

**CITY AND BOROUGH OF SITKA  
LIBRARY COMMISSION**

**RESOLUTION NO. 2020-01**

**A RESOLUTION OF THE LIBRARY COMMISSION FOR THE CITY AND BOROUGH  
OF SITKA IN SUPPORT OF A SALARY GRADE ADJUSTMENT FOR THE POSITION  
OF LIBRARY DIRECTOR**

**WHEREAS,** the CBS Library Commission is charged with the power to do everything necessary for the proper maintenance and operation of the public library within the limits of appropriations authorized by the assembly; and

**WHEREAS,** subject to the approval of the assembly, make rules and regulations for the administration and control of the public library; and

**WHEREAS,** CBS Library Commission is empowered to make recommendations to the municipal administrator on the appointment of library staff; and

**WHEREAS,** the Sitka Public Library has a recent history of frequent director turnover and qualified candidates have declined offers of employment on the basis of salary; and

**WHEREAS,** the library director is currently the lowest paid CBS department head while the employment qualifications require a Masters in Library and Information Science and considerable experience in the library field and management; and

**WHEREAS,** the time, money and resources spent to conduct director candidate searches, hiring, orientation and training must be taken into consideration, as well as the negative impact of turnover on library staff, volunteers, library commission and the public; and

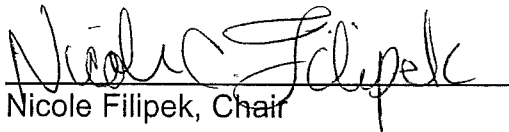
**WHEREAS,** the Sitka Public Library is more than just a facility and the director thereof more than a department head within the CBS administration, but an institution that requires a dedicated library professional and skilled manager to perform the duties of library director; and

**WHEREAS,** the library director manages a facility, a budget of nearly \$1M and a staff of 7.5FTE, must effectively interact with patrons, visitors and tourists, staff, volunteers, city administration and departments, library commission, Sitka Tribe, community organizations, the school district, grant entities, state organizations and consortia, and national library associations; and

**WHEREAS**, the Sitka Public Library provides vital community service to all Sitkans and visitors to Sitka, seven days a week, and the Director thereof is on-call all hours of operation and may be called upon 24/7 for incidents and emergencies.

**NOW, THEREFORE, BE IT RESOLVED** that the Library Commission of the City and Borough of Sitka, Alaska, supports the Interim Administrators recommendation to the Assembly to make an adjustment to the Library Director salary grade.

**PASSED, APPROVED, AND ADOPTED** by the Library Commission of the City and Borough of Sitka, Alaska, on this 8th day of January, 2020.

  
Nicole Filipek, Chair

ATTEST

  
Daniel Gunn, Secretary