

Personnel Committee Report
10/16/25

The Personnel Committee met on 10/15/25 with all members in attendance. We have completed Thom, Adrienne and Aaron's evaluations. We hope to complete Doug's and Sybil's very soon and deliver their evaluation summaries to them.

We had an extensive discussion of the failed DRD hiring process. We will need to repost the position. However, we are not prepared to do so until we revisit the pay scale as it is our belief that we cannot attract a quality candidate at the current top level permitted by the amended CBA of \$50,000. Susan has proposed that we try to hire at \$65,000. However, we cannot do so without another revision of the CBA. We propose an initial discussion of this issue during the board meeting, but a continuation of it, with a possible decision in a closed session at the next board meeting. Susan has agreed to stay on through the winter pledge drive, which is good, but means we need to work out the pay scale soon in order to make a successful hire in that time frame.

We also had an extensive discussion of the intersection between next year's budget and staffing levels. We request further discussion with possible decisions in a closed session at the next board meeting.