PIKES PEAK LIBRARY DISTRICT BOARD OF TRUSTEES
SEPTEMBER 17, 2025 5 PM
VIRTUAL

PIKES PEAK LIBRARY DISTRICT ppld

Cultivate spaces for belonging, personal growth, and strong communities

[Virtual Meeting (Zoom)]

Call in:	**1-253-215-8782 or 1-312-626-6799 or 1-669-900-6833 or 1-346-248-7799**
Meeting ID:	**858 9408 7095**
Passcode:	**285387**

Anyone interested in making a public comment at this meeting must sign up before 5 p.m.
Please log in early. The virtual meeting will open by 4:45 p.m.
The Board President will invite agenda-related public comment(s) before Business Items are discussed.
One hour of public comment for items not on today's agenda will occur before the end of the meeting.
One public comment per person.

President Julie Smyth, Vice President Aaron Salt, Secretary/Treasurer Scott Taylor, Erin Bents, Angela Dougan, Dora Gonzales
Absent: Debbie English

Chief Executive Officer (CEO) Teona Shainidze-Krebs, Chief Communications & Marketing Officer Denise Abbott, Chief Human Resources & Organizational Development Officer Timothy Allen, Director of Programming Melody Alvarez, Technical Support Analyst Marcia Bethea, Chief Facilities & Security Officer (CFSO) Michael Brantner, Friends of PPLD Volunteer & Sales Operations Coordinator Beth Crumrine, Executive Assistant Laura Foster, PPLD Foundation President Nadine Hensler, Chief Financial Officer (CFO) Kim Hoggatt, Assistant Director of Branches Gigi Holman, Friends of the Pikes Peak Library District Board of Directors President Rita Jordan, Director of Branches Janina Karoub, Chief Operating Officer (COO) Heather Laslie, PPLD Foundation Treasurer Neil Marks, Deputy CEO Tammy Sayles, Ruth Holley and Sand Creek Libraries Manager Sara Sharples, Interim Chief Information Technology Officer Dan Stone, Public Services Administrative Specialist Nicole Taylor, Internal Communications and Special Projects Manager Jeremiah Walter, City Councilmember Nancy Henjum

REGULAR MEETING OF THE BOARD OF TRUSTEES

CALL TO ORDER

President Julie Smyth called the September 17, 2025 regular meeting of the Pikes Peak Library District Board of Trustees to order at 5:00 p.m.

President Julie Smyth called for the Board to ratify the September 17, 2025 meeting be held virtually. Four yes votes ratified the decision.

PLEDGE OF ALLEGIANCE

President Julie Smyth called for a moment of silence in recognition of recent violent events and everyone who was impacted.

ITEMS TOO LATE FOR THE AGENDA

None

CORRESPONDENCE AND PRESENTATIONS

2026 Benefit Program Presentation

Chief Human Resources and Organizational Development Officer Timothy Allen stated that PPLD has offered Cigna for 10 years, however due to a 17.99% increase quoted for 2026, PPLD sought other healthcare options.

After a review of Aetna, United Healthcare and Anthem options, Anthem was the most competitive and has been chosen as the new healthcare provider for PPLD for 2026. Reasons for this choice include:

- A 3-year rate lock on Administrative fees
- Includes 100% pharmacy rebates that are not offered by Cigna
- 98% of doctors who accept Cigna also accept Anthem
- No increase in premiums to employees for switching to an equivalent Anthem plan

Dental coverage is expected to switch to United Concordia. This includes a slight premium increase but offers more robust benefits.
Vision coverage with VSP will remain and includes increased allowances for glasses and contacts.
New Your Life Insurance remains the same due to a rate guarantee.
These benefits will remain as PPLD self-insurance.

REPORTS

Internal Affairs Committee

Committee Chairperson Erin Bents stated the committee met on September 2 and discussed the Penrose Library Improvements and partnering with the Colorado Energy office, both on tonight's agenda.

Public Affairs Committee

Committee member Aaron Salt stated that the committee met on September 2 for a presentation from Wayne Williams on polling that was conducted regarding potential ballot issues.

Governance Committee

Board President Julie Smyth stated that the committee met on September 2 to discuss questions raised during the review of the Bylaws. A Discussion and Decision on the Bylaws is on tonight's agenda.

Trustee comments

Vice President Aaron Salt shared that he, COO Heather Laslie and CFSO Michael Brantner met with Ismet Sahin to visit the property Mr. Sahin mentioned at the August Board meeting. Unable to donate the property as previously stated, Mr. Sahin sent information to COO Heather Laslie about purchasing the space for approximately $2.6 million. Space would need to be gutted and rebuilt so the written offer is not what PPLD is looking for. Considering other options in the area.
President Julie Smyth thanked the members of the PPLD Foundation Board for attending tonight's meeting. The purchase of the Ruth Holley Library property could not have happened without the support of the Foundation.

