

FREMONT PUBLIC LIBRARY DISTRICT
SPECIAL MEETING – BOARD OF TRUSTEES
JUNE 14, 2023 MINUTES

1. President Nalezny called the meeting to order at 6:01pm
2. Trustees Present: Kasten, Mackay, Nalezny, Pflug Mounce, Smogor, Wilmes
Also present: Becky Ingram
Absent: Kelsey Cole-Burns
3. Kasten made a motion to approve the agenda, seconded by Wilmes. The motion passed by voice vote.
4. Public Comment – no public were in attendance.
5. Library Director Search Firm Interviews

First interview commenced at 6:05pm with Karen Miller from Bradbury Miller Associates via Zoom. Questions were asked and answered for 35 minutes.

Second interview commenced at 6:45pm with Alex Todd and Jim Dieters from Dieters & Todd via Zoom. Questions were asked and answered for 35 minutes.

Discussion began regarding the two interviews. In the midst of assessing the firms, Kasten brought up a question about skipping the search process and promoting the Assistant Director to the Director position. Consideration was given to this idea with the conclusion being that a search that includes the possibility of seeing other candidates also gives the library insight into its plans for the future and gives more legitimacy to the director who is finally chosen. After additional comparison of the two firms, it came down mostly to price. Bradbury Miller's basic fee matched the entire fee for Dieters & Todd, without including the interviews and guarantee.

Nalezny made a motion to approve the hiring of Dieters & Todd at a fee not to exceed \$15,000 as the search firm for Library Director. Kasten seconded the motion. Roll was called:

Yes: MacKay, Nalezny, Pflug Mounce, Smogor, and Wilmes

No: Kasten

Absent: Cole-Burns

The motion passed.

Nalezny directed Ingram to notify both firms from tonight's interviews of the decision and to emphasize that it really came down to a price difference as to why Bradbury Miller was not awarded the job.

Additional discussion was conducted regarding who would comprise the committee that conducts the search along with the search firm. Final decision will be made at the June monthly meeting.

6. Nalezny made a motion to adjourn the meeting at 8:28pm seconded by Kasten. Motion passed by voice vote.

Approved

/s/Sharon Smogor, Secretary 6/22/23