This survey is poorly designed

4/23/2023 01:21 PM

This survey is nothing more than an(other) attempt by a small group of bigots, who have managed to infiltrate our Campbell County commission and library board, to attack and divide the library, its staff, and our community. I am extremely proud to be a member of our library staff who has for nearly two years defended democracy at a local level by standing strong for the freedom of all our citizens to read what they want.

4/22/2023 12:00 AM

This is an incredibly poorly designed survey. It has no clear goal or purpose. There is no clear focus on what is being assessed. The questions do not measure a single issue or two. It vaguely touches on aspects of the Director, the Board, "safety", support from a variety of sources, the positivity of the work environment, work procedures, and the public. The statements are leading questions, with no way to answer them truthfully and accurately, as too many of the words are leading words, emotional words, and evocative words. The design is antagonistic. It appears to be an attack piece on the Director. There is no way to answer all the questions clearly and truthfully without implying that either the Director is poor, or that everything is perfect with no place for improvement. All of the board members should step down; a new board, composed of people that actually use the library regularly, should be appointed. There is very little sense of support from the Board. Very little. There is very little evidence of support from the Board. The Board doesn't even know most employees' names. They don't visibly speak with the employees. It is not obvious that most of them even know what services we offer. Most do not appear to even be qualified to fill a library board seat. If the "survey" was designed by volunteers, it would be far better to get somebody who actually is skilled at designing surveys intended to assess something. If the point of this was to assess safety at the library and safety of the employees, it very much misses the mark. The Director, and the managers, are doing a fantastic job of supporting employees and providing as positive an environment as can be provided while we are under attack from a small portion of the community, and our board and commissioners refuse to publicly make statements supporting us. The Director can stay and do her job. The Board can go. Maybe do a real survey, about what employees think about support, or the work environment, or work procedures, or the Director, or the Board. One that actually means something. Because this was not a real survey of the work environment; it has too much scattered poorly together.

4/21/2023 04:58 PM

The Library Director and the managers of each department have been incredible assets to our library and the community. They have been wonderful in light of the situation that the Library Board and County Commissioners have put us through. I have loved working at the library. I do not feel like the Library Board members (specifically Sage Bear, Chelsie Collier, or Chuck Butler) or County Commissioners (specifically Colleen Faber and Del Shelstad) support or care about us employees in any

fashion. This survey is one example of them not caring about the employees as the questions are focused on their own agenda of trying to get ammunition to fire the Library Director or any of the managers. The employees have pointed out their issues and concerns and the Library Board has ignored their concerns in this survey that was supposed to be to help employees feel heard. I don't think any of us employees feel valued or really heard by the Library Board because they are only focused on their own agenda and do not care anyone else. The rhetoric the Board members use is discrimative against certain community members and the purpose of the Public Library is to serve all of the public, not just those the Library Board and Commissioners determine are "worthy". The public uses the library for a variety of reasons that are not for anyone else to pass judgement on. These people need a safe space when others in the community are trying to hunt them down. The Board and Commissioners shrug off ordering certain books saying that if someone wants it themselves, then they can just buy it, but not everyone has the means to spend money like them. Our patrons may be using the library to learn about a different lifestyle, may be checking out children's books that they would cannot afford themselves, or whatever the case may be. They have every right to use the library like a dry-cleaning owner, local pastor, or County Commissioner. The library is here for everyone, and we are trying to do that, but the Library Board is not here to help anyone, they are only here to help their own kind and those who think like them. It's impossible to feel any support from the Library Board when they challenge everything we do and then backtrack on their own decisions. The Library Board members like Chelsie Collier was so heartbroken that library books had ended up at the recycling center; however, when Sage Bear brought up that maybe books could be sent there, Chelsie remained silent that she was the patron who told us it was wasteful of us to send books to the recycling center in the first place. They also allow patrons to speak in public comments calling us "groomers", "pedophiles", and other horrible names, but when they feel one of their own has been targeted, they are quick to defend their friends and take away a supporter’s chance to talk in public comments. These are only a few complaints as there are so many issues that have arisen in the last two years that cannot be covered in such a short survey. Just know, the Library Director and managers have been incredible, and the Library Board and County Commissioners have been the most difficult part of our jobs.

