



Mesa County Libraries  
**BOARD**  
 OF **TRUSTEES**  
 • C O M M I T T E E M E E T I N G •

## Search Committee MINUTES

Date and Time: Thursday, January 24, 2019 – 12 p.m.

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

#	Agenda Item
1	Opening: <ul style="list-style-type: none"> <li>• Call to Order and Roll Call               <ul style="list-style-type: none"> <li>○ Committee Chair Blanchard called the meeting to order at 11:57 p.m.</li> <li>○ BOARD PRESENT: Barry Blanchard, Chris Mahre, Laurie Tashiro,</li> <li>○ STAFF PRESENT: Bob Kretschman, Stacey Smith, Blair Wade, Shana Wade</li> </ul> </li> <li>• Review of Agenda: The agenda was accepted as presented.</li> </ul>
2	Discussion with Bradbury Miller Team on Library Director Search <ul style="list-style-type: none"> <li>• Jobeth Bradbury of Bradbury Miller Associates (BMA) joined the meeting via a video call. Blanchard spoke with Bradbury to negotiate employment of the executive search firm for a full-service, start-to-finish library director search.               <ul style="list-style-type: none"> <li>○ Bradbury detailed services including three site visits, ad enhancement, extensive recruiting, candidate assessment, assistance with selection of semi-finalist candidates, logistics of preliminary interviews, additional assessment of finalists, organizing finalist visits, extending an offer, and follow-up communications.</li> <li>○ The timing of MCL’s search will not conflict with BMA’s other contracts.</li> <li>○ Bradbury confirmed that their services include a <i>360-degree pre-screening reference check</i> of finalists including interviewing a subordinate, a supervisor, and a colleague of each finalist.</li> <li>○ <i>Guarantee:</i> BMA extends a 1-year guarantee for full-service searches. They initiate a new search at no cost except advertising and finalist candidate travel expenses if the director leaves for any reason during the first year. Blanchard requested an extended guarantee; Bradbury stated that she is open to further discussion pending consultation with her partner.</li> </ul> </li> <li>• Blanchard will sign an agreement, make a deposit, and schedule the first meeting with BMA.</li> <li>• Bradbury requested MCL’s advertising plan from the 2018 searches, applicant lists from 2018 searches with notes on those who were interviewed, a discussion on salary range, and a discussion on applicant qualifications. Bradbury asked for names of previous applicants to be reconsidered.</li> <li>• Bradbury intends to conduct board attribute and staff surveys in advance of the first meeting.</li> <li>• The video call with Bradbury ended at 12:31 p.m.</li> </ul>
3	Library Director Search Timeline, Logistics, and Next Steps <ul style="list-style-type: none"> <li>• The new search process is anticipated to begin in mid-February and extend through May 2019.</li> <li>• The committee discussed adjusting the library director salary range before the new search.</li> <li>• Committee members deliberated previous applicants they might consider again.</li> <li>• Discussion topics identified for the first meeting: compensation packages, survey results, timing.</li> <li>• There was discourse on how to maximize staff input during a new director search.</li> </ul>
4	Adjournment <ul style="list-style-type: none"> <li>• The meeting was adjourned at 12:55 p.m.</li> </ul>

Minutes submitted by Stacey Smith, MCL Executive Assistant.