



March 18, 2024

Huntington Beach City Council

The Huntington Beach Management Employees' Organization (HBMEO) is the exclusive representative for the Management Employees' Organization bargaining unit for the City of Huntington Beach. Our organization is comprised of management-level public servants who work in every City department. Our members pride ourselves on the extraordinarily high standards we set serving the residents of Huntington Beach. HBMEO proudly represents the positions of Principle Librarian and Senior Librarian.

Since 1909, the Huntington Beach Public Library system has been a source of community pride. It has consistently been recognized as a leader among its peers. Serving every generation of Huntington Beach residents, the Library is a vital educational and cultural resource for our City.

It is shocking to us that the City is now considering a request for a proposal to outsource the library in such a rushed and hurried manner.

Item 22 on the March 19th City Council meeting agenda is sending shockwaves through the City and will have long-term negative impacts on the morale of the City workforce. Dedicated and experienced City workers learned their jobs are potentially being outsourced through rumor, social media, and in the news. This type of negative coverage will seriously damage the City's ability to recruit and retain quality public servants.

Any claim that the quality of services the Library currently provides will continue under a for-profit entity is untrue. Long-term dedicated public servants provide higher quality services than short-term workers who are outsourced. Riverside might have outsourced its municipal library, but with all due respect to Riverside, shouldn't Huntington Beach hold itself to a higher standard than other cities?

Many of our association members are long-term public servants. They have served multiple City Councils and dedicated their careers to this City. The issuance of an RFP without any communication with your workforce will follow the City of Huntington Beach long after this decision. Don't let Huntington Beach become the City that tells employees, "If you provide top-notch services, your reward will be to lose your job." What peace of mind can *any* public servant in the City have if the Library is outsourced?

HBMEO respectfully requests that the City Council elect not to move forward with an RFP to outsource Library services. We seek to find mutual understanding and work with all levels of City leadership to continue to provide exemplary public services so Huntington Beach can continue to be the envy of other cities.

Sincerely,

ORANGE COUNTY EMPLOYEES ASSOCIATION

Charles Barfield
General Manager

**SUPPLEMENTAL
COMMUNICATION**

3/19/2024

Meeting Date: _____

22 (24-197)

Agenda Item No.: _____