

## AGREEMENT

This Agreement made and entered into this 20<sup>th</sup> day of April, 1993, by and between the City of Great Falls, Montana, a municipal corporation of the State of Montana, hereinafter referred to as "City" and the Great Falls Library Board of Trustees, hereinafter referred to as "Library Board";

WHEREAS, an Agreement is deemed necessary to provide a basis for cooperation between the Library Board and the City for a more efficient management of library services; and,

WHEREAS, the powers and duties of the Library Board are established by statute under Title 22, Chapter 1, Part 3, MCA with implementation and policy decisions to be exercised by said board; and,

WHEREAS, pursuant to 22-1-309, (3) MCA, the Library Board is empowered to contract with City to provide library services;

NOW, THEREFORE, the parties mutually covenant and agree as follows:

1. All provisions of state statutes regarding the powers and duties of the Library Board are acknowledged by the parties hereto;
2. The Library Board shall have the exclusive power and authority to determine policy for the operation of the library; prepare budgets; authorize expenditures; determine the selection of materials; and negotiate contracts and agreements as set forth in 22-1-309, MCA;
3. The City shall have authority and responsibility for all personnel matters, including hiring, firing and disciplinary proceedings, for all library employees, including the Library Director, except that appointment of the Library Director must be made in consultation with and be confirmed by the Library Board;
4. The Library Director shall have the "de facto" administrative status of a City department head and the Library Director shall report directly to the City Manager;

5. The Library Director shall be responsible to the Library Board for the execution of the policies of the Library Board as authorized in #2 above;

6. The City Manager shall execute all contracts and agreements for the library;

7. The City of Great Falls agrees to support the library budget in the amount of at least seven (7) mills. The funds so collected will be placed in a library fund and neither the principal nor the interest from such funds will be used for any purpose except to fund the library budget;

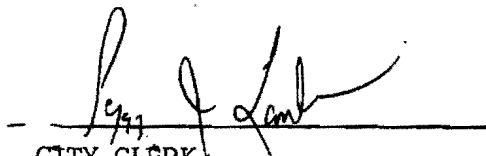
8. The term of this Agreement shall be for one year from and after July 1, 1993. The Agreement shall automatically renewed each year unless and until 90 days written notice of termination is given by either party prior to the anniversary date of the Agreement;

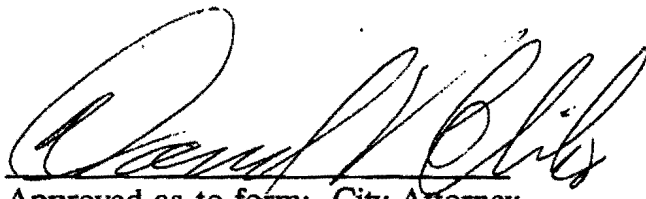
9. This Agreement shall be binding upon the successors and assigns of the parties hereto.

IN WITNESS WHEREOF the parties have caused this instrument to be executed by the persons duly authorized thereto the day and year first hereinabove written.

  
CITY MANAGER

  
Chairman of Library Board

  
CITY CLERK

  
Approved as to form: City Attorney

|                                |                    |              |   |   |  |
|--------------------------------|--------------------|--------------|---|---|--|
| <b>Missoula Public Library</b> | <b>Honore Bray</b> | <b>Email</b> | <p>Consortial services such as; preprocessed materials on a State wide or regional basis. Regional Catalogs like the MSC – allowing libraries to shift some duties regionally and save money on the local level.</p> <p>Sharing of material between many libraries so each library doesn't have to purchase the same items allowing libraries to save local dollars. Some digital collections but less impact than print materials.</p> | <p>Keeping up with all the wants of the community.</p> <p>Dealing with transient populations</p> <p>Budgets Shrinking</p> | <p>Knowledge of Montana Library Law and City County Budgets.</p> <p>Interpersonal skills with the public so the library is visible in the community.</p> <p>Management skills for personnel.</p> |
|--------------------------------|--------------------|--------------|---|---|--|

### Homework for Finding the Next Library Director

|                          |               |          | 1. What are the three most significant trends emerging in public library operations and services?   | 2. What are the three top issues facing your community library?  | 3. What three attributes do you consider to be essential in a library director?   |
|--------------------------|---------------|----------|---|--|---|
| Billings Public Library  | Gavin Woltjer | by Phone | Fiscal versatility and strong budget knowledge is needed. How to survive through the "rainy days". Using reserves versus layoffs.   | Budget, Facility Space, Personnel  | Communication. Needs to communicate his or her leadership style with staff and needs to be able to listen to staff to understand their expertise. Flexibility to learn current relationships. |
|                          |               |          | Adept in technology. Understand the new technologies available and know how to use them. Avoid being a "Collector of Shiny". If you have new technology know how to use it, train it and benefit from it. | How to use the space efficiently. Understand your staff and use them to their best abilities. Libraries have been changing for the past 15 years, how will you adapt?  | Be part of the Community and City   |
|                          |               |          | Look outside of the box. City will be looking for someone with a MLS degree but also look for background in other fields for out of the box thinking.   | The Library Director should be telling the library narrative. They should be promoting the story not having someone else out promoting.  | May need a MLS degree for our library accreditation but it is also important to have a solid leadership background.   |
|                          |               |          |   | A marketing and advertising background would be helpful. The Director and staff need to be out in the community making partnerships with other organizations.<br>The Director should make themselves available to the community to see other groups to work with.<br>Should be a part of the whole "City" team rather than just focusing on their Library. | Great Falls Library Staff has a strong presence in the State level Consortiums.   |
| Kalispell Public Library | Connie Behe   | Email    | Participatory Learning  | Sustainable funding  | Diplomacy   |
|                          |               |          | Collective Impact<br>Lean Management  | Outdated, small facilities<br>Lack of support from County Commissioners  | Vision<br>Planning  |
| Lewis and Clark Library  | John Finn     | Email    | Library as the community "living room" - encourage interaction, exchange of ideas, provide meeting spaces.  | Secure stable funding  | A willingness to be a visible member of the community.  |
|                          |               |          | "Library of Things" (LOT) collections - libraries checking "stuff" rather than just books: sewing machines, ukuleles, projectors, fishing poles, etc.<br>Making meaningful partnerships in the community. | Serving non-traditional or under-served populations<br><br>Ensuring our patron's rights to their intellectual freedoms, their guarantees of free speech, and their rights to privacy.  | A dedication to the ideals of public library service.<br><br>Compassionate and empathetic leadership - both inside and outside the library.   |