



**City of Sebastopol**

**CITY OF SEBASTOPOL CITY COUNCIL  
AGENDA ITEM REPORT FOR MEETING OF: June 16, 2026**

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**To:** Honorable Mayor and City Councilmembers  
**Requestor:** Councilmember Zollman  
**Responsible Department:** City Manager Mary Gourley  
**Subject:** Consideration of Appointment to fill the upcoming term for the City of Sebastopol’s representative on the Sonoma County Library Commission.

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**RECOMMENDATION:** That the City Council select and appoint one of the interviewed candidates to the Sonoma County Library Commission to fill the current vacancy.

**PROCESS OF AGENDA ITEM:**

- 1. Council to make appointment as listed below.

**EXECUTIVE SUMMARY:**

*Sonoma County Library Commission- 4 Year Term*

The City of Sebastopol appoints one voting representative to the Sonoma County Library Commission, the governing body of the Sonoma County Library system. The current Sebastopol-appointed commissioner’s term expires on July 31, 2026. This item seeks City Council action to select and appoint one of the interviewed candidates to fill the vacancy.

**BACKGROUND:** The Sonoma County Library was established in 1975 pursuant to a Joint Powers Agreement (JPA). In 2014, a JPA Review Committee—comprised of representatives from the Sonoma County Board of Supervisors and each incorporated city within Sonoma County—completed a two-year review and approved the First Amended and Restated Joint Powers Agreement governing the countywide provision of library services.

Each of the city councils of Cloverdale, Cotati, Healdsburg, Petaluma, Rohnert Park, Santa Rosa, Sebastopol, Sonoma, and Windsor appoints one library commissioner. The Sonoma County Board of Supervisors appoints one commissioner, and the County and the City of Santa Rosa jointly appoint one additional commissioner, for a total of eleven members on the Sonoma County Library Commission (Commission).

The Commission serves as the governing and administrative body of the Sonoma County Library. It is responsible for operating, managing, and administering the integrated free public library system throughout Sonoma County. The Commission is authorized to exercise all powers granted to the County Library under the JPA and applicable law, including the appointment and evaluation of the Library Director, who is responsible for the day-to-day operation and management of the Library system.



**City of Sebastopol**

**DISCUSSION:** City staff initiated a Call for Applications to fill the upcoming vacancy for the City of Sebastopol’s representative on the Sonoma County Library Commission (New Term Ending Date: July 31, 2030). The opening was noticed in the newspaper, on social media, and on the City website. As of the deadline, the City received two applications for consideration. The City Council conducted interviews with the candidates on June 16, 2026, and their information is provided below for the Council’s selection.

<b>APPLICANTS</b>
Fred Engbarth
Suzanne Turk White

**STAFF ANALYSIS:** The City received two applications within the recruitment period. This item follows the candidate interviews being conducted under Agenda Item No.1. The Council may use this item to select and appoint a candidate to the available seat. If the seat remains unfilled, City Staff will re-advertise the vacancy.

**CITY COUNCIL GOALS / PRIORITIES / GENERAL PLAN CONSISTENCY:** This action supports the City Council’s goals and priorities, including: • Goal 4: High-Performance Organization • Restoring public trust through transparent and inclusive appointment processes • Improving public communications and community engagement

**PUBLIC COMMENT:** As of the preparation of this staff report, staff have not received public comments. If City staff receives public comment, public comments received after publication of this report will be provided to the City Council as supplemental materials prior to or at the meeting.

**PUBLIC NOTICE:** This item was noticed in accordance with the Ralph M. Brown Act and was made available for public viewing and review at least 72 hours prior to the scheduled meeting.

**FISCAL IMPACT:** There is no fiscal impact associated with this appointment.

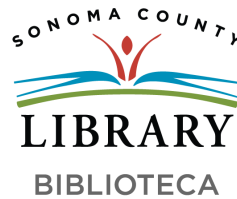
**RESTATED RECOMMENDATION:** That the City Council select and appoint one of the interviewed candidates to the Sonoma County Library Commission to fill the current vacancy.

