

Workplace Assessment Committee
(Formerly Workplace Assessment Interview Committee)

April 7, 2026
5:00 p.m.
Dolores Public Library

1. Call to Order: Sandy Jumper called the meeting to order at 4:59 p.m.
2. Present: Sandy Jumper, Emily Wisner, Board Members; Gina Hernandez, Community Representative; Observer: New Board Member Liah Burkett; and Chey Smith, Staff
Director: Sean Gantt
3. Agenda: Sandy opened the meeting with an update of the status of the availability of the second bidder for an interview as requested by the board on March 10. Jaqueline Bouttier will not be available until May.

Adrea Bogle from the firm of Luminary Consulting and Rachel Turiel, Nonviolent Communication Mediation, Facilitation and Coaching were interviewed on March 5, and had been recommended to the Board to award the contract to a joint contract with Adrea Bogle and Rachel Turiel. However, concerns were brought up about potential conflict of interest with staff and Rachel Turiel, and after further discussion the board tabled the action.

As a result, this purpose of this committee meeting was to determine if the board should proceed with postponing the decision until Jaqueline Bouttier could be scheduled, or to proceed with an amended contract with Adrea Bogle's firm only.

Adrea had sent sample staff and board surveys, along with a sample summary report from an organizational assessment. Survey questions would be handled in strict confidentiality. A final report would be prepared for the workplace assessment of the Dolores Public Library.

After much discussion, it was decided to proceed with a recommendation to the Governing Board to contract with Adrea Bogle's firm only, instead of waiting at least another month, or two, to proceed. The survey and assessment is to be conducted in a completely unbiased, confidential manner, with no concerns or prior issues provided to the contracting firm in advance. The understanding was also made that there would be no individual interviews with staff, but that the staff would be interviewed (if interviews are planned) as a group.

Sandy will be contacting Adrea to inform her of the recommendation.

Meeting adjourned at 5:04.

Prepared by: Sandy Jumper