news & events March 2017 PRINTED THANKS TO THE GENEROUS SUPPORT OF FRIENDS OF THE LIBRARY

Locations Key:

AV Avondale Satellite BK Barkman

BS Beulah Satellite GI Giodone LU Lucero

LB Lamb LY Library @ the Y GV Greenhorn Valley

PW Pueblo West **RA Rawlings**

March is Women's history month

EXHIBITS

Red Cross Nurses display

Wednesday, Mar. 1-31 All library locations

Images of Red Cross nurses during WWI. These women contributed their services to our community, country and also served abroad.



Colorado Women's Hall of Fame

Wednesday, Mar. 1-17, PW

Portrait exhibition from the Colorado Women's Hall of Fame. The exhibit celebrates and informs about the enduring contributions of extraordinary Colorado women. Exhibit courtesy of CSU-Pueblo's Women's Studies program.

MOVIES

Strong Sisters: Elected Women in Colorado

Monday, Mar. 13, 6:30-8 p.m., RA, InfoZone-4th floor

A compilation of oral histories from past and current female elected officials is the foundation for this documentary. It examines questions such as why does Colorado have a proud history of electing women to public office?, and inspires today's women to build on our remarkable history. A panel of local elected officials will be available for discussion after the film.

PROGRAMS

Colorado Women's Hall of Fame Presentation

Wednesday, Mar. 1, 2-3 p.m., PW

Betty Heid, chair of the Colorado Women's Hall of Fame, will open the exhibition at a small launch held at Pueblo West Library.



She will speak about the Women's Hall of Fame. Other brief comments will be made by other representatives, including Marina Cunin Borer, chair of CSU-Pueblo's Women's Studies program and Frank Vidana from the Pueblo West Library.

Outstanding Women Awards Luncheon

Friday, Mar. 10, Noon, RA, 2nd floor

These awards have honored women who have made important contributions to our community and have celebrated the important role that women have played in Pueblo's history. These awards provide an opportunity for any individual or organization to honor a special woman who has made an impact. Sections of materials on the 2nd floor will be blocked off for the program.



Pants=Power

Thursday, Mar. 16

7 p.m., RA, Ryals Room-4th floor

Trace women's efforts to "steal" both the wearing of pants and the power they represent, from men. Beginning with the origin of trousers, learn about selected periods in American history and how women challenged the system to expand their independence in life and in clothing. A presentation by Eileen Tannich Gose and Kathy Wiederstein DeHerrera, co-authors of Reflecting Freedom: How Fashion Mirrored the Struggle for Women's Rights.

Chautauqua: A Visit with Marie Curie Thursday, Mar. 30

7 p.m., RA, Ryals Room-4th floor

Time travel back to 1915 to witness the struggles and triumphs of the scientist who discovered a new element that really does glow in the dark. Marie Curie is best known for the discovery of radium and radioactivity and the first treatments for cancer, but few understand the obstacles she faced just to get into the laboratory. Hear her compelling journey. Portrayed by Colorado Humanities scholar Susan Marie Frontczak.



Hours:

Monday - Thursday 9 a.m. to 9 p.m. 10 a.m. to 7 p.m. (Greenhorn, Giodone and Lucero only) Friday & Saturday 9 a.m. - 6 p.m. 10 a.m. - 6 p.m. (Greenhorn, Giodone and Lucero only) Sunday (Rawlings only)

Phone: 562-5600

1 - 5 p.m.

Locations:

Barkman Library 1300 Jerry Murphy Rd.

Greenhorn Valley Library 4801 Cibola Dr. Colorado City, Colo

Giodone Library 24655 U.S. Hwy 50 E.

Lamb Library 2525 S. Pueblo Blvd.

Library @ the Y 3200 Spaulding Lucero Library 1315 E. 7th St

Pueblo West Library 298 S. Joe Martinez Blvd.

Rawlings Library 100 E. Abriendo Ave.

