


Agenda Report Reviewed by:  
City Manager: 

CITY OF SEBASTOPOL  
CITY COUNCIL  
AGENDA ITEM

**Meeting Date:** June 21, 2022  
**To:** Honorable City Councilmembers  
**From:** City Administration  
**Subject:** **Interview:** Sonoma County Library Commission City Representative: Vacancy is to Fill Term for the Position on the Sonoma County Library Commission for a Representative from Sebastopol (New Term Ending Date: July 31, 2026)

**Recommendation :** That the City Council Conduct the Interview and Discuss Appointment Later in the Agenda

**Funding:** Currently Budgeted: \_\_\_\_\_ Yes \_\_\_\_\_ No XX N/A  
Net General Fund Cost:  
Amount: \$

Account Code/Costs authorized in City Approved Budget (if applicable) \_\_\_AK\_\_\_ (verified by Administrative Services Department)

**INTRODUCTION:**

This item is to request that the City Council Interview to Fill the Upcoming Term for the Position on the Sonoma County Library Commission for a Representative from Sebastopol (Current Rep: Fred Engbarth: Term Ending Date: July 31, 2022) and discuss appointment later in the agenda for new term ending date: July 31, 2026).

**BACKGROUND:**

The Sonoma County Library was established in 1975 with a Joint Powers Agreement (JPA). In 2014 a JPA Review Committee with representatives from the Sonoma County Board of Supervisors as well as from city councils of each incorporated city within Sonoma County completed a two-year review process and approved the First Amended and Restated Joint Powers Agreement for the County-Wide Provision of Library Services by the Sonoma County Library. The city councils of Cloverdale, Cotati, Healdsburg, Petaluma, Rohnert Park, Santa Rosa, Sebastopol, Sonoma and Windsor, along with the Sonoma County Board of Supervisors each appoint a library commissioner. The City of Santa Rosa and the Sonoma County Board of Supervisors also jointly appoint one library commissioner for a total of an eleven-member governing board.

At the May 20, 2014 Sebastopol City Council Meeting, the City Council approved the Amended Sonoma County Library Joint Powers Agreement. Applicants need not be a resident of the City but may be appointed from the City, Sebastopol Greater Area or any other location within Sonoma County.

The Commission generally meets monthly, with additional special meetings as needed. Each commissioner is liaison to a Library Advisory Board (LAB), attending LAB meetings and participating in an ex-officio capacity. Commissioners may be asked by the Chair to participate in one of the library commission’s committees (advocacy, finance, director evaluation, etc.). Committees generally meet monthly and make recommendations to the Commission on various policy matters. Commissioners are encouraged to regularly liaison and to report annually to their appointing authority.

**DISCUSSION:**

City staff initiated the process for Call for Applications for the upcoming opening on the Sonoma County Library Commission City Representative: Vacancy is to Fill Upcoming Term for the Position on the Sonoma County Library Commission for a Representative from Sebastopol (New Term Ending Date: July 31, 2026). Opening was noticed in the newspaper, social media, City web site; Facebook, City newsletter. As of the deadline the City received one application for consideration. An Interview has been scheduled as follows:

<u>Time of Interview</u>	<u>Name of Applicant</u>
5:30 pm	Fred Engbarth

**GOALS:**

This item relates to City Council Goal 5: Provide open and responsive Municipal Government Leadership, as it communicates the CAC’s work to the Council and general community. It also relates to General Plan Goal CSF 6, policy SCF 6-1, Continue to maximize public participation in local government actions and maintain excellent levels of City government services.

**PUBLIC COMMENT:**

As of the writing of this staff report, the City has not received any public comment. However, staff anticipates receiving public comment from interested parties following the publication and distribution of this staff report. Such comments will be provided to the City Council as supplemental materials before or at the meeting. In addition, public comments may be offered during the public comment.

**PUBLIC NOTICE:**

This item was noticed in accordance with the Ralph M. Brown Act and was available for public viewing and review at least 72 hours prior to schedule meeting date.

**FISCAL IMPACT:**

No funding impacting for this item tonight.

**RECOMMENDATION:**

That the City Council City Council Interview to Fill the Upcoming Term for the Position on the Sonoma County Library Commission for a Representative from Sebastopol (Current Rep: Fred Engbarth: Term Ending Date: July 31, 2022) and discuss appointment later in the agenda for new term ending date: July 31, 2026).

**Attachment:**

- Application
- Description of Commissioner
- Letter from Sonoma County Library

Fred Engbarth  
Post Office Box [REDACTED]  
Sebastopol, CA 9547 [REDACTED]  
[REDACTED] [REDACTED]

28 May 2022

Sebastopol City Council  
% Mary Gourley, MMC  
Assistant City Manager/City Clerk  
7120 Bodega Avenue  
P.O. Box 1776  
Sebastopol, CA 95473

Received

MAY 31 2022

City of Sebastopol  
Admin Services- Finance

Dear Council Members:

I am submitting my application for appointment as your representative to the Sonoma County Library Commission for the term ending 31 July 2026 (*Attachment 2*)

As requested, I enclose a completed *Application for City of Sebastopol Boards, Commissions & Committees*. Since it has been less than one year from my initial appointment as your Commissioner, I also refer you my initial application submitted in August 2021.

