

PUBLIC ADVISORY REGARDING COVID-19 AND PUBLIC PARTICIPATION

Pursuant to AB361 and the PROCLAMATION OF A STATE OF EMERGENCY dated March 4, 2020
the regular meeting of the

LIBRARY ADVISORY COMMISSION (LAC)

On Monday, January 9, 2023 at 6:30 PM

This meeting will be held via Zoom teleconference ONLY

Board Members and Library Staff Members will be participating remotely via videoconference.

Public Viewing:

The meeting will be broadcast through the Santa Cruz Libraries YouTube channel
<https://www.youtube.com/user/SantaCruzPL> which you can access through the Santa Cruz
Libraries website by scrolling to the bottom of the page and clicking on the YouTube icon.

Public Participation via Zoom:

Please click the link below to join the webinar:

<https://us06web.zoom.us/j/89998848771>

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

877 853 5247 (Toll Free) or 888 788 0099 (Toll Free) or
833 548 0276 (Toll Free) or 833 548 0282 (Toll Free)

Slowly enter the Webinar ID: 899 9884 8771

International numbers available: <https://us06web.zoom.us/j/89998848771>

The meetings will be recorded and posted for viewing after the meetings on the
Santa Cruz Public Libraries website <http://www.santacruzpl.org/>

Public comment: There are three ways to comment during this meeting. All comments must be received prior to the close of public comment on that agenda item:

1. How to comment on agenda items via email before the meeting begins:

Members of the public may provide public comment by sending an email to the Library Board Clerk at clerk@santacruzpl.org

- Identify the agenda item number in the subject line of the email
- Emailed comments should be a maximum of 500 words, which corresponds to approximately 3 minutes of speaking time.
- All correspondences received prior to 5:00 p.m. on the Friday preceding a LAC Meeting will be distributed to Commission members to review prior to the meeting. Information submitted after 5 p.m. on that Friday may not have time to reach Commission members, nor be read by them prior to consideration of an item.

2. How to comment on agenda items during the meeting and prior to the close of public comment on an item, using the Zoom Q&A feature:

- Type your comment using the “Q&A” feature found on the Zoom control bar
- Identify the agenda item first, then type your comment
- Your comment will be read aloud

3. How to comment aloud on agenda items, during the meeting and prior to the close of public comment on an item, via the Zoom “raise hand” feature:

If you are accessing the meeting using the Zoom app and using computer audio:

- During the comment period for that agenda item, use the “raise hand” icon found on the Zoom control bar
- The moderator will announce your name or the last 3 digits of your phone number when it is your turn to speak
- Unmute yourself using the microphone icon
- Identify the agenda item
- Introduce yourself using your first and last name
- You will have three minutes of speaking time

If you are accessing the meeting using telephone audio:

- During the comment period for that agenda item, press *9 to raise your hand
- The moderator will announce the last 3 digits of your phone number when it is your turn to speak
- Unmute yourself using *6 – to toggle the mute/unmute feature
- Identify the agenda item
- Introduce yourself using your first and last name
- You will have three minutes of speaking time



LIBRARY ADVISORY COMMISSION REGULAR MEETING

MONDAY, JANUARY 9, 2023 at 6:30 PM

1. CALL TO ORDER/ROLL CALL

Commissioners Lindsay Bass, Rena Dubin, Jennifer Mount, Mary Ripma, Mike Termini, Pamela Woll, and Tricia Wynne

2. ADOPTION OF THE AGENDA

3. ORAL COMMUNICATIONS

Any member of the audience may address the Board on any matter either on or off the agenda that is within the Board's jurisdiction. Note, however, that the Board is not able to undertake extended discussion or act on non-agendized items. Such items can be referred to staff for appropriate action which may include placement on a future agenda. If you intend to address a subject that is on the Agenda, please hold your comments regarding that item until it is before the Board so that we may properly address all comments on that subject at the same time. In general 3 minutes will be permitted per speaker during Oral Communication; A MAXIMUM of 30 MINUTES is set aside for Oral Communications at this time.

4. REPORT BY LIBRARY DIRECTOR

A. Library Director's Report – January 2023 (P3-6)

5. REPORT BY FRIENDS OF THE SANTA CRUZ PUBLIC LIBRARIES

A. Friends of SCPL – Report (Oral)

6. MEMBER REPORTS

7. CONSENT CALENDAR

All items listed in the "Consent Calendar" will be enacted by one motion in the form listed below. There will be no separate discussion on these items prior to the time the Board votes on the action unless members of the public or the Board request specific items to be discussed for separate review. Items pulled for separate discussion will be considered following General Business.

A. Minutes of November 14, 2022

RECOMMENDED ACTION: Approve Minutes (P7-8)

- B. Recent Articles about Santa Cruz Public Libraries
RECOMMENDED ACTION: Accept and File Recent Articles about SCPL (P9-51)
- C. Resolution Authorizing the Library Advisory Commission to Utilize Remote Teleconference Meetings Pursuant to Assembly Bill 361
RECOMMENDED ACTION: Adopt Resolution No. 2023-01 Authorizing Remote Teleconference Meetings pursuant to Assembly Bill 361 (P52-56)

8. PRESENTATIONS

9. GENERAL BUSINESS

General Business items are intended to provide an opportunity for public discussion of each item listed. The following procedure is followed for each Business item: 1) Staff explanation; 2) Board questions; 3) Public comment; 4) Board deliberation; 5) Decision.

- A. Elect Chair and Vice Chair for 2023
RECOMMENDED ACTION: Propose and vote upon candidates for the Chair and Vice Chair of the Commission (P57)
- B. Second Review of Draft 2022-2025 Strategic Plan and Workplan
RECOMMENDED ACTION: Review and provide input on the draft 2022-2025 Strategic Plan (P58-74)

10. SCHEDULED UPCOMING MEETINGS

Date	Location	Anticipated Upcoming Agenda Items:
April 3, 2023	Boulder Creek	•

11. ADJOURNMENT

Adjourned to the next regular meeting of the Library Advisory Commission to be held on Monday, April 3, 2023 at 6:30pm at the Boulder Creek Branch Library located at 13390 West Park Avenue, Boulder Creek, CA 95006.

12. WRITTEN CORRESPONDENCE

The Santa Cruz City-County Library System does not discriminate against persons with disabilities. Out of consideration for people with chemical sensitivities, we ask that you attend fragrance free. Upon request, the agenda can be provided in a format to accommodate special needs. Additionally, if you wish to attend this public meeting and will require assistance such as an interpreter for American Sign Language, Spanish, or other special equipment, please call the Library Administration Office at 427-7706 at least five days in advance so that we can arrange for such special assistance, or email library_admin@santacruzpl.org.



January 9, 2023

Director's Report to the Library Advisory Commission

Library Team

Community Relations Specialist Amanda Rotella joined the Library team on January 3, 2023.

Current Vacancies

Number of Vacancies	Title	Full/ Part Time hours	Status
1	Volunteer Coordinator Assistant	.50	Held
2	Library Assistant II	1.0	Interviews ongoing
2	Library Assistant II	.75	Interviews ongoing
1	Library Assistant II	.50	Interviews ongoing
3	Library Assistant III (SV, Capitola, Downtown)	1.0	Recruitment in Process
4	Librarian I/II	1.0	Recruitment in Process
1	Information Specialist	1.0	Held
1	Bookmobile Library Assistant II	.80	Pending Recruitment

Facilities

The County posted the official results of the November 8, 2022 Santa Cruz County election on December 6th. The City of Santa Cruz Our Downtown, Our Future-General Plan and Downtown Plan Amendment Initiative, Measure O lost with 59.48% (14,174) of the City voters saying no to O. A total of 25,058 residents cast their vote, with 40.52% (9,656) voting yes.

The Garfield Park Branch will be closed January 23 and 24 to complete repair work to the floor. The Branciforte Library Branch is expected to receive glass shipments in mid-January. The Library Information Team has begun to complete some wiring and computer system setup to prepare for staff setup of the facility.

Featured Programs and Services

On January 3, 2023 hours expanded at several branches. The Boulder Creek and Garfield Park libraries added Monday hours 10 a.m. to 6 p.m. and Capitola and Downtown open at 10 a.m. rather than noon on Friday and Saturday.

Grants

Library received the grant in the amount of \$114,625 for technology hardware and the installation, configuration, and upgrades to inside wiring at the La Selva Beach, Aptos,

Branciforte, Capitola, Downtown, Felton, Garfield Park, Live Oak, Scotts Valley, and the Library Support building.

CLA and State Library Relations
News from the Capitol is attached



December 6, 2022

TO: CLA Members, Systems, Network Contacts

FROM: Mike Dillon and Christina DiCaro, CLA Lobbyists

RE: News From the Capitol

I. NEW LEGISLATIVE CLASS SWORN INTO OFFICE

Yesterday, the state Assembly and Senate convened their houses for a celebratory swearing-in day of the newly elected legislators who won their races in November. This year marked an unprecedented amount of departures from the Assembly and Senate, with more than 30 legislators deciding to either not seek re-election due to legislative redistricting problems, retiring, pursuing a new job, or hoping to advance to Congress. The 2022 departures in mass, has been dubbed "The Great Resignation," by Sacramento insiders and the media. The large turnover in both houses will impact CLA moving forward in that it will require a great deal of effort to quickly get to know these new lawmakers, as the new legislative Session kicks off January 4, 2023.

II. NEW LAW PROTECTS ADDRESSES OF PUBLIC ENTITY EMPLOYEES

A few months ago, Governor Gavin Newsom signed an important privacy bill into law, which was authored by Senator Josh Newman (D-Fullerton) seeking to protect the address confidentiality of public entity employees and contractors. The Senator's staff tells us that SB 1131 was originally introduced to provide address protections for reproductive health care workers and election officers, but was expanded later in the Session to also include "public entity employees and contractors," which would include public library staff. Due to increased threats to the safety of public libraries and library

staff, this new law by Senator Newman may provide some welcome privacy protections for individuals who may be directly impacted.

Specifically, SB 1131:

“Expands the *Safe at Home* (*) program to public entity employees and contractors by permitting an adult person, who is domiciled in California, to have an address designated by the Secretary of State to serve as the person’s address, as specified and if certain conditions are met. Provides, among other requirements that the basis for the application to the Safe at Home program is that the applicant is a public entity employee or contractor who faces threats of violence, or violence or harassment from the public because of their work for the public entity and is fearful for their safety or the safety of their family because of their work for the public entity.

- a) Defines ‘harassment’ as repeated, unreasonable, and unwelcome conduct directed at a targeted individual that would cause a reasonable person to fear for their own safety or for the safety of an immediate family member, domestic partner, or a household member. Harassing conduct may include, but is not limited to, following, stalking, phone calls, or written correspondence.
- b) Defines ‘public entity’ as a federal, state, or local government agency.
- c) Defines ‘work for a public entity’ as work performed by an employee of a public entity, or work performed for a public entity by a person pursuant to a contract with the public entity.” (Source: *Senate Rules Committee/Office of the Senate Floor Analyses, SB 1131-Newman, Aug. 24, 2022, author: Amanda Mattson.*)

(*) = The “Safe at Home” program was established in 1998 and seeks to allow domestic violence victims to apply through the Secretary of State’s office for a substitute address to be used in public records. The program has been expanded over the years to address additional victim-needs.

III. CELEBRATING THE RETIREMENT OF 40+ YEAR CLA LOBBYIST, MIKE DILLON

It is with mixed emotion that we report that Mike Dillon, who has served as CLA’s lead lobbyist for almost 45 years, will be retiring on December 31, 2022. Mike was nicknamed the “Dean of the Lobbying Corps” by the former Senator and Assembly Speaker, Bob Hertzberg as Mike is currently the longest-serving registered lobbyist in Sacramento, enjoying a remarkable 55-year career. Mike was honored by Senators Hertzberg, Jim Nielsen, and Patricia Bates at the close of the 2022 Session, with a framed Senate Resolution, honoring his body of work as a lobbyist.

Mike leaves an incredible legacy of work on behalf of the public library community, including the passage of a \$75 million and \$350 million library construction bond that he shepherded through the legislature in 1988 and 2000 respectively. He also helped former Senator Jim Nielsen advance the Public Library Foundation into law, which created a discretionary source of library funding for city, county, and special district libraries for decades. At one point, the baseline in the Foundation fund was previously up to \$56 million annually for libraries, until Governor Davis cut the program by 70%,

followed by a modest cut by Governor Schwarzenegger, and then Governor Brown zeroed out the program entirely when he came into office during the Recession. In recent years, Mike helped to secure funding that allowed public libraries throughout the state to connect to CENIC's high-speed broadband network, he brought state literacy funding back up to its pre-Recession levels, and bolstered both the California Library Services Act and Lunch at the Library funding in the State Budget. Without question, his greatest success was the work in the 2021-22 Budget Act, which produced an historic \$500 million in total library funding, including \$439 million for library construction grants, thanks to the leadership of Senate President pro Tem Toni Atkins, Governor Gavin Newsom, and State Librarian Greg Lucas. Mike was also instrumental in the passage of legislation that created a 1/8 cent sales tax that so many public libraries rely on today for their library operations.

CLA owes Mike Dillon a great debt of gratitude for his selfless work on behalf of California's public libraries. And as his daughter, I thank him for his incredible mentorship for the last three decades. Congratulations Mike on your wonderful career and "Cheers" to you as you embark on your well-deserved retirement!