Satellite library locations: Avondale Elementary

213 Hwy. 50 E. Beulah School 8734 Schoolhouse Ln.

Board of Trustees:

Donna Pickman, President Fredrick Quintana, VP Marlene Bregar Lyndell Gairaud Phil Mancha Doreen Martinez Jim Stuart

Foundation Board:

Julie Rodriguez, President Jim Stuart, VP Carol King, Secretary P. Michael Voute, Treasurer

Friends of the Library Officers:

Dustin Hodge, President Monica Ayala, Secretary Leslie Carroll, Treasurer

www.pueblolibrary.org

Colorado Association of Libraries, Legislative Committee Minutes Friday, March 3, 2017 at 10:00 am Commissioner's Room, Denver Public Library

Call to Order ATTENDING:

Event Date

ACCEPTANCE OF MINUTES: Report from, CAL Board Meeting:

Calendar of Activity updates for 2017

Event Name

Time allocated: 10 min

		Details
March 14, 2017 from 8 am to 1pm	Colorado State Lobby Day	Requires TF to coordinate with Lobbyists
May	National Library Legislative Day	John Wilkinson will coordinate
June	Identify Legislative Award Recipient	Deadline to submit name to Awards Committee
November	Budget Setting for Legislative Com.	Usually a zero budget for regular work 2016-17 request to increase payment to CAL Lobbyists Request to reinstate grant for NLLD attendees

REPORTS:

LOBBYIST'S REPORT [Jerry Braden, Amber Valdez, Ruben Valdez] Time allocated: 30 minutes

COLORADO FUTURES REPORT [Jacqueline Murphy]

Time allocated: 10 minutes

NATIONAL LEGISLATION Time allocated: 5 minutes

PAC Fundraising Report

Assignments follow-up and next steps

Time allocated: 10 minutes

Who	Action

Forward list of other Town Hall Meetings throughout the state
Identify issues that need monitoring and/or action
Develop Fundraising Plan for Legislative Committee
Develop Fundraising Plan for PAC
Coordinate a meeting with the current Commissioner in March/April

ADDITIONAL ITEMS

NEXT MEETING March 3, 2017

For Remote Access use the following link:

Join from PC, Mac, Linux, iOS or Android: https://zoom.us/j/986432704

Colorado Association of Libraries, Legislative Committee Minutes Friday, February 3, 2017 at 10:00 am Commissioner's Room, Denver Public Library

Call to Order

ATTENDING: Jerry Braden, Deborah Deal, Robin Flipizak, Jim Duncan, Eugene Hainer, Jody Howard, Diane Lapierre, Amy Phillips, Brittany Raines, Elena Rosenfeld, David Sanger, John Wilkinson, Amber Valdez, Ruben Valdez, Guests: Jefferson County Public Library Trustees: Deborah Deal, Julia Hill-Nichols, Kim Johnson

ACCEPTANCE OF MINUTES: January Minutes - Approved as written.

Report from CAL Board Meeting: No Report

Calendar of Activity updates for 2017

Event Date	Event Name	Details
March 14, 2017 from 8 am to 1pm	Colorado State Lobby Day	 Amy Shipley is leading the event this year. Amy Phillips and Brittany Raines are helping coordinate. Event Location: outside of the Old Supreme Court Chambers on the 2nd floor of State Capitol. Request for volunteers is slightly behind schedule; however, we have the CALLI Cohort participating. The 2017 Core message will drive conversations which will focus on how grant monies are helping communities. David Bonderchuck confirmed that Scratch Catering will participate in the event.
May 1-2, 2017	National Library Legislative Day	John Wilkinson is serving as our State Coordinator. The rest of the team includes: Deborah Deal, Julia Hill-Nichols, Eugene Hainer, Michelle Jeske, Kim Johnson, Diane Lapierre, Sasha Miller Representatives for CD 2 and 4 are needed. CAL Board approved \$300 stipend for up-to three people who need it; but only 1 person per Congressional District. Orientation meetings are being held with state representatives so all are prepared before going to D.C. Top issues (currently) include revisions to copyright; loss of federal funding to programs such as ESSA, LSTA, NEA, and NSF; and requests that the FCC change rules on Net Neutrality and eRate
June	Identify Legislative Award Recipient	Deadline to submit name to Awards Committee
November	Budget Setting for Legislative Committee.	Usually a zero budget for regular work 2016-17 request to increase payment to CAL Lobbyists Request grant funds for NLLD attendees