**OPTIONS:**

If the Council chooses not to make an appointment from the interviews conducted earlier in the agenda, the Council can direct staff to reopen the application period, This will delay appointment by the June 30, 2026 Deadline.

**ATTACHMENTS:**

1. Sonoma County Library Job Description
2. Fred Engbarth Application Redacted
3. Suzanne Turk White Application Redacted



## Sonoma County Library Commissioner Job Description

### Summary

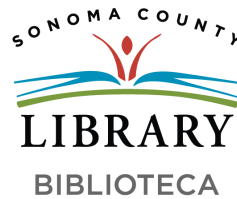
Provides governance for the Sonoma County Library; lends expertise and experience to the organization; establishes policy; sets goals and objectives; hires and evaluates the director; establishes and monitors the annual budget; exercises such other powers, consistent with the law to foster the effective use and management of the library.

### Responsibilities

- Hires, sets salary, evaluates and supervises a qualified Library Director to implement commission decisions and directions and to carry out day-to-day operation of the library and its programs and services
- Determines and adopts written policies to govern the operation and services of the library
- Works with the director to establish short and long range goals for the library
- Attends all regular and special meetings of the Commission and participates in subcommittees as necessary
- Attends appropriate library functions including Library Advisory Board meetings, fundraisers, special events and other activities
- Sets an annual budget and approves expenditure of funds; monitors budget and expenses throughout the year
- Represents the interests and needs of the community; advocates for the countywide library system
- Reports activities to local officials; acts as liaison to inform the public of library services and needs
- Sets parameters and authority level for library management's labor negotiations with the Union; adopts MOU contract; serves as the employer to library staff
- Has an interest in library issues, laws, and trends, and their implications for library use
- Is familiar with the Joint Powers Agreement governing the Library; understands the Brown Act and public meeting requirements

### Qualifications

- Interested in the Library and its services; understands and subscribes to Sonoma County Library mission and values
- Has the willingness and ability to devote time and energy to the role
- Is able to represent varied needs and interests of the community and of the Library
- Has strong interpersonal, listening, and communication skills



- Knows how to build partnerships with governing bodies, agencies, elected officials, library staff and members of the public
- Has the ability to handle opposition and make decisions in the interest of library service
- Demonstrates common sense and sound judgment
- Can work with diverse groups and ideas in a constructive way
- Understands effective decision making processes; can be decisive and comfortable with large-scale decisions
- Values collaboration; works to build consensus

### **Desired Experience**

- Familiarity with the Sonoma County Library
- Experience working in diverse communities, education, literacy, information technology, finance, human resources, fundraising, public relations, or other relevant field

### **Time Commitment**

- The commission meets monthly at a time convenient for members. (Currently, meetings are held the first Wednesday of each month at 6:00 pm). Meetings can last up to four hours, and considerable preparation time is typical prior to each meeting.
- It has been common practice for the Commission to devote 1-2 half-day workshop meetings to budget planning.
- Commissioners may serve on one or more subcommittees or ad hoc task forces in addition to their regular duties.
- Commissioners are expected to attend Library Advisory Board (LAB) meetings of the community they represent and be in communication with LAB chairs and branch managers.
- Under terms of the Joint Powers Agreement, trustees shall hold their office for four years from the date of appointment and until their successors are appointed.
- Special meetings or committee meetings may be called as necessary at times that are convenient to members and that comply with the open public meeting law.

