



The Lapeer District Library will be the community's destination for resources, education, technology and connections.

**Lapeer District Library**

**Special Meeting of June 8, 2020**

**Via conference Meeting ID: 839 5877 5517 Password: 8bSNz8**

**Minutes**

**20S.06.01 Call to Order:** Mrs. Watz, LDL board chair, called the meeting to order at 5:01 p.m.

**20S.06.02 Roll Call:**

Jacquie Wilson	City of Lapeer	12/31/2022	Present
Charlotte Babb	County (Burnside Township)	12/31/2020	Present
Amanda Sandusky	County (Oregon Township)	12/31/2023	Excused
Gary Phillips	County (Deerfield Township)	12/31/2023	Present
Karen Rykhus	Lapeer Township	12/31/2020	Present
Perry Valle	County (Metamora Township)	12/31/2021	Present
Jan Watz	Mayfield Township	12/31/2021	Present

**Quorum is 4. There are \_\_6\_\_ Board members present.**

Also present are Melissa Malcolm LDL Director, Brian Mortimore and Peggy Olson from Mortimore Consulting LLC and Olson HR Solutions and Patricia Presby, recorder.

**20S.06.03 Public Comments:** None

**20S.06.04 Additions/Deletions/Approval of agenda:** Mr. Phillips moved to accept the agenda as presented. Seconded by Mrs. Rykhus. Motion carried.

**Unfinished Business:**

**20S.06.05 Director search:** Discussion of salary range and of going forward with consulting firm:

- Mr. Mortimore gave introductory remarks and explained the approach to the hiring process that he and Mrs. Olson use.
- Mrs. Olson has been doing executive searches since 2006 and has worked with Mr. Mortimer in six library searches. Working with the Board's search committee, she will design a questionnaire for candidates. She will work with the search committee as needed in all steps of the hiring process and for answers to questions that arise.

- Time line: week 1—post position, search LinkedIn and find other passive candidates; weeks 2 and 3—interviews; week 4 ---present best possible candidates to the board; weeks 5 and 6—board interviews; week 6—make offer; week 8—start work.
- Mrs. Olson requested a list of previous candidates.
- The consultants suggested a range of compensation for the position which would increase the candidate pool. The outcome of board's discussion was to offer a salary range of \$65,000-\$85,000. Relocation money, if necessary, would also be negotiated.
- The search committee consists of the current director, Mr. Phillips, Mrs. Rykhus, with Mrs. Watz as alternate.

**20S.06.06 Public Comments:** None

**20S.06.07 Adjournment:** Mr. Valle moved to adjourn. Seconded by Mr. Phillips. Motion carried. Meeting Adjourned at 6:09 p.m.

**Regular Meeting: Marguerite deAngeli Library**  
**June 18, 2020**  
**Finance Committee 5:00 p.m.**  
**Full Board 5:30 p.m.**