LIBRARY ADVISORY COMMISSION REGULAR MEETING

MONDAY, NOVEMBER 14 at 6:30 PM

1. CALL TO ORDER/ROLL CALL

PRESENT: Lindsay Bass, Mary Ripma, Mike Termini, Pamela Woll, and Tricia Wynne
ABSENT: Rena Dubin and Jennifer Mount
STAFF: Library Director Yolande Wilburn and Assistant Library Director Eric Howard

2. ADOPTION OF THE AGENDA

RESULT:	APPROVED THE AGENDA
MOVER:	Tricia Wynne
SECONDER:	Pamela Woll
AYES:	Bass, Ripma, Termini, Woll, Wynne
ABSENT:	Jennifer Mount and Rena Dubin

3. ORAL COMMUNICATIONS

A member of the public, Cynthia M. made a comment

4. REPORT BY LIBRARY DIRECTOR

Library Director, Yolande Wilburn, provided a written report

5. REPORT BY FRIENDS OF THE SANTA CRUZ PUBLIC LIBRARIES

Executive Director of the Friends, Bruce Cotter, provided an oral report

6. MEMBER REPORTS

Commissioners provided oral reports

7. CONSENT CALENDAR

RESULT:	APPROVED THE CONSENT CALENDAR
A. Approved Minutes of July 18, 2022	

B. Accepted and Filed Recent Articles about SCPL
C. Adopted Resolution No. 2022-04 Authorizing Remote Teleconference Meetings pursuant to Assembly Bill 361
D. Accepted and filed FY 2023 First Quarter Workplan

MOVER: Tricia Wynne
SECONDER: Mike Termini
AYES: Bass, Ripma, Termini, Woll, Wynne
ABSENT: Jennifer Mount and Rena Dubin

8. PRESENTATIONS

Sensource People Counters Presentation by Gregory Yeh, Management Analyst

Strategic Plan Presentation by Eric Howard, Assistant Director of Libraries

Member of the public, Elaine A. made a comment

9. GENERAL BUSINESS

RESULT: APPROVED THE LAC 2023 CALENDAR

MOVER: Tricia Wynne
SECONDER: Mary Ripma
AYES: Bass, Ripma, Termini, Woll, Wynne
ABSENT: Jennifer Mount and Rena Dubin

RESULT: ACCEPTED AND FILED POLICY #305

MOVER: Mike Termini
SECONDER: Tricia Wynne
AYES: Bass, Ripma, Termini, Woll, Wynne
ABSENT: Jennifer Mount and Rena Dubin

10. ADJOURNMENT

Final Adjournment of the Library Advisory Commission at 8:15pm to the next regular meeting on January 9, 2023 at 6:30pm via Zoom teleconference.

In the News and Media:

November 3, 2022 – January 3, 2023

Santa Cruz Sentinel **News**

Mayor's message | City wants to hear from residents

November 5, 2022 at 2:45 p.m.



The Housing Element is one of the 10 state-mandated elements of our city's general plan that we started updating this summer, and will continue into next year. It identifies policies and programs to meet existing and projected housing needs for all segments of the community, including various household types, special needs populations, and all income levels in our area.

It's very important for us to hear from all residents, to help inform this work. Please take a few minutes to share your housing priorities and fill out this survey on the city website by Thursday. To access the survey, visit cityofsantacruz.com.

I also wanted to bring to your attention the second United Against Hate Week Santa Cruz County that will take place Nov. 13-20 with events throughout the county. United Against Hate Week was born out of a movement called Not In Our Town from Oakland and is a call for local civic action to stop the hate and implicit biases that are a dangerous threat to the safety and civility of our neighborhoods.

Visit Santa Cruz Public Libraries santacruzpl.org/news/post/1407/ for a full list of events, and join me at the film screening from 7-9 p.m. Nov. 20 at the 418 Project, 155 River St. South, Santa Cruz.

I hope these events will engage discussions that lead to a safe, just, and inclusive community county-wide. When cities and residents work together against hate, we can restore civil discourse, embrace the strength of diversity, build respect, understanding, and inclusive and equitable communities for all.

This year, United Against Hate Week in Santa Cruz County is presented by the Santa Cruz Public Libraries, Resource Center for Nonviolence, Temple Beth El, Showing Up For Racial Justice, and Santa Cruz County United for Safe and Inclusive Communities. The organization is a newly formed county-wide collective I've been working with since last year, consisting of community members and officials, thanks to Santa Cruz resident Marci DuPraw, whose nephew was killed in a hate crime.

How fitting that on Nov. 18, during the same time as United Against Hate week, the final sentencing hearing for defendants Brandon Bochat and Hagan Warner will be held at the Santa Cruz County Courthouse. Two weeks ago, they pleaded no contest to the hate crimes of vandalizing the Black Lives Matter mural along Center Street in front of City Hall.

This Black Lives Matter mural project and installation was created by no small feat in 2020, by local artists from the Santa Cruz Equity Collab, along with the time and work of many city staff members, council members, and a large part of the Santa Cruz community and volunteers. The installation of this mural on the street pavement in front of City Hall was intentionally a very public display of support of the mural's important message of equity and social justice for Black lives, and in support of the voices of our Black community members who have historically been harmed by actions of white supremacy.

The Santa Cruz Equity Collab is seeking a strong restorative justice component for the sentencing hearing and the assistant district attorney is currently accepting sentencing input from the community via email: Michael Mahan, DAT210@scdao.org.

Finally, November is here, and it's always the month for me to take time and acknowledge gratitude before the year's end.

Many of you know that five years ago I was in a life threatening car crash that put me in the hospital and nursing facility for three months, and then into a wheelchair and walker, having to learn how to walk again. Now I can run and even rollerskate again. Each day, I am grateful for the basic fact of being alive, being able to breathe, walk and have a healthy body. This is what drives me and I do not take that for granted.

This year, I am especially thankful for city staff across all departments who have consistently put in overtime and long hours to creatively support councilmembers, the arts, economic development, small businesses and our community in so many ways. Who put in extra hours away from their families researching the best paths forward with all options and hold meetings to get through dense materials with councilmembers and the public? Who programmatically worked in stages to support relocating unhoused folks living in the Benchlands, and removed almost 3 tons of debris, during the San Lorenzo Park Restoration project? Who makes sure our water is clean, parks are taken care of, activities and youth programs run, community events are supported and public safety is a priority?

Most of all, I am thankful to each and every city employee that shows up every day to take care of, clean, and service our city. Thank you. Our city teams and our leadership are by far and beyond the best around and work hard each day to keep us all running.

Every day is an inspiration, and why I choose to serve our community and keep moving forward with progress, and acknowledge gratitude for this work we get to do together.

Sonja Brunner is the mayor of Santa Cruz.

Santa Cruz | Measures N, O trailing in early results

Both campaigns were opposed by heavily funded campaigns



Conceptual design of the mixed use library development from the corner of Cedar and Lincoln Streets in downtown Santa Cruz. Credit: Santa Cruz Economic Development

By [ARIC SLEEPER](#) | asleeper@santacruzsentinel.com |

PUBLISHED: November 8, 2022 at 3:32 p.m. | UPDATED: November 9, 2022 at 4:28 p.m.

SANTA CRUZ — Measures O and N are still too close to call after the early vote count was tallied.

As of Wednesday morning, Measure O received 3,430 votes or 42.24% in favor and 4,691 votes or 57.76% against.

In the event that Measure O does pass, it would prevent the construction of a parking garage and mixed-use building on the parking lot that the farmers market currently calls home, known as Lot 4. Instead of a new mixed-use building, which would house a new library, Measure O would cause the existing downtown library at 224 Church St. to be renovated, and would establish Lot 4 as a permanent home for the farmers market. The measure also calls for multiple city lots to be set aside for the development of affordable housing developments.

The proponents of Measure O — known as Our Downtown, Our Future — released a statement thanking supporters as the final vote counts are tallied.

“We are so grateful to everyone who came together to campaign for the future of Santa Cruz that Measure O has put forward,” said John Hall in the statement. “Our heartfelt thanks to all the volunteers who have contributed their energies, many for more than a year, on this campaign. It has been deeply moving to work together. Our donors, the vast majority with small contributions, have made it possible to reach out to the citizens of Santa Cruz in a financially efficient campaign.”

The opponents of Measure O, or Santa Cruz for Real Library and Housing Solutions, expressed gratitude for those who came out to vote.

“While we know the votes are still being counted, We’re very grateful that so many voters have embraced the opportunity we have to create affordable homes, a great new library, and a more vibrant Downtown Santa Cruz,” said Don Lane campaign spokesperson.

Santa Cruz: Appeal denied to preserve heritage trees on Lot 4

Appeal was denied in a 4-3 vote



The liquidambar trees in city-owned Lot 4 will eventually be removed to make way for a mixed-use development that will house a parking structure and library. Credit: Aric Sleeper / Santa Cruz Sentinel

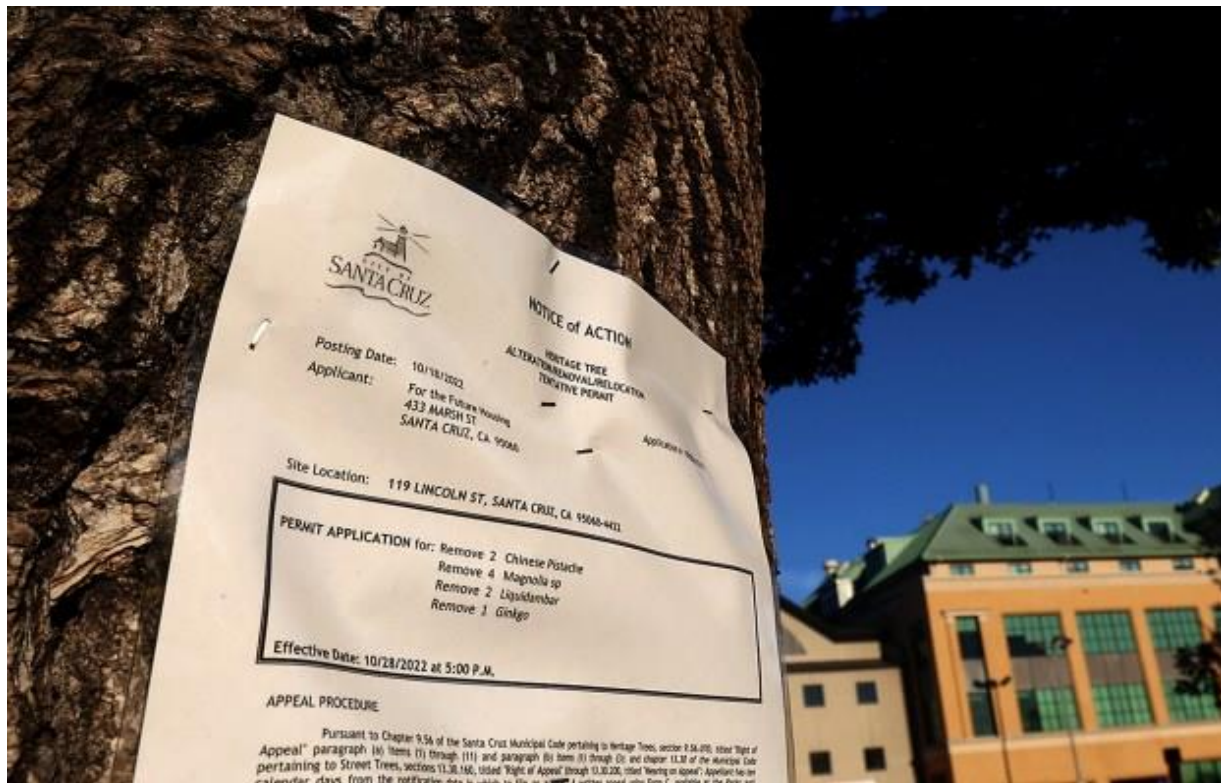
By [ARIC SLEEPER](#) | asleeper@santacruzsentinel.com |

PUBLISHED: December 15, 2022 at 4:07 p.m. | UPDATED: December 15, 2022 at 6:08 p.m.

SANTA CRUZ — In an effort to preserve the nine heritage trees slated for removal within and surrounding the parking lot that currently calls the Santa Cruz Farmers Market home, or Lot 4, to make way for a mixed-use, library and parking garage development, a cohort of about a dozen organizations and numerous city residents appealed the tree removal permit granted to the project's developer by the city on Oct. 18.

The appeal issued to the Parks and Recreation Commission was officially submitted by Pauline Seales of the Santa Cruz Climate Action Network in late October shortly after removal permits were stapled to the heritage trees in Lot 4 a few days prior. The appeal's main assertion was that the applicant for the tree's removal, San Jose-based affordable housing developer, For the Future Housing, did not make a good faith attempt to alter the project's design to accommodate the heritage trees on the site.

"The developer and Santa Cruz Parks and Recreation director have failed to demonstrate that they have followed the necessary procedures for preservation of any of the trees," said Seales at the meeting. "So there is no basis for granting a heritage tree removal permit."



removal notice stapled to a tree at the city’s Cedar/Cathcart parking lot in late October. (Shmuel Thaler – Santa Cruz Sentinel)

A heritage tree, according to the Santa Cruz municipal code, is any tree with a trunk circumference of 44 inches and approximately 14 inches in diameter or more, is measured at 54 inches above an existing grade and has historical or horticultural significance, with further elaboration of what that significance means outlined in the [code](#).

According to a Santa Cruz City Council resolution passed in 1998, a heritage tree can only be altered or removed if a construction project design cannot be altered to accommodate existing heritage trees or heritage shrubs. The appellant, Seales, felt that no attempt was made to alter the project’s design, which the developer asserts could not accommodate the trees. The [appeal](#) also highlighted an arborist report commissioned by the city. The report was conducted by arborist Torrey Young of Dryad LLC, who stated in a letter to the city dated Jan. 18 that five of the trees are worthy of preservation with two of them being potentially viable for relocation, although the arborist also mentions that he did not see the construction plans.

“In my opinion,” Young wrote, “it is ill advised to retain these trees on site unless extensive design accommodation can be undertaken to both enhance their growing conditions and reduce risk.”

In a later addendum to his report made in September, Young stated that he reviewed the revised plans, and all trees must be removed to accommodate for construction.

In the Parks and Recreation Commission meeting Monday, when the appeal was considered, the developer also asserted that in order to jam all criteria outlined by the city for the project, which includes hundreds of parking spaces, a library, 10,000 square feet of commercial space and 124 affordable housing units and a child-care facility to boot, it is impossible to keep any of the trees as the development will take up the entire space.

To mitigate the removal of the nine trees, the developer of the mixed-use, library and parking garage development would be required to plant three 15-gallon trees, or one 24-inch box specimen tree for each heritage tree removed. According to the developer at the Parks and Recreation Commission meeting, 13 trees will be included in the development to mitigate the loss of the nine trees, which means there would be a net gain of trees, but they would not reach a similar stature to the existing trees for 10 years or more after they are planted, depending on the species that are planted, according to city's arborist.

