



beloit public library

**Beloit Public Library Board of Trustees
PERSONNEL COMMITTEE MEETING
Wednesday, August 17, 2020 11:00 am
Beloit Public Library Board Room**

1. Call to order and roll call – President Miller called the meeting to order at 11:32 am.
Members present – Maribeth Miller, Elizabeth Magnus, and Florence Haley.
Members absent – None.
Also present: Library Director, Nick Dimassis and Business Manager, Jennifer Laatz.
2. Recruitment and Selection Policy – The policy will be updated as part of the policy update process. The current policy was presented to the Personnel Committee for review and suggestions. Changes will be made and brought to the board for approval at a future meeting.
3. 2021 Cost of Living Adjustment (COLA) – Options for pay adjustments for 2021 were presented for current information purposes only. The information will also be presented to the Budget and Facilities Committee. At this time, we will wait until the City of Beloit has made a determination for 2021 COLA adjustments for other City employees.
4. 2020 Library Director Evaluation Process – Haley provided a PowerPoint on the 360-degree performance evaluation. This type of evaluation will provide the board more information on aspects of the director’s performance which the board members may not be directly involved in. It will take more time to complete but would provide more feedback from a variety of sources. Committee will meet again in September to determine the best way to expand current practices to move closer to a 360-degree evaluation and set a timeline for the process.
5. **Closed Session** – Haley moved to adjourn to Executive Session pursuant to Wisconsin Statutes 19.85(1)(c) for the purpose of performing the Library Director performance evaluation 2nd quarter update. Magnus seconded motion. **Motion Carried (3-0)**. The board adjourned to Executive Session at 1:05 pm.
6. Adjournment – Meeting adjourned at 1:25 pm.

Submitted by:
Jennifer Laatz, Business Manager

Beloit Public Library Board of Trustees
Personnel Committee Meeting
August 17, 2020, Approved September 16, 2020

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