddlers Tue (10am) -Preschoolers Wed (10am) -**Babies** Fri (10am) -Sat (10am) -Families Garibaldi Fri (11am) -Toddlers **Pacific City** Wed, Jan 24 (3:30pm) Wed, Feb 14 (3:30pm) Wed, Feb 28 (3:30pm)

CHILDREN'S HOUR Manzanita

Thu, Jan 11 (3pm) Thu, Feb 8 (3pm)

AFTERSCHOOL ADVENTURES

Tillamook Main Tue-Fri (3-5pm) Garibaldi Fri (3-5pm)

YOGA for KIDS Tillamook Main

Sat (11am) - Ages 2-5 Sat (11:30am) - Ages 6-11



LEGO CHALLENGE Rockaway Beach Sat, Jan 13 (2pm) Sat, Feb 10 (2pm)

CRAFTERNOONS Bay City Thu, Jan 18 (3pm)

TEENS

WRITING CLUB Tillamook Main Wed, Jan 10 (4pm) Wed, Feb 14 (3:30pm) Wed, Feb 28 (3:30pm)

GAME NIGHT

Tillamook Main Sat, January 27 (3pm) Sat, February 28 (3pm)

ANIME CLUB

Thu, Feb 1 (4pm) Thu, Feb 15 (4pm)

TEEN CRAFTING Tillamook Main Wed, Jan 17 (4pm)

- Clay Lil Guys



ADULTS

STRONG WOMEN Tillamook Main Mon (9am)

UKULELE JAMS Manzanita

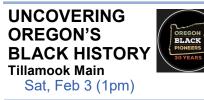
Wed, Jan 10 (11am) Fri, Feb 23 (11am) Tillamook Main Fri, Jan 12 (1:30pm) Sat, Feb 24 (1:30pm)

BOOK CLUB

Garibaldi Tue, Jan 16 (2pm) - The Accidental President Tue, Feb 20 (2pm) - The Seed Keeper

CLASSICAL GUITAR Tillamook Main

Wed, Feb 7 (1pm)



Oregon COMMUNITY Humanities CONVERSATION Tillamook Main

Sat, Feb 10 (3pm) - Loneliness and Aging



available free to eligible taxpayers. Stop by the Tillamook Reference Desk or call (503) 842-4792 x 1701 to schedule an appointment.





MOVIE NIGHTS AT TILLAMOOK MAIN

Tuesdays at 6:00pm





Tillamook County Library 1716 3rd Street Tillamook, Oregon 97141 | (503) 842-4792 tillabook.org

GAME DAYS Garibaldi Sat (2pm)

MAKER SATURDAY Bay City Sat, Jan 27 (2pm)



Upcoming Library Events and Programs



Date	Event/Program
January 27 th 3:00 PM	Teen Game Night – Tillamook
January 30 th 10:00 AM	Terrific Twos Storytime – Tillamook
February 1 st 3:00 PM	Children's Hour - Manzanita
February 3 rd 1:00 PM	Uncovering Oregon's Black History - Tillamook
February 7 th 2:00 PM	Classical Guitar - Tillamook
February 10 th 3:00 PM	Loneliness and Aging – Tillamook
February 10 th 2:00 PM	Lego Challenge – Rockaway Beach
February 14 th 3:30 PM	Teen Writing Club - Tillamook
February 20 nd 6:00 PM	Movie Night: Crazy Rich Asians– Tillamook
February 23 rd 11:00 AM	Ukulele Jam – Manzanita



Board Member	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Sayde			May			December				December	
Tim				April				April			
Madeline					March			December			
Jon				April	December			December			
JB					September		December				December
Nan						September		December			
Romy							July			December	

Partial Term

First Term

Second Term

BYLAWS

TILLAMOOK COUNTY LIBRARY BOARD

TILLAMOOK COUNTY LIBRARY MISSION: Pursuant to Tillamook County Ordinance #17, enacted by the Tillamook County Board of Commissioners, the Library Board exists to advise the County Librarian and the Board of Commissioners on library policy and services, and provide leadership and resources to continue growing vibrant library services for patrons of our library system.

- I. LIBRARY BOARD MEMBERS AND TERMS See Ordinance #17
- II. LIBRARY BOARD AUTHORITY See Ordinance #17

III. LIBRARY BOARD DUTIES -

- 1. See Ordinance #17.
- 2. The Library Board finds that a primary responsibility of the Board is to develop, review, and promote long term goals, mission, and visioning based upon evidence-based principles, the work of the American Library Association, the Public Library Association, and the Oregon Library Association, professional standards and practices of the librarian profession, and the opinions and values of patrons and taxpayers of the Tillamook County Library System.
- 3. The Library Board advocates for our library as a fundamental and essential cultural and educational asset to our community and as an essential institution necessary to the further society and improve the lives of Oregonians.
- 4. The Library Board advocates for the management of our library system as best conducted by professional librarians in accordance with best practices and standards of the librarian profession.
- The Library Board solicits community opinions and suggestions, expresses its wellconsidered thoughts as to the direction of library services, and supports and strengthens the Library's professional staff.

