

## COMPENSATION PACKAGE

The County of Yolo offers a competitive total compensation package. The current annual salary range for this position is \$84,964—\$103,277. The salary placement will be made based on the qualifications of the selected candidate. In addition, the benefits provided by the County include the following:

**Retirement** - CalPERS 2.5% @ 55 for classic members; employees contribute 8% of salary toward retirement. (New members: 2% @ 62; employees currently contribute 6.25% of salary toward retirement.) The County participates in Social Security and Medicare programs.

**Health Benefits** - The County offers CalPERS health plans that include six (6) HMO's and three (3) PPO's. Employees currently receive a benefit package of \$20,454 annually to purchase health, dental, and vision insurance; remaining balance paid to the employee as taxable earnings. The County requires all employees to enroll in both the dental and vision plan.

**Life Insurance** - The County provides a \$50,000 Life and AD&D Policy

**Deferred Compensation** - The County provides a \$500 match each calendar year when an Assistant Department Head defers \$500

**Sick Leave:** 8 hours per month

**Vacation Leave:** 80 hours per fiscal year; 104 hours after 5 years of employment

**Administrative Leave:** 40 hours per fiscal year

**Floating Holidays:** 32 hours per fiscal year

**Holidays:** 10.5 holidays per year

**County Disability Insurance:** Eligible for short-term disability benefit at 75% of salary

**Employee Assistance Program:** Confidential counseling program with up to 6 visits per incident each fiscal year



Should you have any questions about this position, please contact:

**Mark Fink, County Librarian**

[Mark.Fink@yolocounty.org](mailto:Mark.Fink@yolocounty.org)

(530) 666-8002

## HOW TO APPLY

The deadline to apply for this position is Friday, January 26, 2018. To apply for this exciting career opportunity, please submit a letter of interest and detailed resume to:

Jenny Brown, Senior Personnel Analyst

County of Yolo Human Resources

625 Court Street, Room 101

Woodland, CA 95695

OR send via email to

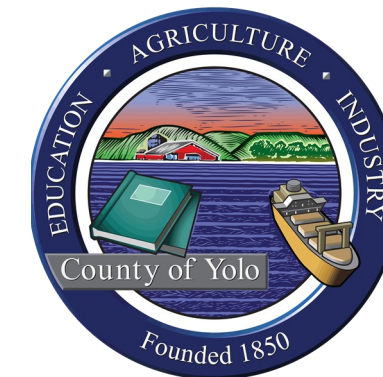
[jenny.brown@yolocounty.org](mailto:jenny.brown@yolocounty.org)

Candidates with the most relevant qualifications will be contacted for additional discussion and screening. Candidate interviews are tentatively scheduled for February 2018.

**County of Yolo**

## INVITES APPLICATIONS FOR *Assistant County Librarian*

**\$84,964—\$103,277 ANNUALLY PLUS AN EXCELLENT BENEFITS PACKAGE**



**Final Filing Deadline: Friday, January 26, 2018**

**MAKING A DIFFERENCE BY ENHANCING THE  
QUALITY OF LIFE IN OUR COMMUNITY**

## THE COUNTY OF YOLO

Yolo County, California, with a population of just over 215,000, is a naturally beautiful and richly diverse county. It is one of the leading agricultural producers in the nation with 661,000 acres used primarily for farming and ranching. The Capay Valley is one of the leaders in the nation for organic farming.

While agriculture is Yolo County's primary industry, nearly 85% of the County's population lives in the four cities of Davis, West Sacramento, Woodland, and Winters. It is an increasingly diverse county with 22% of the population born outside the United States. The County seat is located in Woodland, which is just 20 miles northwest of the State Capitol of Sacramento.

## THE YOLO COUNTY LIBRARY

The Yolo County Library strives to bring diverse and dynamic programs and services to its many communities and residents through innovation, communication, engagement, collaboration and diversity, providing opportunities for everyone to read, grow, discover and interact with one another and the world at large. Library services are provided to the entire County, except for the City of Woodland, with branch locations in Clarksburg, Davis, Esparto, Knights Landing, West Sacramento, Winters and Yolo. The Library Administration/Operations and Technical Services divisions are located in Woodland. The Library budget for fiscal year 2017-18 is \$9,017,573 and the major source of revenue is a dedicated property tax. There are currently 39 regular employees as well as a large group of employees that work in an extra-help capacity.