REPORTS:

LOBBYIST'S REPORT [Jerry Braden, Amber Valdez, Ruben Valdez] Legislative Items/Town Halls

- Community engagement is currently very strong. Town Hall events have been full. Those using virtual meetings, such
 as Perlmutter had are finding that the volume of callers is breaking the system. For his phone meeting, there were
 6,000 people trying to call.
 - o Diana Degette is hosting one and is finding that she may need to move it to a larger space:
 - Cory Gardner is receiving more than usual calls. He is claiming many of the people calling are paid rather than true constituents.
- Transportation continues to be an area of focus. Speaker of the House, Crisanta Duran and President of the Senate,
 Kevin Grantham have been working on this together to develop a proposal. The Republican position is to increase

revenues while paying less taxes. Polling says that people are willing to pay (but polling vs reality are often different) – so not sure if anything will happen.

- There are 40 Regional Jobs to represent President Trump in Colorado. It's expected that a number of people within the Colorado legislature may move to those positions, leaving vacancies to be filled for the rest of this legislative term.
- The City and County of San Francisco filed a "Sanctuary City" lawsuit through the Ninth Circuit Court against
 President Trump's executive order against sanctuary jurisdictions. Their intent is to clarify that San Francisco fully
 complies with section 1373 of the United States Code.
- Expect the 2018 gubernatorial election to be a wild ride. At this time, those running or are considering running for Governor include:

Democrats	Republicans
Noel Ginsburg, Denver Business CEO	George Brauchler, DA for Arapahoe,
	Elbert, & Lincoln counties*
Mike Johnston, State Sen.	Mike Coffman, US Rep.
Cary Kennedy, former State Treasurer	Steve House, State GOP Chair
Steve Lebsock, State Rep.	Tim Neville, State Sen.
Donna Lynne, Lt. Gov	Ray Scott, State Sen.
Michael Merrifield, State Sen.	Walker Stapleton, State Treasurer
Ed Perlmutter, US Rep.	Kent Thiry, Kidney-Dialysis Co CEO
Jared Polis, US Rep.	
Joe Salazar, State Rep.	
Ken Salazar, former Sen.	

^{*}Note: George Brauchler is financially supported by the Koch brothers.

State Budget

This year, the Gallagher Amendment will impact State Budget Concerns, especially interaction of TABOR, Amendment 23, and Gallagher – this may impact Districts at the cost of a 10% drop in revenues. As Gallagher drops the residential property taxes, then see a loss.

Marijuana taxes are outside of Tabor limitations. But the percentages of fund distribution can be changed by law. https://drive.google.com/open?id=0B624KfwdKC9LbURkcV9WbkRIQms

- Everyone is awaiting the March Revenue Forecast to assess what needs to happen. The Joint Budget Committee is
 working in a situation filled with unknowns. At this point, they will be looking to cut \$100 million from the 2018 budget.
 More cuts are likely. Funding streams such as Hospital Provider Fees and the newly implemented Internet Sales Tax
 will likely be refunded due to TABOR limitations.
- Proposed changes to taxes/revenue streams:
 - The Koch brothers are financially backing support to keep Hospital Provider Fees within TABOR and other anti-tax related efforts;
 - Bills supporting business property tax revisions are unlikely to pass;
 - There is a proposal to cut gasoline taxes and add to the cost of purchasing a vehicle. However, this might face opposition from city governments as they rely heavily on sales tax and state-added taxes will likely cause problems.
- The Federal Government seems to be moving forward in making Medicaid a Block Grant. If this happens, it will likely
 result in a drop in Federal funds for at-risk populations. Currently, funding for Medicaid is about 50/50 from the State
 and Federal governments. Some Governors (from both political parties) have pushed back on this plan.
- Senator Larry Crowder and Representative Dan Thurlow are working to change the State's spending cap formula so that it is tied to personal income rather than consumer inflation plus population change.
- State Grants to Libraries sense of whether it's at risk? Don't know due to the chaos...just staying quiet until it's time to make noise.

