

Personnel and Public Relations Committee

Minutes

January 13, 1983

The meeting was called to order at 7:15 p.m. in the office of the City Librarian by Chairperson Reba Jackson. Present were members Martin Seidman and Marshall Susler; and President Shirley Moore, ex officio, and Robert Dumas, City Librarian.

The first item of business concerned a letter from Robert Plotzke, Executive Director of Rolling Prairie Libraries in which he expressed the intention of that library to cancel payments to Decatur Public Library in FY 1983/84 for purchase of materials to be held on Permanent Loan. These payments have varied between \$7,500 and \$15,000 over the years and have been paid to Lincoln Library in Springfield and the DPL to buy materials in greater depth in allocated subjects for improvement of service in the region, and to provide greater resources for regional interlibrary loan. The Permanent Loan Funds were instituted as an alternate to RPLS selecting, processing, and storing these materials.

The letter also expressed RPLS intention to discontinue the full payment of a cataloger on the staff of DPL and to substitute a payment of \$10,000 toward the employment of the cataloger. It was pointed out that this payment replaced an earlier payment for excessive reciprocal borrowing but was also intended as payment for reciprocal borrowing. Mr. Dumas also noted that it would be very difficult to get City Council to agree to funding another position on the staff and therefore could result in the loss of Mr. Inman who is a very good and productive cataloger. The consequences would be backlogging of materials, the slowing or cessation of conversion to the new cataloging standards with attendant problems, etc.

There was further discussion of the amount of reciprocal borrowing, the question of lost books and unpaid fines resulting from reciprocal borrowing and interlibrary loans, the financial straits of RPLS, the services provided by RPL to DPL and DPL's services to the region, whether some part of the costs currently paid by RPLS could be passed through to the libraries whose patrons benefitted from reciprocal borrowing, etc.

It was the consensus of the Committee that these matters be brought to the attention of the Board and that perhaps a meeting could be set up with RPLS to arrange for solutions to the problems raised by Mr. Plotzke's letter.

The second item of business related to the pay schedule for maintenance and custodial workers. Currently salaries for these employees are based on Steps D - F of their assigned pay grades. The City has changed its policy to make the salary scale of these employees consistent with other city staff and will henceforth hire at Step A. A question was raised whether the Library

might lose a good prospective employee by lowering the entry level. Mr. Dumas replied that under current policy he could, if desirable, still hire at a higher step. It was then agreed that the City Librarian would draw up a motion for Board action to change entry level of maintenance and custodial workers to Step A of their respective pay grades.

The meeting adjourned at 8:35 p.m.

Rear Dumas