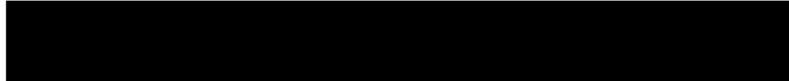
**ATTACHMENT A**

**APPLICATION FOR APPOINTMENT AS THE CITY OF SEBASTOPOL'S REPRESENTATIVE TO THE SONOMA COUNTY LIBRARY COMMISSION**

**NAME** Fred Engbarth

**HOME ADDRESS, CITY, STATE AND ZIP CODE:**

- 1.  RESIDENCE:
- 2.  MAIL:



**PHONE NUMBER:**

**IF APPOINTED, DO YOU WANT THIS NUMBER TO BE VISIBLE TO THE PUBLIC?**  
 YES  NO

**WORK PHONE NUMBER:** In the process of having a new # assigned. I will provide number as soon as I receive it.

**IF APPOINTED, DO YOU WANT THIS NUMBER TO BE VISIBLE TO THE PUBLIC?**  
 YES  NO

**E-MAIL ADDRESS:**

**IF APPOINTED, DO YOU WANT THIS ADDRESS TO BE VISIBLE TO THE PUBLIC?**  
 YES  NO

**ARE YOU A REGISTERED VOTER IN SEBASTOPOL?**

YES  NO Registered in the County of Sonoma since 1971

**IF SO, FOR HOW LONG? N/A**

**DO YOU HOLD A CURRENT BUSINESS LICENSE FROM THE CITY OF SEBASTOPOL?**

YES  NO

**IF SO, FOR HOW LONG? N/A**

**HAVE YOU ATTENDED A MEETING OF THIS BODY? WHEN?**

**Yes.** Multiple times since 2021 Sonoma County Library Commission and Sebastopol City Council.

**HAVE YOU SERVED ON, INTERVIEWED FOR, OR APPLIED FOR THIS BODY PREVIOUSLY?**

YES  NO

**IF SO, WHEN?**

21 AUGUST 2021: Application and appointment to the remaining term of a prior commissioner

28 May 2022: Application and appointment to the current term as commissioner.

**PRESENT EMPLOYER:** Retired

**JOB TITLE:** Not Applicable

**HAVE YOU PREVIOUSLY SERVED ON ANY GOVERNMENTAL bodies OR HELD ELECTED OFFICE? IF SO, PLEASE LIST POSITION HELD AND DATES:** Yes

- 1981-1984** Twin Hills Fire Protection District (now Gold Ridge). Resigned after opening my law practice in Santa Rosa.
- 2021-2022** Appointed by the Sebastopol City Council to complete the unexpired term of the previous representative to the library commission
- 2022-present** Appointed to a four-year term of office to the library commission

**PLEASE LIST CIVIC OR CHARITABLE ORGANIZATION TO WHICH YOU BELONG OR HAVE BELONGED:** Please refer to Attachment B, below.

**HAVE YOU BEEN AN OFFICER IN ANY OF THESE ORGANIZATIONS? IF SO, PLEASE LIST POSITION HELD AND DATES:** Refer to Attachment B below.

**WHAT SPECIAL INTERESTS, SKILLS AND TALENTS WOULD YOU BRING TO THIS BOARD, COMMISSION, OR COMMITTEE?**

Direct personal experience as the City's current representative to the Sonoma County Library's (JPA) Commission, since 2021.

A long successful history in the service to the public including, but not limited to, the University of California, Irvine; Sonoma State University; and as a practicing attorney. I also worked with several colleagues to form a real estate company (Creative Property Service) & served as board member, volunteer firefighter, and EMT for the Twin Hills Fire Protection District (now Gold Ridge Fire Protection District). Served as a Small Claims Court Judge (*pro tem*)

I have training in public administration and management, mediation, alternative dispute resolution, emergency & disaster services.

**PLEASE LIST ANY COLLEGE, PROFESSIONAL OR VOCATIONAL SCHOOLS YOU HAVE ATTENDED WITH MAJOR SUBJECT STUDIED, DATES AND ANY EARNED DEGREES:**

- BA UNIVERSITY OF CALIFORNIA, IRVINE 1970  
(History; Asian & American)
- JD EMPIRE COLLEGE SCHOOL OF LAW 1980  
(Law)

**PLEASE LIST ANY SPECIAL AWARDS OR RECOGNITION YOU HAVE RECEIVED:** Please refer to Attachment B, below.

**PLEASE STATE WHY YOU WOULD LIKE TO BECOME A MEMBER OF THIS BOARD, COMMISSION OR COMMITTEE, INCLUDING WHAT SPECIFIC OBJECTIVES YOU WOULD BE WORKING TOWARD AS A MEMBER OF THIS BODY:**

I have devoted a significant part of my life in the provision of services for the public good. The Sonoma County Library could not exist without the people who use and support its services.