I have enjoyed serving as your representative to the SCL Commission for the last year and ~~would and~~ look forward to another term, if you approve.

My key accomplishments include:

Working closely with Councilwoman Sarah Gurney as well as Sebastopol Library Manager Mathew Rose on issues such as the anti-hate campaign, development of the SCL Facilities Master Plan and on the SCL FY 2022-2023 Budget.

I have submitted suggested revisions to the SCL Commission By-Laws and participated in other collaborate projects with my fellow commissioners.

I have attended and participated in every meeting of the SCL Commission, the SCL Finance Committee (via written comments submitted before and after the Finance Committee, due to Brown Act limitations) and the Sebastopol Library Advisory Board (LAB).

I have met with the staff of the Sebastopol Library nearly every month since my appointment. I have also met with LANTERN, Friends of the Sebastopol Library and the SCL Friends and Foundation group.

I have attended workshops conducted by the American Library Association (ALA) Public Libraries Association (PLA), and the Online Computer Library Center. I also attended the annual conference for the ALA's Public Libraries Association. I will be attending the ALA's Annual Conference and the 2022 International Public Library

Fundraising Conference in June as well as the Association for Rural & Small Libraries in September.

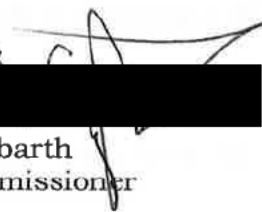

I have learned something new about the operations of a public library, the SCL Commission, and myself every day.

Making the transition from a practicing attorney to a representative of the community has had a few rough spots. Of note, during a recent debate at a commission meeting, I resorted to an inappropriate metaphor in the pursuit of an argument regarding an expenditure of public funds. Realizing my error, I prepared and distributed a written public apology, a copy of which is attached.

I can be reached anytime via email at [fengbarth@outlook.com](mailto:fengbarth@outlook.com) or by cell phone, 707-479-2318

Thank you for your time and consideration. I look forward to speaking with you.

Sincerely,

  
  
Fred Engbarth  
SCL Commissioner

**Attachment 1**

13 May 2022

Dear SCL Commission, staff, and patrons,

I would like to offer my sincerest apologies to my colleagues on the SCL Commission and my constituents for statements made by me at the May 2, 2022, SCL Commission meeting.

I have let down the people who put their faith in me, and I will do everything in my power to learn from this regrettable mistake and to gain back that trust.

My primary concern about the recommended waiver of approximately \$148,886.66 of lost items, as presented, was that it lacked, in my opinion, clearly stated conditions or limits and, without such, could be viewed as a gift of public funds.<sup>1</sup>

During the discussion I used an old, inappropriate, and hyperbolic metaphor (*the Watt's Riots 1965, looters, and looting*) to illustrate the outer limits of what the waiver, as proposed, might encounter.

By doing so, I ended up misrepresenting myself and my deeply held beliefs.

At the end of a robust discussion, I voted in favor of the waiver.

I firmly believe in upholding the individuality, freedom, rights, and dignity for every human being in this country.


I recognize that my statement did not accurately reflect my deeply held values, and I apologize for speaking so thoughtlessly.

I have only myself to blame for this misstatement.

I have always believed that it is possible to pick oneself up and achieve great things after a lapse in judgment.

Please trust that I will continue forward in doing my best in every situation.

With respect,

  
Fred Engbarth, SCL Commissioner

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<sup>1</sup> *Gift of Public Funds (Spoiler Alert: It's Illegal) League of California Cities*  
[https://www.cacities.org/Resources-Documents/Member-Engagement/Professional-Departments/City-Attorneys/Library/2016/Annual-2016/10-2016-Annual\\_Forbarth\\_Gift-of-Public-Funds\\_Spoile.aspx](https://www.cacities.org/Resources-Documents/Member-Engagement/Professional-Departments/City-Attorneys/Library/2016/Annual-2016/10-2016-Annual_Forbarth_Gift-of-Public-Funds_Spoile.aspx)

**Attachment 2**

**APPLICATION FOR CITY OF SEBASTOPOL BOARDS,  
COMMISSIONS & COMMITTEES**

**Instructions:**

Use this form to apply to serve on any of the City of Sebastopol's Boards, Committees or Commissions. Please complete the entire form and either print and mail it to the address above or email your completed application to [mgourley@cityofsebastopol.org](mailto:mgourley@cityofsebastopol.org). If a question does not apply, please note as not applicable. Please deliver completed form, by the date and time due, to the City Clerk. All applications will be reviewed by the City Council. If appointed, you have a choice whether you wish to have your contact information visible to the public; however, your information may be made public upon request by (a) member(s) of the public.