4/21/2023 04:49 PM

Prior to June 2021, the workplace environment at CCPL was exceptional. A testament to our library board, director, and employees at the time. When faced with complaints from few people, regarding a problem that did NOT stem from any incident. The response resulted in the appointment of four new library board members. Since then, the work environment at the library has deteriorated, and it is all and only because of the actions of the newly appointed board members and those who appointed them. The CCPL board mission statement includes the following objectives: to have “library staff who are well trained, informed, and feel they are appreciated” and to maintain a “good relationship with other libraries across the state… and maximize networking.” The board has failed to adhere to this basic mission statement by voting to dissociate from the ALA, which included the WLA on October 24, 2022. The WLA was the libraries gateway to networking with other librarians around the state, it was how we maintained good relationships with them. The ALA/WLA has been proven to be the only library-specific professional development training resource available, as many people have been charged with finding an alternative, and none can be found. Yet the board continues to vote against reinstating this valuable resource, as they have done on two occasions after their initial vote (December 19, 2022, and January

23, 2023). My personal experience is that it has affected my life. When I meet new people and tell them where I work it is inevitably met with “I am so sorry to see what you guys are going through, it is not okay for you to be treated as such” … Let that sink in. The disfunction of the Library Board is so public that individuals from all walks of life feel they need to send their sympathies and messages of support to the employees of the library. If that is not an indication that something is wrong, then nothing is. I was privileged to meet a member of another Wyoming library board, from a heavily republican community, who expressed these same regards. So even board members from other libraries around the state are recognizing that our board is making egregious errors. We have been forced to watch as our coworkers, managers, and director’s names have been dragged through the mud. We have witnessed our director being treated with disrespect and contempt from the library board chairperson on multiple occasions, but most notably and publicly on December 19, 2022. We have endured being labeled as “pedophiles” and “groomers” without any government official pointing out that employees must go through a background check to get hired (so they would know if we were ever convicted of a crime). We have been faced with statements that we should all be fired if we don’t comply with the views of few individuals. All while having our own opinions, both professional and personal, invalidated, repeatedly. Employees attempting to reason have been called names that will not be repeated (with no repercussions on the afflicting party). Employees attempting to explain policies, processes, and give professional opinions, have been told they should resign or that they should be fired. This behavior towards employees has only been exacerbated, if not encouraged, by the county commissioners and new members of the library board. It is inconceivable. The new board members do not, as shown by their actions, support nor appreciate their library employees, (with the possible exemption of Darcy Lyon). Board member Charlie Anderson is exempt from these statements as he is not considered to be a new board member. The new library board members did not educate themselves on policies/procedures/meeting etiquette/library standards/board responsibilities and more pertinent training information before they dove in to make changes based on their own narrow political and religious viewpoints under the guise of “community standards.” (Even though, as shown by the public comment at every meeting, there are many differing opinions within our community.) They have repeatedly shown they have no interest in educating themselves about libraries, doing what is in the libraries nor communities’ best interest, nor promoting the library as per the duty requisites, they only desire to push their own views onto our community, taking away education and information access, stepping on first amendment rights, and disregarding advice from our county elected attorney along the way. I love this community, and it deserves better, as a library employee, we deserve better. The only reason we keep coming to work every day is our community, our incredible supporters, our patrons that are thankful for being helped every day, and our coworkers, managers, and director. It is because of what the library board and county commissioners don’t see. It’s the everyday interaction of someone telling us “Thank you for having an amazing library, I could not have accomplished this without your help.” However, due to the actions and statements of the library board, board of commissioners, and a few other individuals, it is getting harder and harder every single day. Coming from an employee, who has nothing to gain from this anonymous statement, I would like to thank director Terri Lesley for maintaining professional behavior, through more abuse than any one person should have to deal with, she has come through showing true etiquette and grace.

4/21/2023 02:26 PM

The Library Board (particularly Sage Bear, Chuck Butler, and Chelsie Collier) in partnership with Commissioners Colleen Faber and Del Shelstad, harm staff morale and staff well-being in their comments, actions, and affiliations. Their actions and words have created a hostile work environment for us, the library employees. The board members don't know what they're talking about and have no idea how libraries work. What used to be a great place to work is now a place where we're under attack by our leadership. This is oppressive and sad.

