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August 23, 2017

FILED

AUG 25 2017

Superior Court of California
County of Tuolumne

By: Clerk

Judge of Superior Court
Honorable Kate Powell Segerstrom
Tuolumne County Superior Court
60 North Washington Street
Sonora, CA 95370

Re: Response to Grand Jury Report – Tuolumne County Library

Dear Judge Powell-Segerstrom:

The following is offered in response to the 2016-2017 Grand Jury Report as it pertains to the Tuolumne County Library.

Grand Jury Findings

F1. The lack of a Director has resulted in the library not having a direct voice with either the CAO or the BOS.

Response: Disagree as the needs of the Library have been brought forth to the CAO and Board along with those of all other County departments. The Deputy CAO who oversees the Library reports directly to the CAO and communicates regularly with the CAO regarding Library issues both during weekly staff meetings and in one on one conversations. Communication of Library staffing needs to the Board has occurred during CAO Performance Reviews with the Board and during development of the annual County Budget.

F2. The unfilled promise of a new Director has resulted in a vague chain-of-command, inadequate outreach to service clubs, and lack of grant writing.

Response: Disagree with the reference to “the unfilled promise of a new Director” and statement that the chain-of-command is vague. The Director position is contained in the FY 2017-18 Budget and is timed with the retirement of the Supervising Librarian as has been discussed with prior Grand Juries, the Friends of the Library and Library staff. While there is a very clear chain of command, there is not a single point of authority housed at the Library. There are two supervisors who

report directly to a Deputy CAO. All other library staff and volunteers report to the two supervisors. This chain-of-command will change with the hiring of the Director. Agree that more time could be spent in outreach and grant writing.

F4. To keep the libraries operational, some employees work beyond their permitted hours and perform duties not in line with their job descriptions without compensation, resulting in low employee morale.

Response: Disagree. This comment is unsubstantiated. There have been no employee reports or grievances related to either: 1) uncompensated hours being worked by non-exempt (hourly) employees; or 2) employees working outside of their classifications.

F6. Without a current study on library hours and usage, it is unknown if the current branches, hours, and days of operation are meeting the needs of our community.

Response: Agree to the extent such a study includes some form of a community needs assessment related to Library services.

F7. The BOS failed to pursue their 2014-2018 5 Year Sustainability Plan. As a result of this, no study was started to look for alternate methods of funding the library.

Response: Agree. In 2014, the Board adopted a 5-Year Plan that called for the development of funding sustainability plans for both the Library and Recreation departments in 2016 (the third year of the plan). In 2015, the Board chose to no longer include those sustainability plans in the County's 5-Year Plan.

Grand Jury Recommendations

R1. Undertake a study of a parcel tax and/or sales tax increase to supplement the general fund budget for the library by December 31, 2017 in order to be on the June 2018 General Election ballot. These funds would be used to hire a Director of Library Services with the equivalent of an ALA accredited Master of Library Science Degree and who would report directly to the CAO. This Director would also provide the required annual report to the BOS. Funds would also be used to expand hours of operation and hire additional staff to meet the needs of our community. (F1, F2, F4)

Response: The recommendation with respect to the hiring of a Director of Library Services that possesses a Masters of Library Services has not yet been implemented. The Final FY 2017-18 Budget, however, does contain funding for this position. Once the Final Budget is adopted (expected on September 5), recruitment for the new Director will begin with the aim of having them in place in November or December. The position will continue to report to a member of the CAO's staff. The recommendation to undertake a study of a potential tax to support Library staff and operations will be considered by the Board in conjunction with its 2018 Board Planning Retreat (January) and adoption of the County's 5-Year Plan (February/March).

R3. Perform a study to determine optimal library branch locations, hours, and days of operation. Based on this study, generate a plan to best meet the needs of patrons. (F6)

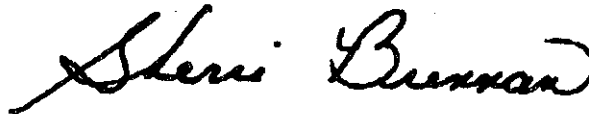
Response: This recommendation will not be implemented as it would be unreasonable to expect that such a study could be performed within the 6 month time frame usually allowed by the Grand Jury's instructions. Instead, the potential of such a study being conducted in the future will be discussed with the new Director of Library of Services.

R5. Include the Library in the BOS 2017-2021 *5 Year Plan*. (F7)

Response: The recommendation will not be implemented as the 2017-2021 5-Year Plan was adopted back in March 2017 and it would not be reasonable to amend that plan without a clearly defined and urgent need and purpose. A clearly defined need and purpose would best be developed in conjunction with the new Director of Library of Services. To the extent the Library should be included in the 2018-2022 5-Year Plan, the Board can consider doing so after completing its 2018 Planning Retreat (January) and considers the next update of the 5-Year Plan (February/March).

Thank you for the opportunity to respond to the above findings and recommendations. Please feel free to contact me should you have any questions regarding same.

Sincerely,



SHERRI BRENNAN, Chair
Tuolumne County Board of Supervisors

I hereby certify that according to the provisions of Government Code Section 25103, delivery of this document has been made.

ALICIA L. JAMAR
Clerk of the Board

By: 