At the end of the meeting, the Parks and Recreation Commission voted on two motions, first to uphold the appeal, and then to deny the appeal. The appeal was ultimately denied in a 4-3 vote. Although the trees will not be removed until building permits are issued, according to the developer.

The meeting can be viewed at [facebook.com/CityofSantaCruzParksandRecreation](https://www.facebook.com/CityofSantaCruzParksandRecreation).

Newsmaker 2022 | Measure O decided fate of Santa Cruz Library project

Library renovation funding was approved in 2016



Following the defeat of Measure O, a new library, affordable housing and parking garage will be built on Lot 4 which is the current home of the downtown Santa Cruz Farmers Market. (Shmuel Thaler – Santa Cruz Sentinel)

By [ARIC SLEEPER](#) | asleeper@santacruzsentinel.com |

PUBLISHED: December 29, 2022 at 5:53 p.m. | UPDATED: December 30, 2022 at 9:48 a.m.

SANTA CRUZ — What started as a years-long grassroots community effort to renovate the Santa Cruz Library where it stands, and preserve the historic location of the farmers market, snowballed into a heated battle between the ballot measure’s proponents, the city of Santa Cruz and real estate developers.

In June, the county clerk certified a petition created by the organization, Our Downtown, Our Future, for a ballot measure, later known as Measure O. The group gathered 4,912 valid signatures, more than the 3,048 required to place it on the November ballot.

“We are energized by the public’s response to our efforts and those of our volunteers who collected more than enough signatures to move forward,” said Our Downtown, Our Future member Lisa Ekstrom in June. “I have met and had conversations with so many amazing people in the community and for that alone I’m grateful.”

In addition to halting the Downtown Library and Affordable Housing Project, which has cost the city approximately \$2.5 million during the planning process and counting, the ballot measure would have established Lot 4 as a permanent home of the farmers market. The measure would have also required the development of affordable housing on downtown city-owned parking lots, and designated a surplus revenue gathered by the city’s parking program to finance affordable housing projects and alternative transportation programs for people working Downtown.

When word of the measure began to spread, opponents from the real estate and developer communities dumped large sums of money into the campaign that opposed the measure, known as Santa Cruz for Real Library and Housing Solutions, which raised about \$117,000 by the end of their campaign compared to Measure O proponents raising about \$37,000.

Of the approximately 30 donations made during the disclosure period to the opponents of the measure, the largest donation of \$10,000 was made by Santa Cruz-based real estate firm Redtree Partners and the second largest donation of \$5,000 came from SCFS Ventures LLC, which is an applicant in the Cruz Hotel project.

However, the Measure O story actually starts in 2016 with the passage of Measure S, which earmarked \$67 million to modernize, upgrade and repair local libraries in Santa Cruz County. The language on the ballot stated that the Measure S funds would be used to replace failing roofs,

outdated bathrooms, electrical systems, structurally damaged facilities; support growing use by children, seniors, veterans and others; expand access to modern technology; and construct or expand facilities where necessary.

In 2016, the city created a Downtown Library Advisory Committee to examine the best way to use the Measure S funds, whether it was a partial or full renovation of the existing library, a new library on the existing lot or the construction of a mixed-use building on Lot 4. The advisory committee concluded that the mixed-use building, which did not contain a housing aspect at that time, was the best way forward. The City Council then voted to move forward with the library and parking garage mixed-use building.

However, due to pushback from the community, the project was put on hold in May 2019 by order of the City Council and another subcommittee was established, which consisted of Councilmembers Justin Cummings, Sandy Brown and Donna Meyers to again find the best use of the Measure S funds.

After about a year, the City Council subcommittee concluded that the mixed-use parking structure building was the best option, but to shrink the parking structure from 600 to 400 spaces and add an affordable housing element.

The council voted to move forward with that recommendation at the June 23, 2020, City Council meeting despite continued public opposition. Many of the leaders of the opposition to the parking garage and mixed-use building went on to form the organization Our Downtown, Our Future, which authored Measure O.

Of the 10 branch libraries in the Santa Cruz Public Library system, all have completed construction and renovations using the Measure S funding except for the downtown Santa Cruz branch. The last update given by the city on the mixed-use building and parking structure meant to house a new downtown library was in regards to the removal of the heritage trees in Lot 4, but no building permits have been granted for the project and no timeline has been established for the building's construction.



Heritage trees are now slated for removal to build the new library and housing project. (Shmuel Thaler – Santa Cruz Sentinel)

For the opponents of the measure, such as the campaign’s spokesperson, Don Lane, the failure of Measure O at the polls will pave the way for a livelier and more affordable downtown Santa Cruz.

“We’re very grateful that so many voters have embraced the opportunity we have to create affordable homes, a great new library, and a more vibrant Downtown Santa Cruz,” said Lane after the results of the election were announced in November.



Lot 4 is currently the home of the downtown Santa Cruz Farmers Market. Shmuel Thaler — Santa Cruz Sentinel)

Santa Cruz Sentinel *Editorials*

Editorial | Year in review: Our Top 10 county issues in 2022

December 27, 2022 at 4:38 p.m.

It's the end of the year, which provides an opportunity to list the major events and issues dealt with on this page in 2022. Based on reader interaction, here's our Top 10 – but feel free to write in with your own suggestions or to disagree with our choices.

10. COVID-19: Three years or so into the pandemic and clearly most Santa Cruz County residents want to move on. But the holidays and a rise in new COVID and other respiratory illnesses show we're not out of the woods yet on the virus. Although COVID-related deaths and ICU hospitalization numbers continue to decline, less than a third of eligible individuals have received the bivalent booster in Santa Cruz County.

9. Schools and post pandemic: No one really knows what the long-impacts of lost in-person school time due to COVID will mean to students in Santa Cruz County. But early results are not promising as surveys have found serious declines in academic performance and behavioral and emotional problems among students who missed time in the classroom.

8. Gas prices and inflation: Has the worst already passed? Based on gasoline prices, the answer is a hopeful yes, with a gallon of gasoline now lower than a year ago. Will food prices follow?

7. District elections: Santa Cruz city moved somewhat smoothly into its first district elections that included electing an at-large, independent mayor, even amid controversy over district maps that some Latino residents felt diminished their representation.

6. Watsonville hospital: The Pajaro Valley Health Care District has been the official owner since Sept. 1, with local donors and state funding bringing the hospital back into public hands after its previous owners declared bankruptcy late last year.

5. Water: There have been welcome clouds in heretofore sunny skies this fall and early winter as rains seems more plentiful than in the years of drought in this county and throughout California. Still, supply remains precarious, even if county residents escaped the drastic restrictions placed on residents in other areas.

4. Housing: Cities and the county are under the gun as the state demands more affordable housing and changes in local regulations that seem to stifle new construction. Meanwhile, the rise in

interest rates has only slightly dampened the out-of-this-world sales prices on local homes, as the inexorable law of supply and demand continues to drive costs up for buyers and renters.

3. The downtown library: Voters were decisive in a November ballot measure that a new multi-use library will include affordable housing and a parking garage will be built on a city parking lot currently home to the farmers market. The ultimate fate of the present Civic Center library, meanwhile, remains up in the air.

2. Homelessness: Locally, the dismantling of a tent camp at San Lorenzo Park has been accompanied by more local shelter options, plus new housing under construction that will be available to those fortunate few chosen to live in these apartments. At the same time, the numbers of people experiencing homelessness increased this year while county officials and law enforcement continued to grapple with a rising tide of mental illness and fentanyl use afflicting a vulnerable population.

1. The mother of all ballot measures and local issues in 2022 was the Great Rail Trail Debate, which we have continued to weigh in on in recent editorials. But the June measure that would have made building a recreational trail on the current rail tracks a priority was resoundingly rejected by voters. The upshot is that Santa Cruz County residents want a train on the tracks, and most want it to be electric and running between Watsonville and Santa Cruz. Meanwhile, the first steps are being taken by county transportation officials to gather facts and figures on the feasibility and costs of a train.

Addendum: At year's end for 2021, we noted the Top 5 topics readers weighed in on last year. You'll notice that all five make our list again for 2022: The Rail Trail, the multi-use library, COVID-19, homelessness, and the cost and supply of affordable housing were the five.

Stephen Kessler | My Top 10 headlines of 2023

January 1, 2023 at 5:10 p.m.

"Those who remember the past are condemned to remember it," my late friend the poet Greg Hall used to say. That's why I don't write year-in-review stories: Who wants to revisit the most memorable (usually bad) news of another lousy year? Even good news, when it exists, takes on an air of nostalgic melancholy in retrospect. So on the eve of a new year I prefer to look ahead. Here are some headlines and capsule summaries of stories I look forward to reading in 2023.

Putin falls off his horse. Russian President Vladimir Putin was thrown from his horse and kicked in the head by the animal while riding naked in a military parade. When he regained consciousness he immediately ordered the withdrawal of Russia from all of occupied Ukraine and offered to assist in the reconstruction of the country he tried to destroy.

Trump family intervenes. The 45th president was placed under house arrest by his wife and children, who staged an intervention to spare the nation any more of his increasingly bizarre behavior. Melania, Don Jr., Ivanka, Eric, Tiffany and Barron chained their paterfamilias to a solid gold, life-size statue of himself in the dungeon of his Mar-a-Lago madhouse and took away his phone, rendering him harmless.

Globe begins to cool. With the hot toxic breath of the former president no longer in circulation, the earth began to recover from its overheating crisis.

Harvey Weinstein apologizes. The former movie mogul, facing the rest of his days in prison with nothing to do but reflect on his crimes, admitted he has been the most disgusting of monsters and apologized to the countless victims of his violations.

Rail Trail rewilded. Realizing their futuristic plan was as futureless and unaffordable as Jerry Brown's bullet train to nowhere and an environmental disaster besides, the Reasonable Transportation Commission admitted its mistake and voted overwhelmingly to have the rusty railroad tracks ripped out and recycled and to leave the rail corridor to the trees, plants, birds, butterflies and animals that are its rightful inhabitants.

Taj Garage Towers canceled. Inspired by the example of the RTC and embarrassed by its own squandered millions and years of wasted time, the Santa Cruz City Council announced it is abandoning its plan to build a mixed-use parking-garage affordable-housing children's-hospital miniature-golf comedy-club sports-arena shooting-range public library and voted unanimously to redesign Parking Lot 4 as a town plaza, reconstruct the library in Civic Center and build 400 units of 100% affordable housing on Lot 7.

Santa Cruz plants 10,000 trees. The City Council, in a fit of sustainability, voted 7-0 to compensate for the steroidal overdevelopment of the urban landscape and the rampant razing of heritage trees by planting 10,000 saplings of diverse species as an act of restorative ecology.

Rain replenishes water supply. A pleasantly rainy winter has refilled the Loch Lomond reservoir, the San Lorenzo River and the Soquel Creek aquifer to provide enough water for 10,000 new residents' hot tubs, swimming pools, dishwashers, toilets, showers, drinking taps, cooking pots, front lawns and golf courses.

Nickelodeon reopens. The beloved Santa Cruz art house cinema, a vanishing venue for independent, innovative and foreign-language films, thanks to the end of the pandemic reopened its doors with The International Festival of Cat Videos Written and Directed by Cats.

Homeless hotels approved. The City Council, in a unanimous decision to solve Santa Cruz's homelessness problem, approved a proposal by the nonprofit developer Homes Not Bums to

construct twin 22-story residential hotels, the King Tide Inn and Tsunami Suites, on the west bank of the San Lorenzo for the unhoused population to reside in, rent free, for life.

All good news to you and yours in the new year.

Stephen Kessler's column appears on Saturdays.

Santa Cruz Sentinel *Letters*

Letter | Why Measure O is a 'swindle' – Vote No

November 4, 2022 at 5:00 a.m.

Measure O is a swindle that promises a parking lot in exchange for 124 affordable apartments already planned and approved for Santa Cruz families. We lose the affordable housing, and we get a parking lot in exchange.

Measure O is a swindle that swaps a vaguely described future and lesser library in exchange for the best library that we can build, one already planned and approved.

Measure O would put in place shallow and cynical zoning restrictions intended to dissuade all improvement of the downtown. In exchange, Measure O rejects years of public input, planning, expert consultation, and investment in creating and planning a better downtown. Measure O offers us myopically defective and permanently bad urban planning, and rejects a vibrant downtown that includes affordable housing, market rate housing, successful local businesses, and a first-class library.

Don't be swindled. Vote No on Measure O.

— *Brad C. Brereton, Santa Cruz*

Letter | No on O – and let rest of county vote on library

PUBLISHED: November 6, 2022 at 4:13 p.m. | UPDATED: November 6, 2022 at 4:14 p.m.

I am a retired library manager with 33 years experience working in libraries. I strongly support the new library.

The new library will be 8,000 feet larger, include more study rooms, a larger better designed teen area and a community room on the first floor which can be used when the library is closed. Renovating the existing library doesn't meet those needs. The new library will be LEED gold certified and cost less than renovating the old library.

I have been a resident of Santa Cruz County for over 40 years. Although I am an active library user, I do not get to vote on Measure O because I do not live in the city limits. This is not fair. The library serves all of us. Let's get the library we deserve. Vote No on O.

— Julie Kowalewski Ward, Felton

Letter | What Santa Cruz city manager failed to note in column

PUBLISHED: November 6, 2022 at 4:15 p.m. | UPDATED: November 6, 2022 at 4:16 p.m.

The same library features mentioned in the Nov. 1 Guest Commentary by the Santa Cruz City Manager are included in the plan for renovating the existing library: Community meeting room accessible after hours, study rooms, teen space, Life Literacies Center, much larger childrens' area, and more. We could have had that upgraded library by now if the city had not shackled it to a garage and other moving parts.

It would seem that the "desperately needed child care" should have been included in the other affordable housing projects soon to be under construction.

I fully expect the city manager to make a similar glowing statement about the importance of the Downtown Expansion Plan, with its vision of 17-story buildings to fund the Warrior's Arena.

— Judi Grunstra, Santa Cruz

Letter | All Santa Cruz County voters should have right to decide O

November 8, 2022 at 5:00 a.m.

I live in the unincorporated part of Santa Cruz County and I voted for Measure S to fund rehabbing all libraries in Santa Cruz County. I pay for Measure S as part of my property taxes. All libraries in Santa Cruz County get this funding. All libraries in the County (including those located within the City limits) are interconnected.

