Legislation Details (With Board Report)

File #:	19-1240	**Name:**	Interim Library Director
Type:	General Agenda Item	**Status:**	Passed - Human Resources Department
File created:	1/7/2019	**In control:**	Board of Supervisors
On agenda:	1/15/2019	**Final action:**	1/15/2019
Title:	Authorize appointment and an advanced step placement at Step 5 for retired CalPERS annuitant Martín J. Gómez, selected for the position of Interim Library Director, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective January 22, 2019.		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. Board Report, 2. 19. Completed Board Order		

Date	Ver.	Action By	Action	Result
1/15/2019	1	Board of Supervisors	approved - human resources department	Pass

Authorize appointment and an advanced step placement at Step 5 for retired CalPERS annuitant Martín J. Gómez, selected for the position of Interim Library Director, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective January 22, 2019.

RECOMMENDATION:

Authorize appointment and an advanced step placement at Step 5 for retired CalPERS annuitant Martín J. Gómez, selected for the position of Interim Library Director, in accordance with Personnel Policies and Practices Resolution No. 98-394, Sections A.1.11.1 and A.1.11.5, effective January 22, 2019.

SUMMARY/DISCUSSION:

The Human Resources Department will be conducting an open, competitive recruitment for the permanent Library Director position. During the recruitment process, that is estimated between four to six months or until a candidate is secured, the Interim Library Director assignment is recommended to be held by Mr. Gómez. He has accepted an offer of temporary employment contingent on approval of appointment to Step 5 of the salary range. This position does not include any benefits.

Placement at advanced step may be requested to compensate employee commensurate with their specialized knowledge, skill, years of relevant experience, and recognition of their current compensation. Pursuant to the provision of the Personnel Policies and Practices Resolution (PPPR) No. 98-394, approval by the Board of Supervisors is required to authorize placement above Step 3 in Unit Y.

Mr. Gómez holds a BA in English from the University of California, Los Angeles and received his Master's Degree in Library Science from the University of Arizona, where he received the 2001 Outstanding Alumnus Award from the College of Behavior Sciences. In addition, during his career Mr. Gómez has provided leadership in both academic and public libraries as well as several nonprofit organizations.

Recent positions include Vice Dean of Libraries at the University of Southern California, and General Manager and City Librarian for the City of Los Angeles. Previous positions include President and CEO of the Urban

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Libraries Council, Executive Director of the Friends and Foundation of the San Francisco Public Library, Chief Executive at the Brooklyn Public Library, and Library Director of the Oakland Public Library.

Mr. Gómez helped create the African American Museum and Library at Oakland, spearheaded a digital revolution at the Brooklyn Public Library, and gathered voter support in Los Angeles for the passage of Measure L, a city charter amendment that provides a guaranteed, incremental set-aside from the city's general fund revenue for the Los Angeles Public Library.

In 2012, Mr. Gómez completed a ten-year term as a board member at Sesame Workshop - the non-profit parent company of Emmy-award winning Sesame Street, and Poets House, both located in New York City. Additional non-profit board experience includes the executive board of the American Library Association and the board of directors of Online Computer Library Center, based in Dublin, Ohio.

Therefore, approval is requested to place Mr. Gómez at Step 5 of the County's current salary schedule for the classification of Library Director.

OTHER AGENCY INVOLVEMENT:
The County Administrative Office and the Office of the County Counsel have reviewed the report.

FINANCING:
The Library Director position is included in the Department's FY 2018-19 Budget and rate structure.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:
The proposed recommended action supports the Board of Supervisors administration strategic initiative. The recommended action will allow the County Free Libraries by attracting, recruiting, and retaining a diverse talented workforce that supports the mission of the organization.

__ Economic Development
x_ Administration
__ Health & Human Services
__ Infrastructure
__ Public Safety

Prepared by: Kim Moore, Assistant Director of Human Resources, 755-5353
Approved by: Irma Ramirez-Bough, Director of Human Resources, 755-5043

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