

**NILES PUBLIC LIBRARY DISTRICT  
Personnel and Policy Committee Meeting  
October 18, 2006**

**Call to Order**

The meeting was called to order in the Computer Room at 6960 Oakton in Niles, Illinois, by Committee Chair Fred Kudert at 7:55 p.m. Present were: Mr. Kudert, Mr. Morgan Dubiel, Ms. Barbara Nakanishi, Mr. Dennis O'Donovan, Ms. Maureen Polcyn, and Mr. Dan Vonder Heide. Mr. Patrick Cross had given previous notice.

Also present was: Mr. Cary Czarnecki, Library Administrator

**Executive Session**

Mr. Dubiel MOVED the Committee enter Executive Session for the purpose of discussing the performance evaluation of a library employee. Mr. Kudert SECONDED.

Roll Call Vote:

Ayes: Dubiel, Kudert, Nakanishi, O'Donovan, Polcyn, Vonder Heide.

Nays: None.

Motion PASSED.

Executive Session began at 7:56 p.m. Mr. Czarnecki was asked to leave the room.

Mr. Czarnecki returned to the room at 8:40 p.m. Ms. Polcyn had left for the evening.

Mr. Kudert stated that the Committee had agreed to increase Mr. Czarnecki's salary by 3.5%, retroactive to August 1, 2006.

Mr. Czarnecki was then presented with goals for the current fiscal year.

In addition, Mr. Dubiel stated that Mr. Czarnecki would be presented with additional goals which, if achieved, would enable him to earn a salary increase 50% higher than those given to employees whose performance exceeds expectations, **up to a maximum of 6%**.

**Adjournment**

The meeting adjourned at 8:51 p.m.