Public library services include collection management, circulation, internet access, reserves and inter-library loans, virtual branch and database services, computer and software applications, diverse programs for all ages, homework and research assistance, literacy programming, reference and information services and instruction, family and children resources, Archives and Records Center services and preservation, and the provision of meeting and study rooms.

### Yolo County Library 2016 Statistics

**Total Items Borrowed:** 1,300,000

**Total Visitors to the Branches:** 825,000

**Total Programs:** 3,000

**Total Program Attendance:** 65,000

**Computer Usage:** 137,000 sessions

**Total Questions Answered by Staff:** 120,000

The Yolo County Library is committed to supporting a diverse and inclusive employee workforce that is reflective of the population and who are knowledgeable, encouraging and continually supporting of communities in the region. The Library is also committed to nurturing an environment where differences are valued and all staff are part of a productive, high performing team that delivers quality services to all customers. For more information about the Yolo County Library, please visit the department website at [www.yolocountylibrary.org](http://www.yolocountylibrary.org).

### STRENGTHS OF THE LIBRARY

- ◆ The Library has made purposeful efforts to build a more diverse staff, develop the cultural competency of staff, and be inclusive of the community's diverse perspectives when designing services and programs.
- ◆ There is a strong commitment to staff development and organizational development which has cultivated a more positive, creative, and knowledgeable staff. This commitment is evident in the improved services, programs and customer service that are provided to those previously un-served or underserved by the Library.



## YOLO COUNTY CORE VALUES

- Service
- Performance
- Integrity
- Responsibility
- Innovation
- Teamwork

## THE YOLO COUNTY LIBRARY

*Provides access for all to ideas that inform, entertain, and inspire*



## THE POSITION

The Assistant County Librarian serves at the pleasure of the County Librarian and is responsible for planning, organizing, directing, and coordinating the activities and the support services performed for the Yolo County Library branches. Essential functions of the position include, but are not limited to, the following:

- ◆ Supervising library management staff; recruiting, retaining, developing and training staff; conducting performance evaluations; providing direction, guidance, and leadership to staff and models expected behaviors.
- ◆ Fostering an atmosphere of diversity and inclusion in the workplace and promoting such values throughout the Library system.
- ◆ Managing staff and customer relations; setting customer service standards and communicating them to staff; ensuring compliance.
- ◆ Overseeing and coordinating the performance management process and system-wide staff development and training activities.
- ◆ Identifying opportunities for improvement in the current policies, procedures, and systems; developing recommendations for changes, recognizing the implications of recommendations; implementing modifications to the program, policies, and/or procedures.
- ◆ Taking the lead in negotiating and developing contracts with Library vendors.
- ◆ Assisting in the preparation and monitoring of the annual budget.
- ◆ Troubleshooting difficult problems, countywide in scope, and referring the most serious matters to the County Librarian.

## CANDIDATE QUALIFICATIONS

**Education:** A Master's Degree in Library Science, Library Information Services, or related library field or equivalent from an American Library Association (ALA) accredited graduate school of Librarianship;

**OR**

A Master's Degree from an accredited college or university in Business Administration, Public Administration, Financial Management or Organizational Development;

**AND**

**Experience:** Five (5) years of professional experience which includes a minimum of three (3) years of direct supervisory or management level experience in a library or other public institutional setting.

## THE IDEAL CANDIDATE

The ideal candidate for this position should possess administrative strengths such as strong financial analysis skills, experience with project management and budget forecasting, negotiation skills, as well as an aptitude with emerging technologies. Key personal characteristics include the ability to be flexible and confident in operating within a multi-faceted environment that includes urban, suburban, and rural customers as well as the political savvy to approach each audience appropriately. The successful candidate will be forward thinking, an effective communicator, and a natural change manager who has a demonstrated track record of fostering inclusiveness within the workplace.