Why am I not allowed to vote on measure O? I use all County libraries. I pay for all County libraries, but I get no say on Measure O? I believe that counts as taxation without representation. Voters who live outside the city limits are not being allowed to vote on how our Measure S money is spent. All county voters should have a right to vote on Measure O.

— Lyn Hood, Santa Cruz

Letter | No on O: Don't force Santa Cruz to start over on project

November 8, 2022 at 5:00 a.m.

Amidst our city's stresses and conflicts, we have some hopes. The city will build a new library, either repair, or construct a new one. The city is firming up commitments and beginning construction to create affordable housing downtown. The city will create a permanent infrastructure for the farmers market downtown. I think the best way forward is to affirm the Friends of the Library and City Council plan for a new library serving 21st century library needs. A library that can be constructed while the old library remains open. And to move ahead with high priority 124 affordable housing units alongside the new library.

Vote No on O to move forward, and still welcome Measure O proponents' enthusiasm for affordable housing by developing plans for more affordable housing on lots identified in measure O. Don't use O to force the city to stop and start over with these hopes.

— *Peter Klotz-Chamberlin, Santa Cruz*

Letter | Deeply disappointed by failure of Measure O

PUBLISHED: November 10, 2022 at 8:11 p.m. | UPDATED: November 10, 2022 at 8:13 p.m.

I write to express my deep disappointment in the failure, pending a final vote count, of "Yes On Measure O" to pass.

I believed that Santa Cruz residents were environmentally sensitive; instead we have agreed that tons of concrete shall blight our atmosphere, and heritage trees await the chopping block. We have voted for a library that will prove less accessible, though it will boast a piano and galleria. I assumed our City Council would respect the experts regarding the sufficiency of downtown parking — instead they pushed ahead, truckling to hotel and developer interests. It is only a matter of time before these same developers turn Pacific Avenue into Santana Row.

The voters have indeed spoken, but I am guessing they do not yet know what they have lost.

— *G. Davidson, Santa Cruz*

Letter | Grateful for Santa Cruz residents' No vote on Measure O

PUBLISHED: November 13, 2022 at 3:23 p.m. | UPDATED: November 13, 2022 at 3:25 p.m.

I want to thank the city dwellers who sensibly defeated Measure O on Election Day. I was one of the many frustrated county people who sought a voice and a vote on the issues that would define the future of the downtown branch of our county library. I guess worrying about the outcome was unfair to the collective mind of the city of Santa Cruz.

Thank you again city of Santa Cruz voters.

— *Johanna Bowen, Santa Cruz*

Letter | Reflections on aftermath of Measure O voting

PUBLISHED: November 27, 2022 at 2:20 p.m. | UPDATED: November 27, 2022 at 2:21 p.m.

Hotly contested issues should never be decided by the City Council. As with the downtown library we had to put it to our own vote. The outcome of the Measure O vote is one that we will put our differences aside and settle into.

It is too bad that any affordable housing yet to be built is not housing that is affordable for people to buy.

— *Chelsea Wagner, Santa Cruz*

Letter | Hypocrisy was underlying rail-trail, library votes

December 20, 2022 at 5:00 a.m.

Santa Cruzans talk big about their environmental consciousness, but the failure of two citizen-initiated ballot measures belie this speech. Measure D would have created a low-cost, near-term bike and pedestrian path in the rail corridor, and protected this space for rail in the future. Measure O asked us to affirm the original voter-approved plan to renovate the library in place, save Lot 4 and its trees for the farmers market, and build housing on other city lots.

Instead, copy-cat opposition campaigns (“Don’t be fooled!”), notably backed by our City Council, convinced voters that a billion-dollar train 30 years in the future was more climate-friendly than a bike path, and a brand new library, parking garage, and six-story housing project, also unfunded, had more “green” amenities. Both results contradict our smug environmentalist posture, not to mention our published climate action plans.

Hypocrisy? I call ‘em like I see ‘em.

— *Nadene Thorne, Santa Cruz*

SANTA CRUZ LOCAL
sound local news

Nov. 8, 2022 election results: Measure O, Halt the Downtown Santa Cruz Library project

By Stephen Baxter|November 8, 2022|Tags: [Downtown Santa Cruz Library](#), [Election 2022](#), [Measure O](#), [Santa Cruz](#)



Voters in early returns rejected Measure O. Measure O would halt the planned construction of a new Downtown Santa Cruz Library, affordable housing and parking lot project at Cedar and Cathcart streets. (Jayson Architecture)

Last county update: 11/11/2022 4:00:00 PM

O: City of Santa Cruz Downtown Library Initiative - Majority to pass

Vote	Total
Yes	5245 (41.96%)
No	7255 (58.04%)

SANTA CRUZ >> A voter initiative to halt the Downtown Santa Cruz library, housing and garage project trailed in early returns Friday, but many votes remain to be counted.

Measure O seeks to halt the planned construction of a new library, affordable housing and parking garage project on a city parking lot at Cedar and Cathcart streets in Downtown Santa Cruz.

Staff in the Santa Cruz County Clerk's Office is expected to update the results several times this month. The election is expected to be certified by early December.

No On O campaign ‘cautiously optimistic’ after initial tally shows 19-point lead

By [Aiyana Moya](#) November 8, 2022



Former Santa Cruz Mayor Don Lane (left), a spokesperson for the No on O campaign, checks early results. Photo: Tarmo Hannula

Votes are still being counted, but Measure O, the controversial proposal that would scrap city plans for an updated downtown library, affordable housing and a new parking garage, is behind by 18 points.

As early results were posted, the No on Measure O campaign members let out tentative cheers in the corner of Abbott Square they staked out. But no one wanted to get their hopes up yet.

“Certainly not time to celebrate, but I’m cautiously optimistic,” says former Santa Cruz Mayor Don Lane, a spokesperson for the No on O campaign.

A vote in favor of the measure supports remodeling the current downtown library. It would keep the downtown farmers market at its current location, one of the fundamental tenets behind the initiative.

A vote against the measure supports the library project, a development in the works for over a decade.

As of 11:20pm, 3,025 votes have been counted in favor and 4,181 against the measure.

Should the measure pass, it is uncertain how it would be implemented. The measure designates eight city-owned lots for future affordable housing development, but an outside evaluation found only three of those lots to be feasible for housing projects.

It would also cast uncertainty on the future of the library: the city found remodeling the current library to be more costly than building a new one and that updating the existing building would constrict the possibilities for affordable housing and other amenities, like a childcare center.

Measure N

The initial results for Measure N, which would tax second homes that are in use less than 120 days per calendar year, are looking grim for its passage.

So far, the measure has the support of only 36.6% of votes, with 63.4% of votes against the tax.

The measure, also known as the “Empty Home Tax,” [broadly pitted affordable housing proponents against real estate agents](#) and vacation homeowners.

Funds from the tax would be dedicated to affordable housing, and the campaign estimates the tax could generate millions for low-income housing.

Opponents of the measure say similar taxes implemented in other cities have yielded inconclusive results.

The [funding against the measure was significant](#). [Santa Cruz Together](#), the committee leading the charge against Measure N, raised upwards of around \$130,000, with nearly \$50,000 coming from the California Association of Realtors.

Letter to the Editor: Fall Thoughts

December 7, 2022



Save the trees!

At last Wednesday's downtown farmers market, I saw a classic scene: At the foot of one of the very tall liquid amber trees, the sun shone on a little girl gleefully tossing autumn-gilded leaves in the air. When I remembered that this tree and others are to be axed because of a recent vote, my heart flooded with grief and sorrow for the Santa Cruz citizens willing to pave paradise and put up a parking garage.

Kathleen Tyger Wright

Letter to the Editor: Another Fall Thought



December 14, 2022

One of many renderings for a new mixed-use library building in Santa Cruz.

Re: [“Fall Thoughts” \(GT, Letters, 12/7\)](#): Kathleen must not have looked down. She was standing on a paved parking lot, which will be turned into the first floor of a library with a beautiful room for children. In a few years, she’ll be able to gaze through a large window on children enjoying books and programs while she stands under one of the dozens of new trees planted on site.

Vivian Rogers, Santa Cruz



Aptos Times December 1, 2022

COMMUNITY NEWS

Need a One of a Kind Gift? Try Library Friends Bookstore

By Toni Campbell

The holidays have arrived at the Capitola Library Friends' bookstore in the Capitola Mall.

Just before Thanksgiving, a group of volunteers stocked tables and shelves



Michelle Jesberg, the librarian at New Brighton Middle School, is a volunteer at the Capitola Library Friends bookstore in the Capitola Mall.

with hundreds of holiday-related items and festooned the store with decorations celebrating the season. The community is invited to stop by daily to browse holiday and general interest materials.

This well-organized store has become a favorite browsing place for Mall shoppers.

About five years ago when the 'temporary' Capitola Library closed for construction, the Capitola Mall donated an empty store to the Capitola Library Friends for used book sales.

In their current 4,000-square-foot location, the Capitola Friends' volunteers sell used books, CDs, and DVDs that have been donated to them by folks from throughout Santa Cruz County, and sometimes beyond!

Almost all of the approximately 15,000 items are \$1 or \$2.

The store is packed with materials for all ages ... picture books for the young set; hundreds of chapter books for new



readers; young adult books that meet teens' interests; and, of course, hundreds of novels in both paper and hardback for adults.

In addition to fiction, the store has healthy collections of history; gardening; biography; sports; music; crafts; travel; cookbooks, and many more categories.

The money raised benefits the Capitola Library. ■

For information about scheduling a donation pickup up, contact Karen at karen@sploids.com.

Store hours are 11 a.m. – 5 p.m. daily (12 – 5 Mondays).



Measure O offshoot: The new ruckus over Santa Cruz's plan to remove Lot 4 trees



One of the Lot 4 trees tagged for removal.

(Kevin Painchaud / Lookout Santa Cruz)

BY [WALLACE BAINÉ](#) NOV 3, 2022 | 5:30 AM



Quick Take

Could the timing have been any worse? As Santa Cruz voters go to the polls Tuesday to vote up or down on the controversial multiuse library/housing/parking structure downtown on Lot 4, all of

sudden the trees on the parcel were tagged for removal. Was it all a plot, a clumsy move — or just part of a long-planned process that protestors find objectionable?

Much like children and puppy dogs, nobody wants to be caught in the anti- camp when it comes to trees. And yet, at least in the eyes of some in Santa Cruz, that's where the city's parks and recreation department finds itself — on the eve of a crucial election.

On Oct. 18, several trees on Lot 4 on Cedar Street in downtown Santa Cruz, where [the farmers market](#) is held each Wednesday, were tagged with an official “notice of action,” a public notice that a developer had applied for a permit for “alteration/removal/relocation” of the trees. Many in Santa Cruz saw the notice as little more than a death warrant, the hood that cloaks the condemned.

Since then, the tagged trees have served as a flashpoint in the contentious debate surrounding [Measure O](#), the ballot measure that seeks to halt the development of Lot 4 into a new public library, affordable housing complex and parking garage, known as the library/mixed-use project. Whether or not that project is good or bad public policy or good or bad city planning, partisans on either side of the debate can agree that tagging trees for removal just before an election to decide the fate of those trees is certainly bad optics.

Rumors and assumptions about the tagging of the trees are thicker than fallen leaves these days. Those not in the mood to be charitable to the city will tell you that it's either (A) a gesture of smug, arrogance from a city staff dangerously overconfident the election will not derail the project, or (B) a signal of a clueless bureaucratic class that has no conception of how such an action would inflame an already fiery electorate.

According to Santa Cruz [City Manager Matt Huffaker](#), neither of those interpretations is true. Huffaker said the timeline of the project, already several years in the planning stages, dictated that the city post the notices when it did, and that the timing of the upcoming election was nothing more than an unfortunate coincidence. “The city, in response to the developer filing their planning permit, as well as the tree-removal application, required the decision to move forward with that notice,” Huffaker said. “It has everything to do with the project timeline.”



[A lot of disagreement: Measure O galvanizes competing visions of downtown Santa Cruz](#)

The developer in this case, as listed on the notice, is For the Future Housing of San Jose, which is partnering with Eden Housing on the multiuse project.

The notice has generated considerable pushback. Among those spearheading the protest is Pauline Seales, a political organizer at Santa Cruz Climate Action Network, part of the coalition of grassroots groups supporting Measure O and opposing the library/mixed-use project. Seales and others have staged theatrical protests at the site of the trees.

“We weren’t expecting that they would post [the notices on the trees] before the election, before Measure O had a chance,” said Seales, who said she was “furious” when she first saw the notices. “Because if Measure O passes, that would make it invalid. But if they had already cut down the trees ... well, I don’t even want to think about that.”



Volunteers Susan Cavalieri and Pauline Seales wrap a tree at Lot 4 with handmade knitted scarfs.

(Kevin Painchaud / Lookout Santa Cruz)

Huffaker said the passage of Measure O would indeed “prohibit the removal of the trees.” The purpose of the notice is to inform the public and give residents a chance to comment on, or protest, the removal or the relocation of the trees. Appeals to the decision to remove the trees would come to the parks and recreation department in December and to the city council probably in January, said Huffaker. Seales said her group has applied for an appeal to the decision.

The dozen trees in question on Lot 4 include five Southern magnolias, two sweetgums, four Chinese pistaches and one ginkgo biloba. Nine of the 12 are classified as “heritage trees,” a classification of protected trees that requires notice before it is removed.



[Eight lots: Debating the parking lots that Measure O would mandate for housing](#)

An independent arborist report, commissioned by the city and issued in January, said only two of the trees are likely candidates to be relocated to another site. The report went on to state that, “all 12 trees exhibit myriad detrimental conditions” but they could all still be retained on the site, given improvements. The report said that all the trees had displayed some signs of poor health in what the report called the “hardscape,” the asphalt of the parking lot.

If Measure O fails, however, all the trees will likely be removed, though that might take months.

Judging Lot 4 only on how conditions exist now, the report, from arborist Torrey Young, said, “it is ill advised to retain these trees on site unless extensive design accommodation can be undertaken to both enhance their growing conditions and reduce risk.”



One of the trees tagged for removal at Lot 4 in downtown Santa Cruz.

