



Ann Arbor District Library

May 21, 2012

Josie Barnes Parker
Director, Ann Arbor District Library

Dear Josie,

The Ann Arbor District Library Board of Trustees has completed its evaluation of your work over the last year. In each of the ten areas of your responsibility, you have done excellent work.

Nevertheless, we have agreed that your salary comports with your responsibilities, and is equitable given the compensation of those in comparable positions, so that we will not raise your salary, \$143,114, in the coming year.

You have attracted talented people and continue to enable them to grow and develop in their positions. The Board encourages you in this direction, which calls for continued delegation of library functions so that you are able to put your time and effort into your public presence and into whatever new situations require your expertise.

We are pleased that the Library was able to budget for merit increases for deserving staff, after two years of foregoing such raises. We are also pleased the library continues to operate without imposing the full millage it could, although we realize that may not always be possible.

We are also pleased that the Library has had a balanced budget, every year, at the same time it develops and provides new services and sees increased use of all the Library's services. One example is the creative new kinds of "collections" you are circulating, going beyond books not only to art prints but more recently to energy meters, science-to-go kits, and telescopes.

We continue to feel that your approach to Board relations is effective, and that task is ever-evolving as the library faces the new challenges of the coming year, in particular helping AADL meet the many challenges of our downtown facility so that AADL can continue to deliver high quality library and information services at all our locations.

We look forward to working with you to continue to improve all the Library's services.

For most of the past year, you led the Michigan Library Association's legislative committee, and we are aware of the effectiveness of your work. We appreciate that you are seen as a national leader and invited to participate in national initiatives.

To repeat a comment from our letter to you last year: We are aware that AADL's community relations efforts have succeeded in creating demand beyond what our existing facilities can support. The big challenge to all of us in the coming year—and the biggest challenge for you—is to lead the effort to determine the best path for ensuring that AADL lives up to what our community expects, in all regards.

The coming year will present new demands that are not completely foreseeable. Ann Arbor is a special community, founded and built on learning and information. The Ann Arbor District Library has increasingly been central to our community and its growth and prosperity. Now AADL has to decide whether its downtown facility is up to providing what the community deserves.

With appreciation for all you have done, and in anticipation of working with you to meet the challenges ahead,

Sincerely,

A handwritten signature in cursive script that reads "Margaret A. Leary".

Margaret A. Leary, President
Board of Trustees, Ann Arbor District Library