



Personnel Committee Meeting

September 29, 2025, 1:00 PM – 2:10 PM

Personnel Committee: Sharon Smoley, Personnel Committee Chair
Members Present: Sharon Smoley, Crockett Bohannon, Nicole Benjamin,
Ashley Cisneros Mejia, Venessa Tomlin

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

Prior to the meeting, the Director's evaluation form was provided to the Personnel Committee.

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

Committee Chair Sharon Smoley opened the meeting at 1:03 PM. She praised Director Powell for doing a great job and stated that he is proficient in every area. She is pleased with the new consolidated Director evaluation process.

Director Powell gave a review of his performance, highlighting the implementation of a new Strategic Plan, and new HR and Finance systems. He discussed development efforts and provided updates on facilities planning, community engagement, and financial management. Also included in his review were the library's digital collection and outreach programs, a successful Summer at Your Library initiative, and technology advancements such as the new OCLS app.

The Personnel Committee discussed communication strategies, particularly in response to public issues, and emphasized the desire to compare OCLS with similar library systems.

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 FY25 Compensation Plan for staff, award Director Powell 60 hours of PTO based on his overall Far Exceeds Requirements rating.

The meeting adjourned at 2:10 PM

Section 286.0105, Florida Statutes, states that if a person decides to appeal any decision made by a board, agency, or commission with respect to any matter considered at a meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based.

La Sección 286.0105 de los Estatutos de la Florida establece que si una persona decide apelar cualquier decisión tomada por una junta, agencia o comisión con respecto a cualquier asunto considerado en una reunión o audiencia, necesitará un registro de los procedimientos y que, para tal fin, es posible que deba asegurarse de que se haga un registro literal de los procedimientos. cuyo expediente incluye los testimonios y las pruebas en que se basará la apelación.

Seksyon 286.0105, Lwa Florida, deklare ke si yon moun deside fè apèl kont nenpòt desizyon ki te pran pa yon tablo, ajans, oswa komisyon ki gen rapò ak nenpòt pwoblèm konsidere nan yon reyinyon oswa yon odyans, li pral bezwen yon dosye sou pwosedi yo, e ke, pou rezon sa yo, li ka bezwen asire ke yon dosye vèbal nan pwosedi yo fèt, ki dosye gen ladan temwayaj ak prèv ki montre apèl la dwe baze.

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