

FREMONT PUBLIC LIBRARY DISTRICT
SPECIAL MEETING OF THE BOARD OF TRUSTEES
MAY 31, 2023 - MINUTES

1. President Nalezny called the meeting to order at 6:05 p.m.
2. Trustees Present: Kelsey Cole-Burns, Jay Kasten, Laurie MacKay, Jodie Nalezny, Micki Pflug Mounce, Sharon Smogor, and Allison Wilmes.
Also present: Scott Davis and Becky Ingram
3. Kasten made a motion to approve the agenda, seconded by MacKay. The motion passed by voice vote.
4. Public Comment – no public were in attendance.
5. Furniture Bids
 - 5.1 Smogor made a motion to award bid for furniture procurement of packages 2, 3, 4, 5, and 6, seconded by Kasten. Brief discussion was had regarding the process and how the budget is covering the purchase of the furniture. The roll was called:
Yes: Cole-Burns, MacKay, Nalezny, Pflug Mounce, Smogor, and Wilmes
No: Kasten
The motion passed.
6. Library Director Executive Search process
 - 6.1 Discussion of letters of introduction from executive search firms.
Kasten feels all 3 could do a fine job; he has experience from a previous board working with one of the firms. Smogor asked if there would be a bias for the firm that is made up of current library directors. Kasten worked with that firm and did not notice that they had a bias.

Nalezny brought up the nation-wide search and that we would need to consider relocation packages or such if a person was brought in from out of state.

Nalezny asked about the budget – and Director Davis mentioned that we have money set aside in the Outside Professional Fees line to cover the cost of hiring a search firm.

Several trustees put HR Source last on their lists of preferences. Cole-Burns mentioned that Deiters & Todd could bring an expert opinion into the search as they are currently employed in as directors, and it would be helpful to have a firm with this personal experience. Nalezny liked that the search firms all mentioned that they would consult with staff/management which she thinks is very important.

It was decided at the end of discussion that the board wanted to move forward with interviews with Deiters & Todd and Bradbury Miller. The trustees were all asked to submit their questions to Nalezny so she could compile them to make the interviews effective and keep within a time limit.

Plan is to try for a meeting on June 14 at 6pm.
 - 6.2 Discussion of compensation for Interim Director
Davis stated that it is only fair that the person being asked to do the job of the director be paid the same as what a new director would be paid. Salary Surveys and current openings were mentioned and Davis recommended it not be lower than \$125,00 per year. The salary will be approved at the June regular monthly board meeting.
7. Nalezny adjourned the meeting at 7:19 p.m.

Approved

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