



TADL Board of Trustees Policy and Personnel Committee

December 7, 2021
10:00 am Thirlby Room

610 Woodmere Ave. / Traverse City, MI / 49686

Attendance: M. Vickery, Chair. M. Pakieser, Trustees; M. Myers. D. Radjenovich, M. Howard, staff.

Absent: J. Wescott, Trustee

Agenda Approval: The agenda was approved as amended with Howard adding Policy 3.2 and Assistant Direct of Finance and Human Resources to Personnel.

Minutes Approval: The minutes of the November 2, 2021 meeting were approved.

Public Comment: There was none.

Policy:

Board Retreat

Howard was unsure of whom to bring the idea of a Board Retreat to. There was much discussion about what would be involved. Howard will present these ideas to President J. Jones and Vice President S. Odgers. The proposed date will be before the January Board meeting depending on availability.

Bylaws Amendments

After some discussion the Trustees decided that this would be a good discussion item for the Retreat.

2.2 Purchasing Policy

As discussed at previous Committee and Board meetings, Howard added paragraph 8 to Policy 2.2 Purchase Policy to conform with the Auditor recommendation to raise the Capital Asset amount from \$500 to \$5,000.

Land Acknowledgement

After some discussion the Trustees decided that this would be a good discussion item for the Retreat.

Review of the Ethics Statement

Carpenter created a document based on the Ethics Policy. This document complies with the policy and has a signature line as desired by the Committee. All approved it and it will be distributed at the January Annual meeting.

Homeless Patrons

Howard, Radjenovich and the Trustees all discussed the latest events at the library in relation to Safe Harbor opening. There was much discussion about the library's mission and goals. Also about who can help with this issue. Vickery will draft a resolution for the Board to sign and send to the City and County regarding the need for involvement with the homeless community.

Pakieser pointed out that while Howard and the staff are using empathy, it is not a replacement for the therapy many of these patrons need.

Everyone supported and agreed for Howard to contract with a Security Firm. Howard also mentioned a meeting for the Safe Harbor Committee is scheduled for December 14th at 5:30pm in the McGuire Room.

As a part of the discussion Howard would like to modify part of the Behavior Policy 4.1 to make a portion of Category A, "using and possessing" to a Category B offense. The Trustees agreed and Howard will put it on the December Board agenda.

Personnel:

Director Review

Vickery has compiled the answers and will distribute to the Trustees. He asked that it be added to the December Agenda for discussion.

Assistant Director of Finance and Human Resources

Howard indicated that she will be making Radjenovich the Assistant Director of Finance and Human Resources. This position was not filled after Ms. Parson Juett left it to become director. Howard acknowledges Radjenovich's hard work and library knowledge. In the event of Howard being out of work for a duration, Howard believes Radjenovich and Morey would work well together to run the library.

Next Meeting Date / Time: January 4, 2022 at 10:00 am.

Next Meeting Topic Suggestions: Director Evaluation; Continued Policy Review

Public Comment: None

Adjournment: The meeting adjourned at 11:23 am.