From the perspective of the Sonoma County Library's Commission and the administration what is *best* for the community is often defined by systemic, long-term sustainability and equitable distribution of resources, rather than the immediate, individual, or emotional experiences of community members.

The "culture of the library" tends to view *best* through a lens of collective well-being, focusing on the future and upholding legal and ethical frameworks, *whereas* the community experience is often defined by immediate, tangible, and personal impacts.<sup>1</sup>

<sup>1</sup> See, the discussion at *The Value of Public Service* <https://icma.org/blog-posts/value-public-service-0>

The Sebastopol Regional Library and its staff are well integrated into our community; the county library system administration, as a whole, is not.

During the next term of service as your appointee, I would work to change that as much as I am able to and to return to the vision expressed in the current Joint Powers Agreement (2014) <sup>2</sup>

*The Parties to this Agreement agree to collaborate and work cooperatively with one another and the Library in good faith to ensure the provision of library services to Sonoma County citizens across the regional county-wide library system. (Emphasis added)*

To do so, I anticipate reaching out to you, the City Council, for assistance in approaching all of the JPA members to collaborate in bringing the intent of the Library 2014 JPA to life.

Some of my objectives for the next term, if appointed, are:

1. Strive to create an effective working relationship with the library administration where the JPA Members, the Library and the Community can ensure the provision of a county-wide library system.
2. Incorporating the voice of the community in library service planning by no longer relying on a checkbox, cookie-cutter approach but a, critical, meaningful, ongoing, dialogue as well as actions and commitments which are essential to building trust and ensuring effective, equitable outcomes. True community engagement moves beyond top-down communication but listening to and respecting community residents who hold valuable insights into how public spaces can provide premium services.
3. For the Joint Powers Agreement to be successful each aspect of library governance needs to actually engage in meaningful dialogue and discussion. Over the years operations have moved from "collaborative" to a form of "silo-ing" which is the organizational practice of isolating departments, teams, or information, hindering collaboration and communication; this "Silo-ing" has created fragmented, autonomous units that hoard knowledge and operate independently, often resulting in resentment, poor information flow and reduced efficiency.

**ARE YOU ASSOCIATED WITH ANY ORGANIZATION/EMPLOYMENT THAT MIGHT BE DEEMED A CONFLICT OF INTEREST IN PERFORMING YOUR DUTIES IF APPOINTED TO THIS POSITION?**

YES       NO

**IF YES, PLEASE STATE NAME OF ORGANIZATION/EMPLOYMENT:** N/A

**CITY POLICY DIRECTS ALL APPOINTED, ADVISORY BODY MEMBERS NOT TO VOTE ON MATTERS WHERE THERE EXISTS A POTENTIAL CONFLICT OF INTEREST SUCH AS PROPERTY OWNERSHIP NEAR A PROJECT, OR A FINANCIAL RELATIONSHIP WITH THE APPLICANT. WOULD YOU BE WILLING TO ABSTAIN FROM VOTING IF SUCH A CONFLICT ARISES?**

YES       NO

**HOW DID YOU HEAR ABOUT THIS OPENING?**

**Multiple** sources, City of Sebastopol; Sonoma County Library (JPA) and personal knowledge

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<sup>2</sup> <https://sonomalibrary.org/sites/default/files/attachments/about/JPA2014.pdf>

**IS THERE ANY OTHER INFORMATION THAT YOU FEEL WOULD BE USEFUL TO THE CITY COUNCIL IN REVIEWING YOUR APPLICATION AND MATERIALS PROVIDED WITH THE APPLICATION?**

I am recovering from a foot ulcer; however, with accommodation, and a lot of time on Zoom-Social Media-Telephone I have been able to handle the essential duties of my appointment.