**Board, Commission, or Committee being applied for?**

Sonoma County Library Commission Term Ending: July 31, 2026

**Name:** Fred Engbarth

**Home Address:** [REDACTED] Sebastopol, CA 95472

**Mailing Address:** Post Office Box [REDACTED] Sebastopol, CA 95473-1517

**Library Address:** 6135 State Farm Drive, Rohnert Park, CA.94928

**Home Phone Number:** (707) [REDACTED] **If appointed, do you want this number to be visible to the public?** No

**Work Phone Number:**(707) [REDACTED] **If appointed, do you want this number to be visible to the public?** Yes

**Facsimile Number:** None

**E-Mail Address:** [REDACTED]@sonomalibrary.org **If appointed, do you want this address to be visible to the public?** Yes

**Are you a registered voter in Sebastopol?** No, during the time of my residence in the West County, 1974-present, I have lived outside of Sebastopol's city limits. I have been a registered voter in the County of Sonoma since 1971.

**Do you hold a current business license from the City of Sebastopol?** No. My business has been conducted from my home address, which is outside of the Sebastopol city limits, virtually, since 2012.

**Have you attended a meeting of this body? When?** Yes, at least once each month since my appointment in September 2021.

**Have you served on, interviewed for, or applied for this body previously? Yes, If so, When?** Currently serving as the commissioner appointed by the City of Sebastopol in September 2021.



**Present Employer:** Sole proprietor of the Law and Mediation Office of Frederick John Engbarth since 1984. I have not accepted new clients since my appointment to the SCL commission.

**Have you previously served on any governmental bodies or held elected office? If so, please list position held and dates:** Yes, Director, *Twin Hill Fire Protection District* (now Gold Ridge Fire Protection District) an elected office (1982-1984), Sonoma County Regional Library Commission (2021-present)

**Please list civic or charitable organization to which you belong or have belonged:**  
Current: Los Cien; World Health Organization EPI-WIN; Amputee Coalition; and Sebastopol Senior Center Past: Firefighter-EMT, Twin Hills Fire Protection District; Sonoma County Law Library Trustee; Sonoma County Courts: Judicial Arbitration Program; Small Claims Judge (Pro Tem); American Bar Association-Committee on Disaster Response and Preparedness; among others.

**Have you been an officer in any of these organizations? If so, please list position held and dates:** No.

**What special interests, skills and talents would you bring to this board, commission, or committee?** I continue to have a deep passion for the vital role libraries play in our society and bring a spirit of intellectual curiosity to all my endeavors.

Since my appointment to the SCL commission, I have developed a deeper understanding of the history of libraries in Sonoma County; the library operations; and the economic issues facing the library and its JPA partners. I learn something new about the library and the work of the SCL Commission almost every day.

**Please list any college, professional or vocational schools you have attended with major subject studied, dates and any earned degrees:** ★ Juris Doctor (J.D.) Empire College of Law (1980) ★ Bachelor of Arts (B.A.) University of California, Irvine-Charter Class (Asian and United States History) (1965-1970) ★ Other Post Graduate Study: ♦ Humanistic Psychology, M.A. Sonoma State University (Thesis Not Completed) (1971-1973); ♦ Conflict Resolution Sonoma State University (2000-2001); Restorative Justice Certificate (2001); and, ♦ Administrative Law College of the California State Bar (1982) ★ On-going Continuing Legal Education: 25 hours of Minimum Continuing Legal Education (MCLE) every three years since 1980.

**Please list any special awards or recognition you have received:** I was the first person to receive the University Service Award (*Lauds and Laurels*), University of California, Irvine; rapid job promotions of increasing levels of responsibility while employed at Sonoma State University. Distinguished Service Plaque from the Twin Hill Fire Protection District for service as a volunteer firefighter, EMT, and Director; Letter of Commendation, from State Senator Mervyn Dymally, for services rendered to The Joint Committee on The Master Plan for Higher Education (1972).

**Please state why you would like to become a member of this board, commission or Committee, including what specific objectives you would be working toward as a member of this body:** The future of libraries is intimately related to the community they serve. I believe that members of the community should be empowered and supported in their efforts to provide advice to the library.

As commissioner, I have taken advantage of every opportunity to empower the local advisory board (LAB) and the other community organizations which support the Library, such as the Friends, Lantern, and the Sonoma County Library Foundation with information about public libraries.

I am committed to the sharing information, other than that appropriately classified as confidential, with the people served by any organization I belong to. This is especially the case with a public institution, such as the library, which receives public funding through sales and property taxes.

During my tenure as your commissioner, I have provided my colleagues and members of the community with advice and information on such topics as open meeting laws in California; a citizen's guide to joint powers authorities; guidelines for access to public records; best practices for nonprofits that operate and fundraise in California; anti-hate; and the like.

