



TADL Board of Trustees Policy and Personnel Committee

October 7, 2025
1030 am McGuire Room

610 Woodmere Ave. / Traverse City, MI / 49686

Attendance: M. Vickery and J. Beuthin, Trustees. S. Gedman was absent. J. Denby, A. Walker, M. Myers, D. Baldwin, and M. Howard, staff.

Agenda Approval: The agenda was approved.

Minutes Approval: The minutes of the August 12, 2025 meetings were approved.

Public Comment: There was none.

Policy Committee:

- **Policy 4.6 Meeting Room Policy**

Howard explained that staff have been struggling with two problems. Groups that skirt the line of the policies regarding solicitation of business and the meeting rooms are too busy that even TADL staff can't find a time to have a program. Denby, Walker, and Myers all provided ideas and examples. There was a thorough discussion. Howard will contact the attorney to ask for remedies and contact other libraries to compare policies.

Personnel Committee:

- **Director Review**

The discussion began with Howard stating that it was overall a great review. Unfortunately, Axios didn't send out survey results to all the Trustees.

At 11:55, Howard, Walker, and Myers left the meeting with Beuthin, Vickery and Baldwin moving to the Nelson room to continue the conversation.

After much discussion Vickery and Beuthin agreed that it was a very good review and that Howard sets a very high bar so much that Trustees expect excellence as "meets expectations". Beuthin will write a letter to the Finance and Facilities committee summarizing what was discussed.

Some discussion was generated around next year's review including using Paycor with the assistance of Baldwin to complete the review instead of Axios, including a 360 review with TADL employees, making all Trustees survey not anonymous but staff surveys remain anonymous, and finally, at the Policy/Personnel committee meeting have the only subject be the review.

Next Meeting Date / Time: December 2, 2025 at 10:30 am.

Next Meeting Topic Suggestions: Policy 4.6 Meeting Room Policy

Public Comment: Boulter offered positive comments about the Director. Baldwin offered positive comments about the Director.

Adjournment: The meeting adjourned at 1:15 pm