**WHAT DO YOU THINK QUALIFIES YOU TO BE APPOINTED TO THE BOARD/COMMITTEE/COMMISSION?**

In addition to the material provided in *Attachment B*, below. The actual, direct experience of fulfilling the terms and conditions of my appointment, continuously, since August 2021.

**ARE THERE PARTICULAR ISSUES YOU THINK THE BOARD/COMMITTEE/COMMISSION SHOULD CONCENTRATE ON?**

Yes, upon the scheduled dissolution of the Building the Commons Committee I would like to work with the City of Sebastopol in an effort to secure a plan for a new, upgraded, larger library building. The present location for the Sebastopol Regional Library is demonstrably too small to handle the volume of service the community now needs and wants.

I would also like to work to increase public participation and interest in library governance. Residents, particularly younger residents, interested in public service could find the knowledge they obtain through this process helpful to future careers. With help and support from you and the City Manager, one thought is the possibility of developing an internship program utilizing students in Sonoma State University's Political Science *Undergraduate Internship Program*<sup>3</sup> and/or *The Institute for Local Government Customized Leadership & Governance Trainings*<sup>4</sup> for the support and training of community members interested in serving the City of Sebastopol on boards and committees.

**HOW SHOULD COMMUNITY COMMENTS BE INTEGRATED INTO THE BOARD/COMMITTEE/COMMISSION DECISION-MAKING PROCESS?**

Local government decision making occurs at meetings.<sup>5</sup>

Integrating community comments into official decisions of the Sonoma County Library Commission requires using formal public comment periods, providing written input at least 5 days in advance, and engaging directly with staff.

Additional methods include speaking at meetings, submitting written comments, utilizing community surveys, and engaging with The City of Sebastopol's Representative to the Sonoma County Library Commission ("Governing Board") directly and the following:

- Contact the Library Advisory Boards (LAB).<sup>6</sup>
- Contact the Branch Manager and/or the Library Director.
- Contact a member of the Sebastopol City Council which is a JPA Member

<sup>3</sup> <https://politicalscience.sonoma.edu/internships> and

<sup>4</sup> <https://www.ca-ilg.org/customized-leadership-governance-trainings>

<sup>5</sup> See *Making Decisions*

<https://www.ca-ilg.org/making-decisions>

**and**  
*Why Authentic Public Engagement and Effective Meetings Matter Now More Than Ever*  
<https://www.ca-ilg.org/blog-post/why-authentic-public-engagement-and-effective-meetings-matter-now-more-ever>

<sup>6</sup> *The ABC of Local Government*  
<https://www.ca-ilg.org/sites/main/files/file-attachments/abcs.pdf?1774631589>

- Contact a member of the Sonoma County Board of Supervisors also a JPA Member.
- File a formal complaint with the Sonoma County Grand Jury County which is a major source of investigative oversight for JPAs.

**IF APPOINTED, HOW WOULD YOU HANDLE IT IF ANOTHER BOARD/COMMITTEE/COMMISSION MEMBER VEHEMENTLY DISAGREES WITH YOUR COMMENTS ON A REGULAR BASIS?**

Active debate and robust dialogue are essential to effective collective decision-making.

In the presented scenario, I would ask my colleague to meet and discuss the reason(s) for the disagreement.

Listen to my colleagues response.

Confirm my understanding of my colleague's point-of-view.

Respond and discuss further in an effort to achieve understanding

If necessary, and agreed to by my colleague, I would then ask the Chair of the Commission to join the discussion in an effort to reach some form of resolution.

After that, I would thank everyone for the effort and move on with the performance of my duties as Sebastopol's representative to the Commission.