On the horizon, the library will be implementing the newly issued facilities master plan; conducting a search for and appointing a new library director; and starting a new budget cycle. It is my desire and goal to make it possible for our community to actively engage in each of those activities.

**Are you associated with any organization/employment that might be deemed a conflict of interest in performing your duties if appointed to this position?** No, from 2001-2007 I was retained by Local SEIU 707. I have not had a business relationship with that organization since then. To date, I have not encountered a situation which has required me to declare a conflict of interest.

**City policy directs all appointed, advisory body members not to vote on matters where there exists a potential conflict of interest such as property ownership near a project, or a financial relationship with the applicant. Would you be willing to abstain from voting if such a conflict arises?** Yes, without hesitation. I view public service as a trust which would requires me to place loyalty to the citizens, the laws, and ethical principles above private or personal gain.

**How did you hear about this opening?** Initially from Helena Whistler, my wife, who served on the Sonoma County Library Commission from January 2011 through July 2018 and as Chair from August 2016 through July 2018, and more recently by a reminder from the commission's secretary to request reappointment.

**Is there any other information that you feel would be useful to the City Council in reviewing your application and materials provided with the application?** Since my appointment in September 2021, I have completed the following:  
Courses/Webinars: Hate Crimes Law: Overview (2021); Closing the Loop on Diversity



Efforts by Creating and Inclusive Environment (2021); Fiduciary Duties in the 21st Century (2021); Empowering Today's Directors (2021); Nuts and Bolts of Non-Profit Law (2021); Government Contracting (2021); Key To Sustainable Risk Management (2021); Sustainable Compliance Manuals (2021); The Nuts and Bolts of Conducting Effective Workplace Investigations (2021); Ethics: Five Things That Might Keep You Up At Night (2021); Sexual Harassment and Abusive Conduct Prevention; Training (2021); *A Guided Tour of "Library Space: A Planning Guide for Librarians (2021);* California Library Association's course "The California Library Advocacy Landscape: Introduction to Advocacy"(2021) Creating a New Model Library-OCLC (2022); The library's role in open research (2022); Metadata challenges and opportunities in the open ecosystem- (2022); Broadband Improvements: Free Planning Tools for Libraries (2022); Digital Collections at Your Library: Community, Culture, and Connection (2022); Public Spaces and Technology (2022); CIPA Compliance for Libraries: Making Compliance Attainable 2022); Centering Community in Community Engagement: Applying Inclusive Design to Set Vision and Engage Your Community in Your Facilities and Building (2022); Projects (2022); Book Challenges and Intellectual Freedom: Proactive Planning for Public Libraries (2022); California Employment Law Update: What Employers Need to Know in 2022 (2022); Chinese American History, Asian American Experiences (2022); Workers' Rights: How Attorneys Can Partner with Workers to Advance Economic Justice-UCI Law School (2022); A LumaCon Panel-Petaluma Regional Library (2022); Constitutional Patriotism, the Failures of Partisanship, and the Future of American Democracy-Congressman Jamie Raskin Law, Distinguished Lecture Series. Workers' Rights: How Attorneys Can Partner with Workers to Advance Economic Justice-UCI Law School (2022)Places with Purpose: Achieving Social Impact in Public Space, Project for Public Places (2022); Speech Matters 2022: Safeguarding Democracy, UCI School of Law (Zoom) Speech Matters 2022: Safeguarding Democracy, UCI School of Law (2022); Designing a 21st-Century Library (2022); Is the Big Lie Protected Speech? (2022) **Conferences:** Attended: Speech Matters 2022-Safeguarding Democracy, UCI School of Law (Zoom) Spccch Matters 2022: Safeguarding Democracy, UCI School of Law (202Public Library Association (Virtual) Annual Conference (2022); Scheduled: 2022 International Public Library Fundraising Conference (June 5-7) (2022); and the American Library Association's Annual Conference (Virtual) June 23-28, 2022

**What do you think qualifies you to be appointed to this?**

**board/committee/commission?** Education, training, and service in the office of SCL commissioner since September 2021.

Since my appointment in September, I have attended/participated in the following:

Monthly: Library Commission; SCL Finance Committee; staff meetings, Sebastopol Regional Library; and Sebastopol Community Based Organizations.

I have also attended the commission's training program and budget workshop.

Quarterly: I have also attended, on a quarterly basis meeting of the Sebastopol Library Advisory Board (LAB) and the Measure Y (Citizen's Oversight) Committee.

Special Sessions: I have also attended meetings related to such issues as hate crime/speech prevention; facilities planning; and the revision of the SCL Commission's by-laws.

I have hosted listening session, with the community, on the SCL Facilities Master Plan and the FY 2022-2023 Budget.