IV. OFFICERS -

The officers shall be the President and Vice-President. The officers shall be elected at the January meeting by the board for a term of one year and may be reelected. The Vice President shall serve in the absence of the President. The Board may choose to elect Co-Presidents, who shall share the duties of the office.

V. DUTIES OF THE OFFICERS – See also Ordinance #17

The President shall call and preside at meetings, authorize calls for any special meetings, set meeting agendas, appoint committees, and carry out the duties generally pertaining to this office. The President shall be the board's official representative unless otherwise provided by the board. When appropriate, the President may appoint members to represent the board at Board of Commissioner meetings, county budget hearings, and legal hearings, conferences, and other meetings.

The Vice President, in the event of the absence or incapacity of the President, or of a vacancy in that office, shall assume and perform the duties and functions of the President.

The Director shall issue notice of all regular and special meetings, shall keep and distribute the minutes of the meetings of the board, and shall propose meeting agendas for the consideration of the President/Executive Committee.

The President's designee and the Director shall provide an orientation for new board members following appointment by the Board of Commissioners.

VI. LIBRARY BOARD MEMBER DUTIES - See also Ordinance #17.

Duties of members of the Library Board shall include the following:

- a. Attend meetings of the board, enter into discussion, and participate in decision-making on items coming before the board.
- b. Study and be familiar with reports and materials sent to board members prior to meetings. Keep informed about library laws, policies, trends, and services.
- c. Serve on committees when requested to do so by the President.
- d. Refer problems brought to the attention of the individual board member to the Director for review, action, or submission to the board.
- e. Recognize that an individual board member has no authority to act for the Library Board except at the request of the board. Decisions of the board shall be publicly supported by all board members.

VII. NONATTENDANCE OF LIBRARY BOARD MEMBER -

A member who shall be absent for three consecutive regular library board meetings may be contacted by the President to determine if the member wishes to continue to serve on the Board. The Board may consider asking the member to resign or to request that the Board of Commissioners remove the member.

VIII. COMMITTEES

- 1. Executive Committee The President and Vice-President as well as the most recent Past President, shall comprise the Executive Committee. The Executive Committee may meet as deemed necessary by the President, or as may be determined by majority vote of the board.
- 2. Nominating Committee A Nominating Committee consisting of three board members may be appointed by the President two months prior to the last meeting of the year to present a slate of officers at the annual meeting. Additional nominations may be made from the floor.
- 3. Other committees may be established and discontinued, at the direction of the President and the Board.

IX. MEETINGS – See also Ordinance #17

Meetings of the board shall be held in accordance with ORS 192.610-710 (Public Meetings).

The board usually meets at least once every month at a place, day, and hour determined by the board. The board may also meet at other times and places specified by the call of the President or of a majority of the members of the board. The President may cancel or postpone a meeting. The Board may cancel or postpone a meeting by majority vote at a meeting.

<u>Quorum</u>. A majority of the sitting members of the board shall constitute a quorum for the transaction of business.

Executive sessions of the Board may be held, pursuant to and limited to the topics set forth in ORS 192.660, to the exclusion of the public.

Meetings of the board may be held by telephone, and such shall have the same effect as a regular meeting of the board. Pursuant to Oregon's open meetings law, and the Attorney General's Public Records and Public Meetings Handbook, the public and the media shall be allowed access to hear telephonic meetings.

Meetings are normally recorded and, if so, the recordings shall be available to the public on the library's website.

X. PUBLIC PARTICIPATION AT BOARD MEETINGS

Any member of the public and the media may attend any regular board meeting except when the board declares itself to be in executive session. In addition, members of the public may address the board during the open forum session of any regular board meeting. The President shall allot a reasonable time for such a hearing and may, at his or her discretion, limit public comment. The board also may limit public comment by majority vote.

"The presiding officer has inherent authority to keep order and to impose any reasonable restrictions necessary for the efficient and orderly conduct of a meeting. If public participation is to be a part of the meeting, the presiding officer may regulate the order and length of appearances and limit appearances to presentations of relevant points. Any person who fails to comply with reasonable rules of conduct or who causes a disturbance may be asked or required to leave and upon failure to do so becomes a trespasser.

"This authority extends to control over equipment such as cameras, tape recorders and microphones, but only to the extent of reasonable regulation." (Oregon Attorney General's Public Records and Public Meetings Handbook (2014)

- XI. COMPENSATION OF BOARD MEMBERS Board members are not normally compensated, but may be reimbursed for reasonable expenses as approved by the Librarian.
- XII. ROLES AND DUTIES OF THE DIRECTOR are set forth in the job description of the Director as set forth in county personnel policies and procedures.
- XIII. REVIEW AND AMENDMENTS.

These bylaws shall be reviewed by the Board in January of each year.

These bylaws may be amended by a majority vote at a regular meeting, provided notice of the proposed amendment and of the language has been given in the notice of the meeting.

EFFECTIVE DATE. These bylaws shall be effective as of today.

ADOPTED May 16, 2019.

Tillamook County Library Board

By ______ Neal C. Lemery, Co-President