

MOTION BY SUPERVISOR YVONNE B. BURKE

JUNE 19, 2007

Public libraries are some of the most utilized, welcoming public spaces across the County. Beyond their primary function as literacy centers, libraries also serve as community gathering spots, homework centers, and computer access points.

Librarians are the glue that keeps these thriving community centers running effectively and efficiently. However, the recruitment and retention of librarians is incontestably the most significant challenge facing our County Public Library Department. A number of factors contribute to this, including an aging workforce and the high cost of living in Southern California.

While librarians comprise library leadership, aides and pages also play crucial roles in the day to day operations. Library Aides and Pages are 'on the front lines' performing numerous duties, such as assisting the public and maintaining the orderliness of the facility. While the majority of Aides and Pages are still in school or just beginning their professional lives, many convey interest in staying with the County for the entirety of their careers.

- M O R E -

(YBB:KK:ec librarian reimbursement prg 061907)

MOTION

MOLINA _____

BURKE _____

KNABE _____

ANTONOVICH _____

YAROSLAVSKY _____

**MOTION BY SUPERVISOR YVONNE B. BURKE
JUNE 19, 2007
PAGE TWO**

Librarian positions require advanced degrees. Educational reimbursement and the opportunity to attend part time classes are deciding criteria in determining whether such professional advancement is possible. Given the proper resources and support, many aides and pages would undoubtedly aspire to become librarians.

A number of universities, through both local and satellite courses, offer flexible Masters Programs in Librarian Sciences. I urge the Board to consider a Librarian Education Reimbursement Programming with the goals of retaining this workforce and ensuring that we have sufficient professional staffing in the future.

I THEREFORE MOVE THAT the Board direct the Chief Administrative Officer in concert with our Public Library Department to:

1. Determine the feasibility of developing a Librarian Education Reimbursement Program. The report should include, but not be limited to, a strategic plan, potential partnership opportunities with Universities, and a cost-benefit analysis.
2. Report back in 90 days with your findings and recommendations.