Interest in the library and its services: As stated above in my initial application, I have a life-long interest in libraries. Since moving to Sonoma County in 1971, I have extensively used the services of the Sonoma County Library, Sonoma County Law Library, and the Sonoma State University Library.

I am familiar with the history of libraries in Sonoma County as well as the documents which have governed the Sonoma County since 1974<sup>2</sup>. Specifically, Joint Powers Agreement for Consolidation of Public Library Facilities Among Cities in The County of Sonoma And the County-Wide Provision of Library Services by The Sonoma County Library (1974); First Amended and Restated Joint Powers Agreement for the County-Wide provision of Library Services by the Sonoma County Library (2014)<sup>3</sup>; Sonoma County Library Policies <sup>4</sup>; Measure Y <sup>5</sup>; and the Reimaging Plan 2021.<sup>6</sup>

The ability and time to participate effectively in Commission activities and decision making. I am semi-retired and have enjoyed the opportunity to serve my community as a library commissioner.

Able to represent the varied needs and interests of the community and of the library: During my tenure, I have repeatedly stressed to my colleagues and library administration the importance of making decision based upon the expressed interests of the community we serve.

My core objective is to hear what it is that the people I represent want as opposed to what I might think they want or need.

As a "dyed-in-the-wool" introvert, I naturally tend to stand back and learn about the person or group of people I am interacting with before acting.

In practice, I listen to the person tell their story in their own words. Then I conduct research, analyze the problem, and develop potential strategies for resolution. I share the strategies with my constituents/client for feedback and review.

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<sup>2</sup> In general, *California Library Laws 2021*  
<https://www.library.ca.gov/Content/pdf/services/toLibraries/CaliforniaLibraryLaws2021.pdf?2021-01-22>

<sup>3</sup> See, <https://sonomalibrary.org/jpa>

<sup>4</sup> See, <https://sonomalibrary.org/about/policies-and-procedures>

<sup>5</sup> See, <https://sonomalibrary.org/about-us/measure-y-voter-investment-in-libraries>See,

<sup>6</sup> See, <https://sonomalibrary.civicweb.net/document/11926>

Strong interpersonal and communication skills: I have studied and applied active listening and problem-solving techniques throughout my career. This includes workshops at Western Behavioral Sciences Institute and Carl Roger's Center for Studies of the Person (T-Groups), ombudsman training, group counseling sessions. I served as the Senior Resident Advisor; started and directed a peer counseling program for the UCI; managed a student housing apartment complex (Jung Haus) among other projects.

While employed at SSU and in my law practice I have been called upon to intervene in and resolve a range and critical incidents, among other matters.

In my law practice I have emphasized the prevention and resolution of conflict in workplace disputes; licensee and consumer claims related to the various professional licensing agencies of the State of California; public employment collective bargaining during my tenure with SEIU Local 707; and schools (K-12), Colleges, and Universities.

Demonstrated experience working with governing bodies, agencies, elected officials, library staff and members of the public: Over my work history, I have worked with clients, providing advice and counsel to individuals as well as members of governing bodies, elected officials, library staff, and members of the public on a range of issues including, but not limited to, employment disputes; claims of prohibited discrimination; professional licensing regulations; the development compliance programs; open meetings; privacy; conflict of interest; public records and information practices; collective bargaining; professional ethics; workplace investigations; claims arising from disputes within the educational setting including Sonoma Rosa Junior College District; the State University and Colleges; and the University of California.

I have also worked with a broad range of compliance and enforcement agencies, both state and federal.

Familiar with the Sonoma County Library: I am familiar with the libraries of Sonoma County, both prior to and following the consolidation of 1974. As a consumer of library services in Sonoma County since 1971 I have made frequent use the library.

I am well versed in the Sonoma County Library's governing documents, the JPAs<sup>7</sup>, its published policies, and Measure Y.

I have a clear understanding of the duties and responsibilities of a library commissioner.

**Are there particular issues you think the board/committee/commission should concentrate on?** Yes, members of the community should view the library as a community resource and, therefore, be drawn into it for the services it offers the community. The library also has a responsibility to actively engage and work with the community it serves.

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<sup>7</sup> See, *Governments Working Together: A Citizen's Guide to Joint Powers Authorities*  
<https://sgf.senate.ca.gov/sites/sgf.senate.ca.gov/files/GWTFinalversion2.pdf>



Inclusivity and Equity: Throughout my working career, I have advocated for a more just, equitable, and fair society. I support the Sonoma County Library Commission's *Statements on Inclusivity and its Resolutions in Support Residents/of undocumented Residents/Immigrants/Dreamers.* <sup>8</sup>

Progress has been made toward equitable access which must be at the center of library decisions. In that regard, I have a particular interest in accessibility to library services for people with disabilities, the elderly, residents of care facilities, the unhoused community, and people who are not computer or internet literate.

