

In regard to Item 4, I am anxious to see a copy of the personnel policy of the Champaign Public Library. The Joint Board adopted a document (under great protest of the Douglass Advisory Committee) entitled "Douglass Branch Administrative Guidelines". This document according to all parties including Mr. Trezza was subject to revision after proper consultation of all parties. These guidelines have not been reviewed nor has anyone on the Douglass Center Advisory Committee or Project Staff seen the comparable set of guidelines for Champaign Public Library employees.

In summary, the Joint Board and the Douglass Center Advisory Committee had come a long way before the December 7, 1971 memo. Each meeting of the parties revealed the incomplete understandings of both the Joint Board and the Douglass Committee in regard to the spirit and execution of the project. However, also in each meeting there was positive movement toward mutual understanding of the nature of the project. I can do no other than agree with my Advisory Committee colleagues that the actions set forth in Mr. Trezza memo are at this time unacceptable and indeed regressive.

VB:emb