4/21/2023 10:09 AM

I know that the library board cares nothing about the library staff or what we say here, so the only reason I am filling this out is to prevent them from saying “See? No one filled it out, so they like us.” Because that is SO FAR from the truth and exactly the kind of dishonest and manipulating thing this library board would do. They twist people’s words to their own agenda. I have worked in this library system for over years and the last two years have been the worst two years of my career. The lies, manipulation, false accusations, disrespect, and character defamation that we have been subjected to by the county commissioners (specifically Del Shelstad & Colleen Faber) and the library board (specifically Sage Bear, Chuck Butler, Chelsie Collier & Mandy Steward) is beyond ridiculous. These specific people are unqualified to sit on a board that makes decisions for a core institution of Campbell County. Their egos are larger than the Grand Canyon and they care for nothing but the sound of their own voice. And that voice is loud, uninformed, uneducated, and unproductive. We have been told that “the library board has your back” sorry, but that is a bunch of horseshit. If you had our backs, you would have stood up for us against the bullies in this community who threaten us at our desks, email us threating letters, actively work to get us fired, filed a lawsuit against us and defame our reputations and names in the community. BUT NOT ONCE have any of you done that. NOT ONCE. You care nothing about the library and the library staff. You have no idea what we do in these walls because the only time you are in them is to actively tear us down and make our jobs harder by defunding us, take away our opportunities for staff development, lie about us, treat our director with contempt and do anything within your power to cut the library off at the knees. You are arrogant, selfish idiots. I want to say that Terri Lesley is a saint to have to deal with all of you. The way that you treat her, disrespect her, demean her, and talk over her is uncalled for. She is a kind, generous, supportive director who we are proud to work under and her staff love her. The fact that Mandy Steward, while she was on the board, approached one of the library staff and asked them “Who do you think would be a better library director than Terri Lesley?” is egregious! You profess to be a Christian and you are actively asking people to be disloyal, unkind, backstabbing employees?? SHAME ON YOU! I am proud to work in this library with my amazing coworkers. They have endured so much abuse at the hands of community bullies and this library board, but they still show up every day to work because this community needs them. We can’t spend money on training for a new library product because our imbecile board fears information, so they spend their own personal money to be trained so that they are qualified to help the community. They spend hours creating presentations to educate the board and commissioners on what we do, only to have them ask a question that was explained in the presentation revealing that they were never actually listening or caring about what we have to say. We have moved shelves, relabeled items, changed our entire discarding process, put up signs, offered training on our systems for parental control, moved books, and the list goes on and on; only to have the board tell us we need to compromise. YOU DON’T WANT US TO COMPROMISE, YOU WANT TO CONTROL US. This board is so hell bent on getting

their own way that they don't care who they hurt or who they step on in the process. None of you have any library knowledge, yet you think you are know-it-alls. Chelsie worked in the library but didn't know what the central acquisitions budget was, lied about ordering when she only looked at journals, said she ordered 20 books a day which is a $180 a day which adds up to $46,000 a year (pretty good trick when the whole children's book budget is only $14,000). LIE. She said none of our award books check out, yet in the last year they checked out 1,319 times. LIE. I am literally embarrassed for this library board every time they pretend to know about what we do. The only reason Sage Bear, Chuck Butler, Chelsie Collier & Mandy Steward are(were) on this board is because they are puppets for the Commissioner Faber and Commissioner Shelstad, who didn't have legal power to do what they wanted so they appointed people with no backbone who they could manipulate. You are unqualified to make decisions for this library and the library patrons of Campbell County. YOU ARE UNQUALIFIED. You are constantly backtracking your decisions because you make them with no information. Some examples: 1) You were mad at us for sending damaged and grubby items to the recycling center because "we were throwing away good books" so we stopped, then you were upset that we weren't giving books to the recycling center "because it is better to send stuff to the recycling center than throwing them away." NO SHIT, SHERLOCK! 2) You voted to cut all ties with ALA because "they have videos of LGBTQ+ & GLADD information on their website" so we stopped associating with them, then you literally walked it back two months later when a cataloging class was only available through them "Well, that is a good training resource, we can allow that." We told you that the ALA is the only organization providing library-specific training, but you didn't listen. 3) You wanted to add to the collection development policy that no book with any depictions of nudity could be in the library. Then you were told that would take away science books, nursing exam books, a bunch of adult fiction books and so you walked it back and said, "well it is just the children's books we are talking about." You don't trust us, and it shows. You second guess everything we do. You are creating a hostile work environment for the librarians of Campbell County Public Library. You, the Library Board, are doing this through your refusal to support staff against bullies while actively support their abuse of us. We see you in the community meeting with the people who have been mistreating us for 2 years. We see you. We know that you care nothing about us and would be entirely happy to see us unemployed. To Sage Bear: we don't work for you. You can stop calling us "my librarians." When you have worked in a library for 2 decades and dealt with what we deal with every day, year in and year out, then I will listen to you. Because I guarantee that if you had experience you would have actual knowledge. I don't tell you how to run a dry-cleaning business because I don't know anything about dry cleaning. You should extend that same courtesy to us. You say you care about children. Well, you know what children are raised to do. Not tell lies. Be respectful. Listen to others. Say please and thank you. Respect people that look, sound, and believe different than you do. Work together and not demand that their way is the only way. This foolish library board even struggles with those simple skills that are taught to children. Lastly, I want you to know that we will still continue to show up for Campbell County (ALL of Campbell County) no matter what you do to us. Because we work in this career to help people and we feel very strongly about that. So do what you will to us, take away money, take away morale, take away security, take away the ability to go to the grocery store without getting accosted in the isle by an angry person, take away support, take it all away. WE WILL CONTINUE TO FIND A WAY TO CONNECT PATRONS TO WHAT THEY NEED/WANT WHETHER YOU AGREE WITH IT OR NOT. Because we don't need your approval or support to be kick ass at our jobs.