It should be noted that at a recent meeting of the commission, I resorted to an inappropriate metaphor in the pursuit of an argument regarding an expenditure of public funds. Realizing my error, I prepared and distributed a public apology, a copy of which is attached to this application.

Outreach to Small Businesses: I believe that small businesses and public libraries are a perfect match: Small business owners have unique requirements for business research and information, and librarians can find and deliver the resources they need to grow their businesses. The challenge is making sure small businesses know that the library is there to help.<sup>9</sup>

The Library's Role in Disasters: With the recent, and increasing, threat of fires and the pandemic now is an ideal time for the library working with other community organizations groups to discuss the management of future crises and to look ahead and redefine the library's role with the public, schools, businesses, and government.<sup>10</sup>

The Library as a "go to" Community Resource: I believe that the libraries should be viewed by the community as universal centers that provide access to information to anyone and everyone. Equal access to everyone is a core value of libraries; thus, it includes helping individuals from all different backgrounds and equal opportunity for self-education or personal development.<sup>11</sup>

Changing Nature of Education: Lifelong Learning: I believe that libraries should provide the public with as many opportunities as possible to prepare, not only for the world of work but also for lifelong learning in a global setting. <sup>12</sup>

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<sup>8</sup> See, <https://sonomalibrary.org/about-us/library-commission-adopts-statement-of-inclusivity>

<sup>9</sup> For examples see, #ULCchat Recap: Supporting Entrepreneurs and Small Businesses <https://www.urbanlibraries.org/blog/ulcchat-recap-supporting-entrepreneurs-and-small-businesses>

<sup>10</sup> For example, see *Library as Safe Haven: Disaster Planning, Response, and Recovery* <https://www.alastore.ala.org/sites/default/files/LibraryAsSafeHavenPDF.pdf?fbclid=IwAR3ecNfUuAAS5mjX7-7CSGvKNVzAeyDMNK-FsY68gT75mFFGvAz8eGvd14g> Also see, *help your community recover from disasters* ([recovers.org](https://recovers.org)) <https://recovers.org>

<sup>11</sup> See, *How Libraries Help Build Healthy Communities* <https://www.brookings.edu/blog/up-front/2017/03/30/how-public-libraries-help-build-healthy-communities/>

<sup>12</sup> See *Library as Infrastructure: Reading room, social service center, innovation lab. How far can we stretch the public library?* [https://placesjournal.org/article/library-as-infrastructure/?gclid=EAIaIQobChMIjZP1mIHD8QIVEwnnCh1b8gmnEAMYASAAEgKS0fD\\_BwE&cn-reloaded=1](https://placesjournal.org/article/library-as-infrastructure/?gclid=EAIaIQobChMIjZP1mIHD8QIVEwnnCh1b8gmnEAMYASAAEgKS0fD_BwE&cn-reloaded=1)

Open Access: Open access (OA) refers to free, unrestricted online access to research outputs such as journal articles and books. OA content is open to all, with no access fees. There are two main routes to making research outputs openly accessible.<sup>13</sup>

**How should community comments be integrated into the board/committee/commission decision-making process?** The future of libraries is connected to their communities and that is an ethical imperative in our highly participatory society in which library users are creators and not just consumers.

The world is a busy place, and everyone is consumed with activities. Therefore, it is important for the library to provide meaningful opportunities and forums for public comment as well as to ask for continuing attendance at library meetings (in person or virtual) and to do more than just politely listen to comments without response. I have participated in meeting of the following: (1) Sebastopol Library Advisory Board (LAB); (2) Friends of the Sebastopol Library; (3) LANTERN; and, (4) Sebastopol Regional Library staff meeting; (5) Sebastopol community Based Organizations; (6) Listening Sessions (Zoom) for community members to meet with me and discuss concerns, ideas, on topics such as the Facilities Master Plan and the FY2022-2023 Budget

**If appointed, how would you handle it if another board/committee/commission member vehemently disagrees with your comments on a regular basis?** As stated in my initial application top this position, it has been my experience that internal conflicts between colleagues, whether out in the open or submerged, is one of the leading reasons for non-profit board member and executive director resignations.

Community organizations and their boards of director, such as the library commission, are often fertile ground for conflict because they tend to be: (1) diverse in their membership; (2) involve passionate, caring people; (3) struggle with being unified and focused on terms of mission and goals in the face of many important demands; and (4) strive to be an expression of alternative democratic structures and processes: non-authoritarian, non-hierarchical and inclusive.

In this context, I do not view conflict as a battle between the rational and irrational. The presence of strong emotions means that people care; that the issues and the relationships, often both, are close to their hearts. For every negative emotion there is a positive one; what we are against reminds us what we are for.

The sort of conflict described in this scenario, when managed well can promote change, adaptation, and awareness of self and others. It can even strengthen relationships and heighten morale. Managed poorly however, the conflict can also be destructive. Its potential to hurt individuals and damage relationships is what affects us most because, despite our effort to tell ourselves not to, we take it personally.

