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BOARD OF TRUSTEES:

John R. (Jack) Connelly, Jr., President  
Wayne Williams, Vice President  
Sara Irish, Trustee  
Donna LaFrance, Trustee  
John Hines, Trustee

MINUTES  
March 25, 2017

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**CALL TO ORDER**

The special board meeting was held at the Main Library located at 1102 Tacoma Avenue South (Board Room). President Jack Connelly called the meeting to order at 9:05 a.m.

**ATTENDANCE**

**Library Board:** President Jack Connelly; Vice President Wayne Williams; Donna LaFrance; Sara Irish; and John Hines were present.

**Library Staff:** Library Director Susan Odencrantz; Fern Hill and Mottet Branch Manager Susan Marihugh; and Confidential Assistant Karen Meyer were present.

**City of Tacoma:** HR Director Joy St. Germain; and Training and Development Manager Cathy Journey were present.

**Teamsters Local Union 117:** Business Representative Julie Yust was present.

**Public:** Jennine Trachier was present.

**PLEDGE OF ALLEGIANCE** – President Jack Connelly

**WELCOME**

**LIBRARY STRATEGIC PLAN OVERVIEW** – Director Susan Odencrantz  
A May 2017 Retreat will focus on the Library's strategic plan.

**CLASSIFICATION REVIEW** – COT HR Manager Joy St. Germain

**Library Director**

The competencies in the following exercise will be incorporated into the classification for a library director and brought back to the Board at the April 19 meeting.

**LEADERSHIP COMPETENCIES EXERCISE** – COT Training & Development Manager Cathy Journey

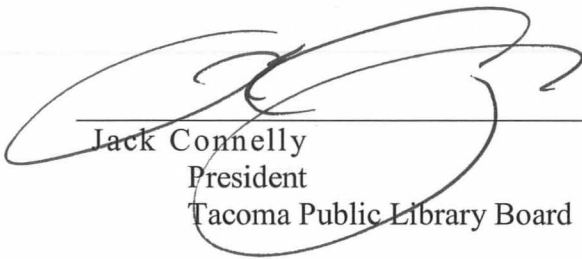
**Library Director**

The Board chose competencies from *FYI For Your Improvement* by Korn Ferry to be included in the library director classification.

**NEXT STEPS** – COT HR Manager Joy St. Germain


The recruitment process will be adjusted based on the retirement date of the Library Director.

**ADJOURNMENT** The meeting adjourned at 12:20p.m. The next Board Meeting will be held April 19, 2017 at 5:30 p.m. at Main in the Board Room.



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Jack Connelly  
President  
Tacoma Public Library Board



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Susan Odencrantz  
Library Director and Secretary to  
the Tacoma Public Library Board