4/20/2023 05:33 PM

has been approached while out of town by a commissioner and asking him about the library situation and discussing how horrible the books, staff are. How staff pushes books into children, staff has sex books laying all the library on display and the sex books are easy access.

had to listen to all this, hold a conversation and not say a word that working at the library. This was embarrassing for him and me. has had to hear it at his work about the library. This is unfair. Because of the constant stress that the CCPLS Library Board has created since July of 2021 and increasing the pressure since October of 2022, my stress level has increased. My blood pressure has increased, I am afraid to be in public without support because I am constantly getting questions about the library. I used to be proud to say that I worked at the library, at CCPLS. I am now ashamed to say I work at CCPLS. NOT because of the SUPPORTIVE STAFF OR PATRONS but because of the CCPLS BOARD. After every meeting, every posting, every article, more and more hate, discontent, control is displayed from the board. We have had our education taken away, our freedom taken away to choose books, our ability to place books according to age appropriateness and community needs/wants.

This means that I have increased anxiety because I am short for grocery money and medicine. I have two choices. Go to work and fear that CCPLS BOARD enforces more rules yet say or send out empty emails that they appreciate us, yet 4 out of 5 take away our right to learn, protect ourselves, smile at us, trust us to do our jobs, appreciate us, know the 1st amendment and protect it. One CCPLS Board Member will acknowledge you on the street by name, the other 4 will literally shoulder check you, (one did) or walk by you like you are nothing. My CO-WORKERS are wonderful to work with. We do our work. I personally do not hear of any complaining while on the clock. Our managers are very supportive. Terri Leslie has been an absolute inspiration, role model, and a ROCK. I have followed her lead, her example. NOT ONE time have I seen her falter or say one negative thing about the CCPL Library Board since the incident has occurred. The GAY Pride month in June of 2021. I have watched her go to meetings prepared, be professional, answer the questions, complete what is requested, and still run CCPL successfully. Terri Leslie is MY HERO. I have also lost several co-workers due to the stress of the CCPLS LIBRARY BOARD!!!! Especially in the last 6 months. Many of the ones that have left been seasoned employees. They have left a hole that cannot be replaced. Every day I work I thank the patrons that do grace us with patronage by entering our doors. I Thank them for coming in. And they Thank us for staying. I wish the CCPLS BOARD would SIT in shifts for TWO weeks and SEE WHO we serve. Just sit back in a chair, read a newspaper, be quiet for 2 hours, and watch. Watch who comes in, see how they interact with the staff, and see the difference the staff makes to the person and how that patron makes the difference to staff. The CCPLS is NOT seeing the BIG picture. Please let some compassion come back because I am tired but so very grateful for the support from the patrons. Especially the smiles from the teenagers that come from every day, the mothers with the cute kids that do not have any other place to go, the Grandparents that only have $700 a month from Social Security, the homeless man that is trying to stay dry and warm on a snowy day and VOA release lady looking for job learning how to use the internet.

4/20/2023 04:13 PM

I feel this survey is an attack on all staff and very demeaning to our Library Director/Managers/Staff at the Campbell County Public Library. The current and continuing situation, we are in, is directly related to

some Commissioners and our current library board that feel their voice and opinions are the only ones that matter in our community. I am extremely disappointed in the current library board and some commissioners. Their dictatorship has done nothing but divide and hurt CCPL staff and our community. We have "NO" support from our current library board. As a staff member, I would expect a level of education on librarianship and professionalism from our current board members, but this is definitely not the case. The board has a political agenda to control staff and the public based on what they see fit. This is a threat to my occupation and livelihood. I feel the attacks to our library director, managers, and staff that have been allowed to happen within our library walls and outside of the library from select community members and board members, which should be taken care of promptly and not allowed. This board has induced a "Hostile Work environment" for all library staff. They have created un-needed stress for employees who have loved their occupation and have loved being a pillar of help and an inviting environment in our community. I am tired of the constant stress and non-support of this library board, some commissioners and some community members. I am also tired of the Public Library being on social media and newspaper outlets as a negative and horrible place to come. This is directly related to our current library board and their meetings. I will never not be proud of the work I do and the benefit the public library is to our community. I love my library and the staff that has endured the worst years in our library's history. The PUBLIC library is a place for all to be without judgement or ridicule. All library staff are tired of the nonsense and our ready to have a safe and fun working environment back. I feel this library board needs to be removed and replaced with community minded people who care about the library staff and what we do as employees of Campbell County Public Library!

