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LA GRANGE PUBLIC LIBRARY BOARD MINUTES
Executive Session
Tuesday February 15, 2011

Present: Jane Byczek, Bill Coffee, Caroline Coryell, Mary Nelson, Becky Spratford, Steve Wolf, Rick Adamczyk
Absent: None
Staff: Jeannie Dilger-Hill, for part of the meeting
Presenters: None

Caroline Coryell moved to go into Executive Session seconded by Bill Coffee. All members concurred by voice vote. Entered into Executive Session at 8:37 p.m.

Jeannie Dilger-Hill gave information on the staff evaluation of her job and her take on accomplishments for the past year.

She has welcomed volunteer workers in the library and worked with the Friends of the Library. She also has been involved with "Swan" and has spent time in each department, working with staff and patrons.

She tries to divide work loads evenly for the staff, so that no one person feels they are carrying the whole department. Some staff hours have been reduced, or are planned for reduction, in some departments.

She touched on some ideas people have asked for, such as outreach and home services. Both of these require time and money and probably won't be gone into right now.

Several Board members asked questions or commented on various aspects of the job.

It was felt that managers should be managing their departments as efficiently as possible.

Jeannie said some staff hours may be reduced or others changes made. She would like Victor to focus on helping seniors, for instance.

After Jeannie left at 9:52 p.m., Becky Spratford said that her exit interviews with the staff members who have left showed that they had wanted higher salaries than they could make in our library, not that they disliked the Director.

Jeannie has brought services up to date and the staff is friendlier and better trained now. She thinks outside the box and seems to be focusing on the right areas.

However, it was also felt that she is overly involved in activities which take her away from the library; she needs a better balance of the La Grange Library work and outside meetings. She also needs to prioritize and address any "dead weight" issues in staffing. Some staff have a difficult time changing their work habits and Jeannie is working on that.

Compensation was discussed at length.

Steve Wolf moved to adjourn the Executive session, seconded by Bill Coffee. Moved out of Executive Session at 10:20 p.m.

A 3.247% raise was agreed upon (\$89,000) in open meeting.

Bill moved to adjourn, seconded by Steve.

Meeting adjourned at 10:22 p.m.

Respectfully submitted,

Caroline Coryell
Secretary/Treasurer