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**LAKELAND LIBRARY COOPERATIVE  
PERSONNEL COMMITTEE MINUTES – UNOFFICIAL  
2 PM MONDAY, SEPTEMBER 19, 2022**

Present: Dale Parus (Chair), Peggy Hemerling (Hastings), John McNaughton (Grand Rapids)  
Excused: Ron Suszek (MADL)

**1) CALL TO ORDER AND ROLL CALL**

The meeting was called to order at 2:02 PM by Dale Parus.

**2) APPROVAL OF AGENDA**

Hemerling moved, supported by McNaughton to approve the agenda as presented - motion carried.

**3) APPROVAL OF MINUTES**

McNaughton moved, supported by Hemerling to approve the Personnel Committee minutes of October 15, 2021 as presented – motion carried.

**4) NEW BUSINESS**

A. Director's Evaluation

1. Composite Responses

There were five responses to the request for information from board members and Parus led the committee through a short review of the composite results, which were extremely favorable. The committee members concurred that the performance of the LLC director was again excellent this past year on cooperative matters and Hemerling further noted that Dawe had performed extra grant work for the Library of Michigan that benefitted LLC, again at a high level. Committee members noted that the recent State Aid hike would have a positive effect on the LLC budget.

2. Raise in Salary and other Compensation

The committee agreed to recommend that the LLC director receive a 5% increase of base pay and a \$5,000 after-tax bonus based on the excellent review, subject to a Finance Committee review.

3. Next Steps

Parus said that he would type up the minutes, review them next week with Dawe, and then present them to LLC for their inclusion in the next board packet.

B. Next Meeting Date: TBD

C. Adjournment

Hemerling moved, supported by McNaughton to adjourn at 2:29 PM - motion carried.

Submitted,

Dale Parus  
LLC Personnel Committee Chair

\* **Note:** Suszek (MADL) was excused from the meeting because of his newness to the cooperative. – dp