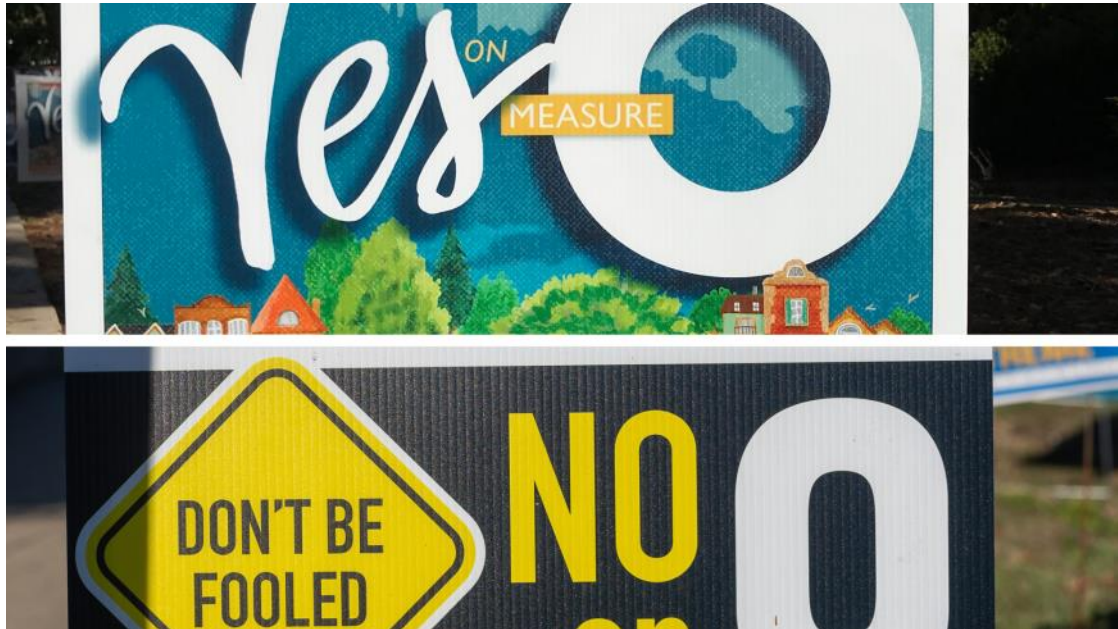
(Kevin Painchaud / Lookout Santa Cruz)

Measure O proponents say that is exactly what they hope to do, convert Lot 4 into a kind of public square in which all the trees will survive and thrive. The report gives validity to both sides — those who want to preserve the trees as part of Measure O, and those who support the library/mixed-use project who believe the trees are too compromised to preserve. The trees, said the report, “could be retained on site if extensive preservation and site improvements are implemented, but their existing condition renders such efforts questionable.”

Earlier this week, Seales said she had gathered around 850 signatures to a petition to stop the removal of the trees. She said the trees can and will be part of a plan for a new public square on Lot 4. “Taking up the asphalt around the trees and improving their root areas would be a great idea,” she said.

As for the city, Huffaker is certainly conscious of the bad optics. “We understand how it looks on its face,” he said. “Measure O next week may change the course on the city’s work on the project. But in the meantime, the council has directed the city staff to move forward with it. And the affordable-housing developer has a timeline in place, and funding at risk here based on that timing. [We have to] proceed with the planning permit process, despite the timing around the election.”

Santa Cruz's Measure O looks headed for double-digit defeat



(Kevin Painchaud / Lookout Santa Cruz)

BY [WALLACE BAINE](#), [CHRISTOPHER NEELY](#) NOV 8, 2022 | 9:13 PM



Quick Take

Controversial Measure O — which addresses the fate of a new downtown Santa Cruz library and the location of the farmers market, among other things — was behind by a margin of 16 points.

In unofficial election returns as of Wednesday in the city of Santa Cruz, the contentious [Measure O](#) — which addresses the fate of a new downtown library and the location of the farmers market, among other things — fell behind by a margin of 16 points. As of Wednesday morning, no votes held a lead of 58% to 42%, with about 7,500 votes counted. The results will next be updated on Friday.



1/24

Sean Maxwell and Gail Pellerin enjoying a laugh at the SEIU party in Santa Cruz.

(Kevin Painchaud / Lookout Santa Cruz)



2/24

Fred Keeley's supporters viewing the latest election results at an election party at Keeley's house in Santa Cruz.

(Kevin Painchaud / Lookout Santa Cruz)



3/24

No on O supporters smiling for the camera at the bar in Abbott Square in Santa Cruz.

(Kevin Painchaud / Lookout Santa Cruz)

"It's early," former Santa Cruz mayor and big no on O supporter Cynthia Mathews said after the first numbers were posted, "and things can change a whole lot. But it's a great way to start."

The early numbers were the first indication of how this controversial vote might go. In the absence of expensive polling, both sides had little more to go on than hunches.

The two sides had watch parties within steps of each other. The watch party for Yes on O took place at Woodstock's Pizza on Front Street. The party took over the entire outdoor patio along the street and included about 100 people. No on O activists were right across the street at Abbott Square, with a crowd considerably smaller.



Opponents of Measure O gathered at Abbott Square on Tuesday night.

(Kevin Painchaud / Lookout Santa Cruz)

The mood at the Yes on O party was buoyant, and often defiant in the face of discouraging early numbers. Russell Brutsche, an artist and activist, is a strong Yes on O supporter. He created a miniature model of downtown Santa Cruz that Measure O proponents used as an illustration of what downtown was becoming. Brutsche said, “I don’t think the early returns are going to mean much.” He pointed to UC Santa Cruz students as possible difference-makers if O is defeated. “That was our main concern,” he said, “that [students] might tip the balance against us, even though students are generally more green. But we think overall, we have a much more green proposal.”

“We’re going to stay positive and hopeful,” said Yes on O leader Lira Filippini, “but fundamentally this was about getting the community to the table for incredibly important decisions that quite literally shape our future. Regardless of whether Measure O actually wins or loses, the community did get to actually decide because we put it on the ballot.”

Even before hearing the early results, Rick Longinotti, a central activist behind Measure O, was wistful about what might come after the election. “I’m looking forward to reconciling with the opposition,” he said, “and I think there’s a good chance of that happening. I think a lot of folks who voted against [Measure O] did so because they are interested in affordable housing. Well, we’re interested in affordable housing. So let’s talk.”



Backers of Measure O and of mayoral candidate Joy Schendledecker held their election-night gathering at Woodstock's Pizza on Front Street.

(Kevin Painchaud / Lookout Santa Cruz)

Indeed, former Santa Cruz mayor Don Lane, one of the leaders of the No on O side, said he and one of the leaders of the Yes on O side are planning to meet after the election.

At the center of the contentious Measure O is the proposed library/mixed-use project that would build [an enormous new public library](#) in downtown Santa Cruz, along with 120-plus new affordable housing units and a new parking garage on what is now the parking lot on Cedar Street between Lincoln and Cathcart streets.



[Election Central: Lookout's updated pointers to our election coverage](#)

The new project would move the public library from its current spot on Church and Center streets and displace the weekly farmers market from Lot 4, where it has been for 20 years, to Lot 7, a couple of blocks away on Front Street.

A [yes vote on O](#) is a no vote on the proposed project. It would essentially halt the project and mandate that the city renovate the library on its current site and allow the farmer's market to remain where it has been for years. A [no vote on O](#) is an endorsement of the [library/mixed-use project](#) to go forward.



[A lot of disagreement: Measure O galvanizes competing visions of downtown Santa Cruz](#)

Measure O — tabbed by its supporters as “Our Downtown, Our Future” — has a lot of moving parts and its ramifications are significant, sure to shape at least one part of the downtown for generations to come. There are four primary issues at stake in O: (1) the library, its size and location; (2) where the farmers market will be; (3) much-needed affordable housing units; and (4) the parking garage, whether it’s necessary and whether it’s wise land-use policy.

For months leading up to Election Day, the Measure O debate has been controversial. Supporters of the library project — again, to keep it clear, that would be the No on O vote — say that the measure is a last-ditch effort by a group of activists who didn’t get their way in the open public process for a project that is already well down the road in its planning stages. The measure’s backers say that the library project represents a betrayal of what voters expected when they passed a funding measure for a new library back in 2016.

Though Yes on O conceded that Measure S, a \$67 million bond measure for the 10-branch county library system that passed with 70% approval, does allow for the construction of a new downtown library, the campaign’s messaging at the time led many voters to believe they were voting for renovation of the current library, say O supporters.



[Eight lots: Debating the parking lots that Measure O would mandate for housing](#)

Measure O is largely supported by a coalition of various local organizations, each touting a specific part of the measure, including Downtown Commons Advocates, Relmagine Santa Cruz, Don't Bury the Library, the Campaign for Sustainable Transportation, Youth for Climate Justice and others. Former elected officials supporting Measure O include former county supervisor Gary Patton, city councilmember Sandy Brown and former mayors Chris Krohn, Celia Scott, Jane Weed-Pomerantz, Katherine Beiers, Bruce Van Allen and Tim Fitzmaurice.

Opposition to O comes largely from establishment groups such as the Democratic Party of Santa Cruz County, the Santa Cruz Chamber of Commerce, the Cabrillo College Board of Trustees, the Downtown Association of Santa Cruz, the Friends of Santa Cruz Public Libraries and many others. Individuals who have come out against O include Rep. Jimmy Panetta, sitting county supervisors Ryan Coonerty and Bruce McPherson, supervisor candidate Shebreh Kalantari-Johnson, Santa Cruz Mayor Sonja Brunner, and former mayors Donna Meyers, Martine Watkins, Cynthia Chase, David Terrazas, Emily Reilly, Cynthia Mathews, Don Lane and Mike Rotkin, as well as Santa Cruz County Superintendent of Schools Faris Sabbah.

With Measure O decided, expect new downtown Santa Cruz library in 2026



Quick Take

Buildings take time. Though planners did work on the downtown Santa Cruz library/housing/parking structure before the Measure O vote and continued during the campaign, the new construction probably won't open for four years. Soon, it will enter a "design" phase, followed by a 2024 groundbreaking.

NOV 21, 2022 | 6:02 AM

Now that voters in the city of Santa Cruz have voiced their opinion on the controversial Measure O — [latest election results show](#) that about 60% of voters have rejected the ballot proposition — it should be full speed ahead for the big library project that O was attempting to derail, right?

Well, it all depends on what you mean by "speed."

If Measure O fails, then it removes an obstacle that could have stopped altogether the construction of the [three-in-one library/mixed-use project](#) slated for downtown's Lot 4. But that doesn't necessarily mean that the bulldozers are coming quite yet.

The planning and permitting process for the project was already moving ahead throughout the election season, and continues to move forward post-election. But that process is, by definition, a slow one. As a practical matter, that means Lot 4 will look pretty much as it does now for probably more than a year.

City officials say the best estimate for construction to begin on the site is the spring of 2024. And the opening of the new library, parking garage and housing units will likely be two years beyond that, in 2026.

The [downtown farmers market](#), which found itself as an unwanted center of attention in the whole O debate, now can proceed in its planning. Market manager Nesh Dhillon concluded negotiations with the city to work together on a new permanent facility for the market, which resulted in a [memorandum of understanding](#) this fall. That agreement includes city financing of \$1.8 million to aid the market in building its new home.

If construction of the mixed-use project begins in spring 2024, that presumably would mean that the market could stay on Lot 4 in 2023. Then, it could move to Lot 7, [one potential site it has identified a couple of blocks from Lot 4](#), or somewhere in downtown, probably temporarily.

Another possible landing spot for the farmers market would be at [the site of the current library on Church Street](#). But the old library will have to remain open until the new one is ready, which

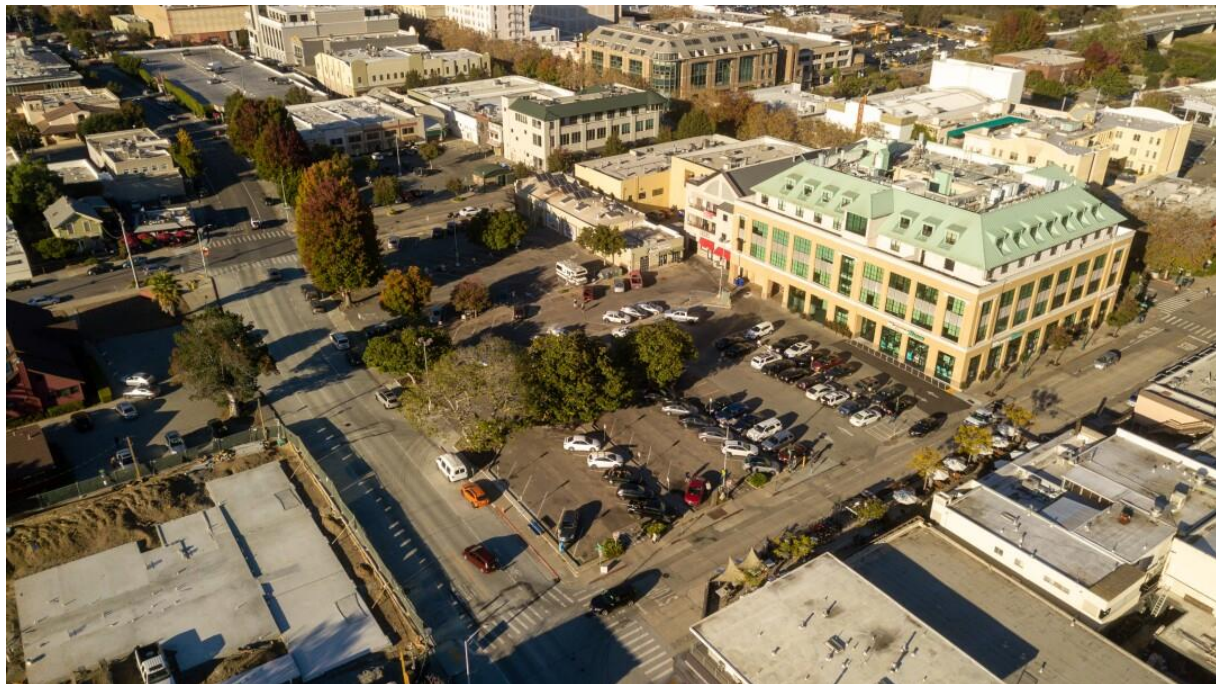
means that site might not be ready for permanent infrastructure construction for several more years down the road, once the new library is completed.

