

Compensation and Benefits

Humboldt County offers a competitive salary and an excellent benefits package. The salary for this position is currently under review (the former incumbent was paid \$109,872 annually). The benefits include:

- ◆ **RETIREMENT:** The County participates in the California Public Employees' Retirement System (CalPERS), local miscellaneous; 1st tier 2.7% @ 55, 2nd tier 2% @ 55, 3rd tier 2% @ 62. The County also participates in Social Security.
- ◆ **MEDICAL /DENTAL/VISION INSURANCE:** The County participates in the CalPERS health insurance program, providing several options for employees; the County pays nearly the entire employee premium and a portion of dependent coverage. The County also provides a dental and vision plan with premium for the employee and family paid in full by the County.
- ◆ **VACATION:** Full-time employees earn 12 days per year (one day after one month of employment); three weeks after three years; four weeks after ten years; five weeks after fifteen years; and six weeks after twenty years. Part-time employees earn vacation on a pro-rated basis.
- ◆ **HOLIDAYS:** 15 paid days per year (includes 3 personal holidays).
- ◆ **SICK LEAVE:** Employees earn 12 days per year (unlimited accumulation).
- ◆ **ADMINISTRATIVE LEAVE:** 10 paid days per fiscal year.
- ◆ **SPECIAL LEAVES:** Leaves of absence with pay for illness or death in the employees' immediate family may be approved.
- ◆ **LIFE INSURANCE:** \$20,000 in life insurance paid by County with employee option to purchase up to \$500,000.
- ◆ **LONGEVITY:** 5% salary increase upon completion of 10 consecutive years of County service. An additional 5% salary increase upon completion of 20 consecutive years of County service.
- ◆ **VACATION CONVERSION:** Annual conversion of up to 20 days of vacation to cash, or as a contribution to deferred compensation.
- ◆ **EDUCATION EXPENSES:** The County offers an educational reimbursement program for tuition fees and the cost of books (up to a maximum per year) for job related courses.
- ◆ **DEFERRED COMPENSATION:** A voluntary employee paid deferred compensation plan is available.
- ◆ **EMPLOYEE ASSISTANCE PROGRAM:** County paid counseling services provided for employee and dependents.

The Process

To pursue this compelling career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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The final filing date for this recruitment is December 15, 2017

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Cris Piasecki at 408 234-2025 or by email: crisp@averyassoc.net.



County of Humboldt

*invites your interest
for the position of*

County Librarian



Humboldt County

Humboldt County (population 135,000), located in the heart of northern California's majestic coastal redwood region with over 110 miles of beautiful coastline, is arguably the most beautiful place in America. A USDA comparison of natural amenities including climate, water and landscape concluded that the County is the most scenic rural county in the United States.

The Redwood Coast is a paradise for all outdoor activities including hiking, backpacking, fishing, river rafting, kayaking and golf. The County's two million acres include hundreds of rivers, streams and lakes along with national, state and regional parks, conservation and recreational areas, protected forests, wildlife refuge areas and miles of pristine beaches and campgrounds.



Eureka with a population of over 27,000 residents is the Humboldt county seat and is located 275 miles north of San Francisco. The City overlooks the historic Humboldt Bay and its quaint Old Town area offers a nice mix of restaurants and shopping opportunities and the regional area offers a lively arts scene. Humboldt State University and College of the Redwoods provide excellent educational opportunities as well as entertainment and culturally enriching activities.

Humboldt County is an ideal setting for individuals and families that seek a relaxed pace of life. It's a unique place and new residents to the area often embrace the special lifestyle the area offers. The people are warm, friendly and welcoming. With moderately priced housing and temperate year round weather, Humboldt County offers an idyllic quality of life without the stress and burden of the more urbanized areas of California.

County Government and the County Library

The County of Humboldt is a General Law county governed by a five-member Board of Supervisors that are elected by district to alternating four-year terms. The Board serves as the legislative and executive body of county government and many special districts. The Board appoints all non-elected department heads with responsibility delegated to the department heads for their own staff.

The County's proposed FY 2017-18 operating budget is over \$374 million including a proposed General Fund of \$138.1 million. The County also has an employee population of over 2,200 that provide a full range of public services to county residents.



The Humboldt County Library is a vital community institution providing library services to County residents through a main library in Eureka, 10 branch libraries located throughout the County and a bookmobile. The Library is heavily used with over 600,000 items circulated annually and 101,000 library cardholders in the system. The entire catalogue offering is online and a materials transfer system offers interbranch delivery. The Library operates on an annual budget of almost \$3.9 million with a staff of 30 FTE and has a tremendous support network consisting of a Library Foundation, Friends of the Library groups at the various branches and a network of hundreds of community volunteers. Humboldt County Library is dedicated to providing resources

and opportunities to support life long learning, local heritage, and the cultural, recreational, and information needs of the community.

The County Library is funded primarily from county property taxes. The Library also receives funding from the County General Fund, State and Federal funds, and some fees, fines and gifts. The Library actively seeks grants to support basic and enhanced operations and services.

The Position of County Librarian and the Ideal Candidate Profile

The County Librarian will be a progressive, responsive and service oriented professional that provides exceptional leadership and expertise in the management and oversight of library operations. The position is appointed by and works closely with the County Board of Supervisors and will have significant interactions with the numerous constituents of the Library including staff, the Friends of the Library, the Humboldt County Library System Foundation and the broader county community.

A key priority of this role is the need to develop and implement a Strategic Plan focused on enhancement of resources, more efficient and cost effective program and service delivery, and introduction of innovative and resourceful approaches in providing library services to the community. As a rural library system with limited financial resources, augmentation and expansion of current and new funding streams will be an essential part of the plan.

The new Director will provide a collaborative, participative, transparent, and team oriented leadership style that empowers, values and utilizes the expertise of the seasoned and dedicated library staff. A relationship based, diplomatic, and engaging interpersonal style is essential to connect with the various partners of the Library as the Friends, the Foundation and the numerous volunteers provide crucial services, support and financial resources to the Library. This requires the ability to effectively partner with and address the unique personalities and diverse needs of the various constituent communities throughout the County.

The ideal candidate will be an unwavering advocate for the Humboldt County Library system with extensive experience in public libraries and will have a passion for the preservation of public libraries. A forward and innovative thinker and proactive communicator with experience managing a mid-to-large multi branch library system are expected. He/she will be an excellent communicator, positive change agent, and offer innovative yet pragmatic solutions. The Director will offer a fresh and new set of "eyes" for library operations and provide a renewed sense of energy and enthusiasm to the environment. The successful

candidate will have excellent administration skills especially in the areas of budget, finance, and personnel management skills along with technology prowess in providing enhancements to productivity, innovation and efficiency.

This position requires four or more years of supervisory or administrative experience including program planning, development and administration within a public library setting. In accordance with Section 19142 of the state Education Code, it also requires an MLS from a college or university accredited by the American Library Association along with demonstrated knowledge of principles and practices of public administration, including county government, and of the laws applicable to library service in the State of California.