Bill Tracking

- More bills are expected to be posted this evening. Much of the legislation being put forward may be setting the stage for those running for Governor. So, the focus is on sponsoring bills that meet constituent interests.
- Expect bills moved to State Affairs to die in committee.

Bill Number & Title	Sponsors	Details	Continue Tracking?
SB17-008 - Legalize Gravity		Removes these knives from	Yes - may impact library
Knives and Switchblades	Rep. S. Lebsock	list of illegal weapons.	safety concerns.
		Passed 3 rd reading	
SB17-041 - Higher	Sen. K. Priola	Contract positions in Higher	No – does not impact
Education Employment	Rep. Y. Willett	Ed funded by revenues	Academic Library staff
Contract Terms	Rep. E. Hooton	through auxiliary activities.	

SB17-062 – Student Free Speech Public Higher Ed Campuses	Sen. T. Neville Rep. S. Humphrey	Declares all spaces in public higher ed as open forums for free speech.	Yes – may impact academic libraries.
SB17-116 – Concealed Handgun Carry Without a Permit	Sen. T. Neville Rep. K. Van Winkle		Yes – may impact library safety concerns.
SB17-150 – Restrict Employment of Relatives by Public Officials	Sen. A. Kerr	Prohibits public official from any involvement with the hiring, promotion, or advancement of a relative who may/is working within the same state agency.	Yes – until more is known.
HB17-1106 – Extend Early Childhood Leadership Commission HB17-1161 – Tax Increment Financing Transparency	Rep. B. Pettersen Rep. J. Wilson Sen. B. Martinez Humenik Sen S. Beckman	Expands membership of commission – Possible to add library representative? Requires public distribution of report TIF fund use.	No – section of interest was removed in amended version. Yes – direct impact to Library Districts and awareness for libraries

Library News

- Denver Public Library is now listed as a project under the upcoming City 2017 GO (General Obligation) Bond. In Spring, the Mayor will start community conversations about all of the proposed projects.
- Jefferson County Public Library the mill levy, which included deBrucing, was approved by voters. Actions being taken include, restoring library hours and renovating the Columbine Library. There is also an opportunity to work with the City of Edgewater where a vote for new civic center was passed. The building is designed to include 10,000 sq ft for the library. The trustees are committed to making best use of these funds and working with the County Commissioners.
- High Plains Library District the lawsuit is coming to a close. Last minute negotiations are taking place this week to see if there can be a settlement outside of court.

NATIONAL LEGISLATION

 The new leadership is going to challenge many of the programs that support library work. LSTA conversations are starting-up. Most of the items that need to be considered are listed in the Calendar of Activities in reference to National Library Legislative Day (NLLD).

PAC Fundraising Report

Who

- Paid \$200 to Crisanta Duran's campaign.
- Diane Lapierre will be willing to help with a fund-raising effort after finishing with this year's Lobby Day.

Assignments follow-up and next steps

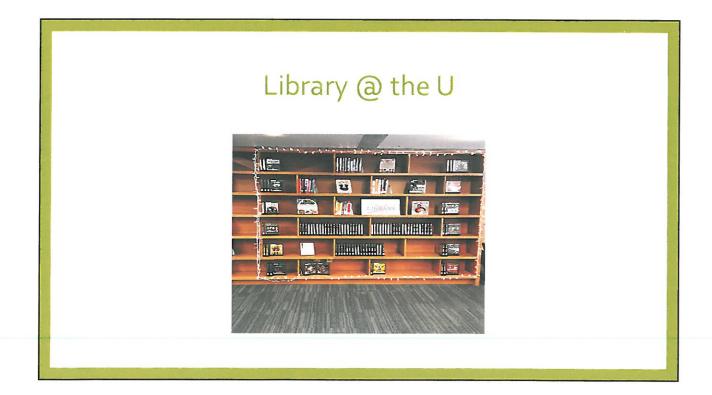
Forward list of other Town Hall Meetings throughout the state
Identify issues that need monitoring and/or action
Develop Fundraising Plan for Legislative Committee
Develop Fundraising Plan for PAC
Coordinate a meeting with the current Commissioner in March/April

