

**MINUTES
OF THE REGULAR MEETING OF
THE PERSONNEL COMMITTEE OF THE WHOLE
OF THE BOARD OF TRUSTEES OF THE PARK RIDGE PUBLIC LIBRARY HELD
DECEMBER 11, 2017 AT 8:55 P.M. IN THE THIRD FLOOR MEETING ROOM**

ROLL CALL:

TRUSTEES PRESENT: Judith Rayborn, Chair; Karen Burkum, Stevan Dobrilovic, Charlene Foss-Eggemann, Gareth Kennedy, Joshua Kiem, Michael Reardon

TRUSTEES ABSENT: Joseph Egan, Patrick Lamb

OTHERS PRESENT: Angela Berger, Interim Library Co-Director; Laura Scott, Interim Library Co-Director; John Priala, Library Staff

Approval of Minutes

Mr. Reardon made a

MOTION: to approve the minutes of the Personnel Committee meeting held November 14, 2017 as revised.

Mrs. Foss-Eggemann SECONDED the motion

Voice vote: 5 Yay: Burkum, Foss-Eggemann, Kiem, Kennedy, Rayborn, Reardon
1 Abstain: Dobrilovic
3 Absent: Egan, Lamb – and Mr. Kiem out of the room

MOTION PASSED

Library Director Search Update

Mrs. Rayborn reported that she and Mrs. Burkum spoke with Mr. Keister about next steps in the Library Director Search. Mr. Keister stated he wants to make sure the Board has a very clear process so that he can begin to recruit again for the position.

Mr. Dobrilovic addressed the matter of open and closed sessions for the interview process. Based on his research into IOMA (Illinois Open Meetings Act), and after talking to Mrs. Rayborn, he agrees it needs to be specified. Section 2A of IOMA states that a single vote can be taken to go into a series of closed sessions.

Mr. Reardon stated he believes that hiring for a public position means more transparency than in a corporate position. Mr. Kennedy stated his belief that any salary negotiation should be in closed session, while the debate over candidates should be in open session. Mrs. Burkum stated that as a unit, the Board needs to decide what kind of Board they want to be; based on her conversation, open session won't work/it's not standard practice. Mr. Dobrilovic asked if there is a way to be transparent after the fact – after the person is hired, i.e. releasing information about the selected candidate only.

Mrs. Burkum stated that taxpayers are like shareholders in a public company, and shareholders aren't involved in the hiring of the CEO of a company. There are closed interviews, open community forum, and the Board is entrusted to make the decision. Mr. Kennedy asked who the transparency is for, the Board or the Director. He is leaning toward more closed sessions, but balancing when to show that the Board is doing due diligence. Mrs. Rayborn stated she believes the perception of the Board is not what she wants it to be. She wants to ensure that the Board is respectful of potential candidates and believes the process of recruiting should be recognized as a two-way process.

Mr. Kiem expressed his view that the community forum phase of the process provides the necessary window of transparency for the process.

The Committee agreed to consult legal counsel on the issue of IOMA as it relates to voting for open/closed sessions so as to solidify the hiring process.

The Committee proposed that at the December 19 Board meeting, the Trustees will vote on whether to go into closed session for steps 3, 5, 7a, and 7b as specified in the document, Park Ridge Library Director Candidate Recruiting Process. It was decided that if any of these motions for conducting the process specified in steps 3, 5, 7a, and 7b in closed sessions fail, the Board will move forward on those steps in open session and the result of the vote at the December 19, 2017 Board meeting will hold true for the next 90 days for the process followed in steps 3, 5, 7a, and 7b.

STEP 3. Board Interviews with candidates held in CLOSED SESSION (Vote).

STEP 5. Board Deliberates after interview and with Staff survey feedback. There will be a vote to determine if this deliberation session will be in closed or open session and if open, the names of the candidates will be masked and assigned a Candidate number or letter. From the deliberation, the Board will determine who to select for the Community Forum Presentation ideally selecting 2 or more Finalists.

STEP 7. Board Deliberates and discusses salary requirements of candidates 1-2 days after FORUM in CLOSED SESSION (TBD based on vote) and returns to VOTE in OPEN SESSION.
7a. debate of merits of candidate
7b. salary determination

Other None

Adjournment: 10:10 p.m.

Judith Rayborn, Chair