**HOW WOULD YOU HANDLE A SITUATION WHERE A PROPOSAL COMES BEFORE YOUR BOARD/COMMITTEE/COMMISSION THAT THE CITY STAFF FINDS CONSISTENT WITH CITY POLICIES AND STANDARDS, BUT THAT YOU PERSONALLY DO NOT SUPPORT?**

A similar set of circumstances is described in the publication *Joint Powers Authorities: Opportunity & Challenges "Joint Powers Authority Board Member s Fiduciary Duty to the Authority"* at Page 16<sup>7</sup>

As your appointed representative I must be able to exercise my independent judgement to effectively manage conflict and make the best decision for the public good.

In this situation I would try to reconcile the differences between the City's staff and my own.

If the difference cannot be reconciled. I would present the difference of opinion to the City Manager and/or City Council in another effort to reconcile the difference.

If and when the disputed issue is presented to the library commission, I would present both sides of the dispute before voting. I would exercise my judgment, my conscience, and await further action.

**I CERTIFY THAT I HAVE THOROUGHLY READ AND UNDERSTAND ALL MATERIAL IN THIS APPLICATION.**

**APPLICANT'S SIGNATURE :**

**Fred Engbarth**

**APPLICANT'S NAME (PLEASE PRINT):**

**FRED ENGBARTH**

**DATE: 05-11-2026**

**ATTACHMENT B:**

**SUMMARY OF EXPERIENCE**

\_\_\_\_\_

<sup>7</sup> <https://samcleanswater.org/wp-content/uploads/2023/04/Joint Powers Authorities.pdf>

**FRED ENGBARTH  
POST OFFICE BOX 1517  
SEBASTOPOL, CA 95473-1517**

**PROFILE**

Results oriented and highly effective human resources and employer/employee relations consultant with over 30 years' experience handling complex workplace disputes through advice, counseling, mediation, negotiation, and training for private and public sector clients.

Demonstrated history of exercising sound judgment and discretion; working well under pressure; meeting deadlines; developing imaginative and innovative solutions to workplace problems; building consensus; strong interpersonal and negotiation skills; and, resolving highly sensitive, complex and/or unprecedented problems. Able to learn, interpret, and apply policies and procedures independently; and possesses the ability to prioritize multiple tasks and complete detailed tasks to completion.

Additional experience defending individuals with professional licenses issued by the State of California.

On a personal note, I have a (2) strong sense of intellectual curiosity; (3) enjoy conducting research on a broad range of topics and then sharing what I learn with others; (2) a devoted life-long learner; (3) a voracious reader; (4) cinema buff; (5) and, a "whole-food plant based" foodie.

For more detail, please refer to my previous application for appointment to this position.

**DEMONSTRATED SKILLS**

- Comprehensive knowledge of laws, regulations, principles and processes related to employment.
- Ability to prioritize and perform multiple tasks accurately under time pressures.
- Strong analytical/problem solving, communication, organizational and interpersonal skills.
- Pragmatic and deliberative.
- Highly ethical.
- Perceptive instincts.
- Ability to act independently and confidentially, using discretion, and tact.
- Love of challenge.
- Focus on doing current projects well.
- Ability to distinguish and manage confidential material and information.
- Ability to work in a team environment and establish and maintain effective working relationships in a diverse environment, including working with other departments.

**ADMITTED TO THE PRACTICE OF LAW**

★ Supreme Court of the United States of America (1984); ★ United States Court of Appeal for the Ninth District (1981); ★ United States District Court, Northern District of California (1980); and, ★ Supreme Court of California (1980)

**COMMUNITY SERVICE**

- ▣ Appointed by the Sebastopol City Council, to serve on the Building the Commons Standing Committee 2025.
  - ▣ Appointed Representative to the Sonoma County Library Commission, City of Sebastopol August 2021-present date
  - ▣ Sonoma County Courts Judicial Arbitration Program; Small Claims Judge (Pro Tem) Assisted the Courts and the State Bar in closing an abandoned law practice, as needed.
  - ▣ Twin Hills Fire Protection District Board Member, Firefighter, EMT and in house trainer.
  - ▣ North Bay Rowing Club Open Water Rower and Co-Vice-President
- Note:** 1965-1970 Extensive community related and volunteer and paid experiences in a broad range of areas. Happy to answer any questions about this period of time.

