

**September 11, 2018**  
**Lemont Public Library District**  
**Vytenis Kirvelaitis**  
**Board President**

I would like to welcome all of you to this evening's Lemont Public Library District Board meeting Public Participation section of the Agenda. Although I cannot say with certainty which topics you plan to touch on, I anticipate that many of you will be speaking about "Ms. Mary". To that point, I would like to make a few points.

First and foremost, I can assure you that Your Library Board truly listens to your comments. However, I must reiterate that we cannot and will not discuss personnel matters in a public forum. A particular individual's performance evaluation including their (a) specific ratings on various job requirements as well as (b) progress in completing any possible performance plan requirements is strictly confidential. I know that all of you can appreciate the importance of this concept.

In addition, our Library strives to be a team orientated organization. We achieve outstanding results for our patrons and community by collaboratively working together. Although a particular team member's contributions are very important, comments suggesting that a specific individual "is" the Lemont Library, by definition, diminish the hard work and results of other team members, our Departments, and our Library Director. We strongly support our team members including our Library Director in their efforts to foster a multi-faceted cross functional group of Departments that serve all ages within our entire Lemont community.

Naturally, we maintain an open and transparent hiring process. We use various tools including our website in order to identify outstanding candidates to join our teams. These potential candidates are interviewed with their academic credentials, references, and backgrounds checked. With respect to the Children's Manager, we are pleased to announce that effective October 1<sup>st</sup>, Rachel Cooley, will be returning to our Library. She is re-joining our team after working at the Naperville and Glenview Public Libraries.

Last but not least, I would like to remind everyone that we respectfully request that you stay within the allotted 5 minute time frame so that everyone who wishes to speak may have an opportunity to do so. Trustee Catherine Sanders has agreed to be our time keeper. In addition, by speaking in a clear, courteous, and respectful manner, your words will carry more impact. Keep in mind that you are free to state your name for the record, although I emphasize that you are not required to do so. In addition, if you share your name for the record, our recording Secretary Ramona may ask you to spell your name so that we get it correct for the minutes.