

BOARD/STAFF RELATIONS TASK FORCE

Mr. Smith, chairperson, Ms. Apley, Mr. Kupish, Mrs. Martin, Mrs. Parish, Mr. Phillips, and Mr. Seidl attended the meeting held in the Board Room at 4:00 p.m. on 10/13/88.

Mr. Seidl opened the meeting and explained that the task force was formed by the Board to determine if there is a morale problem, what the problem is, and how it could be solved.

Mr. Smith stated that after reading the staff comments concerning the Sunday hours, he felt there was a gap between what was being done and how it was perceived. He stated that the task force could help develop better channels of communications.

Mr. Phillips asked who the channels should be developed between. He said that it is the responsibility of the Board to make policy, and administration's job to carry out the Board policies. While channels of communications should always be improved, it was not his intention to bypass administration.

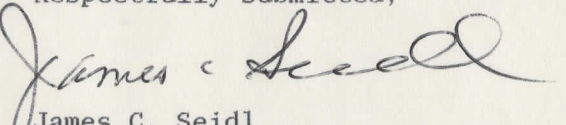
Mr. Seidl expressed a concern brought to him by some staff members that only public service staff members had been elected to represent the staff. Mr. Kupish added that it was difficult for three people to represent 70 different staff members. After discussion, the committee noted the problems but decided to take no action.

The committee next talked about methods of determining if there is a morale problem(s). A survey and staff interviews were suggested. It was decided that a survey would be developed by Mr. Phillips. The committee will review and distribute it to staff members. Results will be used to determine the committee's future actions.

The next meeting was scheduled for October 20 at 4:00 p.m.

The meeting was adjourned at 5:00 p.m.

Respectfully submitted,


James C. Seidl
City Librarian