



Mesa County Libraries
BOARD
 OF **TRUSTEES**
 • BOARD MEETING •

Special Meeting
MINUTES

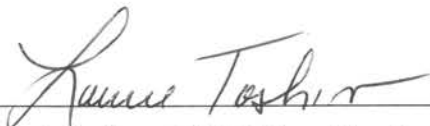
Date and Time: Friday, September 7, 2018 – 12 p.m.

Location: Central Library, 443 N. 6th St., Grand Junction, CO – Monument Community Room

No.	Item Type	Agenda Item
1	Opening	Call to Order and Roll Call <ul style="list-style-type: none"> • Board President Tashiro called to order the regular meeting at 12:05 p.m. A quorum was present. • BOARD PRESENT: Elaine Barnett, Barry Blanchard, Cindy Cyphers, Dean DiDario, Chris Mahre, Laurie Tashiro, Jean Yale • STAFF PRESENT: Laurie Cole, Karen Kllanxhja, Stacey Smith, Shana Wade, Shanachie Carroll, Rachel Hanson, Jennifer Murrell, Blair Wade
2	Action	Approval of Agenda <ul style="list-style-type: none"> • Mahre moved to approve the agenda as written; DiDario seconded. Motion carried.
3	Information/ Discussion	Consideration of Library Director Finalists <ul style="list-style-type: none"> • <i>Tashiro asked trustees to give their feedback on each finalist candidate for the open position of Library Director for Mesa County Libraries. The board interviewed three finalists on September 6: Peter Genovese, Royce Kitts, and Laurel Prysiazny.</i> <ul style="list-style-type: none"> ○ Trustees engaged in general discussion about director finalists' relatability, relevant experience, probability to integrate into and develop MCL culture, potential for future personal development, probable fit for the local community, and past experience relating to their potential work at MCL. Trustees based their opinions on finalists' interviews with the board, finalists' public speaking and community interactions during a public reception, and public/staff input. ○ Trustees spoke in turn about the areas of concern and strength they observed in each candidate. Multiple trustees praised Kitts' interpersonal communication skills and demonstrative passion; trustees expressed concern about his limited management experience in mid-sized library systems such as MCL. Trustees described Prysiazny as appropriately experienced and perceptive; several trustees expressed concern about her interpersonal communication style. Multiple trustees approved of Genovese's experience and management theory; several trustees cited as a concern his public library management experience preceding more recent experience as a library consultant. • <i>Tashiro reviewed the list of desired director skills/aptitudes developed by trustees. The five skills/aptitudes listed were: exceptional people skills, develop a close relationship with MCL's board, adaptability and nimbleness, support and grow the MCL culture, and support further growth in MCL's management team.</i> • Senior staff members present provided additional feedback on finalists at trustees' request. • Trustees briefly discussed the possibility of not choosing any of these finalists. • Barnett moved to continue to choose a candidate from this pool of finalists at this meeting. Yale seconded. Motion carried with six in favor and one against. • Barnett initiated a straw poll exercise involving each trustee identifying their top candidate pick in each of the five top desired qualities: exceptional people skills, develop a close relationship with MCL's board, adaptability and nimbleness, support and grow the MCL

		culture, and support further growth in MCL’s management team. Tallied results favored Peter Genovese.
4	Information/ Discussion	<p>Director Compensation Package and Expenses</p> <ul style="list-style-type: none"> • Cole verified that the starting salary range for the library director is \$85,000-\$110,000. Desired salary ranges of finalists and negotiation parameters were discussed. Other elements examined by trustees that are subject to negotiation upon making a job offer to the selected candidate are the number of paid vacation hours and moving expenses covered. • Tashiro asked to recess the compensation discussion pending selection of a candidate. • Tashiro conducted another straw poll regarding trustees’ choices of finalist candidates.
5	Action	<p>Decision to Extend a Library Director Job Offer</p> <ul style="list-style-type: none"> • Mahre moved to offer a contract to Peter Genovese to become MCL’s next library director; Barnett seconded. Motion passed unanimously. • Trustees further discussed compensation, moving expenses, and latitude for paid vacation amounts. Trustees supported keeping the starting salary within the advertised salary range up to \$110,000, covering moving expenses up to an amount of \$20,000 with contingencies, and negotiating hours of paid vacation time per year up to a maximum of 160 hours. • The board agreed by consensus to empower Tashiro and Blanchard to call or meet with Genovese to negotiate salary and benefits within established district limits. Finalists that were not selected will also be contacted. • Trustees briefly discussed the possible hiring timeline and start dates.
6	Closing	<p>Adjournment</p> <ul style="list-style-type: none"> • Barnett moved to adjourn the meeting at 2:05 p.m.; Cyphers seconded. Motion carried.

Minutes submitted by Stacey Smith, MCPLD Executive Assistant.



 Laurie Tashiro – MCPLD Board President



 Cindy Cyphers – MCPLD Board Secretary

Date: Sept 27, 2018