

Minutes

Personnel and Public Relations Committee

December 2, 1982

The meeting was brought to order at 7:20 p.m. in the Administrative Office of the Library. Present were Reba Jackson, Chair, John Mueller, Marshall Susler, and Shirley Moore, ex officio and Robert Dumas, City Librarian.

The first item of business was discussion of the question referred to the Committee by the Board at its November meeting, namely whether a policy should be recommended providing for defrayment in whole or in part of moving expenses of professional staff recruited to the Library and whether in particular the Library should assume any of the cost for the relocation of the new Head of Home Reading.

After considerable discussion regarding city practice, the practice of libraries generally with respect to defrayment of these costs, and whether the Library had been unable to recruit desirable staff because defrayment was not available, the Committee unanimously reached the conclusion that it was not necessary at this time to recommend such a provision in policy, especially since the Decatur economy was currently depressed, and that the City Librarian should bring individual cases to the Board where outstanding candidates may be lost to the Library for this reason. It was then decided that in the case of Miss Jacobs no defrayment would be made since this was not a condition of her acceptance.

The second item of business related to changing the free floating holiday for staff from a calendar year basis to a fiscal year basis. It was felt that a marginal record-keeping advantage accrued from having both the personal leave day and the free floating holiday on the same basis and that there would be less likelihood of accumulation of this holiday by staff to the end of the authorized period if it did not end within a holiday season. The City Librarian was directed to prepare the motion for the change.

Meeting adjourned at 8:35 p.m.

Robert H. Dumas