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Employment Practices

02.02.13 Library Committees & Work Groups

Committees and work groups of employees of the Pueblo City-County Library District are formed to do research and make recommendations on potential or planned projects or issues of continuing interest to the organization. Temporary work groups may also be created for specific purposes and desired outcomes and can be used in lieu of a committee within the scope of this policy and procedure. Committees consist of individuals from different parts of the organization meeting regularly in specially appointed teams in order to assist PCCLD in fulfilling its mission. The Executive Director or his/her designee has sole authority for appointing PCCLD standing and/or ad hoc committees and work groups who work together to achieve goals or carry out special assignments in the interest of PCCLD as determined by the Executive Director or his/her designee. Individual staff members appointed to committee membership are expected to serve in that capacity as a regularly-assigned job duty during the term of their appointment. The library operates under the principles of participatory management and this process is consultative in nature, involving staff and, when appropriate, the public, in committees to assist in making decisions to improve library service or solve library problems. As special issues are identified, the matter is referred to the Executive Director who, at his/her discretion, will ~~insure~~ ensure a charge is drafted and a committee is appointed. While it is understood that committee decisions are not generally binding to PCCLD, it is assumed that individuals are appointed to committees because of their expertise and with respect for their collective judgment.