



Library Board Meeting Minutes

CALL TO ORDER & ATTENDANCE

Board members present were: Ms. Trisha Baker, Ms. Pamela Clark, Mr. Michael Foust, Ms. Cecelia Hopkins, Ms. Sarah Keenan-Lechel, and Ms. Diane Kloc. Mr. Chris Giroux was absent. Ms. Karen Butler, Ms. Maria McCarville and Mr. Garrett Schmidt from the Public Library were also present. Mr. Steve Bowers representing The Library Network (TLN) was present via Zoom.

Board President Ms. Diane Kloc called the meeting to order at 5:04 p.m.

Mr. Bowers, Executive Director of TLN provided a virtual presentation on the Cooperative, noting their mission, vision and complete overview of the services they provide. TLN is funded by state aid, menu services and sometimes grants too. Library directors in the cooperative are on the TLN member council which meets virtually on a monthly basis. He reviewed the offerings provided by the cooperative and invited all to explore TLN.org for a complete scope of events, services, etc. TLN has a staff of 40 persons, with 76 member libraries (about 125 branches) and an annual budget of \$8-\$10M. He can be reached at sbowers@tln.org. Mr. Bowers advised that if PLOS was interested in joining TLN, it would require PLOS board approval and TLN board approval as well.

Following Mr. Bowers' presentation there was much discussion and comparison with our current cooperative Mideastern Michigan Library Cooperative. After discussion, it was decided to go from MMLC to TLN. Ms. McCarville advised that we would need to notify MMLC by the end of March if we choose to leave them effective October 1, 2026 as they require 6 months' notice.

Ms. Pamela Clark motioned to ask Ms. McCarville to complete an application with TLN to get the process started. PLOS will advise MMLC that we will be leaving their cooperative effective October 1, 2026. Ms. Cecelia Hopkins seconded the motion. The motion carried unanimously.

Ms. Diane Kloc stated that the personnel committee as the search committee met yesterday virtually with two search firm organizations to possibly assist us with the search for a new library director, Bradbury Miller Associates and Organizational Architecture. An updated job description and organizational chart was provided to all present, inviting any comments or suggestions. Ms. Keenan-Lechel stated that both were great companies. Ms. Clark said both had done hiring projects, with Bradbury Miller strictly doing libraries, and Organizational Architecture also assisting government and non-profit companies. Both were out of state firms but can allocate in-person help as needed. Both can do pre-screening candidates and promote Saginaw. The committee found Bradbury Miller had more targeted skill sets and experience in Michigan, and the

contact person was a former librarian. Bradbury Miller's cost was the higher of the two companies. An estimated time from start to hiring is approximately 15 weeks. Bradbury Miller can do background checks, and if the chosen candidate leaves within a year, they will do another search at no extra cost (except advertising and background searching). They had also done due diligence prior to the meeting by investigating our library system, branches, budget, etc. The committee highly recommended Bradbury Miller's top tier at a cost of \$31,000. The committee also feels more time in March and April will be devoted to this effort during the search process and updating the board at meetings, and it was suggested that it is necessary to meet on a monthly basis on the 3rd Thursday of each month beginning February 2026-June 2026. There was also discussion on reviewing the Open Meetings Act with an attorney to keep within guidelines with meetings. Ms. McCarville suggested Clare Membelia, the library attorney at no cost. The library has also used Foster Swift attorneys as well. There was much discussion. Ms. McCarville advised that there are funds available in the Saginaw Public Library Foundation for this search.

Ms. Sarah Keenan-Lechel motioned to authorize a budget to execute a contract with Bradbury Miller Associates for their top tier search with a proposed budget not to exceed \$35,000, with Board President Ms. Diane Kloc as the authorized person to sign and enter into a contract with the search firm. Mr. Michael Foust seconded the motion. The motion carried unanimously.

The meeting adjourned at 6:10 p.m.

Respectfully submitted,

Sarah Keenan-Lechel
Secretary