[Could the downtown Santa Cruz library and the farmers market swap places?](#)

Dhillon was unavailable for comment on the aftermath of the election.

“Really, the ball is their court,” Brian Borguno, the city’s development manager for the library/mixed-use project, said of the farmers market. “If they wanted to move earlier and start the work and have permanence on Lot 7, we can move as quickly as they want to.”

The Lot 4 project — to build a new downtown branch of the Santa Cruz Public Libraries system, a 124-unit affordable housing apartment building and a three-deck parking garage, all on the footprint of what is now Lot 4 — is now in what is called the “entitlement phase.” That’s the part of the process that involves approvals from the city council for development. Once those approvals are granted, the process moves into the “design phase,” which in this case is expected to happen in early 2023.



Lot 4 in downtown Santa Cruz, site of the proposed library/mixed-use project.

(Kevin Painchaud / Lookout Santa Cruz)

Funding for the project will be coming from three separate buckets, one each for the library, the housing units and the parking garage. Measure S funds, approved by the voters in 2016, are earmarked for the use of the new public library only; that is about \$25.5 million. The city will also be applying for a California State Library infrastructure grant, an estimated \$10 million.

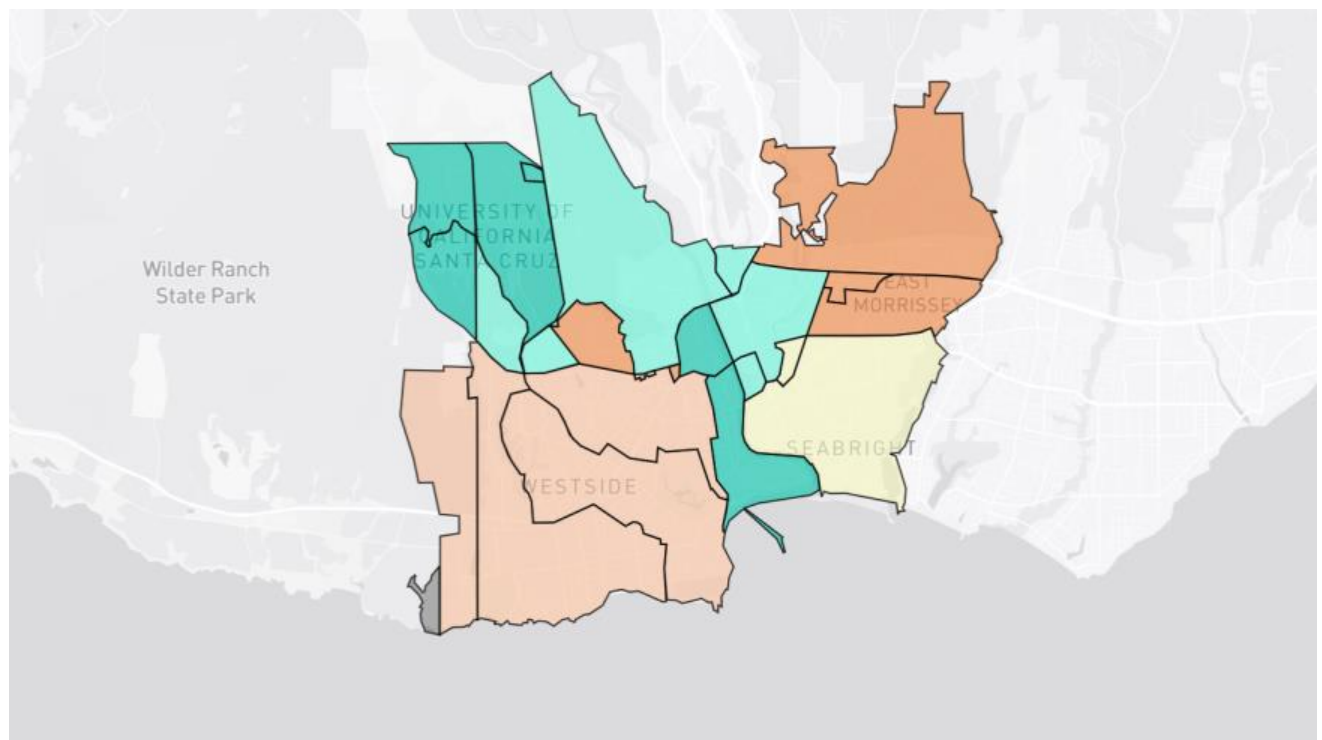
[City manager Matt Huffaker](#) told Lookout via email that the affordable housing will be funded by “Central Coast Community Energy grants, conventional housing loans, tax credits and other grants.” The parking garage will be financed through municipal bonds and downtown parking fees, he said. The funding needed for the garage is about \$14.5 million.

Securing funding for the various components of the project is happening concurrently with the city’s planning and entitlement process. Borguno said that it’s common for big projects to move forward in planning before funding is set: “We don’t want to secure financing prior to construction because we’d have to start paying debt service prior to having any revenue on line for the building opening. So it’s just a timing issue.”

Also, having a fully approved project that’s already been through the entitlements phase allows planners to know more precisely what they’ll need in funding, he said.

As for [the fate of the dozen trees](#) on Lot 4, Huffaker said the public will still have a say in the matter on two separate occasions, with the Parks and Recreation Commission and before the Santa Cruz City Council. If the tree removal is approved, they will likely be taken down in the spring of 2024 as part of the preparation of the site for construction.

Santa Cruz, how did your neighborhood vote in these three 2022 races?



A snapshot of the voting data for Measure N.

(Blaire Hobbs / Lookout Santa Cruz)

BY [CHRISTOPHER NEELY](#), [BLAIRE HOBBS](#) DEC 9, 2022 | 5:21 AM

recinct-level data reveals the disparities and similarities among the voting preferences of Santa Cruz neighborhoods on Measure N and Measure O and in the race for 3rd District county supervisor between Justin Cummings and Shebreh Kalantari-Johnson.

After a vote tally that extended weeks, Santa Cruz County officials canvassed and certified of the results of the Nov. 8 general election this week.

Heading into Election Day, much of the energy in the city of Santa Cruz seemed focused on three particular races: [Measure O](#), the ballot measure that proposed scrapping a mixed-use library, parking garage and affordable housing project in favor of locking in city-owned downtown parking lots for future affordable housing development; [Measure N](#), the empty homes tax proposal to install a \$6,000 annual tax on homes left vacant for more than eight months out of the year; and [the race for District 3 county supervisor](#) between Santa Cruz City Councilmembers Justin Cummings and Shebreh Kalantari-Johnson.



[Final vote tally for all 40 Santa Cruz County races, broken down](#)

Measure O failed in a landslide. Measure N was closer but ultimately fell short by nearly 2,000 votes. Although Kalantari-Johnson led Cummings for a week into ballot counting, [Cummings was heavily favored among the mail-in ballots that were counted later](#). He eventually topped Kalantari-Johnson by just under 600 votes.

We've known for weeks how the city of Santa Cruz voted; however, new data mapped by Lookout paints a clearer picture of the voting habits of different neighborhoods in the city. The numbers used in the map come from precinct-level voting data collected by the Santa Cruz County Clerk's office. The data shows the preferences of voters registered within the precinct boundary. The number of ballots cast by residents in each precinct varies widely, from more than 4,500 in one of the precincts to under 100 in another.

A resounding defeat for Measure O

Nearly 60% of voters gave a thumbs down to Measure O, and the proposal had a hard difficult time finding majority support in any part of the city. The northwest corner of the city, around the UC Santa Cruz campus, came out in the strongest show of support for the measure, but only 76 voters who reside in that area cast ballots in the race. The most resounding rejection of the measure came from the Westside — where more than 6,000 ballots were cast and about 60% opposed the measure — and the northeast corner of the city, where about 64% of the more than 1,100 ballots cast opposed the measure. Residents of downtown, the area that would have most felt the measure's impact, also came out strongly in opposition.

The jam-packed nature of Measure O, which included fates for parking and a new library to the location of the downtown farmers market and the future of affordable housing, makes it difficult to judge exactly which part of the measure spurred objection in different parts of town. The data shows however that nearly 500 more people voted in the Measure N election than in the Measure O election.

To view the rest of this article, visit <https://lookout.co/santacruz/election-2022/story/2022-12-09/santa-cruz-how-did-your-neighborhood-vote-in-these-three-2022-races>

Reviews

Yelp

Capitola received a 3 Star Review on November 25

1. I hate the way the books are stored and there are too few books, which is what I thought would be the main focus. 2. Instead of book storage, there are all these other areas, which look very underutilized. Maybe no one reads books anymore? 3. There is not enough parking....forget the playground and plants and give us more parking! 4. I understand the new Aptos branch is going to have basically the same plan and that is disappointing. I liked the old branches better.

Capitola received a 5 Star Review on December 2

Capitola Public Library is a very nice library ! It is a cozy library where you can read newspapers, check out books and spend some leisure time ! I would recommend anybody to come to this library and spend some time there because it is very educating to do so !

Capitola received a 1 Star Review on December 3

Reading the other posts reassured me that I'm not off base in my rating. The employees need a lesson in customer service. It's a (very) nice facility, but the service feels like an inner city emergency room or DMV. I speak for my wife and literally every other couple I've discussed this topic with. I sincerely hope this improves. If the service was at least palatable, this would be an easy 5-star rating. Such a shame. Best wishes righting the ship.

Capitola received a follow up review on December 4

Capitola Public Library is a very nice library to spend quality time at a library ! Especially (deleted name) should keep his filthy mouth shut when commenting stupidly about the Capitola Public Library !

La Selva Beach received a 5 Star Review on December 29

The La Selva Beach Library is a wonderful community resource. The recently renovated space is light and well designed. The children's section is well stocked and invites young readers to engage with the space and materials. The staff is welcoming and knowledgeable. While the library is on the smaller side, materials can be brought in from other SCPL locations and online materials (ebooks, audiobooks, documentaries etc) are available through various apps like Libby and Kanopy.

Capitola received a 4 Star Review on January 2

Alright, first things first, I want to clarify that I am solely rating this establishment as a study space. I did not enter the main spaces except to wander and check out the space, so I did not have too much interaction with the staff, and primarily sat in the front room for studying. With that being said, I would agree that the parking lot is rather small, and when I arrived on a weekday afternoon, it was completely full, and it was hard to park in the spaces that were open as there were so many cars, so I ended up parking on the street a block away. Now as a study room, I found it to be extremely comfortable, the wifi was good, and there were enough ports for the people inside to keep their devices charged. I was in there for 3-4 hours, and enjoyed the studying area. There are also 4 bathrooms, each individual rooms, and the one that I used was very clean, so I was happy with that. I think if I biked there, I would give it 5 stars, but because the parking lot was such a nightmare to go through, at least for me, I would dock a star. But definitely go check them out for a nice study space.

Google my Business

Capitola received a 5 Star Review on November 11

I love this place. The library staff is so lovely! Not to mention the resources this place has for kids. They have a playground and classroom where people can teach children. The last time I was at this library, a man taught them how to play chess. Also, I really enjoy that they have a designated area for the teens. (The only downside is that the manga is in there, and I'm not a teen, so I always feel uncomfortable going in when there are teens.)

Now, there's only one con, and that's the parking. However, it's ignorant to complain about it because everyone who works there or goes there knows that it's awful. It's the designers' fault for making parking what it is. However, if they changed the design to add more parking, their best bet would have been to get rid of the playground. This would be unfair to the kids.

Garfield Park received a 5 Star Rating with no review on November 19

Garfield Park received a 5 Star Review on November 22

Nice remodel... yes, but what shines here are the employees. Good librarians are hard to find. This branch is doing something right when it comes to hiring and staffing. Thanks, "Steve"

Garfield Park received a 5 Star Review on November 29

Friendly, helpful staff

Garfield Park received a 5 Star Review on December 15

Good internet, great staff!
Thanks Alexandra!

Email:

About United Against Hate Week:

Bless you. We need your courage and leadership to remind us that we're in this together and to guide us toward living up to the values we want to believe we uphold.

So, nothing about equal rights for unborn women or unborn people of color?
Thanks

I still hate moving the library into a multi-use project that has no funding and will swallow lot 4 !

STAFF REPORT

AGENDA: Monday, January 9, 2023

DATE: Wednesday, January 4, 2023

TO: Library Advisory Commission

FROM: Barbara H. Choi, Legal Counsel

SUBJECT: Resolution Re-authorizing the Library Advisory Commission to Utilize Remote Teleconference Meetings Pursuant to Assembly Bill 361.

RECOMMENDATION:

Adopt Resolution No. 2023-01 Authorizing Remote Teleconference Meetings pursuant to Assembly Bill 361.

DISCUSSION

Pursuant to AB 361 and as codified at California Government Code section 54953, legislative bodies may use modified teleconferencing rules to conduct public meetings during a proclaimed State of Emergency under certain circumstances, including that state or local officials have imposed or recommended measures to promote social distancing.¹ The State of Emergency proclaimed by the Governor on March 4, 2020, due to the COVID-19 pandemic remains in effect today. In February 2022, the Santa Cruz County Health Officer, together with eleven other Bay Area health officers, issued a press release announcing alignment with the California Department of Public Health's indoor masking guidance, which requires that all individuals wear face coverings indoors in specified high-risk settings, and strongly recommends that all individuals continue to wear face coverings while in indoor public settings.²

The Library Advisory Commission adopted its initial AB 361 findings at its meeting of April 18, 2022, and adopted subsequent findings at its meetings on May 16, 2022, July 18, 2022, September 19, 2022, and November 14, 2022. To continue teleconferenced meetings under AB 361, the law requires that the Library Advisory Commission adopt findings within thirty (30) days after its initial teleconference, and every thirty (30) days thereafter, that it has reconsidered the circumstances of the State of Emergency, and either (i) the state of emergency continues to

¹ Cal. Gov't Code § 54953(e)(1)(A)-(C).

