

**BOARD OF TRUSTEES  
PIERCE COUNTY LIBRARY SYSTEM  
SPECIAL MEETING, MAY 30, 2014**

**CALL TO ORDER**

Chair Linda Ishem called to order the special meeting (via conference call) of the Pierce County Rural Library District Board of Trustees at 1:05 PM. Board members present were Allen Rose, J.J. McCament and Rob Allen. Donna Albers joined the meeting at 1:08 PM.

**PUBLIC COMMENT**

There was no public comment.

**NEW BUSINESS**

**Salary Range of New Executive Director** - Chair Ishem said the data showing the Director salaries of neighboring library systems supports a broad starting salary range due to variations in library sizes and the local economy. She added that senior staff salaries within the Library System should drive the floor of the range, noting it could be discouraging to have a new Director making less than senior staff.

Ms. McCament agreed. She said she has always taken the position that she personally feels the Board should not hire a new Director at a salary higher than the current Director's salary. All Trustees agreed.

Ms. McCament noted Bradbury Associates recommended range was \$130,000-\$160,000 and suggested backing down from the top of the range and shifting it downward. She asked Ms. Albers whether she had any comment regarding the starting range based on her experience. Ms. Albers did not.

Ms. McCament asked what the Deputy Director's annual salary range was. Ms. Ishem stated it was \$98,892-\$132,900. When asked where the current Deputy Director's salary falls within that range, Ms. Ishem stated it was at the top of the scale. Mr. Allen said if the Board is binding itself to the idea of not hiring at a ranged lower than Deputy Director, he suggested a range of \$135,000-\$145,000. He noted the ALA job posting site did not list a range for at least 1/3 of the postings for library Directors. He said he is unsure of the possible impact on the recruitment process if such a narrow range is decided upon.

Ms. McCament said if they list a range of \$135,000-\$145,000, the new Director could potentially be making more than the current director after his/her first year review. She said if a range is listed, some candidates will try to negotiate a higher salary, but stressed the Board's philosophy should be to set a firm line at the top.

Mr. Allen stated this would likely not be so because presumably the current Director would also get a raise, therefore the new hire's salary would not actually catch up.

Ms. Albers made reference to a 2012 list of library Director salaries which listed Pierce County Library System at \$146,740. She said the salaries are relative to the size of the libraries' budgets. She cited the Director salary of Kitsap Regional Library System with a budget 1/3 that of the Library System's was \$123,000. She pointed out that Spokane's Director salary was \$124,000, yet they had a smaller budget than Kitsap. Ft. Vancouver's budget was \$21 million with a Director salary of \$135,000. She said capping the salary for the new Director at \$145,000 seems low and posed the question to the Board if they are potentially being short-sited if the salary is capped too low.

Chereé Green, Staff Experience Director, reminded the Board that Bradbury Associates suggested capping the salary at \$160,000.

Mr. Allen and Ms. Albers said they were comfortable with range of \$135,000-\$160,000. Ms. McCament stated this equates to a \$25,000 negotiating range. She asked what type of benefits will be offered. Ms. Green said the Library budgeted for one-time relocation and moving expenses at approximately \$10,000. She confirmed the current Director's \$160,000 salary is a base that does not include benefits. Ms. Albers said benefits can be anticipated to be at least an additional 40%. She noted that cost of living differences should also be considered.

Mr. Rose said they are determining only the hiring range and that there will be room for the salary to grow. He said many candidates will be attracted to the amazing things Pierce County Library System is doing and does not believe they will apply for just the money alone.

Mr. Allen moved to set a hiring range of \$135,000-\$155,000. Ms. Albers seconded the motion and it was passed.

Ms. McCament asked whether the Board will have representatives at ALA as part of recruitment. Chair Ishem said she and Ms. Albers would be attending. Ms. Green said that Karen Miller from Bradbury Associates will be there as well.

Chair Ishem said she would send a draft of the job announcement to the Board and if they had any comments or concerns with it, she would convey them to Bradbury Associates.

<b>ADJOURNMENT</b>
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Moved by Ms. McCament, seconded by Mr. Allen to adjourn the meeting at 1:32 PM. Motion carried.

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Neel Parikh, Secretary

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Linda Ishem, Chair