

Personnel, Policy, and Public Relations Committee
November 7, 1994

Mr. Stengel called the meeting to order at 4:00 p.m. Members present: Mr. Stengel, Gary Pasek, Stan Sitton, and Ellen Spycher. Absent: David Pritts. Staff present: John Moorman and Linda Humphreys. Others present: Ed Booth.

Mr. Sitton made a motion to adjourn to closed executive session to consider information regarding the appointment, employment, or dismissal of an employee. The motion was seconded by Mr. Pasek and unanimously carried on roll call vote. The Board went into closed session at 4:01 p.m. The meeting was re-convened at 4:31 p.m.

Sick leave bank: Mr. Moorman reported that the City has established a sick leave bank for its management staff to cover major illnesses. It was noted that such a proposal does have the potential to be an additional expense to the Library. Library staff can convert up to one year of sick time into pension credits upon retirement. There was discussion about disability provisions through the pension plan, as well as the fact that Library staff can use sick time for the illness of immediate family (spouse, parents, brothers and sisters, children and any relative domiciled in the employee's home). The City does not have their sick leave bank policy for management staff written down, but recently negotiated one with union staff. Mr. Sitton was not in favor of such a plan, but the Committee agreed to review a draft at the next meeting. Mr. Moorman will draft a written plan for the next Committee meeting. It was noted that a definition of exactly what is covered and specific limits need to be defined in the plan.

Review of Material Selection and Collection Development Policy: Several changes to the policy were suggested. Mr. Moorman noted that he would also like the management staff to review the policy for possible changes. This will be presented at the next meeting.

There was no further business. The meeting was adjourned at 5:03 p.m.

Respectfully submitted,

John A. Moorman, City Librarian