

7. **Committee Reports:**

- (a) Personnel Committee: K. Waarala, Library Director requested a closed session for her annual evaluation.

Motion by D. McBroom for meeting to go into closed session for the purpose of the evaluation of the Library Director. Supported by N. Phillips.

**Vote: Yes: McBroom, Phillips, Landsberg, Rohe, Sanders, and Thams
No: None Motion carried (6-0)**

There being no objections, at 4:18 p.m. the regular meeting was adjourned and the closed session began.

Board members reviewed Ms. Waarala's written evaluation as presented by the Personnel Committee, and discussed a pay rate increase based on the review.

Motion by B. Sanders to increase Library Director Karrie Waarala's salary to \$70,500 effective January 1, 2008. Supported by N. Phillips

**Vote: Yes: Landsberg, McBroom, Phillips, Rohe, Sanders, and Thams
No: None Motion carried (6-0)**

Adjournment of Closed Session and Reconvene to Regular Meeting at 4:37 p.m.

8. **New Business:**

- (a) AHPL Policy Manual by-law and policy changes to Employee and Library Director Annual Evaluation procedure:

K. Waarala presented the by-law change as discussed and approved at the October Library Board meeting, to read as follows:

Article VIII, Sec.2: The Board of Trustees will evaluate the Library Director on an annual basis. Additional evaluations may be held as determined by the Board.

The following was proposed as a new policy:

Performance Evaluation Policy: All employees of the Auburn Hills Public Library shall receive an annual performance evaluation. Except for the Library Director, all employees shall be evaluated by their immediate supervisor, and all performance evaluations shall be approved by and signed off on by the Library Director before being delivered to the employee.

In the case of the Library Director, the Library Board Personnel Committee chairperson shall initiate the evaluation process in time for the Director's evaluation to take place at the October Library Board meeting with all Library Board members present.

Motion by D. McBroom to accept the new policy as written. Supported by P. Landsberg.

**Vote: Yes: McBroom, Landsberg, Phillips, Rohe, Sanders, and Thams
No: None Motion carried (6-0)**

(b) Cancellation of December 2007 Library Board meeting:

**Motion by B. Sanders to cancel the December 11, 2007 Library Board Meeting.
Supported by N. Phillips.**

**Vote: Yes: Sanders, Phillips, Landsberg, McBroom, Rohe, and Thams
No: None Motion carried (6-0)**

(c) Approval of 2008 Board of Trustee meeting dates:

Board members discussed whether meeting dates and time should be changed from the fourth Tuesday of each month at 4:00 p.m. It was determined that the date and time should not change. AHPL Board of Trustee meetings will continue to be held on the fourth Tuesday of each month at 4:00 p.m. as previously agreed upon.

(d) Personnel Committee:

New committee members for 2008: N. Phillips, Chairperson; D. Rohe and G. Thams.

(e) Election of Board Officers for 2008

P. Landsberg nominated D. McBroom and N. Phillips nominated B. Sanders to serve as President of the Library Board. A vote was taken resulting in B. Sanders being elected as President. D. McBroom accepted the position of Vice President. N. Phillips accepted the position of Secretary and P. Landsberg accepted the position of Financial Officer for 2008.

Motion by G. Thams to approve the slate of Officers as stated. Supported by D. McBroom.

**Vote: Yes: Sanders, Phillips, Landsberg, McBroom, Rohe, and Thams
No: None Motion carried (6-0)**

9. **Ongoing Business:** None

10. **Adjournment:**

Moved by B. Sanders to adjourn the meeting. Supported by G. Thams

There being no objections, the meeting was adjourned at 4:53 p.m.

Submitted by:
K. Stafford, Administrative Assistant
For N. Phillips, Secretary