

AGENDA ITEM: CLSA Program Transitioning

GENERAL OVERALL PROGRAM UPDATES:

CURRENT STATUS: At the June 2000 Board Meeting, there were extended discussions in the Committee of the Whole and the Board Meeting itself on issues of CLSA systems and system staff. As a result, the Board requested that the systems be surveyed so that they could become aware of the issues facing system staff. In July, a survey was sent to all System directors requesting information from them on their organizations, their benefits, and their issues and concerns related to personnel and transition. Included as Exhibit A is a summary of their responses as well as their entire responses and salary schedules.

SUMMARY:

Responses were received from all systems. System staff generally are employed by the system. The exceptions are the 49-99 staff who are employed by the City of Stockton, the Inland staff who are San Bernardino County employees, and the SJVLN staff who are Fresno County Library employees. Only one system, South State, has no pension or retirement plan. The majority of systems have PERS, with two, PLS/BALIS/MOBAC/SVLN and Serra, having private pension plans, and SJVLN included in Fresno County's 1937 Act plan.

Concerns are very similar across systems.

- Will I have a job?
- Where will I be working?
- Will benefits be available equal to what I have now?
- Will I have time to be able to prepare for transition – will there be enough advanced notice so that I can plan for what's next?
- Will current employees be hired by the network, and how will networks covering more than one system deal with staffing? Salary and benefits?
- What will happen to PERS balances in systems and retirement of current and past employees?
- What will happen to System assets?

Respondents were asked for additional concerns that they might have. In addition to the ones listed above, which were repeated by some in this section, there were also the following:

- Concern about funding for the Library of California, in general, and whether or not funding will ever be sufficient for systems to no longer need to exist.
- Concern over CLSA transition and fear that funds will be removed from CLSA before adequate funding exists in the Library of California to fund all libraries for all required services.
- Request for guidance on personnel issues as they apply to nonprofit organizations.
- Concern over continuity of current System programs that are seen as vital to providing services to the region, but are not yet funded by the Library of California.
- Salary and benefit disparity, particularly in those systems that are now coming together in a single regional network.
- Concern about shortfalls in retirement plans and the desire for an agency such as the state library to assume fiscal responsibility for covering them.

ANALYSIS:

As consideration of transition issues occur, some thought must be given to the impact changes will have on existing network staff. If programs are to be transitioned individually, planning will need to occur so that funding is requested and in place before the programs begin operating as LoC programs. During this process, System staff must be kept apprised of which programs are being considered and recommended for transition, so that System staff can adapt to the CLSA program changes which are being recommended for transition. Unfortunately, as funding must be acquired through the BCP process, there is very little lead time between the time that funding is known and the start of a funded program. However, System staff can be made aware of the elements of BCP requests, and should be kept apprised of any opportunities for funding that may impact the transition of any CLSA services.

In addition, there is little that can or should be done at the state level concerning salary and benefits of System staff. The issue remains, however, that there are significant obstacles to transitioning staff from CLSA systems to LoC networks. Retirement issues, clearly, must be resolved, and some effort should be made to assist System staff to receive appropriate guidance in reaching resolution of these problems.

RELATED ISSUES TO COME BEFORE THE BOARD IN THE FUTURE:

1. Consider programs and services for transitioning to Library of California from CLSA.
2. Consider funding options for CLSA transition to the Library of California.

Relevant Committee: CLSA Transition
Staff Liaison: Diana Paque