

SANTA CRUZ PUBLIC LIBRARIES
A CITY-COUNTY SYSTEM

LIBRARY JOINT POWERS BOARD

MINUTES

January 12, 2009

Central Branch Community Meeting Room
224 Church Street, Santa Cruz

7:30 PM PUBLIC MEETING

I. ROLL CALL

Present: Supervisor Ellen Pirie, Citizen Nancy Gerdt, Citizen Barbara Gorson, Councilmember Jim Reed, Citizen Leigh Poitinger, Councilmember Mike Rotkin, Supervisor Mark Stone, Councilmember Sam Storey, Councilmember Cynthia Mathews

Staff: Susan Elgin, Acting Director for Santa Cruz Public Libraries

II. INTRODUCE NEW MEMBERS

The board is please to introduce two new members Councilmember Sam Storey, representative from Capitola, and Supervisor Ellen Pirie, representative from Santa Cruz County.

III. APPROVAL OF MEETING AGENDA OF JANUARY 12, 2009

Councilmember Mathews moved, seconded by Councilmember Rotkin

that the Board approve the agenda of January 12, 2009 will the following adjustments: move items 11 A & B up on the agenda to item #7 and hear items on #B first.

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IV. APPROVE MINUTES OF DECEMBER 8, 2008

Councilmember Rotkin moved, seconded by Supervisor Stone

that the Board approve the minutes of December 8, 2008.

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Abstain: Storey and Pirie

V. ORAL COMMUNICATIONS

None

VI. CONSENT AGENDA

None

VII. OTHER BUSINESS

A. FY 2008-09 Budget Revisions to Meet Deficit

Susan Elgin, acting Library Director, reported the following staff recommendations for covering the projected deficit. These proposals include: furloughing employees, closing the Library System on Fridays, and cutting other services.

Leslie Auerbach, SEIU Steward, spoke to the board representing the views of library SEIU members. The first point made was that part time regular employees are fully benefitted workers whose benefits are pro-rated. These workers have the same status as full time workers which becomes important when discussing furloughing employees. The members would like to encourage management to “meet and confer” earlier in the process in order to make discussions more valuable. A Labor Management Task Force could be created to encourage discussion between library workforce and library management. The members of SEIU are very happy that the library board is aware of the double hit library employees could take if a city furlough is imposed and that they are willing to make every effort that employees do not take this double hit. The consensus of the SEIU members is that the contract stands and no give backs will be given at this time. Also there is substantial agreement on the recommendation to eliminate or at least freeze positions to help achieve needed savings. This will also allow the board and library management to re-exam the current library management structure and possible long term savings. The union suggestions the following examination of positions in the library: Assistant Director, Staff Development Librarian, and Librarian IV. SEIU members are aware of the enormity of this economic crisis and believe the library can become a more sustainable system through this experience.

Heidi Jaeger-Smith, Development Librarian and acting Scotts Valley Branch Manager, spoke to the board regarding the conditions of the library buildings. The library has a tremendous investment in its buildings. Currently the library has three building maintenance workers who have been asked to take on more duties allowing the library to save money by eliminating outside contracts that help them maintain the buildings. These workers are paid out of the library budget but most recently have been transferred by the City to work under City Foreman at the Corporation Yard. This has created challenges with work load and scheduling. Ms. Jaeger-Smith would like to ask that the board send clear direction to the City that the three building maintenance workers work solely for the library and that they not be used for other projects within the City.

Jeanne O’Grady, Outreach Librarian and member of SEIU, agrees that something needs to be done and recognizes the workers part in finding a solution to the financial crisis. However, any furlough or layoff has to include all library employees with no exception for NAS, Administration or Supervisors. Employees need to be protected from doing full time work on a reduced hour schedule. In addition staff needs to have at least some sub hours available or the fear is the repetitive stress injuries that plagued the library several years ago will resurface. Also any one who schedules desk time needs to be aware that not only are injuries more likely with long shifts but staff concentration and therefore public service

declines as shifts get longer. The layoffs need to be seen by the public in fewer hours, fewer programs, and fewer books.

Valerie Murphy, Youth Services Librarian at Central, thanked library management for all the hard work in its proposal to the board. She reported that most of the workers feel it is an equitable and flexible proposal. Ms. Murphy also echoed the hope that the budget process will continue to be an open one. She also pointed to the fact that library services are provided by staff and a reduction in staff will negatively impact these services provided to the public.

Patti Moran, Central library staff, has worked for the library 12 years and would like to ask the board to consider not cutting staff below 20 hours per week in order to keep City benefits. Ms. Moran would also like the board to listen to staff requests on how to keep workers bodies safe and free of repetitive stress injuries.

Sonia Laracuente, Internal Organizer for SEIU 521, commented that she would like to see more dialogue before a decision is made. Also there is some pressure from SEIU members who would like to see more employees included in the furlough with perhaps the exception to 20 hour per week employees. Ms. Laracuente would like to propose setting up a meeting with key people who could meet with LJPB members and review the decision to furlough. The union would also like to enforce the “meet and confer” clause and meet with the board with respect to Section 17 of the SEIU 521 MOU.

Lisa Sullivan, Human Resources Director, spoke with regards to Section 17. She stated that it is management’s right to make a decision to reduce work schedule. However, the impact of that decision is within the scope of bargaining and it a “meet and confer” item. Ms. Sullivan also answered a question proposed by Councilmember Mathews regarding what direction the board should give staff. Ms. Sullivan’s recommendation was for the board to give direction to staff to implement the furlough with a targeted amount of savings as the parameters and for staff to “meet and confer” within the scope of bargaining with a targeted implementation date.

