

Grand County libraries: linking people to boundless opportunities

GRAND COUNTY LIBRARY DISTRICT

BOARD OF TRUSTEES

Special Meeting

Wednesday, April 10, 2019

1:00 PM

Granby Library

55 Zero St., Granby, CO 80446

Minutes

Trustees: Sally Leclair, Marcus Davis, Bambi Statz, Darcy Schlichting, Max Frazier, Kim Cameron

Staff: Michelle Grant, Gaylen Matzen

Public: Marla Gall, Merilyn Hunter, Ann Douden, Eric Sandstrom, Shawn Davis

- I. Call to Order and Consideration of Trustee Absences
Meeting called to order, 1:00pm by Sally Leclair
Absent (excused): Jim Sloan (contacted Leclair via email last week)
- II. Amendments to the Agenda
Frazier requested to change to Executive Session Pursuant to Statute 24-6-402(4)(e), C.R.S. for the purpose of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations and instructing negotiators concerning the hiring of an Executive Director.
- III. Approval of the Agenda
Motion to approve the agenda as amended.
Max Frazier motion; Kim Cameron 2nd
All approve.
- IV. Reports
 - A. Public Comment
None at this time.
- V. Information Items
 - A. Executive Director Finalist Interviews
Sally Leclair, Trustee President introduced the two candidates, and reviewed the selection process followed by the Board has since January 16, 2019. Leclair acknowledged the contribution of the following:
 - i. Board Members for: developing a profile for the director position, submitting their questions for each of the three stages of interviews and their overall support for the process.
 - ii. Friends of the Library, Marla Gall (Friends President) for participating as an interviewer.
 - iii. Grand County Library Foundation, Eric Sandstrom and Ann Douden – for their participation in the review of questions, public input and to Douden as a panel interviewer.

- iv. Trustee Jim Sloan for being on interview panel, and for broader board participation.
- v. GCLD staff: Sue Luton, (Branch Manager, Juniper Library) as staff representative and Branch Managers for their valuable input
- vi. The Administrative Office staff, community members, Lyons Library Trustees, Colorado State Library rep. Crystal Schimpf, GCLD legal counsel and SDA Executive Director Ann Terry.

Leclair reported that the selection process attracted a number of high quality candidates from across the country as well as Grand County. The process helped the Board align applicants with the qualities, attributes and background necessary for this position. In this final stage, there are two admirable candidates. The intention today is to pose a final round of questions to the two finalists, rank order and arrive at a potential director. Leclair explained that both Mollie Roache, and Polly Gallagher will be asked a further 16 questions. Following the interviews, the trustees will be required to rank the candidates, with a one or a two, first or second choice.

Interviews were conducted. The Trustees remarked on the interviews comparing the two candidates. Trustee Frazier thought there were advantages and disadvantages to hiring a current GCLD employee. Frazier thought Gallagher was a known entity with proven record. The candidates had notably different approaches to handling an upset patron.

Trustee Schlichting questioned Gallagher's grasp of budgetary issues.

Trustee Cameron felt that Roache would bring a fresh perspective. She appreciated that Roache displayed a direct approach to dealing with difficult issues.

Trustee Leclair noted that both candidates were articulate, intelligent, and passionate about libraries. She expressed concern about an outsider coming to Grand County and confronting the high cost of living, the scope of the differences in communities East to West. Roache does not have a Master's degree, limited budget experience and her leadership background is at the branch level. Leclair stated that Polly has worked very hard in her 5 months on the job at GCLD. Gallagher has proven experience with Boards. Leclair is not so much concerned with the personalities of the two candidates as with the skill set. Gallagher has the skills to hit the ground running. Gallagher leads from relationships and has the respect of her colleagues and peers.

Trustee Davis liked Roache's decisiveness. She stated she would go to the floor and work the jobs the employees work. Roache appeared to be concerned about the district as a whole. Davis stated that Gallagher did not demonstrate an understanding of the budget.

Trustee Statz stated that this is a tough decision. Roache has library experience in and out of Colorado. Statz stated that she has confidence that Roache understands the role of Board. Statz stated she was impressed with the homework that Roache had done to familiarize herself with Grand County and her enthusiasm for statistics. Statz asked for a written rank order of candidates. Results were Gallagher with two votes and Roache was four votes for first choice.

After the discussion was complete, Trustee President Leclair stated that we have two choices:

1. Make a decision and make a conditional offer (based on results of background check).
2. Start over, and find a new set of candidates

Leclair stated that we need a motion to proceed with the Board choices for the Executive Director appointment.

Trustee Davis motioned to recommend approval of Mollie Roache as the first choice contingent upon background check and acceptance of job offer and Henrietta (Polly) Gallagher as the second choice. Trustee Frazier seconded the motion. All approve.

B. Executive Session

Davis motioned to move into Executive Session Pursuant to Statute 24-6-402(4)(e), C.R.S., for the purpose of determining positions relative to matters that may be subject to negotiations, developing strategy for negotiations and instructing negotiators concerning the hiring of an Executive Director.

Max Frazier 2nd

All approve.

Executive Session of the trustees present was entered into at 4:00 p.m.

Executive Session ended at 4:35 p.m. and the open special meeting resumed.

VIII. Adjournment

Trustee Davis motioned to adjourn special meeting

Kim Cameron 2nd

All approved, meeting adjourned at 4.40 p.m.