Action

NEXT MEETING: March 3, 2017

LIBRARY @ THE U LIBRARY @ PCC

Board of Trustees Work Session - March 14, 2017



What's Checking Out

- Through Oct 20th Feb 28th, 1484 total checkouts
- February was the highest month so far!!!



Who's Checking Out

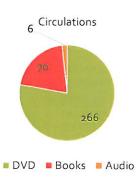
- 60-70% of checkouts appear to be to students
- · Majority already have cards
- Staff are taking advantage of the holds pickup

Library @ PCC



What's Checking Out

• Through January 25th- February 28th, 342 total checkouts



Benefits

PCCLD

- · Expanded customer base
- Circulations are counting in our key result data
- Hoopla, Cloud, and other online services are counting
- Potential future shared resources such as databases and Prospector
- Materials are being funneled back to PCCLD
- Fulfilling our strategic plan goal of creating community partnerships

CSU-P & PCC

- Access to an entertainment collection that isn't in their materials budget
- Access to PCCLD online resources
- Increased circulations
- Convenience for their campus community

Cost to PCCLD

- · Cost of collections which includes
- Lease book credits for fiction titles \$0
- 2. 4-6 copies of high demand dvds \$7875
- 3. Minimal purchase of nonfiction titles \$1000
- 4. Staff time for TS courier to PCC (CSU-P pays for their courier) \$832

Future Plans

- Add more books to the collection
- Consider other formats such as videogames, blurays, and audiobooks
- Create a library card launch event every semester

Security Update

Goals of Security in the Library?

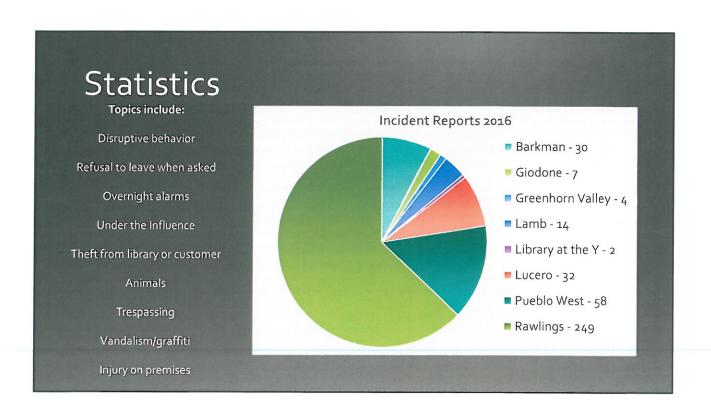
- Safe and secure environment for library staff and visitors
- Provide a comfortable and welcoming environment for all customers
- · Maintain a healthy and clean environment
- Protection of library materials/property

How is this accomplished?

- Staff awareness and responsiveness, alert law enforcement when necessary
- Rules of Conduct emphasis on behavior
- · Contract with security personnel
- Excellent customer service and RFID!

What happened in 2016?

- Reviewed and re-trained on the Rawlings Fire Evacuation plan, developed communications plan
- PIC (Person in Charge) phone
- Addition to the Library Rules of Conduct: Dispensing Noxious Chemicals
- Updated the scope of TNT contracted security
- · Enhanced night patrol
- Emphasis on security training at staff development day
- Hot Topics increase staff confidence with handling situations
- Increased use of incident reports
- Recovered 2 stolen laptops



Policies and Procedures

- Policies
 - Rules of Conduct
 - Video Surveillance Policies
- Procedures
 - 5 Step Method to Influencing Customer Behaviors
 - Escalations to Supervisor, Manager, PIC
 - Suspensions and Reinstatements

Boundaries • Within library: inside, entrances, courtyard, porches • Rules of Conduct • Laws Emergencies • Emergencies • Outside of library: sidewalks, parking lots, grassy areas • Laws loitering, intoxication, etc • Emergencies unable to wake, etc

What's going well?