4/20/2023 02:22 PM

I believe that some of these questions are very narrative on a story that certain board members want to tell. I also do not think Sage, Chuck, Chelsie, or Darcie really care about the opinions or feelings of employees. I don’t think this survey will do anything other than let staff vent. Board members have proved their incompetence and inability to be on a board with some of the below examples. Please find my comments below to reflect answers to some of the questions. Reference Question 1: Majority of the public does appreciate the role that I and my fellow co-workers perform, those that do not appreciate are 4 board members, 3 commissioners and a SMALL LOUD MINORITY who have a political agenda. Reference Question 5: There is no support from the county on helping de-escalate a hostile work environment, the county commissioners in particular Del Shelstad and ringleader Colleen Faber created and participated in this hostile work environment when they took it upon themselves to submit book challenges (that clearly one commissioner didn’t write themselves as 2 of them were in the same handwriting), this proves that there is no moral compass with this group. Reference Question 6: Multiple employees including myself have been threatened by a small group of religious fanatics that Del & Colleen both supports. These might not be physical threats, but they are bullying of staff which have included the following statements: 1. You better do what we tell you to do if you want to keep your job 2. Staff being called pedophiles 3. County Commissioner when approached to discuss misinformation “Your opinions do not matter to me because you did not vote for me” 4. Reference Question 8: People of the loud minority are NOT library patrons. Please find the following roles that board of directors are supposed to do: 1. Duty of Care: Take care of the nonprofit by ensuring prudent use of all assets, including facility, people, and good will. This board has no interest in duty of care, this ignorant and idiotic board was appointed to push a political agenda. If they (and I am referring to Sage, Chuck,

Chelsie, and Darcie here) cared an ounce about this institution and its people they would be supporting staff, they wouldn't be micromanaging PROFESSIONSALS on how to do a job they have no education, background, and / or knowledge in. These board members are PUPPETS they clearly cannot think for themselves, nor can they actually think to support or care for an institution that supports an entire community. As a PUBLIC LIBRARY you are to serve ALL in the community not those that think the same as you. 2. Duty of Loyalty: Ensure that the nonprofit's activities and transactions are, first and foremost, advancing its mission; Recognize and disclose conflicts of interest; Make decisions that are in the best interest of the nonprofit corporation; not in the best interest of the individual board member (or any other individual or for-profit entity). This board does not believe in this institution or its mission, which is why they needed to change it to include "COMMUNITY STANDARDS" even though they will clearly not listen to this community. Which in turn proves my point if you have heard Colleen Faber comments on her book challenge, she referred to COMMUNITY STANDARDS multiple times which again proves that this board is a group of PUPPETS. They do not listen to what the community wants, example: when there was a yes/no discussion on ALA the yes outweighed the no but they still voted against it. I would assume the same will happen with changes in the policy they will NOT listen to what community wants and move forward with the dumpster fire they have created. This board also had a conflict of interest that they themselves knew and didn't disclose until someone brought it to life, and that I am sure Colleen and Del both also knew. Mr. Butler spoke on the radio as a guest that he stepped down from the fire board KNOWING that he would be appointed to the library board and was TOLD that Colleen would take his seat on the fire board and was upset when it didn't go the way he was told. If this doesn't show the disgusting truth of what is being done behind the scenes at least this should show that this board CANNNOT make decisions that are BEST for this library. This board took a board training where Sage was surprised that part of the role of a board was to SUPPORT staff, if she is this stupid to know that you are supposed to SUPPORT staff then there is no place for her serving on ANY board nor chair it. Sage did not allow one public comment at the last board meeting because she did NOT agree with statements made at a previous meeting even though this patron followed meeting rules. She clearly is bias because she continually allows her friends the Sistis and Vomhoffs to break meeting rules with no repercussions. This board continues to make decisions that reflect a political agenda. Taking away professional development for employees = hostile work environment, taking away resources for employees to do the job that they were hired to do, making employees scared of firing: Example: The president of ALA is a socialist (Chuck Butler) when asked if ALA would be allowed if a Christian is appointed as president the response received was no because they support LGBTQI+ (political agenda much…?) Hostile Work Environment – county commissioners have supported and continue to support a board who is encouraging a HOSTILE work environment. Staff are afraid to do a job they were hired to do because of the continue threat to be fired for following a POLICY that is in place. Employees have continuously been bullied by this small group with NO support from this current board or commissioners (Charlie Anderson is excluded in this statement). Allowing a board to operate in such a manner is one of the most disgusting things I have witnessed in my life. This board should be removed and reappointed with community members that are real library patrons, who support the mission of the library, and can/will operate on no agenda.

4/20/2023 01:26 PM

This survey has made the staff a little leery. We aren't sure how much will be kept confidential or if it will all be shared with the board...One of the board members seemed to have her nose in the planning

of the whole issue. And Mr. Edwards was the one who came and talked to the staff twice. Why was he not consulted with this survey. Instead of someone who the board picked.

