



## ORANGE COUNTY LIBRARY SYSTEM PERSONNEL COMMITTEE MEETING AGENDA

October 25, 2023 – 1:00 PM

Orlando Public Library

Magnolia Room

Personnel Committee Members Present: Crockett Bohannon, OCLS Board of Trustees President  
Sharon Smoley, OCLS Board of Trustees

Library Administration Present: Steve Powell, Director/Chief Executive Officer  
Yvonne Hartley, Chief Human Resources Officer

Prior to the meeting, the following information was distributed to the Personnel Committee:

- Director's Goals
- Grants, Awards & Donations Spreadsheet
- Compensation memo FY22-23

The purpose of the meeting was to conduct the annual performance evaluation of Director/CEO Steve Powell.

Director Powell provided President Bohannon and Trustee Smoley a summary of his performance.

After a discussion about the new Strategic Plan, OCLS dashboard, and the Director's goals, Director Powell expressed his vision for a more concise document for the Director's annual evaluation which would include implementation of the new Strategic Plan, a new dashboard, and one or two goals.

Trustee Smoley commended Director Powell's leadership and shared that operations are running well with no cause for concern. She expressed that this is a year for Director Powell to reset and establish the strategy for the organization. Trustee Smoley gave Director Powell a Far Exceeds Requirements rating.

President Bohannon agreed with Trustee Smoley and shared that he was a major proponent for Director Powell being promoted to this role and loves that we now have the opportunity to open two new branches. He shared that Director Powell has exceeded his expectations and said, "he's made hard decisions that turned out to be the right decisions" and is excited about the new strategic plan. President Bohannon gave Director Powell a Far Exceeds Requirements rating.

The recommendations of the Personnel Committee to the Library Board of Trustees are summarized as follows:

1. Rate Director/CEO Powell's overall performance as Far Exceeds Requirements.
2. Consistent with the FY23 Compensation Plan for staff, award Director Powell 60 hours of PTO based on his overall Far Exceeds Requirements rating.