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<sup>13</sup> See, *Open Access books: increasing support, training and education for authors*  
<https://www.malpress.com/article/open-access-books-increasing-support-training-education-authors/75f5a04c62c3338b5c13cd03a?>



I have made suggestions for to the commission's by-laws committee for adoption of a written "Code of Conduct" for the Library Commission. I believe such a code would provide a set of standards and rules for their relationship between Commissioners with one another, with the Executive Director and with library staff that. It would also set forth rules on issues such as confidentiality, conflicts of interests, lobbying of fellow board members and speaking with "one voice".

In the absence of such a code, I have invited my fellow commissioner to meet with me for the purpose of gaining a better understand what the issues before us.

I understand that all problems are not amendable to resolution. In that case I would try, at minimum, to "agree to disagree" with dignity and respect for each other's differences.

I believe that commissioners must strive to act in good faith and in the interest of the Sonoma County Library. Commissioners must realize that internal conflicts can cripple the library and stifle its growth and must be resolved without damaging the library.

An organization, such as the library commission, that wishes to grow and stay relevant cannot ignore the need to have an efficient conflict resolution method in place.

**How would you handle a situation where a proposal comes before your board/committee/commission that the City staff finds consistent with City policies and standards, but that you personally do not support?** Once appointed as a commissioner, I am obligated to exercise my powers with competence, reasonable skill and diligence in the *best interest of the library* and not my personal likes or dislikes. Such a duty is usually described as "fiduciary" because the obligation to act in the best interest of the library is, at its core, an obligation of loyalty, honesty and good faith.

I also have a duty to my appointing power, the City of Sebastopol.

To date, I have been able to vote I vote in a manner consistent with my duties as a commissioner and as a representative for the City of Sebastopol, without a conflict of interests.

If presented with a library agenda item which I feel may be conflict with a position of the City of Sebastopol, I would promptly notify both the chair of the Library Commission and the City Staff of the potential conflict and schedule a meeting to discuss the conflict and how the conflict might be avoided or resolved

What if the conflict cannot be resolved? My options would be to vote in the best interests of the Sonoma County Library or abstain from voting. With the knowledge that, as opined California Attorney General in Opinion No. 00-708, issued December 8, 2002. which both opined that, "A member of the governing board of a joint powers agency may cast a valid vote on a matter before the agency that is inconsistent with the position taken by the legislative body which appointed the member..." noting later

in the text, "How an appointing power may ensure compliance with its wishes is for the appointing power to determine. For example, a "contrary" vote may result in removal of the person from the board of directors, but it will not affect the validity of the vote itself. Here, the SCAT agreement makes the members of the board of directors "at pleasure" appointments: "Each Board member shall serve at the pleasure of his or her appointing authority for a term of four (4) years. . . ." The control that an appointing authority has over its appointee is removal from the board of directors. <sup>14</sup> (Emphasis added)

Therefore, if I voted in favor of the item over the objections of the City staff, the City of Sebastopol would be free to remove me from office.

I would, always, work diligently with the City Staff to avoid the necessity for resort to this measure.

**I certify that I have thoroughly read and understand all material in this application.**

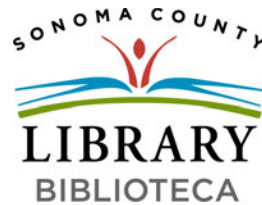
**Applicant's Signature:** 

**Applicant's Name (PLEASE PRINT):** Fred Engbarth

**Date:** 28 May 2022

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<sup>14</sup> <https://oag.ca.gov/system/files/opinions/pdfs/00-708.pdf> Also see, the discussion in Joint Powers Authorities: Opportunities & Challenges <https://www.cacities.org/getattachment/5768b027-71a7-4bc5-8d82-d2009f304297/LR-Cassman> at Pages 16-18 Also see, "To City Boards/Committee and Commissions" City of Sebastopol, "Terms of Office"



## Sonoma County Library Commissioner Job Description

### Summary

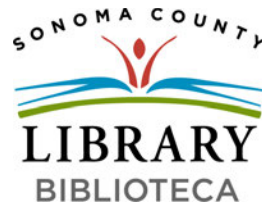
Provides governance for the Sonoma County Library; lends expertise and experience to the organization; establishes policy; sets goals and objectives; hires and evaluates the director; establishes and monitors the annual budget; exercises such other powers, consistent with the law to foster the effective use and management of the library.