4/19/2023 12:30 PM

The last two years have been horrible! They have been two of the worst years I've ever experienced at work. It's not the fault of the Director, it's not the fault of the Library Managers, it's the fault of the County Commissioners and the Library Board they have appointed. They don't care about the workers. They don't care about experience. All they care about is their agenda to eliminate anything they don't agree with and it's been obvious from the start. This all started with the transgender magician - TWO YEARS AGO!!! It was a magic show! Nobody was aware she was transgender - and that's not what the show was! We have endured coming to work thinking we were going to be arrested, being called groomers and pedophiles (which I don't understand how that's even OK for people to be saying!), and having everything we do questioned and needing to be justified to people that don't even understand what we do or how we do it! I don't see how it's supposed to be fine to appoint people to the Board and let them make decisions that don't make any sense and change how we have to do everything without working with us or wanting any input. People are challenging books they haven't read and are just going off a list from Mass Resistance (even the wrong books that have the same title!) and wanting preferential treatment over people waiting to actually read those same books. People say we haven't worked with them even though we changed our entire discarding process just because we aren't trusted to discard items in ways we have been trained to do. The Board made a HUGE deal about books making it to the Recycle Center (even though they could have been from anyone that may have bought items at the book sale) and stopped us from having ANY books go there, then at one of the last meetings wanted our leftover books so the Recycle Center could have them!!! REALLY???!!! It's like they're just messing with us! The Library Board meetings are just ridiculous! The Chair things she can make her own rules about everything - no clapping, who is allowed to speak, and being extremely rude to those with different opinions. The Commissioners and the Library Board are supposed to work WITH us, SUPPORT us, and DEFEND us - and it feels like it's the complete opposite!!! The Commissioners even used taking away our One Percent money as a punishment for not thinking exactly like them! The Board disassociated with WLA and ALA and wanted us to get our training elsewhere - then find out the main training available is through those very groups - instead of maybe looking into that ahead of time. This whole situation is insane!!!!!!!!!! It's ALWAYS in the back of your mind and is a huge distraction from just trying to do our jobs and do them well! I've lost friends because of all of this. I know people that have left the library, people that have changed jobs, and people that are thinking of leaving because it's just not worth it when the people in power won't listen and don't seem to have any sense. It could have been shut down a long time ago and nobody has been willing to do that!!!

4/12/2023 08:41 PM



The board undermines the hard work and due diligence CCPL employees. Some feel unsafe because we now have to defend our jobs to members of the community and the board. The feeling about this survey is that many won't even take the time to complete it because it is believed we no longer have a voice.

4/12/2023 06:36 PM

To be very, very clear -- the problem is not with the Executive Director, the management team, or library staff. The problem is not with the thousands of Campbell County citizens who use the library on a regular basis and actually understand what libraries do. The problem is with local "Mass Resistance" citizens, the County Board of Commissioners, and their plants on the Library Board -- namely, Chuck Butler, Sage Bear, Chelsie Collier, and Darcie Lyons. This problem is also under the purview of the County HR department who seem unable to stand up and speak for the employees. For example -- when library managers respond to requests for reconsideration of library materials, which is part of their job, they are slandered on social media and elsewhere. The response letters are supposed to be private, between the citizen and the library, but they are posted online with slanderous comments about the person who wrote the letter. There are probably Library Board members who join in the slandering. There has been a smear campaign against the library for nearly two years, and the Library Board, the County Board of Commissioners, and the County HR department just look the other way. in fact, Library Board members and County Commissioners expect special treatment when they come into the library, even though this is a public institution that is supposed to serve everyone equally, and apply library policies equally. There has been little or no effort by the Library Board (again, other than Mr. Anderson) to even understand library science or the job of librarianship before making changes. Chelsie Collier only worked for the library for a year, in a 20-hour a week position; why is she able to speak as if she is some sort of expert? Darcie Lyons works as a school paraprofessional -- she has little to no training in library work, and none at all in public library work. She seems unable to grasp that school and public libraries are entirely different and have different roles to play. And yet, both of these are "experts" who are consulted more than the Director, who is an MLIS holding librarian. The level of insulting and demeaning behavior, the attempts to push through the Mass Resistance agenda, and the lack of concern for both the library as an institution and the library employees is unconscionable. I do not believe this survey will be taken seriously by the Library Board, the Board of Commissioners, or County HR -- but prove me wrong. Library Board members named above - the only honorable thing to do is to resign your positions. County Board of Commissioners -- I'd love to see several of you resign, but since you won't, at least name a new Library Board from members of the community who applied in the spring of 2022 and were passed over for no good reason, in order to advance your Mass Resistance agenda. County HR department -- stop being puppets for the Board of Commissioners and investigate the hostile work environment that is present in the county library, due to members of the public and elected/appointed officials -- NOT due to the Director or the management team.

4/12/2023 05:09 PM

I want to make one thing very clear. It is not our director or managers who are making us feel unsafe or unappreciated. They are doing a good job. The people who are tearing us down is the 4 of the 5 library board members and at least 2 of the current Commissioners. I would wager a guess though that it's actually 4 of the current Commissioners. The board claims they want to know instances where staff have been bullied... my question is have you been listening to some of the public comments? Have you been