- Staff confidence in handling security situations
- Proactive staff intervening before behaviors get out of hand
- Relationships with Law Enforcement
- Tools (Incident Reports, Suspension List, Security Cameras)

Challenges	Opportunities
One security incident can change your plans for the whole day!	Security is a TOP priority – flexibility is key
Bored library visitors	The library should continue to provide and enhance engagement opportunities for visitors of all ages
Community issues come into public libraries Homelessness Substance abuse Gang Activity	These issues are not new to public libraries. How can PCCLD partner with the community to improve?
Perception: The library doesn't feel like a safe place to be	Perspective: PCCLD had over 1.4 million visits in 2016 and 396 incidents.

2017 Plans

- Review/recommendation of policies
- Contracted security service RFP
- Theft study at Rawlings
- Branch fire/communication procedure development and training
- Bi-Monthly hot topics
- Organization of incident report records
- Continue to build confidence and empowerment of staff to address security concerns
- Continue to see challenges as opportunities and act on them!



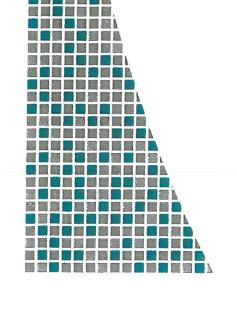
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BUTLER SNOW

Nuts & Bolts (and Bricks!)

Elections Primer for Operating and Building April 27, 2016 Webinar Projects

Monica Rosenbluth, Butler | Snow Robyn Moore, George K. Baum & Company Alan Matlosz, George K. Baum & Company



SO YOU WANT TO BUILD A LIBRARY ...

- Or buy books, improve your facilities or pay the people who WORK TOPPE
- Asking your constituents for money is hard work
- Overcoming public perceptions of libraries Libraries have never been busier
- 0 increased demand for services and diversified programming



AND YOU NEED SOME MONEY TO DO IT!

- How much can you afford?
- Ideally, net revenues (revenues minus operating expenses) should be 150-200% over your expenses on an annual basis
- impossible) on \$100K of actual value), it will be a tough sell (but not General rule of thumb - if the tax impact will exceed \$2/month per \$100K of actual value of someone's home (so, \$24/year



TO GET MORE MONEY, YOU NEED TO HAVE AN ELECTION

- or the incurrence of any debt amendment that requires voter approval for any tax increase TABOR (a/k/a Taxpayers Bill of Rights) is a constitutional
- Dates for TABOR elections
- Municipal libraries: any November or the date of the municipality's local election
- County libraries: any November
- Library Districts: any November
- Library Capital Facilities Districts: any November
- Regional Library Authorities: any November
- School Libraries: any November



WHAT KIND OF ELECTION DO YOU NEED TO HAVE?

- incur debt must be done by mail ballot Generally speaking, any election to impose (or raise) taxes or
- Determine whether you're going to conduct an independent mail ballot election, or coordinate with the county
- Things to consider when making this determination
- Type of library determines which election code you follow
- Municipal libraries: Colorado Municipal Election Code Title Election Code) (unless the municipality has opted into the Colorado 31, Article 10 of the Colorado Revised Statutes (CRS)
- Everyone else: Colorado Election Code Title 1, Articles 1-



IMPORTANT ELECTION DATES

- Election resolution could be adopted in June or July
- July 29 is the deadline to notify the County Clerk in writing 2016 election that the library will participate in a coordinated November 8,
- September 9 is the deadline to notify the County Clerk of the whether it's a coordinated or an independent mail ballot language) must be adopted by now! ballot content and the order of the ballot (regardless of election) - your election resolution (including the ballot
- Other important deadlines apply both TABOR deadlines and deadlines in the applicable election code



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PLANNING FOR THE FUTURE

- What do you need?
- Urgency
- · Long-term planning
- Delaying the inevitable (more costly to wait)



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WILL THE COMMUNITY SUPPORT YOUR PROJECT?