Friends of the Pikes Peak Library District Report

The Friends of the Pikes Peak Library District Report was included in the Board packet. Friends of the Pikes Peak Library District Board of Directors President Rita Jordan announced the Fall Big Book sale will be held October 9 – 12, 2025. President Julie Smyth thanked the Friends for their support throughout the District.

Pikes Peak Library District Foundation Report

The Pikes Peak Library District Foundation Report was included in the Board packet. COO Heather Laslie announced a donor appreciation event to be held at the Manitou Springs Library on October 12 from 1:30 – 3:30 p.m. Foundation Board President Nadine Hensler shared her appreciation for the Foundation being mentioned in the Decisions regarding the purchase of Ruth Holley Library and looks forward to the Foundation donating more in the future. Planning for The Night at the Library Gala, scheduled for April 18, is underway, which will launch National Library Week. The Foundation is honored to support PPLD, and appreciation was shared for Trustees that have served on the Foundation Board.

Financial Report August 2025

The August 2025 Financial Report was included in the Board packet. 97% of the budgeted property taxes have been collected for 2025, and the $1.2 million donation from the Foundation, including the Price family gift, has been received. At the end of August, the three highest expenditures paid out are at the following percentage of the total budgeted for the year:

- 62% for Employee benefits and salaries
- 55% for Building and vehicle maintenance
- 66% for Collection Management materials (including the new Integrated Library System [ILS])

Capital expenditure stands at $1.6 million of $7 million budgeted. The East Library Automated Material Handler (AMH) expense is encumbered, and the water main reroute at Library 21c is completed.
CFO Kim Hoggatt clarified that the annual budget column reflects what was approved in the budget and the actual revenue column is YTD.

Public Services Report

The Public Services Report was included in the Board packet. Deputy CEO Tammy Sayles shared that the announcement of the new Integrated Library System (ILS) will be released to the public tomorrow. The ILS is central to the operations of the library, housing all aspects of what PPLD does to serve the public. There will be a 10-day purchase hiatus at which time materials will not be available to put on hold. Checking out physical and e-materials will continue during the hiatus. PPLD last purchased an ILS in 2001. Each item in the collection will have a tab for the different formats that PPLD provides.
The Summer Adventure Report was included in the Board packet. Deputy CEO Tammy Sayles thanked Programming Director Melody Alvarez and her team for a record-breaking program and for providing the report.

Support Services Reports: Communications; Facilities & Security; Human Resources; Information Technology, Strategy & Innovation

There were no questions.

CEO Report

CEO Teona Shainidze-Krebs stated the 2026 budget is underway, with $2.5 million of requested expenses needing to be cut in order for the budget to be balanced. Ms. Shainidze-Krebs thanked all PPLD staff who have participated in the process, especially for making the tough decisions of what needs to be removed for 2026. A 4% cost-of-living increase is included in the proposed budget.

A Look at Circulation

This report, provided by the Strategy & Innovation (S&I) team, was included in the packet. This report covers statistics from January 2024 – June 2025 and assesses circulation by physical materials vs. OverDrive materials, the Top 5 collections and the most popular collection by Branch.

BUSINESS ITEMS

Consent Items

Minutes of August 20, 2025 Board of Trustees meeting
Minutes of September 11, 2025 Board of Trustees Special Meeting
Consent was granted on both of the above meeting minutes.

New Business

DECISION 25-9-2: Penrose Exterior Safety Improvements

Chief Facilities & Security Officer (CFSO) Michael Brantner shared details of the approved vendor Law Fencing, the only completed bid for this RFP. Landscaping is included in the project but will likely not occur during the 30–60-day timeframe due to potential weather challenges.

Motion: Aaron Salt made a motion that the Pikes Peak Library District Board of Trustees approve the Penrose Exterior Safety Improvements as presented.

Second: Erin Bents seconded the motion.

Discussion: The start of the project is dependent on receipt of materials; either late September or October. PPLD will send notifications to the public and install signs for patron safety. W. Pikes Peak Avenue will also be impacted by the construction.

Vote: The motion was approved unanimously.

DECISION 25-9-3: Proposal to Partner with Colorado Energy Office

A proposed MOU between the Colorado Energy Office and PPLD was included in the packet. CFSO Michael Brantner explained that participating in C-PACE will allow PPLD to streamline energy efficiency and reduce PPLD's carbon footprint. This program provides long-term financing for energy improvements, up to 20 years to pay back a fixed payment.