**PAID PROFESSIONAL & WORK EXPERIENCE**

**✓ LAW AND MEDIATION OFFICE OF FREDERICK J. ENGBARTH (1984-2011)**

- 37 Old Courthouse Square, Suite 203; Santa Rosa, California
- As a sole practitioner, I managed all aspects of the firm including marketing, billing, accounting, client relations, legal research, and the drafting of legal documents.
  - Represented over 1000 public and private sector employees (staff, supervisors, managers, and administrators) and successfully resolved claims arising under state and federal laws including: violations of the FMLA, FLSA, RLA, ERISA; discrimination claims based on age, race, gender, religion, disability, perceived disability, national origin, sexual harassment, retaliation; wrongful termination; defamation; intentional infliction of emotional distress; and, constitutional claims for public sector clients.
  - Represented and defended individuals holding professional licenses (dentists, psychologists, care providers, nurses, teachers, and the like) issued by the State of California in disciplinary actions and administrative hearings.
- ▣ **SEIU-Local 707 (now Local 1021) (2001-2007)** Retainer Agreement 600 B  
St; Santa Rosa, CA 95401
  - Retained as advisor/consultant in the areas of employment and labor law to Local 707's Field Agents and membership.
  - ▣ **Sonoma State University (1984-1986)** Retainer Agreement  
1801 East Cotati Avenue; Rohnert Park, California 94928
  - Retained by the University to assist the California Attorney General's Office and California State University's Office of General Counsel in the litigation and resolution of several complex and highly sensitive employment lawsuits filed against the University by members of the faculty and administration.
- ✓ SONOMA STATE UNIVERSITY (1971-1984)** Full-Time
- ▣ **Assistant to the President/Judicial Affairs (1980-1984)**
  - Reported directly to the University's President as "in house" legal advisor, with broad discretion and wide latitude for independent judgment.
  - Conducted investigations related to violations of campus policy, state or federal law.
  - ▣ **Associate Dean (Students/Judicial Affairs Officer (1977-1980)**
  - While serving as the Associate Dean of Students, working the University's Director of Personnel, I also assumed responsibility for the investigation and defense of complaints and grievances and prosecuted disciplinary actions.
  - ▣ **Student Affairs Professional (1971-1977)** In the course of my tenure with the University, I received frequent promotions as a Student Affairs professional initially serving as served as a Student Activities Assistant and, before more promotion to Associate Dean of Students, as Assistant Director, Student Activities.

▣ **Creative Property Services** (1975-1976) Founding partner and agent for a real estate and property management service. Left the company in 1976 to attend Law School.

▣ **Jung Haus Student Housing** (1972-1975) Property Manager for a large, off-site and privately funded student housing complex.

### **TEACHING EXPERIENCE**

▣ **Instructor**, Empire College School of Law (1984-1990) Developed and taught classes to first year law students in the following subjects: (1) Legal Research and Writing; (2) Orientation to Legal Studies; and (3) Legal Practice & Writing

▣ **Instructor**, Extended Education, Sonoma State University (1982) taught paralegal students Legal Research and Writing.

▣ **Trainer**: Twin Hills Fire Protection District for new volunteer firefighters

Throughout my career I have led workshops and training programs on a variety of topics related to employment law, labor law and, alternative dispute resolution and other topics.

### **EDUCATION & TRAINING**

★ Juris Doctor (J.D.) Empire College School of Law.

★ Bachelor of Arts (B.A.) University of California, Irvine-Charter Class (Asian and United States History).

★ Other Post Graduate Study:

◆ Conflict Resolution Sonoma State University.

