



Thursday, May 2, 2019.

Mayor Junkin and Members of Pelham Town Council

c/o Clerk's Office  
20 Pelham Town Square  
Fonthill, ON L0S 1E0

Dear Mayor Junkin,

The Pelham Library Board is writing to you to inform you of the decision of the Library Board Hiring Committee to suspend the library CEO search for a period of time due to factors beyond our control which make it difficult to successfully complete the recruitment of a suitable candidate. The factor affecting the search is the Regional Governance Review which was recently initiated by the provincial government.

As you are aware it is possible that the review will result in numerous municipal government amalgamations across the province and quite possibly in Niagara. Amalgamation of municipalities will almost certainly result in the amalgamation of libraries in the areas affected, which in turn will affect the employment status of the library CEO's, creating instability in those positions. Just in the last week we had two prime applicants remove their names from the search and it is reasonable to expect that other candidates might do the same as they face the prospect of resigning from relatively secure current employment to move to insecure employment as a Niagara library CEO.

Members of the Hiring Committee had a lot of discussion on this and the Committee came to the conclusion that hiring a talented and experienced candidate in this atmosphere is far from guaranteed. Therefore the decision was made to suspend the search until more is known about the Governance Review process and its possible conclusions.

In the interim, Amy Guilmette will continue in her role as Acting CEO. The Committee has recommended to the Library Board that a review of the current organizational plan needs to be completed to ensure that existing staff are being appropriately supported.

We look forward to the Council's continuing support.

Sincerely,

A handwritten signature in blue ink that reads 'Tim Wright'.

Tim Wright, Board Chair, Pelham Public Library