Councilmember Rotkin moved, seconded by Councilmember Mathews

that the Board adopt Resolution #2009-01 amending the FY 2008-09 budget and approve actions as reflected in Documents 1, 2, and 3 that are necessary to cover anticipated deficits in revenues, including furloughing library employees and reducing services.

Amendment #1: Discuss savings calculated by including reducing PTE (part time equivalent) employees proportionate to FTE (full time equivalent) employees but not to drop PTE employees below 20 hours per week and to discuss the retirement impacts on a reduction in PTE hours. Set up a task force which will include union representation and library management in order to continue conversation regarding the furlough. This task force will report to the board for final review of the proposals.

Amendment #2: To exclude some NAS employees (4 total) as staff directed in order to facilitate the continuation of the ILS upgrade.

Amendment #3: Leave open the possibility for alternative means to achieve proposed level of savings, currently projected at \$624.960

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B. Fee Increases for Library Services

Councilmember Rotkin moved, seconded by Councilmember Mathews

That by motion the Library Joint Powers Authority Board approve raising fees charged to patrons in the following categories:

	Current Fee	New Fee
Referral to Collection Service	\$10.00	\$20.00
Meeting Room Use	\$10.00/hr.	\$20.00/hr.
Proctoring Examinations	\$20.00	\$10.00 DMV Exams \$40.00 Academic \$60.00 Commercial

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VIII. WRITTEN COMMUNICATIONS

- A. Norquist, Heather. "From Potty Training to Parents: Childhood Issues In Swedish Picture Books." Children and Libraries, Winter 2008. Ms. Norquist is the Youth Services Librarian at the Live Oak Branch.
- B. Titangos, Hui Lan and Gail L. Mason. "Learning Library 2.0: 23 Things @ SCPL." Library Management, 2009 Volume 30, Issue 1-2. Abstract. Ms. Titangos is a Technical Services Librarian for Cataloging. Ms. Mason is the Library's Training and Collection Development Librarian.
- C. "A Tree for All Our Days." Santa Cruz Sentinel Column of 12/28/08 noting Hui Lan Titangos paper presentation at the Shanghai International Library Forum in October.
- D. "Our Earth, Our Ethics." Announcement and press release describing the Library's Second Annual Community Read, January-March 2009.

IX. REPORTS OF ADVISORY BODIES

Carol McPherson, Board Member for the Friends of the Santa Cruz City-County Library System reported the following Friends' activities:

- The Friends of the Library will soon begin working with a fundraising consultant to help reorganize, restructure and reinvigorate its money raising arm so that the organization can better respond to today's economy. This consultant will be in place by early February. Two Friends' Board members have attended the Community Foundation's grant writing seminars.
- Friends hired a new accountant, Cathy Van Loon. She is a Cabrillo College instructor and has many years of non-profit experience in her bookkeeping/accounting business.
- As always the January 2nd "Munching with Mozart" was packed. The next concert will be on Friday, February 6, 2009, with yet-to-be-defined musicians. Likely to be rescheduled for the 3rd Thursday of the month.
- Boulder Creek has now kick-started its nearly 25 year old Friends chapter to support the branch. This newly refreshed chapter will hold a fundraising event on January 18th. "Jam for Change" will include kids' activities, a raffle, chili feed, and book sale and swap, and much more. The event is from 1-4pm at the Boulder Creek Recreation Center.
- January 24th is the annual winter Children's book sale, in the Central Meeting Room, from 10-2pm. Most books will see for \$1.50 per pound.
- Reminder, tickets are selling fast for the reception with Paula Poundstone on February 7th, at the Rio Theater directly after her show. "Party with Paula" will feature music, wine, cheese, chocolate, and of course, Paula, who will sign her books and schmooze the crowd. This is a benefit for the Felton Library Friends. Tickets can be purchased through the Friends office, cost \$20 and are limited.

X. MEMBER REPORTS

A. Felton Library Task Force

Supervisor Stone reported on the new Felton Library Branch project. It is still in the planning and design stages. With the new Federal Administration coming into office there may be opportunities to apply for economic incentive funding. The task force is trying to move ahead on putting together a time line for the project in order to be ready to apply for the above mentioned federal funding.

Supervisor Stone was also contacted by an attorney to notify him a bequest that was left to the Felton Library for capital improvements or new books. No details have been forwarded but the attorney's preliminary estimates are in the six figures.

B. Recruitment for Library Director

Citizen Gorson reported on the recruitment for the Library Director position. The City's Human Resources Department has the detailed job description and marketing package the consultant put together for the recruitment. This document will be shared with the board before it is sent out to prospective candidates.

C. Scotts Valley Report

Councilmember Reed reported on the proposed new Scotts Valley Library Branch. The Scotts Valley City Council is also on the fast track to take advantage of federal stimulus funds. The Council has approved a D.I.R. and a specific plan but does not have a building design yet. A special council meeting was held to approve issuing an R.F.P. for design which included a projected building capacity of 15,000-20,000 square feet. Council is also working with Congresswoman Eshoo's office in order to help facilitate federal stimulus funding as it becomes available.

XI. STAFF REPORTS

None

XII. NEXT MEETING

January 26, 2009

XIII. ADJOURN

The regular meeting adjourned at 10:15 p.m.

Respectfully submitted,

Kira Henifin, Clerk of the Board

All documents referred to in these minutes are available in the Library Office.