- · Board/Council support
- · Doing your homework
- Polling
- · Community outreach
- · Communicating the needs



HOW WILL YOU PAY FOR YOUR PROJECT?

- Existing net revenue (cash)
- Property tax vote
- Sales tax vote (not an available option for everyone)
- Bond
- Certificate of Participation (COP)



HOW MUCH CAN YOU AFFORD?

- Look at current revenue/expenses.
- Be conservative about future revenue/expense projections.
- higher interest rate than today, especially if you need an Don't forget to include future debt repayment (and assume election).
- Factor in a long-term capital plan for operation/maintenance.
- We can help you develop a project affordability/debt capacity analysis

FAIR CAMPAIGN PRACTICES ACT

- adopted, the provisions of the FCPA kick in Now that the election ordinance or resolution has been
- in most campaigns The FCPA is a state law that restricts the use of PUBLIC money
- Restricts a public entity's ability to spend public money
- Restricts the ability of elected officials and employees of the public entity to spend public money
- Found at 1-45-117, C.R.S. and in Article XXVIII of the Colorado Constitution ("Amendment 28")



FCPA - RESTRICTIONS ON PUBLIC ENTITIES

- A library may not expend public moneys from any source, or make issues or measures contributions, to urge electors to vote in favor of or against certain ballot
- A library can expend public moneys to distribute a factual summary, but the summary must include arguments both for and against the proposal. proposal (ie, must not urge a vote one way or another) The summary must not contain a conclusion in favor of or against the
- A library can adopt a resolution supporting or opposing issues of official
- News of resolution can be disseminated through regular, established means (other than paid advertising)



- FCPA prohibits a library from expending public funds to urge voters to vote for or against
- Some early decisions suggested it may be possible to expend public funds in non-advocacy manner
- "Urge" now defined by Court of Appeals:
- Present, advocate or demand earnestly or pressingly
- Taking a position favorable or opposed to
- Conveying the message that the measure should be approved



FCPA - PERMITTED ACTIVITIES OF ELECTED OFFICIALS AND EMPLOYEES

- Permitted activities by library employees and board members:
- Library employees and board members can respond to unsolicited questions about issues of official concern
- of official concern Library employees with policy-making responsibilities and board members telephone calls, or other activities incidental to expressing opinion on issues can spend no more than \$50 of public moneys in the form of letters,
- Board members may express a personal opinion on any issue
- another on an issue of official concern Library employees and board members may expend personal funds, make contributions, or use personal time to urge electors to vote one way or



FCPA - ENFORCEMENT

- Enforcement Provisions
- 180 days from date of violation to file written complaint with Secretary of
- Secretary of State refers complaint to Administrative Law Judge
- http://www.sos.state.co.us/pubs/elections/CampaignFinance/complai nis.him
- Civil penalty of at least double and up to five times the amount contributed
- In a recent case, an ALJ fined a county commissioner personally for a violation of the FCPA
- Any appropriate order, sanction or relief



- Essential elements of a case involving ballot measures:
- e Is it a political subdivision?
- Was it a covered election?
- Did the FCPA provisions apply yet?
- Was there an expenditure of public money?
- Were voters urged to support or oppose a measure?



FCPA Do'S AND DON'TS

- the bond issue Don't call a bond election, and then use public money to pay for fliers supporting
- Don't post information on the library website advocating for the passage of a bond
- local ballot issue if she does so with her personal funds It's okay for a library district board member to publish a newsletter discussing a
- any opinion about the same amount of both pro and con material; a factual summary may not express Make sure your factual summary is balanced and even-handed and that you have
- on a letter supporting a candidate If you're an elected official, don't spend any amount of public money (even \$2.35!)
- 4 other board members to spend \$250 of public moneys on a ballot issue or measure Don't try to aggregate your \$50 exception; you can't pool your own exception with
- DO call your attorney if you have questions!



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BUTLER SNOW

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Library Elections Primer for Operating and Building Projects, April 27, 2016, Webinar

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