listening to comments you yourselves have made???? You want to know who's been bulling us and who has been making our jobs harder and almost unbearable? It's YOU the LIBRARY BOARD!!! Almost 2 years ago I couldn't tell you who was on the board of Commission or the library board it didn't matter. The library board did its job and let me do mine, a job I am really good at. Our previous library board also did a great job. It wasn't till this new board took over that things really went south. Here's the thing I have worked here for several years. I've studied librarianship. I listen and know our patrons. Chelsie you worked here for 1 year in the middle of a pandemic you DON'T know what you're talking about. Sage you have 0 clue what a library is suppose to be about. Chuck you want Terri to send out an email saying "don't worry the board supports the staff" the day after voting to take away our professional development... don't make me laugh. Darcie... I appreciate you being willing to say you had done more research and wanted to change your WLA vote, however, I would have appreciated it more if you had done your research prior to the original vote. You sit there and question our professionalism every single time you get up there to speak. You make it out like we have no clue what we are doing but we do. And the commissioners are just as bad. We didn't cave into your demands so you took funding away. Can Chairwomen Faber tell me where she got her MLIS from since she is such an expert? I watched the last board meeting where a taxpayer said we have a bad employee problem here at the library and not one board member said anything about it. A timeline of SOME events. July 2021- Circulation staff was told "you better not have the trans magician here or there will be problems" August 2021- I couldn't even go to the Fair without there being a table dedicated to how awful the library is. September 2021-December 2021- The Youth Services department was inundated with book challenges. At some point we had people try to file criminal charges against us. June 2022 our current board took over and immediately started criticizing the director and staff. October 2022 you took away WLA and our professional development And at one point Sage questioned why we got the "Outstanding Library of the Year" award like it was a bad thing. I don't understand how as you board you don't want the best of the best. You can't have the best if you aren't willing to invest in professional development. Feb 2023 Sage talks about the undue burden we are putting on parents expecting them to look at the books their kids are checking out and then trying to put that burden on us! Side note as a parent it's my job not the job of a librarian to check my kids books. March 2023 going out to a flea market/trade show and here's a booth once again telling me how awful the library and staff are. Gillette is my home and the library is a place I have always felt safe at until lately. In the last 6 weeks I've looked hard at other library jobs in the state and out of the state. I've compared cost of living here vs. other places. I've looked at what they allow for professional development. Professional development was a big reason I stayed with our library system and now if I want it I have to pay for it. You don't pay me enough for me to do it. Let me correct that statement due to the therapy I need to deal with this trauma I can't. I can't afford therapy and professional development. I have left the library in tears multiple times over the last few months. I've been called a pedophile and a homewrecker, I've been told I'm grooming kids and helping sex traffickers, I was told I shouldn't be allowed around kids. I've had coworkers who have been called the same and much worse. I had a coworker get told she should have her kids taken away. I have coworkers have their jobs threatened. Sometimes people will ask me where I work and I worry about telling them I work here out of fear. I had coworkers who have left the library world because we didn't sign up for this. I've had other who have left the system. You do realize staff was worried about taking this until Brandy showed us it is completely anonymous. I've had plenty of conversations with my direct manager about feeling hopeless and lost because of actions of our board. I feel unsafe anytime board members are around. In the beginning the general public like the Sisti's, Vomhof's, Bennett's and others like them

made me feel unsafe, now it's the board. The board has inflicted so much trauma on staff. I have trouble sleeping, I have anxiety attacks, I have all time high depression and most of it I can contribute to the board. By not standing up when people say we have bad librarians here. I can't even go enjoy flea markets and the fair without being told how awful my coworkers and I are. Our managers and director are doing a great job for us, they are not the ones who are failing us, it's you the board. I will also say, Charlie is the exception to all of this, he has been supportive and kind throughout this entire thing. I appreciate Charlie trying to be the voice of reason. Thank you, Charlie. Also! For 8. "I feel attacked at times by patrons of the Public Library." I put disagree. Patrons of the library are supportive of us. However, the Sisti's, Vomhof's, Bennett's and others like them are not patrons. I wish that when you read these, you'd see what you as a board are doing to staff and change but I know you won't. You'll find some way to gaslight us and say this isn't true. You'll minimize our responses. I know you'll continue to hurt us and criticize us until 1. we quit 2.your terms expire or 3. you get sued.

4/12/2023 10:55 AM

Remove the conflict of interests within the CCPL Board and stop allowing snowflake topics to dictate how the library is managed

4/10/2023 05:32 PM

The library is a great place to work! I feel assured that the library staff and managers have the diverse interests, needs, and safety of the public in mind as they perform daily tasks, plan and execute programs, order collection materials, and partake in strategic planning. I hope the library board and staff can work together to continue to provide high-quality library services for the community.

4/10/2023 03:36 PM

I want to be very clear that the managers of the library are doing all they can to support their staff in the face of board of directors that has done nothing but try to devalue everything we do, both in private and in the public eye. The vast, vast majority of the public I deal with is supportive, grateful, and happy to see the spaces and resources available to them. There is a small, religiously based group of people who shout loudly with all the right buzzwords, that the board of directors has given a pedestal and a bullhorn. Their entertainment of these bigoted attitudes and their attempts to find "compromise" in the face of hatred, continues to legitimize illegitimate ideas. Let librarians do the jobs they have been trained to do and support them doing it. Stop trying to parent my child for me. Stop entertaining religiously motivated hatred. You're causing more danger by letting this go on. Stop "witch-hunting" your own staff.

