

DECATUR PUBLIC LIBRARY BOARD OF TRUSTEES
Personnel, Policy and Public Relations

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Donna Williams

Members:

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Samantha Carroll

Gregg Zientara

Michael Sexton

Dr. Ngozi Onuora

Louise Greene

Sofia Xethalis

Minutes

Date: October 3, 2019

Time: 4:30 p.m.

Location: Decatur Public Library Board Room

Present: Donna Williams

Michael Sexton

Dr. Ngozi Onuora

Staff: Rick Meyer, City Librarian

Robert Edwards, Asst. City Librarian

Absent:

Samantha Carroll

Guests:

Call to order – Dr. Onuora

Meeting called to order by Dr. Onuora at 4:32 p.m.

Agenda – Reviewed agenda Dr. Onuora made motion to move VII, 4. HR Source Benchmarking and Compensation Structure Development Project (This portion of the meeting may be held in closed session pursuant to 5 ILCS 120/2 (c) (1) and/or 5 ILCS 120/2 (c) (2)) to VII, 6., Mr. Sexton seconded, unanimously approved

Minutes- Reviewed and made motion to remove John Phillips, take Dr. Onuora off as present and mark as absent, set the minutes as amended, Mr. Sexton accepted the minutes as amended and Mrs. Williams seconded, unanimously approved

Communication from the Public

Mark Girdler commented the new photography policy is unconstitutional, that it will not work, no way to make it work, and that he stated he did not believe that the camera shut off in the last Board of Trustees meeting

New Business

FOIA Update

Reviewed FOIA report

Personnel

Mr. Meyer reported the library is not going to fill the (new) half-time position,

Equity, Diversity, Inclusion

Dr. Onuora said she would send Mr. Meyer a link to ALA Resources, that we need to continue to look at race, gender, mental health, disabilities, and equity of access, working with a variety of people, further discussion next meeting, Mr. Meyer stated that the PRS staff is claiming a film series showing “The Public” a movie about the homeless and a public library

Photography and Video Policy

There was discussion about the policy, Dr. Onuora motioned to accept the policy minus the second paragraph under section 1, Mr. Sexton seconded, all was in favor to recommend to full board

Reference Services Policy

There was discussion of policy, motion to accept by Mrs. Williams minus 2nd sentence and other changes made, seconded by Mr. Sexton, all in favor to recommend to full board

HR Source Benchmarking and Compensation Structure Development Project

(This portion of the meeting may be held in closed session pursuant to 5 ILCS 120/2 (c) (1) and/or 5 ILCS 120/2 (c) (2))

Mr. Sexton made motion to go into closed session, Donna Williams seconded, with all I's at 5:23 p.m., Open Session at 5:23 p.m.

Summary- informative review of Payroll Analysis Report, looked at positions, duties, and pay, the number of different classifications of jobs and positions, continue to look at documentation provided by HR Source

Other

Adjourn

Motion to adjourn at 5:25 PM by Dr. Onuora, seconded by Mr. Sexton, unanimously approved

Scribe,
Robert L. Edwards
Assistant City Librarian

Approved 11/7/2019