

**EXECUTIVE SESSION
BOARD OF LIBRARY DIRECTORS
AURORA (ILLINOIS) PUBLIC LIBRARY**

January 25, 2017

The Board of Directors adjourned to executive session at 6:25 p.m. to discuss the appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the public body (5 ILCS 120/2(c)(1)); collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees (5 ILCS 120/2(c)(2)); and discussion of the minutes of meetings lawfully closed under the Open Meetings Act (5 ILCS 120/2(c)(21)).

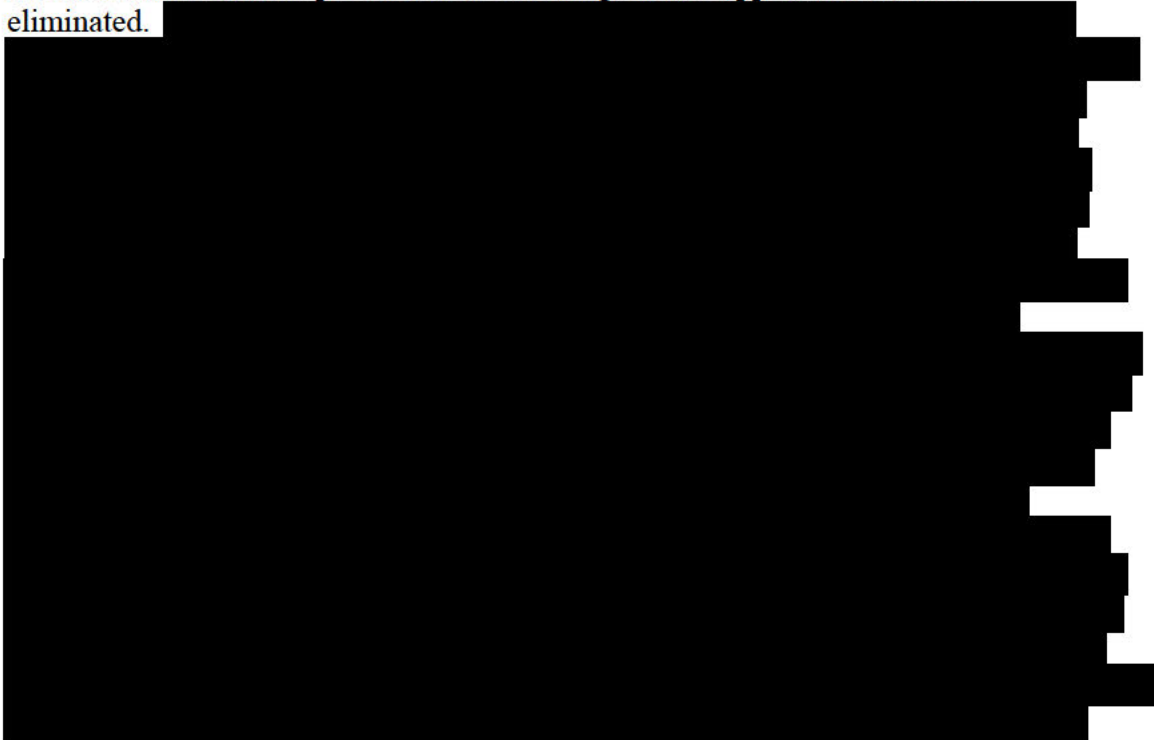
Present: Trustees Stewart Beach, Maria Lozano, Archie Needam, John Savage, Eva Serrano, Andrew Smith, Tony Stanford

Absent: Trustee Jeffrey Butler

Also present were Executive Director Daisy Porter-Reynolds, Deputy Director Michaela Haberkern, Human Resources Manager Brenda Blough and Attorney Stuart Whitt

Union Negotiations

Executive Director Daisy Porter-Reynolds updated the board on the specifics of the union contract, which was ratified by union membership on January 6, 2017. This contract carries significant changes in wages and a new step plan. This contract has 15 steps with 2% intervals. Insurance provisions are unchanged, and Appendix J has been eliminated.



Mr. Savage noted that he is glad negotiations are over and that the contract and the pay increases seem fair to both sides.

Salary Schedules

Ms. Blough also reviewed current and proposed salary schedules for non-union staff. There are no steps but a plan for raises associated with anniversary dates. Mr. Savage asked if our salaries are competitive: Ms. Blough noted that we have been able to attract good staff this year and that our salaries are in line with the Management Association Library Compensation Survey.

Ms. Porter-Reynolds told the board that she will add raises for non-union staff to the agenda for the February board meeting.

Annual Director Review

Mr. Savage will send evaluation forms to the board, to the Executive Director's direct reports and to other key staff. It will be the same form that was used last year. Mr. Butler will compile the reports and the board will discuss in executive session in February. Ms. Blough will compile staff evaluations.

On a motion by Stewart Beach seconded by Andrew Smith, the board voted unanimously by roll call to adjourn at 6:44 p.m.

Roll call on motion:

Yes: Beach, Lozano, Needam, Savage, Smith, Stanford

No: none

Abstain: none

Absent: Butler

On a motion by Andrew Smith seconded by Stewart Beach the board voted unanimously by roll call to return to open session at 6:44 p.m

Roll call on motion:

Yes: Beach, Lozano, Needam, Savage, Smith, Stanford

No: none

Abstain: none

Absent: Butler

CERTIFIED TO BE A TRUE COPY

Secretary, Board of Directors

Mh