4/10/2023 11:27 AM

Wish the library board would not take advice from out of region organizations and stay relevant with those currently living in Wyoming and the mid-west. I have looked at the states of Florida and Texas where Chairperson Sage is getting her advice and there are a lot of lawsuits in those states regarding

books and discrimination. There are better uses for that money than lawsuits. It would also be great if the board would actually tour both libraries to be better educated in them.

4/4/2023 05:01 PM

If you really want to have a conversation with us - the Library Board (and the County Commissioners), should have a face-to-face meeting with the staff to hear our concerns. A survey does not do this situation justice nor are the questions any of the real issues and concerns. For almost 2 years we have put up with the harassment from the opposition. Instead of defending the library, the Commissioners decided to go against the library and create the mess we are dealing with. Then, to support their decision, they place this group of people on the Library Board who made pacts with them and the group who started this whole thing. Do we feel supported by those entities that are supposed to support us? NO! Your survey is ridiculously offensive! You don't have a clue what we're upset about, nor do you care! You have your agendas and you're going to do what you want to do because you have no clue what it means to be on a board or to support a public library. You are a joke!

4/3/2023 07:16 PM

I feel like most of the public appreciates us at the library, however there is a very vocal minority that does not, and they have the support of the library board. Where I ever to feel unsafe at work, I believe it would be the result of these individuals only. There is nothing that the director or any manager could do to prevent that, how are they to predict when a disgruntled patron will show up? The actions of the library board could directly reduce the possibility of having disgruntled patrons causing an unsafe working environment, however they have added to the problem instead of helping. I have nothing to complain about any of my coworkers, managers or the director and believe that the library board should listen to us as well as most of the public instead of just the vocal minority.

4/3/2023 08:29 AM

Re #1: I feel that the public who actually use the library and take advantage of the services we provide very much support and appreciate what we do. However, there are groups in town that criticize the library so much it is impossible to not feel unappreciated and attacked. Re #5: While there are protocols for de-escalating in place, there has been no opportunity to practice or prepare for those difficult situations. Reading a manual is not enough. I do not feel this is the exclusive fault of my management, but rather a systemic issue that impacts the whole county. No one is getting enough training on how to deal with problems and having time to practice a lot until responses feel natural and empowering. Re #6: I generally feel safe while at work because my coworkers, managers, and director help make me feel supported and protected. But I do not feel safe to be a known library employee while at public meetings, the store, and other areas of town. The tone of the negative comments made about the library in meetings, the paper, and online have caused me to withdraw from several areas of my life, including the volunteer position I once held because I don't fully feel comfortable in this community

anymore. Re #7: I am provided as much support as my managers and the director are able to provide. The reality is when I started working at CCPLS it was a different time. There is only so much that can be done to support staff when the vitriol feels so personal and overwhelming. But I believe I am supported by my managers and the director. Re #14: I used to attend meetings and actively express myself by writing to the board. I no longer do this. I have received a snippy response to my concerns, and I have been in meetings where library staff has been criticized for being active or behaving in a way the board didn't like (in the board's opinion). While there is some lip service from the board stating they do not actually have issue with the library staff, the reality is actions speak louder and things feel very personal to me. I do not feel supported and in fact I believe that if the board had the opportunity, they would terminate the director, install a new director who will support policy that board wants to institute, which could create a cascade of terminations that would eventually cost me my job because I am not in support of the boards current actions with the library mission and the collection policy change. Having an opposing opinion should not make one feel fear for their personal or professional security, but the last almost year have made me worry about both and that is greatly due to this current board. In fact, I feel concern that this survey and my responses will not be confidential and anonymous because of how insecure I feel about the board at this time.

4/1/2023 12:58 PM

My managers and director have been wonderful the entire time I have worked for the library. I do not feel that the current board has the libraries best interest at heart, nor do they care for anyone personally. While they tell us that they support us, their actions speak differently. I have never disliked my job, but in the last 2 years I have felt unsafe and had panic attacks while working due to everything happening.

4/1/2023 11:23 AM

The Library Board has engaged in behavior that is unethical at best and illegal at worst. Their (excluding Mr. Anderson) attempts to undermine the staff's ability to do their jobs is demoralizing. Their personal biases are apparent every time they comment. Two of them have shown a clear conflict of interest, calling into question their votes. Their inability to properly run a meeting and lack of basic library knowledge results in additional confusion. It is heartbreaking to have so much hard work and dedication torn apart by this Board. Their refusal to acknowledge professional legal advice (and legal decisions concerning obscenity) is especially concerning. What happens when this goes to trial? How many more years are staff expected to put up with this?

3/31/2023 03:51 PM