² See *Press Release*, Twelve Bay Area Health Officers to Lift Most Indoor Mask Mandates on February 16 (Feb. 9, 2022), https://www.santacruzhealth.org/Portals/7/pdfs/Coronavirus/02.09.22%20ABAH0%20Masking_FINAL.pdf; See also CDPH, Guidance for the Use of Face Coverings (Updated September 20, 2022), <https://www.cdph.ca.gov/Programs/CID/DCDC/Pages/COVID-19/guidance-for-face-coverings.aspx>.

directly impact the ability of the members to meet safely in person; and/or (ii) state or local officials continue to impose or recommend measures to promote social distancing.³

Attachment:
Resolution No. 2023-01

³ Cal. Gov't Code § 54953(e)(3).

Resolution No. 2023-_____

**SANTA CRUZ LIBRARY ADVISORY COMMISSION'S
FINDINGS PURSUANT TO ASSEMBLY BILL 361 AUTHORIZING TELECONFERENCE MEETINGS AS A
RESULT OF THE CONTINUING COVID-19 PANDEMIC STATE OF EMERGENCY AND HEALTH
OFFICER RECOMMENDATION FOR SOCIAL DISTANCING**

WHEREAS, the **Santa Cruz Library Advisory Commission ("LAC")** is a legislative body under the Ralph M. Brown Act as defined under Cal. Gov. Code section 54952(b); and

WHEREAS, on September 16, 2021, Governor Newsom signed Assembly Bill 361 ("AB 361"), urgency legislation effective immediately, that amended Government Code section 54953 to permit legislative bodies subject to the Brown Act to continue to meet under modified teleconferencing rules provided that they comply with specific requirements set forth in the statute; and,

WHEREAS, pursuant to AB 361 and Cal. Gov. Code section 54953(e)(1)(A), a legislative body may meet under the modified teleconferencing rules during a proclaimed state of emergency, and where local officials have imposed or recommended measures to promote social distancing; and

WHEREAS, on March 4, 2020, Governor Newsom issued a Proclamation of State of Emergency in response to the COVID-19 pandemic, and which remains in effect; and

WHEREAS, on September 30, 2021, Santa Cruz County Public Health Officer Dr. Gail Newel strongly recommended that legislative bodies in Santa Cruz County continue to engage in physical/social distancing by meeting via teleconference as allowed by AB 361 and confirmed that she will regularly review and reconsider this recommendation and notify the public when it is no longer recommended; and

WHEREAS, pursuant to AB 361 and Cal. Gov. Code section 54953(e)(3), within 30 days of the date the legislative body first holding a teleconferenced meeting under the modified rules, and every 30 days thereafter, a legislative body can continue to hold such teleconference meetings provided it has reconsidered the circumstances of the state of emergency and determined either that the state of emergency continues to directly impact the ability of the members to meet safely in person or that local officials continue to recommend measures to promote social distancing; and

WHEREAS, on April 4, 2018, the **LAC** held its initial teleconference meeting under AB 361; and

WHEREAS, on May 16, 2022, the **LAC** held a subsequent teleconference meeting under AB 361; and

WHEREAS, on July 18, 2022, the **LAC** held a subsequent teleconference meeting under AB 361;
and

WHEREAS, on September 19, 2022, the LAC held a subsequent teleconference meeting under AB 361; and

WHEREAS, on November 14, 2022, the LAC held a subsequent teleconference meeting under AB 361; and

WHEREAS, the **LAC** has once again reconsidered the circumstances of the current state of emergency and finds that the COVID-19 pandemic continues to directly impact the ability of members of the public to participate safely in person and further finds that the Santa Cruz County Public Health Officer continues to recommend measures to promote social distancing, strongly recommends that all individuals wear face coverings in indoor public settings, and requires that all individuals wear face coverings in specified high-risk indoor public settings; and

WHEREAS, in the interest of public health and safety, and due to the emergency caused by the spread of COVID-19, the **LAC** deems it necessary for the legislative bodies of the **LAC** to continue utilizing the modified teleconferencing rules set forth in AB 361;

NOW, THEREFORE, the **Santa Cruz Library Advisory Commission (“LAC”)** makes the following findings by a majority vote:

Section 1. The foregoing recitals are true and correct, and adopted as findings of the **Santa Cruz Library Advisory Commission** and legislative bodies of the LAC.

Section 2. Effective immediately, and for the next 30 days, the **LAC** and its legislative bodies will meet via teleconference as authorized under AB 361 and Government Code section 54953(e)(3).

Section 3. No later than thirty (30) days from making today’s findings, or at the next scheduled meeting, the **LAC** will reconsider the circumstances of the COVID-19 state of emergency and, if necessary, adopt subsequent findings to continue holding teleconference meetings in accordance with Government Code section 54953(e)(3).

PASSED AND ADOPTED by the **Santa Cruz Library Advisory Commission** in Santa Cruz County, State of California, this 9th day of January, 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Chair, Santa Cruz Library
Advisory Commission

ATTEST: _____
Commission Clerk



SANTA CRUZ
PUBLIC LIBRARIES

STAFF REPORT

DATE: January 9, 2023
TO: Library Advisory Commission
FROM: Yolande Wilburn
RE: Elect Chair and Vice Chair for 2023

RECOMMENDATION

The Library Advisory Commission needs to propose and vote upon candidates for the Chair and Vice Chair of the Commission.

DISCUSSION

See above.

STAFF REPORT

DATE: January 9, 2023
TO: Library Advisory Commission
FROM: Eric Howard, Assistant Director of Libraries
RE: Second Review of Draft 2022-2025 Strategic Plan and Workplan

RECOMMENDATION

Review and provide input on the draft 2022-2025 Strategic Plan.

DISCUSSION

On November 14, 2022 the Library presented an earlier draft of the 2022-2025 Strategic Plan to the Library Advisory Commission. Staff have attempted to incorporate the feedback from that meeting in the attached draft. A new and revised mission and vision statement has been added. Additionally, the Library attempted to more clearly present its goals and align its strategies within the three areas of its focus: Diversity, Equity and Inclusion (DEI); Santa Cruz County Community; Library Services. Minor edits have been made to the Library's DEI plan.

In prior years, the Library's Workplan existed independently from the Strategic Plan. In the new Strategic Plan, the Workplan is incorporated into the Plan and is represented as the Library's "objectives." One goal of the Strategic Plan is to build an online dashboard so that the community can monitor the status of the Library's work on its objectives.

The Strategic Plan will also exist online in a user-friendly form. At the time of this writing, the draft Strategic Plan has not yet been posted to the Library's website. But a version of the user-friendly Plan will be posted to the Library's website (<https://www.santacruzpl.org/>) later this month.

After receiving input on January 9th from the Library Advisory Commission, the Library will work to incorporate any feedback into a final draft that will be reviewed by the Joint Powers Authority on February 2nd.

Mission:

Inclusion, Connection, Collaboration

Vision:

Empower people to transform their lives and strengthen our communities.

Values:

Lifelong Learning
Intellectual Freedom
Social Responsibility
Respectfulness
Professional Competence

The new Strategic Plan for the Santa Cruz Public Libraries is the culmination of a yearlong examination into the following three critical areas:

1. Diversity, Equity, and Inclusion (DEI)
2. The Santa Cruz County Community
3. Library Services

The Plan aspires to ensure that the Library remains adaptive and continues to provide outstanding service that meets the community's needs. The goals evolved from community engagement and included surveys, organized community conversations, and workshops with the Library's partners, staff, and senior management.

Methodology

The Santa Cruz Public Libraries began the Strategic Planning process in August 2021. The Library convened a team of eleven staff to lead the effort. The group reviewed the existing strategic plan for the Santa Cruz Public Libraries and those of other organizations. The Library collected in-person and online survey questionnaires, then developed a list of seventeen prioritized groups and surveyed and interviewed members of those groups using the Harwood approach. Applied Survey Research coded and analyzed the community data.

The prioritized groups included:

City Staff from Capitola, Santa Cruz, and Scotts Valley
County Government Staff

Educators

Families with young children

Frequent library users and Friends of the Santa Cruz Public Libraries

Infrequent or nonusers of the Library

Library Advisory Commission,

Library partners and their clients

Library staff

Members and partners of the BIPOC community

Members and partners of the disabled community

Members and partners of the Spanish-speaking community

People without housing
Seniors
Teens.

At the Library's All Staff Training Day in October 2021, the Library conducted a strengths, opportunities, aspirations, and results (SOAR) exercise with staff. Former San Jose Public Library Director Jane Light led the exercise. Staff also engaged in activities that helped define the organization's values. In addition to the staff exercises, the Library's internal Equity Team began developing a Diversity, Equity, and Inclusion Plan in 2020 with the goal of incorporating its work into the Strategic Plan. Following that work, a Community Partner Dialogue took place in February 2022 to gather additional input from the following groups: The Friends of the Library, the Library Advisory Commission, the County Office of Education, Cabrillo College, Santa Cruz City Schools, the Chamber of Commerce, Community Foundation/Rise Together, the Diversity Center, Monterey Bay Economic Partnership, NAACP, United Way, and the Santa Cruz County Sheriff's Office.

After completing the Community Partner Dialogue event, Library Director Yolande Wilburn led the Library's senior management team through a workshop to analyze the information gathered from the staff and community input and the work achieved by the Library's Equity Team. Those workshops resulted in the final goals presented in this report. The Library then sought further input on the Plan from the Library Advisory Commission (LAC) and the Library Joint Powers Authority (LJPA) before seeking final approval from the LJPA.

1. Diversity, Equity and Inclusion (DEI)

GOAL A: Create an organizational culture of equity and inclusion and provide equitable and relevant services to all.

Strategies:

- Seek approval from the LJPA for the Diversity, Equity, and Inclusion Plan.
- Initiate the Diversity, Equity, and Inclusion three-year goals.
- Apply the newly developed tools for measuring the success of the DEI Plan.

**Please see the entire DEI Plan attached.*

2. The Santa Cruz County Community

GOAL A: Create and support safe and friendly places.

Strategies:

- Ensure library facilities are accessible, safe, and welcoming.
- Promote the Library's spaces and program rooms to all community members.
- Support community resilience.

Objectives

(A)

Create welcoming spaces for all ages and ensure that spaces go beyond ADA compliance and achieve universal design at remodeled or new facilities: Provide annual audits of spaces.

(B)

Analyze the need for bilingual signage at all branch locations by the end of 2023. Identify the threshold for signage based on demographic changes and increases in languages other than English. The Library will address three branches a year for each of this Plan's three years.

(C)

Open Branciforte, Live Oak Annex and Aptos Branch Libraries in 2023.

(D)

Develop and pilot three (3) programs, one each year in a different community that explores at least one of the following: civic engagement, polarization, conflict resolution, cultural awareness and healthy communication.

(E)

Ensure that the Library remains a leader in the County for environmental sustainability:
Develop a plan by 2024 to reduce the Library's carbon footprint by half by 2026.

(F)

Collaborate with the County to provide access to the Library as a Community Resource Center during emergencies.

GOAL B: Foster inclusion.

Strategies:

- Deepen relationships with partners to collaborate on programming and services and improve health outcomes.
- Create opportunities for diverse groups to connect, have fun, and gain understanding through art, history, literature, humanities, and civic engagement.
- Work with the schools to improve math and reading outcomes for children.
- Support the socio-psychological wellness of youth and teens through partnerships and programming.
- Collaborate with community partners to connect people to job training, veterans services, housing, and mental health resources.

Objectives:

(A)

Continue to collaborate with schools to invest in programs that focus on underserved children. Identify and develop programming to support school readiness. Provide annual reports to the LAC and LJPA on any changes or proposals that resulted from the collaboration.

(B)

Invite participation and feedback about library services, programs, and collections from community members. In collaboration with partners, provide annual community conversations with prioritized groups. Provide an annual report to the LAC and the LJPA on the feedback and recommended actions.

(C)

Develop programs with partners that support the socio-psychological wellness of youth and teens and provide ongoing feedback. The target number of programs will be developed within the first year of the plan.

(D)

Establish a partnership with the County by the end of 2023 to bring social workers into the Library. Seek input and best practices from across the industry for other social work programs and best practices that support mental health for patrons using the library.

(E)

Create/support programs that bridge cultures, generations, lived experiences, and communities. The number of annual programs will be identified during a planning process in the first quarter of the plan. This work could include some community led programming.

GOAL C: Support all members of society.

Strategies:

- Develop communication strategies that connect the community to needed resources.
- Continuously gather feedback and evaluate processes, programs, and policies to reduce barriers and increase access to Library resources.
- Develop programs that support incarcerated and decarcerated individuals.

Objectives

(A)

Ensure that the yearly milestones within the DEI Plan are met.

(B)

Develop a Communications Plan dedicated to marketing, event coordination and public information in order to expand reach and to streamline the Library's communication.

(C)

Develop an assessment of current services for incarcerated and recently decarcerated. Identify current impacts and a plan for potential impacts if resources are increased or reorganized for the Library's County Correctional Facilities (CCF) program in FY 24-25.

(D)

Strengthen partnerships to ensure the library continues to serve as a bridge for patron access to social services. Develop more robust measures for identifying how many and how well patrons are referred and served by partners through the library's work.

(E)

Develop annual marketing campaigns, including rebranding, to raise awareness of library programs and services.

3. Library Services

GOAL A: Curate a relevant and engaging collection of materials diverse in content and format to satisfy the community's reading, listening, viewing, and learning preferences and bridge the digital divide.

Strategies:

- Conduct diversity audits of collections to be reflective of the community.
- Promote diverse collections, including local history, music, and art, through programming and exhibits.
- Identify and digitize objects and collections for genealogical and historical information of importance to Santa Cruz County.
- Launch and promote an integrated content and digital asset management system for local history and genealogical content.

Objectives

(A)

Develop an audit plan for the Library's Collections utilizing an equity lens.

(B)

Establish a more robust process for cataloging in other languages, involving affiliates such as Pacific Library Partnership.

(C)

Utilize an equity lens in the revision of the Collection Development Plan by 2024.

(D)

Explore augmenting the collection through alternative resources such as Link+, and ZipBooks to better meet patron needs. Develop annual patron feedback on the accessibility of the collection.

GOAL B: Strengthen and support learning and measure the impact.