### Responsibilities

- Hires, sets salary, evaluates and supervises a qualified Library Director to implement commission decisions and directions and to carry out day-to-day operation of the library and its programs and services
- Determines and adopts written policies to govern the operation and services of the library
- Works with the director to establish short and long range goals for the library
- Attends all regular and special meetings of the Commission and participates in subcommittees as necessary
- Attends appropriate library functions including Library Advisory Board meetings, fundraisers, special events and other activities
- Sets an annual budget and approves expenditure of funds; monitors budget and expenses throughout the year
- Represents the interests and needs of the community; advocates for the countywide library system
- Reports activities to local officials, acts as liaison to inform the public of library services and needs
- Sets parameters and authority level for library management's labor negotiations with the Union; adopts MOU contract; serves as the employer to library staff
- Has an interest in library issues, laws, and trends, and their implications for library use
- Is familiar with the Joint Powers Agreement governing the Library; understands the Brown Act and public meeting requirements

### Qualifications

- Interested in the library and its services, understands and subscribes to SCL mission and values
- Has the willingness and ability to devote time and energy to the role
- Is able to represent varied needs and interests of the community and of the library



- Has strong interpersonal, listening, and communication skills
- Knows how to build partnerships with governing bodies, agencies, elected officials, library staff and members of the public
- Has the ability to handle opposition and make decisions in the interest of library service
- Demonstrates common sense and sound judgment
- Can work with diverse groups and ideas in a constructive way
- Understands effective decision making processes; can be decisive and comfortable with large-scale decisions
- Values collaboration; works to build consensus

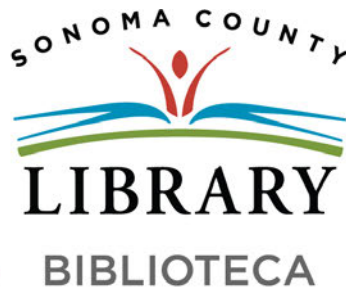
**Desired Experience**

- Familiarity with the Sonoma County Library
- Experience working in diverse communities, education, literacy, information technology, finance, human resources, fundraising, public relations, or other relevant field

**Time Commitment**

- The Commission meets monthly at a time convenient for members. (Currently, meetings are held the first Monday of each month at 6 pm). Meetings can last up to four hours, and considerable preparation time is typical prior to each meeting.
- It has been common practice for the Commission to devote 1-2 half-day workshop meetings to budget planning.
- Commissioners may serve on one or more subcommittees or ad hoc task forces in addition to their regular duties.
- Commissioners are expected to attend Library Advisory Board (LAB) meetings of the community they represent and be in communication with LAB chairs and branch managers.
- Under terms of the Joint Powers Agreement, trustees shall hold their office for four years from the date of appointment and until their successors are appointed.
- Special meetings or committee meetings may be called as necessary at times that are convenient to members and that comply with the open public meeting law.

*Ann Hammond*  
*Library Director*  
ahammond@sonomalibrary.org  
6135 State Farm Drive  
Rohnert Park, CA 94928  
(707) 545-0831



**Agenda Item Number: 1**  
**LIBRARY COMMISSION**

Deborah Doyle - *Chair*      Paul Heavenridge  
Thomas Haeuser - *Vice-Chair*      Barbara Mackenzie  
David Cahill      Rachel Parker  
Andy Elkind      Karen Schneider  
Fred Engbarth

April 22, 2022

Dear Sebastopol City Council Members,

Thank you for your service to the people of Sebastopol during these unusual and challenging times. I'm writing today to ask your support in building diversity on the Sonoma County Library Commission, because you play a key role in appointing Commissioners.

As you know, Sonoma County Library is a community hub where learning, the arts, technology, and people intersect and thrive. Our branch libraries are destinations, with friendly, knowledgeable staff and welcoming, comfortable spaces. We help people and organizations develop, learn, and connect. We work tirelessly to improve the overall quality of life for everyone in Sonoma County.

Throughout the pandemic, we provided educational and entertaining material to the residents of Sonoma County but we also used the opportunity to reexamine and reimagine our goals and our role within our diverse communities. We are actively recruiting staff and making changes that better reflect and serve our patrons and attract more users.

We are also looking at our Library Commission. One of our most important strategic goals is to actively champion diversity. However, the Commission does not currently reflect the diversity of Sonoma County.

We need your help with this crucial goal. If your incumbent Commissioner chooses not to apply for reappointment, we ask you to encourage candidates of all ethnicities, genders, ages, and abilities to apply. We commit to actively training Commissioners to be effective and comfortable in their roles. We look forward to a Commission that reflects and serves our community.

The Sonoma County Library is an independent public agency. As directed by its Joint Powers Agreement, the Commission acts as the governing body, which includes oversight of the Library Director, responsibility to approve and monitor a \$40 million-plus annual budget, and approval of library policies. A Commissioner job description is attached.

Library Director Ann Hammond and I would be delighted to talk to you or staff about this.

Thank you very much for your attention.

Deborah Doyle  
Chair, Sonoma County Library Commission  
[ddoyle@sonomalibrary.org](mailto:ddoyle@sonomalibrary.org)  
Mobile (707) 978-1707

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**Agenda Item Number: 1**  
**City Council Meeting Packet of: June 21, 2022**  
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