



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

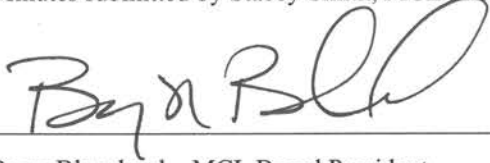
## SPECIAL MEETING MINUTES

Date and Time: Tuesday, January 15, 2019 – 5 p.m.

Location: Central Library, 443 N. 6<sup>th</sup> St., Grand Junction, CO – Administration Conference Room

#	Item Type	Agenda Item
1	Opening	Call to Order and Roll Call <ul style="list-style-type: none"> <li>• President Blanchard called the special meeting to order at 5:17 p.m. A quorum was present.</li> <li>• BOARD PRESENT: Elaine Barnett, Barry Blanchard, Cindy Cyphers, Dean DiDario, Abby Landmeier (arrived 5:24 p.m.), Chris Mahre, Laurie Tashiro</li> <li>• STAFF PRESENT: Laurie Cole, Karen Kllanxhja, Bob Kretschman, Stacey Smith, Blair Wade, Shana Wade</li> </ul>
2	Action	Approval of Agenda <ul style="list-style-type: none"> <li>• The agenda was approved unanimously as presented.</li> </ul>
3	Information/ Discussion/ Action	Consideration of Library Director Search Consulting Services <ul style="list-style-type: none"> <li>• In advance of the meeting, the board reviewed proposals from two executive search firms—Bradbury Miller Associates (BMA) and CPS HR Consulting—detailed in board packets.</li> <li>• Blanchard defined the meeting’s goals as determining if the board would like to hire an executive search firm to assist in the next library director search and which firm to hire.</li> <li>• Blanchard commended Barnett’s creation of a comparative chart between the two firms, which was distributed to trustees at the beginning of the meeting.</li> <li>• Trustees discussed differences between the two comparatively priced firms based upon the proposals, recommendations, and interviews of the firms by Blanchard and Cyphers.               <ul style="list-style-type: none"> <li>○ BMA are specialists in library district director searches.</li> <li>○ CPS recruits those who are not job seeking and accesses a broader pool of candidates.</li> <li>○ Trustees acknowledged elements for later consideration such as the MLS/MLIS requirement for library director applicants and the need to redefine the ideal candidate.</li> <li>○ At Blanchard’s invitation, attending staff gave opinions of the two options of firms.</li> </ul> </li> <li>• Trustees agreed by consensus that they would like to employ an executive search firm and that choosing from the two firms under consideration is acceptable.</li> <li>• A straw poll of trustees slightly favored CPS, although trustees acknowledged that both firms are strong options. Either firm can begin work immediately. Given the strength of both options and the interviewing trustees’ preference for BMA, several trustees advocated BMA.</li> <li>• Barnett moved to authorize the Search Committee to negotiate an agreement with Bradbury Miller Associates to manage the library director search, with CPS as a secondary option for negotiation; Tashiro seconded. <b>Motion carried on a 6 to 1 vote.</b> <ul style="list-style-type: none"> <li>○ A two-year guarantee and a 360-degree pre-screening interview process were requested as inclusions.</li> <li>○ The limitations and financial parameters of BMA’s guarantee need to be clarified.</li> </ul> </li> </ul>
4	Information/ Discussion	Library Director Search Timeline and Logistics <ul style="list-style-type: none"> <li>• Blanchard tasked the Search Committee with contacting BMA and arranging a meeting soon. Blanchard was selected as committee chair from the new Search Committee comprised of Blanchard, Tashiro, Mahre, S. Wade, and B. Wade.</li> <li>• Tashiro asked that there be a director search update agenda item for the January 31 meeting.</li> </ul>
5	Closing	Adjournment <ul style="list-style-type: none"> <li>• Tashiro moved to adjourn the meeting at 6:22 p.m.; Mahre seconded. <b>Motion carried.</b></li> </ul>

Minutes submitted by Stacey Smith, MCL Executive Assistant.



Barry Blanchard – MCL Board President



Chris Mahre – MCL Board Secretary

Date: 1/31/19