Strategies:

- Facilitate community conversations and conduct regular surveys to identify the service and programming needs within Santa Cruz County.
- Identify opportunities and best practices for nurturing curiosity and community connection.
- Strengthen and support digital literacy access and training.
- Develop and apply meaningful measurements to determine the library's impact.
- Strengthen Library staff's network with community organizations through participation in local events and locations outside the library's walls.

Objectives

(A) Ensure that key staff have training on measuring impacts and facilitating community conversations. Begin in 2023 for all librarians. Begin in 2024 for all other staff.
(B) Develop and revise measurement tools for evaluating the Library's programs and services by December 2023. By December 2024, provide a dashboard that publicly displays the Library's measurements.
(C) Partner with area museums and historical societies to develop opportunities for nurturing curiosity.
(D) Seek out traveling museum exhibits that can spark conversation in the Library for all ages and develop measurement tools for assessment. The target number for programming will be developed within the first quarter of the year.
(E) Identify key programs that result in positive impacts on economic outcomes. Define these programs and services by the end of 2023. Offer those services by the beginning of 2024.

(F)

Collaborate with the County to end the digital divide in Santa Cruz County by assisting with grants, information sharing and special projects.

(G)

Provide comprehensive resources and services to support public research on the local history of the County.

(H)

Provide research assistance, teach information literacy skills and connect patrons of all ages with materials and information to meet their educational, informational and entertainment needs. Develop customer service surveys that assess these specific services and begin implementing them in 2023.

(I)

Support Santa Cruz County K-12 students with cutting edge digital and physical resources and through collaboration with partner organizations that focus on the socio-emotional health of youth. Develop measurement tools for assessment.

(J)

Expand participation in the summer learning program for all students and identify new avenues for reaching students within the groups identified through the Equity Plan. Develop measurement tools for assessment.

(K)

Utilize the bookmobile to expand outreach efforts for summer learning goals.

GOAL C: Support and prepare staff to meet organizational needs and ensure excellent customer service.

Strategies:

- Conduct a comprehensive review of technology and update the technology plan's priorities.
- Assess staffing to ensure the organization's fiscal sustainability and recalibrate public hours and staffing to provide equitable service levels across the County.
- Develop a staff training plan to maximize knowledge and expertise.
- Support staff well-being and career advancement.

Objectives

<p>(A) Complete a new Technology Plan by June 2023 which will include:</p> <ul style="list-style-type: none">• Upgrades to the Virtual Private Cloud Infrastructure.• Development of an updated website by December 2024 that is more user friendly for other language users and for people with disabilities.• A technology and computer replacement policy by June 2023.• Migration of the Library's in-house Integrated Library System (ILS) to a hosted solution by April 01, 2023.• Replacement of obsolete hardware Servers at all Branch locations by June 2023.• Installation of occupancy counting equipment at all branches by September 2023 with the exception of Live Oak annex.
<p>(B) Implement Neogov "Onboard" and "Perform" modules by March 2023 to ensure staff training is tracked and performance appraisals are completed on time.</p>
<p>(C) Re-locate Collection Management Services and the Library Information Technology teams to the Headquarters building by June 2023.</p>
<p>(D) Provide ongoing training on Equity Diversity and Inclusion for the Library's managers and then all staff. Complete a skills and knowledge assessment by the end of the fiscal year 2024.</p>
<p>(E) Expand training to all staff on deescalation. Ensure everyone trains on it once a year.</p>
<p>(F) Ensure high quality training for all staff to support the action steps for the Safe & Friendly focus, specifically to support staff in providing friendly, responsive customer service. Begin in 2023.</p>
<p>(G) Develop and implement measurement tools for evaluating the Library's customer service by December 2023.</p>

(H)

Provide training for all staff to support constructive communication. Begin for all staff in 2023.

(I)

Seek annual feedback on the Strategic Plan from staff.

(J)

Establish meetings between Human Resources, and senior management to meet the goal of developing a recruitment, training and retention plan that addresses any changes needed in the educational requirements, job descriptions and recruitment advertising practices, and process i.e. interviews and how the candidates are vetted.

(K)

Identify staffing needs and the potential creation, conversion or addition of positions which ensure the fiscal sustainability of the organization by the end of 2023.

(L)

Support staff wellbeing by exploring best practices of other Library organizations and implementing pilots in collaboration with the City of Santa Cruz Human Resources Department.

(M)

Continue to develop the volunteer program to work seamlessly between the City's volunteer office and the Library.

Diversity, Equity, Inclusion Plan (DEI):

The Santa Cruz Public Libraries launched an internal team (the Equity Team) in 2020 that consisted of volunteers from different levels of the organization and that was led by the Assistant Library Director. They drafted the following statement of purpose: *To create an organizational culture of equity and inclusion, and to provide equitable and relevant services to all of the Library's patrons.* The Santa Cruz Public Libraries have endorsed this purpose and will also work to create a culture of belonging and accessibility for staff and all patrons. As an institution, the Library supports a learning culture which drives the DEI statement of purpose.

The team then focused its work in three areas:

Focus Areas:

1. The Library's External Services: Collection, Services and Programs.
2. The Library's Internal Services and Goals: Library Culture.
3. The Library's Hiring and Onboarding Practices.

The goal now is to ensure that the work of the Equity Team becomes an embedded and permanent work within all aspects of the Library. The following outline serves as a three-year guide for taking action within the Library to fundamentally advance diversity, equity and inclusion within the Library and in the community.

The plan begins with DEI training for the Library's senior staff and the senior management team responsible for ensuring the success of this plan. Training will cover core competencies for increasing awareness and vocabulary and communication skills to effectively support DEI work within the Library. Training will also support the development of further leadership skills to improve inclusion, a sense of belonging, and tolerance and the development of a further understanding of both conscious and unconscious bias. The team will also engage Consultants to assist senior management in assessing current staff's understanding of DEI, identifying staff training needs, and building trust among staff.

Focus 1: External Services: Collection, Services and Programs

The Library will align its DEI work on its collections, services and programs with the County of Santa Cruz's work on equity.

Year One:

1. The Library will focus on early childhood literacy to improve educational outcomes for all students in Santa Cruz County. It will also foster greater curiosity among all students. Community survey data provided by the United Way and in partnership with Applied Research Survey (ARS) indicates that significant inequities exist in third grade reading levels, college readiness, socioeconomic status, and in health disparities. We know that children learn to read up until third grade and then read to learn after third grade. Those not reading by third grade will therefore struggle to learn. The consequences for students who fail to read on grade level by third grade has far reaching implications for the individual and society. This plan begins by focusing primarily on third grade level reading outcomes as a long-term investment in addressing the many inequities within the County. It will also provide a roadmap for expanding learning outcomes for all students. The plan will develop a pilot program to increase the number of students reading on a third-grade level by 50% within its chosen school or schools by 2025. Lessons learned from that pilot program will be used throughout the County.
2. The library will work to reduce inequities in learning outcomes and raise outcomes for all students. Targets for success still need to be developed by Library and school staff. The Library will continue with annual Community Conversations with the prioritized groups as identified in the strategic planning process. The results of that feedback shall be incorporated in service and program development by using the best practice DEI methodology.
3. Identify, develop, and maintain appropriate programming and services based on the data and input from community partners that support the DEI Plan.
4. Develop an audit plan for the Library's Collections. Identify, analyze, and implement best practice DEI methodologies for building the collection. Use an equity lens in evaluations of vendors, service, and content providers. Establish a more robust process for cataloging Library materials in other languages, involving affiliates such as Pacific Library Partnership.
5. Remain adaptive to the lessons learned through the library's work with the County and other partners.

Year Two:

1. Evaluate and expand relevant, successful equity-focused programming and services.
2. Implement measurements developed in year one.
3. At the end of year two, the Assistant Library Director will draft a report on the services and programs identified in year one and analyze the success of the programs. The report should make recommendations and be presented to the Library's governance: Library Advisory Commission (LAC), and the Library Joint Powers Board (LJPB).
4. The Collection Management Services (CMS) Manager will identify gaps found in the collections audit and make recommendations for change.

Year Three:

1. Implement recommendations from year two.
2. Provide a report to the LAC and the LJPB at the end of year three on the success of the program and provide recommendations for next steps including how this work can be integrated into the next Strategic Plan.

Focus 2: The Library's Internal Services and Goals: Library Culture

Organizational culture is intricately tied to organizational readiness and the ability of staff to carry out the goals of the DEI Plan and Strategic Plan. Beyond building staff knowledge and skills, this focus area is crucial to building trust and creating an environment where DEI efforts can flourish.

Year One:

1. Identify a consultant to develop an understanding of staff knowledge about Diversity Equity and Inclusion (DEI). Additionally, utilize the consultant(s) to gain a better understanding of staff wellbeing, levels of trust within the organization, and feelings of belonging and accessibility. Together, this data will inform training needs and help identify organizational development processes that need to be put in place.
2. The Training Coordinator and senior managers will identify staff trainings and

workshops to provide in year one through year three. All Training will support and develop the competencies listed above.

3. Identify tools through The Government Alliance on Race and Equity (GARE) or other best practices that can become regularly used in evaluation of practices and all-policies through a DEI lens.
4. The Assistant Director of Libraries will provide a report to the staff that outlines senior management's plan for addressing the results of a consultant driven survey that captures the baseline of the organization's well-being on DEI.
5. With the assistance of a consultant, support peer groups for the purpose of developing community and constructive feedback for DEI leadership skills and professional development.
6. Continue community conversations throughout the year with staff. Senior management will prepare a report for the staff on its lessons learned from those conversations and how it intends to incorporate those lessons learned within the current strategic plan and the next plan.

Year Two:

1. Include in the consultant's contract a requirement to return in year two to conduct and report out on a follow up staff survey. The consultant should provide methods for identifying DEI progress and accountability.
2. In collaboration with the same consultant, identify additional staff trainings and workshops for all staff in response to year two's survey data.
3. Maintain an ongoing survey of knowledge and staff well-being as it relates to DEI.
4. The Assistant Library Director will provide a report to staff, the LAC and the LJPB that outlines senior management's plan for addressing the results of the survey, enriching the culture of the Library, and meeting the purpose of this plan.
5. The Library will consider how the lessons learned from this work and its recommendations can be integrated into the next Strategic Plan.

Year Three:

1. The same consultant used in year one and year two will return to conduct a third staff survey and compare results.
2. Identify staff trainings and workshops with the Training Coordinator and senior managers in response to year two's survey data.
3. The Assistant Library Director will create a report for staff and the Library's governance that provides a three-year history of the Library's work on improving its culture. The report will make recommendations for next steps including how this work can be integrated into the next Strategic Plan.

Focus 3: The Library's Hiring and Onboarding Practices

Systemic inequities in hiring practices have long affected the ability of marginalized groups to benefit from and participate in various organizations and institutions, including the Library. Employing a diverse workforce is intricately tied to achieving each goal of the Strategic Plan and this DEI Plan.

Year One:

1. A diverse workforce is critical for supporting a culture of learning at the Library. The Santa Cruz Public Libraries recognizes the immeasurable value of listening and responding to varied perspectives, philosophies and life experiences. A goal within year one is to develop a recruitment plan resulting in a workforce that reflects the diverse community served. Our community is made of every resident in the County and the Library also serves patrons who commute in from other counties. We are local as well as regional and we seek to learn more about our connection to our global community. The Library's senior management will establish meetings with HR to support an employment pipeline. Those meetings should focus initially on examining the following: job descriptions; skills and educational requirements; recruitment advertising practices; and hiring processes such as interviews and candidate vetting. The Library will also identify community partners that support diversity and will work with them to develop recruitment strategies. Lastly, the library will develop an exit interview forms to document whether DEI issues were a factor in a staff person's departure.
2. Identify funding sources for paid internships to encourage young people to consider librarianship.

3. At the end of year one, the Assistant Library Director will develop a report to the Library's governance on the Library's recommendations regarding hiring.
4. Conduct annual diversity audits on staff and ensure accountability through transparent benchmarks.
5. Develop an onboarding program for new employees and volunteers that incorporates the key findings around staff knowledge on DEI.

Year Two:

1. The Library will develop and implement a development plan to provide staff with a clearer understanding of opportunities for professional growth and promotion.
2. At the end of year two, the Assistant Library Director will provide a report that documents the history of its actions and recommendations based on the work that came out of its year one report regarding the Library's hiring practices. The Library will consider in its report how the lessons learned from this work and its recommendations can be integrated into the next Strategic Plan.

Year Three:

1. At the end of year three, the Assistant Library Director will report on progress to date and next steps to be integrated in to the next Strategic Plan.

WRITTEN CORRESPONDENCE LISTING

Hello Commissioners:

I did not get to review the LAC agenda until today (Saturday). I don't know if it was posted on Friday or sooner. I'm sorry I was not able to communicate to you my thoughts about the latest draft of the Strategic Plan sooner.

Obviously, those involved in developing the Strategic Plan have worked hard on this and are to be commended. I just worry whether the library is taking on too much, given limited staff and resources.

A few suggestions:

Page 61:

Values:

Lifelong Learning
Intellectual Freedom
Social Responsibility
Respectfulness
Professional Competence

I suggest that "Professional Competence" be moved to the third spot, as it seems more specific to what people look for in libraries than the vague terms "Social responsibility" and "Respectfulness."

Page 64:

GOAL B: Foster inclusion.

Strategies:

- Deepen relationships with partners to collaborate on programming and services and improve health outcomes.

How is it the library's role to "improve health outcomes"? In what sense?

Page 65: Objectives (E)

Identify key programs that result in positive impacts on economic outcomes. Define these programs and services by the end of 2023.

What is meant by "positive impacts on economic outcomes"? Economic outcomes for who? How can the library measure this?

Page 67:

GOAL B: **Strengthen and support learning** and measure the impact.

I believe that Objective H should be first and foremost:

(H) Provide research assistance, teach information literacy skills and connect patrons of all ages with materials and information to meet their educational, informational and entertainment needs. Develop customer service surveys that assess these specific services and begin implementing them in 2023.

Connecting materials and information is essentially what libraries do! The other objectives are important and can follow this one.

Page 68:

(I) Support Santa Cruz County K-12 students with cutting edge digital and physical resources and through collaboration with partner organizations that focus on the socio-emotional health of youth. Develop measurement tools for assessment.

How can this be accomplished by library staff? Are they trained in this?

Respectfully submitted,

Judi Grunstra