

**PUEBLO CITY-COUNTY LIBRARY DISTRICT  
BOARD OF TRUSTEES MINUTES  
Executive Director Search Committee  
April 26—9:00 a.m.—Rawlings Library—Executive Conference Room**

**I. Call to Order and Roll Call**

The meeting was called to order by Mr. Quintana at 9:00am.

Board Members Present:	Fredrick Quintana, President Doreen Martinez Marlene Bregar
Staff & Guests Present	Jon Walker, Executive Director Rose Jubert, Secretary to the Board of Trustees

**II. Executive Director Search Firm**

OVERVIEW: An ad hoc committee of the PCCLD Board of Trustees conducted interviews with the top three hiring firms for the PCCLD Executive Director Search

The top three hiring firms were Bradbury Miller & Associates, CPS HR Consulting and John Keister & Associates. The firms were all contacted via email by the Board Secretary on Thursday, April 21<sup>st</sup> and asked to indicate their willingness to interview. They were given the interview date, April 26, 2022 and time preferences their interview time was based upon a first-come, first-serve method.

The interview order was as follows:  
9:30am – Bradbury Miller & Associates  
10:45am – John Keister & Associates  
12:00pm – CPS HR Consulting

Questions were asked of the firms that included timeline, research & knowledge of Pueblo and PCCLD, knowledge of public libraries in Colorado, experience in placing executive directors in public libraries, if they had an established network of executive directors in public libraries, their understanding of libraries and library principals and their cost relative to services.

The interview with Bradbury Miller & Associates began at 9:30am, they were represented by Karen Miller and Brian H. John Keister represented his firm and noted that his wife Beth was part of his search team. CPS HR Consulting was represented by Melissa Asher and Gloria Timmons.

A discussion followed with agreement to recommend Bradbury Miller as the top choice to be recommended to the full board at their next meeting.

**III. Adjournment**

The interviews concluded at 1:00pm.