

Steve Powell Library Director/CEO



Personnel Committee Meeting

November 5, 2024 – 12:00 PM to 1:30 PM

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

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

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

- Directors Goals FY 2023 - 2024 Final
- SPowell Annual Eval FY 2023 - 2024 Final
- FY 2023 - 2024 Strategic Plan Final
- Directors Goals FY 2024 - 2025 Final
- Annual Plan of Service FY 2024 – 2025

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

President Bohannon opened the meeting and shared that Director Powell was doing an outstanding job. He praised Director Powell's handling of the budget and his commitment to thoroughness. President Bohannon affirmed the Board's decision in selecting him as the Director/CEO. Trustee Smoley agreed and added that this is a very complex position and feels his performance has been great.

Discussion ensued surrounding the Director's goals and deliverables for 2024-2025, and the expectation of having a new process for the Director/CEO Evaluation next year. The expectation for next year is to elevate the profile of the library and to do so, Director Powell will focus on strategic leadership of the organization and allow his staff to handle the operations.

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 FY24 Compensation Plan for staff, award Director Powell 60 hours of PTO based on his overall Far Exceeds Requirements rating.