

SANTA CRUZ PUBLIC LIBRARIES  
A CITY-COUNTY SYSTEM

LIBRARY JOINT POWERS BOARD

MINUTES

January 26, 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 Katherine Beiers, Councilmember Jim Reed, Citizen Leigh Poitinger, Councilmember Mike Rotkin, Supervisor Mark Stone, Councilmember Sam Storey

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

II. INTRODUCE NEW MEMBERS

The board is please to introduce a new member Councilmember Katherine Beiers, representative from the City of Santa Cruz.

III. APPROVAL OF MEETING AGENDA OF JANUARY 26, 2009

**Councilmember Reed moved, seconded by Supervisor Pirie**

**that the Board approve the agenda of January 26, 2009 will the following adjustments: move item 10 A up on the agenda to item #7.**

UNAN

IV. APPROVE MINUTES OF JANUARY 12, 2009

**Councilmember Rotkin moved, seconded by Supervisor Pirie**

**that the Board approve the minutes of January 12, 2009 with the correction of adding a comma to \$624,960 figure on Amendment #3 page 4.**

UNAN

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 that the Library Leadership Committee comprised of SEIU members, Supervisors, and Mid-Managers, meet concerning the implementation of the furlough. A recommendation that the Leadership Committee decided on was to have part time employees be exempt from the furlough since the savings is so small in comparison to the targeted savings and because the cost to the part time employees would be financially burdensome. The various bargaining units may come back with changes or deferrals in their agreements. The discussions are preliminary but the hope has been that the concessions that the unions may make to address the library's budget gap will be used to off set the furlough already imposed on library employees.

Sonia Laracunte, Internal Organizer for SEIU 521, reported that the union is still in the "meet and confer" process. The union has also been looking at possible cost savings for the library. The union would like the board to consider borrowing money from the City of Santa Cruz to pay for the completion of the Aptos Parking Lot expansion and use the savings of approximately \$235,000 to defer the library employee furlough.

Supervisor Stone commented that he would hate for the Board to send library workers out on furlough and then have the City come to an agreement with the union where a furlough is not necessary.

Leslie Auerbach, SEIU Steward, reported that the City has asked SEIU to have a draft proposal before City Council's Special Session on February 3, 2009. SEIU is meeting with the City on Friday January 30<sup>th</sup> and Monday February 2<sup>nd</sup> to come to some agreement.

Councilmember Rotkin commented that the library budget is in default now and we need to find some way of achieving savings to fill the gap. He also added that the City has no reserves to pick up costs for the completion of the Aptos Parking Lot project.

Heidi Jaeger-Smith, Development Librarian and Project Manager for the Aptos Parking Lot, reported that the library entered into an agreement with the county regarding the Aptos Parking Lot Project. The County has a pay as you go system for their own budgeting process and they needed to be paid at every phase of the development. Money has already been paid to them out of the entire project fund which is approximately \$300,000. Some of what is going towards funding the Aptos Parking Lot Project is coming from endowment money because the library did not have enough in reserves to complete the project. Funds have been committed, locked down and are gone. There is not an opportunity now to go back and re-negotiate with the County.

Leslie Auerbach, SEIU Steward, first wanted to state that the "meet and confer" process begun only as of last week, which is too late for the union to work more efficiently with the

City in the decision making process. The sessions have begun to clear up some questions particularly with regards to the library. The Library has been extremely forth coming with information and has done so in a cooperative manner. The union has had difficulties with extracting relevant information from the city. Principle questions still remain between SEIU and the City. In particular whether contractual concessions of improvements that are due in the next fiscal year (ie: COLA due in October 2009), would offset part or all of the furlough in the library. In the City as a whole SEIU has been told that although the City is not ripe with cash there is a fund balance that can be used so that if workers did agree to concessions that covered the short fall right now the workers of SEIU in the City would be relieved of a burden of furlough. The union understands that the library does not have a similar fund balance. The union again suggests that the City be asked to loan, at no interest, the library monies to complete the Aptos Parking Lot Project for the remaining costs which are estimated at approximately \$235,000. The City has told the union that it is of prime importance to them that the concessions include the salary improvements that would hit in October 2009. It is important not only for the money in the immediate sense, but for public perception for the City's ability to pass a revenue enhancement measure in the future.

Heidi Jaeger-Smith, Operating Engineers 3 Supervisor Division, commented that the union has also meet with Susan Elgin and representatives from HR. The Supervisor's union is a much smaller group but has chosen to defer their 3% COLA's for the year until the end of June. The union does understand that there may be an extension of their current contract. There is a consensus in the supervisor's union that four hour furlough for full time employees and the deferred COLA will help to get the library through the next 21 weeks. The hope is that this will ensure no one losses their job and that the public does not have to take a larger hit in the library services.

Richard Eberle, library staff member, commented on the Board's earlier decision to furlough. When the Board decided to close on Friday's it was not just based on the furlough. The library has unfunded positions, employees covering unfilled positions, and a cut that has already been made in the substitute budget. The coverage to operate the library branches on Friday's needs to be considered.

Jessie Bunker-Maxwell, library staff member, commented that the plan now only takes into account the 3<sup>rd</sup> and 4<sup>th</sup> Quarter. We don't know what will happen in 1<sup>st</sup> Quarter of this year (July). The thought of ending the furlough early rather than starting the furlough late, may make more sense in the long run. It may be that the furlough is more obviously necessary when we look at the figures in April.

Councilmember Rotkin clarified that any savings for this year will be applied to offsetting this year's furloughed hours and the same would go for next year.

**Supervisor Stone moved, seconded by Councilmember Rotkin**

**that by motion the Board consider any money that is saved through deferrals or other actions taken by the various unions on behalf of the library members will be returned to that unit in the future either by (and there are a range of possibilities): reducing the length of the existing furlough, not extending future furlough if one becomes necessary as long, reducing potential future lay off's in that unit. One way or another insuring that whatever money saved through their action doesn't go to some other part of the library budget but goes back to the personnel costs of those units.**

**Intent is that by this action and knowing that the City is going to be taking action in negotiations with unions that we are not doing anything to disadvantage library employees. If the concessions that are made benefit our budget, than our staff ask to meet with the union to recover from that.**

**UNAN**

VIII. STAFF REPORTS

A. FURLOUGH OF PART TIME EMPLOYEES

**Councilmember Rotkin moved, seconded by Councilmember Storey**

**that by motion the Board adopt staff recommendations to not furlough part time employees working between 21-30 hours per week.**

**UNAN**

IX. WRITTEN COMMUNICATIONS

A. Library PG & E Bills for all Library Sites

B. Article on the Consumer Product Safety Improvement Act (CPSIA)

C. Preliminary Revenue Estimates for 2009-2010 to the Library Financing Authority from Pat Busch, Assistant County Administrative Officer

Attachment 1- Sales Tax History

Attachment 2- 2008-09 Graph

Attachment 3- Long Term Graph

D. Upcoming CALTAC Workshops

IX. REPORTS OF ADVISORY BODIES

Report at next meeting

X. MEMBER REPORTS

Report at next meeting

XI. STAFF REPORTS (CONTINUED)

A. Acting Director's Monthly Report

Acting Director reporting the following events:

- Boulder Creek has resurrected the Boulder Creek Friends Group and has already held a fundraiser
- Will be adding word processing due to the increase in need and to fill a gap during these economic times

B. One Day Closure System-wide

XII. NEXT MEETING

February 2, 2009

XIII. ADJOURN

The regular meeting adjourned at 8:40 p.m.

Respectfully submitted,

Kira Henifin, Clerk of the Board

Sheila Fraser, Substitute Clerk of the Board

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