

Farmington Community Library Board of Trustees Special Meeting

Ernest E. Sauter Board Room

32737 West Twelve Mile, Farmington Hills, MI

July 11th, 2019

Board Members Present: Hahn, Huyck, Largent, Montgomery, White, Brucki

Board Members Absent: Rae-O'Donnell

Others Present: Attorney Michael Blum

PUBLIC COMMENT: None

MOTION to consider material exempt from discussion or disclosure, pursuant to MCL 15.268(h) and MCL 15.243 (l)(g), re: Streit severance package.

Vote: Aye: Hahn, Huyck, Largent, Montgomery, White, Brucki

Opposed: None

Motion Passed.

Open Session Minutes

MOTION to approve the severance agreement and release of claims signed by Elise Streit conditional upon correction of the date that currently reads July 21st but should be June 21st.

DISCUSSION FROM BILL LARGENT REGARDING MOTION TO ACCEPT AGREEMENT: B. Largent's full discussion statement:

We are not gathered here to celebrate the conclusion of the career of a legendary public figure, considering accolades and rewards to honor her achievements but rather the separation of a

less than mediocre manager who preside over a period of steady decline in utilization and rapid increase in labor costs.

In addition, she leaves us with facilities in need of hundreds of thousands of dollars in repair beyond \$100,000+ we have already appropriated to address emergencies related to a rusted electrical cabinet and faulty or non-existent emergency lighting, both the result of pure neglect.

Beyond gross mismanagement of a vital community asset, the previous Director fiercely resisted any suggestion or even question that implied there may be room for improvement. The former Director once snapped at a me following personnel committee meeting, "What do you know about anything? You've been here what, a minute?"

Having owned and run businesses for more than 40 years and chaired and served on all manner of committees; businesses, government, and non-profit, I assure you I know many things.

With the resignation of the precious Director, the Farmington Community Library is now poised to move forward meeting the challenges as assets age and user patterns change. Such adaptation is needed if Farmington Community Library is to remain as vibrant asset of the community.

But that we should be here considering an exit package equal to 85% of her annual salary is a disgrace to the community we serve and represent. The dollars that support this organization belong to the taxpayers in our community. We, as members of the Board of Trustees, have a fiduciary responsibility to those taxpayers and not to the former Director.

The previous Director conducted business in a manner that implied it was "her" Library. She neglected the facilities, side-stepped Board directives she disagreed with, withheld information, and intentionally fostered distrust between staff and members of the Board. We cannot let the mistrust she created divide us, nor should it distract us from our responsibilities.

She went so far as to stand before the Farmington Hills City council, in a violation of the Open Meetings Act, to lecture them on who should and should not be appointed to the Board. Either she forgot who her employer was or perhaps, never understood.

Let's be clear: the previous Director had no contract, was an at-will employee, and voluntarily resigned.

Yet despite all this, the Board is here to take up the question of awarding her a \$78,000 severance package out of fear that she may sue us.

I say let her. Should that occur, all of the facts and actions will be disclosed in such proceedings openly and publicly. I for one will ensure that I am meeting my responsibilities as a fiduciary in this organization and the community we serve.

And I asked that this be entered into the record in its entirety.

FROM JIM WHITE: Jim White asks if there any more discussion. With none, the Motion is up for Vote.

Vote: Aye: All in favor: Hahn, Huyck, Montgomery, White, Brucki (Rae-O'Donnell absent)

Opposed: Largent

Motion Passed, 5:1.

MOTION to adjourn and leave Open Session

Vote: Aye: All in favor

Opposed: None

Motion Passed.