An assessment to identify savings is the basis of the loan amount provided. PPLD would set up the budget to encumber savings for repayment of the loan.

A vote to approve this proposal will allow for PPLD to proceed with assessment of our buildings. An RFP would be released, or a vendor can be chosen by sole-source selection (Colorado has already released an RFP for assessment).

A post-installation report and three years of monitoring and verifying the savings are part of the process, to assess if we are realizing the savings expected.

Colorado has mandated a reduction of energy usage by 2030; PPLD files a yearly report but is obligated to meet the mandated reduction by 2030.

This program was used when Paula Miller was PPLD Director, for lighting over $900,000 The term of the loan was to be paid in 3 years, however PPLD paid the loan in full in 2 years.

The Colorado Energy Office will assist by identifying state grants for PPLD. Receiving a grant would reduce our overall payment by that amount. Grants tend to be for installation.

There is no required investment upfront. 100% of expenses, including the assessment, can be included in the financing. If they assess and we decide not to pursue, PPLD will need to reimburse the assessment costs.

Signing the MOU is not a financial commitment; the Board would need to vote on the RFP release or the contract with the chosen vendor for the audit.

Motion: Aaron Salt made a motion that the Pikes Peak Library District Board of Trustees approve the Proposal to Partner with the Colorado energy Office as presented.

Second: Dora Gonzales seconded the motion.

Discussion: It was acknowledged that this will not be a new line item in the PPLD budget. Any contract for expenses will be brought to the Board of Trustees for a vote.

Vote: The motion was approved unanimously.

DISCUSSION: Board Bylaw changes per legal counsel

The PPLD Attorney recommended language to include in Article II, Section 1 (page 77 of the packet):

Joint Appointment Committee shall facilitate the process of advertising any vacancy and soliciting applications, shall select top candidates for the interview process, and bring the recommended candidate to the 'Appointing Authority' for confirmation.

and recommended language for Article II, Section 2 (page 78 of the packet):

If the Appointing Authority has not filled an available Board position at the expiration of the current Trustee's term, the Trustee may remain on the Board until such time as a successor to the expired position is appointed.

Discussion resulted in the acceptance of the recommended language above.

Discussion resulted in the acceptance of Article IV, Section 11a as participating in '*a meeting remotely a maximum of one-third (1/3) of the meetings in any given calendar year*…' as written instead of changing the percentage to one -fourth (1/4) of the meetings.

DECISION 25-9-4: Bylaws

Motion: Aaron Salt made a motion that the Pikes Peak Library District Board of Trustees approve the Board of Trustees Bylaws as amended.

Second: Angela Dougan seconded the motion.

Discussion: No further discussion.

Vote: The motion passed with four yes votes and one no vote.

PUBLIC COMMENT NOT RELATED TO TODAY'S AGENDA

Veronica Baker is disappointed that today's meeting is virtual. Although the space offered by the landlord of the previous Rockrimmon Library location is no longer a donation, the cost is close enough to the cost of purchasing Ruth Holle; why hasn't PPLD accepted the offer? There is little visible progress to restoring a library to the Rockrimmon area. The public is concerned about the future of Cheyenne Mountain Library.

Eric Lundberg is excited about the new Integrated Library System (ILS) and appreciated the presentation. It is good to hear discussions about a location in the northwest area of Colorado Springs, and he believes the closing of Rockrimmon has had an impact on the overall circulation and patron usage across the district. He would like to see more recognition of the impact of not renewing the RO lease on the district as a whole.

Jade Stone shared the significant impact of the library. Whatever the need - books, people, staff, access to free media, a welcoming space, the library has always provided. Library resources are invaluable, and a library along the Powers corridor is needed. Thank you for the work you do to make our community stronger.

Hays Hedrick shared that the library has always been a safe place. PPLD is one of the best library districts and has been very helpful when working with folks with disabilities. Thanks for the wonderful work.

Karla Powers announced the Reading at the Rock Interim Library had a successful summer program. She appreciates updates on the northwest part of Colorado Springs but wonders why the Board is not yet discussing Cheyenne Mountain Library. Where will the September 26 Board retreat be held and at what time? In regard to Wayne Williams' presentation at the Internal Affairs Committee meeting, she believes 70% would vote for de-Taboring and now is the time to do something. The northwest area of Colorado Springs is watching.

ADJOURNMENT

There being no further business to conduct, President Julie Smyth adjourned the September 17, 2025 regular meeting of the Pikes Peak Library District Board of Trustees at 7:53 p.m.

The full packet of materials for this meeting of the Pikes Peak Library District Board of Trustees is available at https://ppld.org/board-trustees