◆ Psychology, M.A. Sonoma State University (Thesis Not Completed),

◆ Continuing Legal Education

◆ Continuing Education in library management and "trusteeship" (Average 6 + hours a week ) various providers

Received  
Agenda Item Number 3  
5/12/26

For  
Library  
Committee

Name: Suzanne Turk White

Home Address, City, State and Zip Code:



Phone Number: [Redacted] (landline)

If appointed, do you want this number to be visible to the public?

Yes  No

Work Phone Number: n/a

If appointed, do you want this number to be visible to the public?

Yes  No

E-Mail Address: none

If appointed, do you want this address to be visible to the public?

Yes  No

Are you a registered voter in Sebastopol?

Yes  No

If so, for how long? 40 years

Do you hold a current business license from the City of Sebastopol?

Yes  No

If so, for how long? \_\_\_\_\_

Have you attended a meeting of this body? When?

No

Have you served on, interviewed for, or applied for this body previously?

Yes  No

If so, when? \_\_\_\_\_

Present Employer: (Retired) Sebastopol Union School District

Job Title: Business Manager (CBO)

Have you previously served on any governmental bodies or held elected office? If so please list position held and dates:

Sonoma County Grand Jury (2006-2007)

Please list civic or charitable organization to which you belong or have belonged:

Servants of Slavianka  
Seeds of Learning  
KQED  
Volunteer Fire Dept./EMT-1

Have you been an officer in any of these organizations? If so, please list position held and dates:

No

What special interests, skills and talents would you bring to this board, commission, or committee?

Library lover and patron

Nearly thirty years of preparing for, attending, presenting and  
advising direction to school boards.  
Familiarity with fund accounting

Please list any college, professional or vocational schools you have attended with major subject studied, dates and any earned degrees:

School Business Managers Academy Oct. 1987  
Certified Clinical Hypnotherapist 1997-2002  
Certified Chief Business Official June 2002

Please list any special awards or recognition you have received:

Please state why you would like to become a member of this board, commission or Committee, including what specific objectives you would be working toward as a member of this body:

I have no specific objectives. My application stems from a growing appreciation for the libraries and my desire to give back/help in some meaningful way.

Are you associated with any organization/employment that might be deemed a conflict of interest in performing your duties if appointed to this position?

Yes  No

If yes, please state name of organization/employment: \_\_\_\_\_

City policy directs all appointed, advisory body members not to vote on matters where there exists a potential conflict of interest such as property ownership near a project, or a financial relationship with the applicant. Would you be willing to abstain from voting if such a conflict arises?

Yes  No

How did you hear about this opening?

Press Democrat Public Notice

Is there any other information that you feel would be useful to the City Council in reviewing your application and materials provided with the application?

What do you think qualifies you to be appointed to this board/committee/commission?

- Am able to listen and analyse;
- Can usually understand both sides in a conflict;
- Successfully oversaw all budgeting, personnel, payroll, labor agreements, code adherence, business services for school district with 200+ employees.
- Knowledge & experience with fund accounting including restricted funds.

Are there particular issues you think the board/committee/commission should concentrate on?

I support and applaud how our local libraries have maintained and nurtured a crucial niche in our communities and I do not have any issues.

How should community comments be integrated into the board/committee/commission decision-making process?

Respectfully.

If appointed, how would you handle it if another board/committee/commission member vehemently disagrees with your comments on a regular basis?

Not having any experience of this, I looked up "vehement" which is defined as 'intensity of emotion; vigor; violent.'

The open & public sharing of opinions and viewpoints is crucial to rational decision-making. The intensity of such sharing should always be guided by societal constraints.

Since the posed situation occurs on a "regular basis", I would expect it therefore hopefully reducing the intensity.

How would you handle a situation where a proposal comes before your board/committee/commission that the City staff finds consistent with City policies and standards, but that you personally do not support?

I'm assuming that items before this commission do not require unanimous agreement. Therefore my support would not be required.

I certify that I have thoroughly read and understand all material in this application.

Applicant's Signature : Suzanne Turk White

Applicant's Name (PLEASE PRINT): Suzanne Turk White

Date: May 9, 2026