

**Mid-Hudson Library System
Personnel & Planning Committee Report
To the Board of Trustees**

- A. Conflict of Interest / Non-Competition Policy:** This policy will be introduced at the 9/18 meeting with the expectation that it will be up for approval in December. There is no budgetary/financial impact to the system for this policy. This is formalizing and clarifying of current practices.
- B. Staff Development Policy:** This policy will be introduced at the 9/18 meeting with the expectation that it will be up for approval in December. Reimbursements under this policy would be dependent on funding available in the budget. This is formalizing of current practices. Funding is in the budget for 2013 and will be proposed for 2014.
- C. Equalization Mileage Reimbursement Grant Program:** This will be introduced at the 9/18 meeting with the expectation that it will be up for approval in December. Reimbursements under this policy would be dependent on funding available in the budget. This one is somewhat controversial among the directors (and probably will be among the board) but it has the support of the Directors Association (DA) System Services Advisory Committee. Funding is in the budget for 2013 and will be proposed for 2014; if it is not funded, there will be discussion about whether to refund the monies to the member libraries or allocate it elsewhere to their benefit.
- D. Travel Reimbursement for MHLS Board Members:** This needs to be discussed further by the Personnel & Planning Committee before being presented to the board. It had been a practice in the past by budgeting the funds but it was not a formal policy. It was suspended for a specific year but never budgeted for since. Other than this status update, it is not intended for discussion on 9/18.
- E. Member Library Director and Board President Surveys:** The DA System Services Advisory Committee has reviewed last year's survey and recommends that the same surveys be used again this year. This will be reviewed by the Personnel & Planning Committee with the commitment that the recipients will have at least a month to respond. *PLEASE NOTE that there will be no survey of the MHLS Board this year as there will be no appraisal of the Executive Director in 2013.*