

**Meeting Minutes
Board of Trustees
Regular Meeting
January 9, 2023 —4:00pm
Old Town Library - 201 Peterson Street**

Board Members Present:

Fred Colby
Randyn Heisserer-Miller
Corey Radman
Anuja Riles
Becki Schulz
Joe Wise

Board Members Absent:

Matt Schild

Staff Present:

Katie Auman	Currie Meyer
Holly Bucks	Selena Paulsen
Ken Draves	Ludy Rueda
Mark Huber	Sabrina Stromnes
Cynthia Langren	Rob Stansbury
Diane Lapierre	Molly Thompson
Amy Lyons	

Others in Attendance:

Beth Dauer, Legal
Sara Schmidt, Consultant

I. CALL TO ORDER AND DECLARATION OF QUORUM

President Colby called the meeting to order at 4:01 p.m. and declared a quorum present.

II. AGENDA REVIEW

No changes to the agenda.

III. PUBLIC COMMENT:

None

IV. APPROVAL OF MINUTES

- December 12, 2022, Regular Board Meeting

Trustee Riles moved to approve the minutes as presented. There was a second by Trustee Heisserer-Miller. The motion carried unanimously, 6 – 0.

V. REPORTS

a. Director's Report –Diane Lapierre

In addition to the written report, Executive Director Lapierre:

- Reviewed the 2023 board calendar document and asked for feedback. This will be included in the meeting packets starting next month for informational purposes.

b. Financial Report – Amy Lyons

Ms. Lyons presented the financial report which was accepted as presented. Trustee Wise requested that going forward, in instances when there is a significant change in any category, to please include a note of explanation.

c. Legal Status Report & Approval of Annual Administrative Resolution - Dauer

Ms. Dauer presented the Annual Administrative Resolution to the board. She clarified that at the annual meeting in April, the board will conduct the Election of Officers at that time.

There was a motion to approve the Annual Administrative Resolution by Trustee Schulz. The motion was seconded by Trustee Heisserer-Miller and it carried by a unanimous vote, 6 – 0.

VI. UNFINISHED BUSINESS

a. Compensation Study, First Reading – Stromnes

Sara Schmidt with Compensation Resources joined the meeting virtually and presented an update on the recent compensation study. President Colby asked that for the next meeting, that both the current pay plan chart and the proposed 2023 pay plan chart match or use color coding for ease of comparing. He asked for that this be sent out ahead of the next board meeting. There was a discussion about the philosophy of today's pay plans and what is trending. This will be on the agenda next month for a second reading and approval.

b. Report on Elimination of Fines - Draves

Mr. Draves presented his report on the elimination of fines and how that has impacted the District's budget.

c. 2023 Organizational Goals and Key Performance Indicators – Lapierre

Ms. Lapierre reviewed the six organizational goals and the specific goal and measurement for each one with the board. President Colby expressed his opinion that the specific goal for the first organizational goal needs to be more aggressive than increasing by 20%. He suggested that it be 35 – 50%. Ms. Lapierre will come back next month with feedback about what staff thinks of this idea.

VII. NEW BUSINESS

a. New Board Member Recruitment– Auman

Ms. Auman is moving forward with the current timeline and checklist that staff from the District, City, and County have been following while she waits to hear back from the County and the City on how much they want to be involved this year. She indicated that the legal representatives from each entity are currently reviewing and possibly revising the current IGA in order to be in compliance regarding board recruitment and selection.

The board briefly discussed the type of background it hopes to have in new members, specifically, financial, business, and management experience. President Colby suggested that for each opening there is, a candidate be chosen for it as well as an alternative, so if there are two openings for example; two candidates be chosen as well as two alternates. He also added that it is on the current board members to get the word out and help recruit qualified new members.

Trustee Wise announced that he will be leaving the board at the end of the March meeting, along with Trustee Schulz instead of serving his entire term. Therefore, there will be two vacancies on the board.

- b. Approval and Endorsement of ULC Declaration of Democracy - Lapierre**
Ms. Lapierre briefed the board on the ULC Declaration of Democracy and asked for board support by endorsing it. There was a discussion about the first sentence that Trustee Wise felt was political in nature and could not support.

At the conclusion of the discussion, there was a motion by Trustee Riles to endorse the ULC Declaration of Democracy as written. Trustee Heisserer-Miller seconded the motion which carried by a majority vote, 5 – 0. Trustee Wise abstained.

VIII. ANNOUNCEMENTS

- a. Friends of the Library Update - Radman**
The next book sale is January 29 at Harmony Library.
- b. Library Trust Update – Heisserer-Miller**
Provided dollar figures from the year-end Trust report; the Trust is down \$3k from last year. They plan to give \$13,500 to the District.

IX. ADJOURNMENT

There being no other business before the board, the meeting adjourned at 5:50 p.m.

Respectfully submitted,

Cynthia Langren
Recording Secretary

Corey Radman
Secretary/Treasurer