

**From:** [Patricia Seffens](#)  
**To:** [CityCouncilListPublic](#)  
**Subject:** [EXTERNAL] Unit 9 Police - Input regarding budget reduction hearing  
**Date:** Monday, April 14, 2025 5:38:38 PM

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Dear Members of the Santa Rosa City Council,

We are writing to you on behalf of the Police Managers represented by the Santa Rosa Police Management Association to express our serious concerns regarding the potential budget cuts to the police department.

We want to begin by acknowledging the incredibly difficult position you are in as you face the realities of our city's budget deficit. Balancing limited resources with the diverse and growing needs of our community is no small task, and we recognize the weight of responsibility that rests on your shoulders. The decisions ahead are undoubtedly challenging, and we appreciate the time, thoughtfulness, and dedication each of you brings to this process. As your dedicated law enforcement professionals, we believe it is crucial to highlight the implications these cuts could have on public safety and the effective supervision of our officers.

Over the past several decades, Santa Rosa has experienced significant population growth, yet our police staffing levels have not kept pace. In 1990, the city population was 120,644, and the police department was staffed with 211 employees, translating to 1.19 officers per thousand residents. By 2008, prior to the housing market crash, the population had risen to 156,841, with the police department increasing to 275 personnel—1.21 officers per thousand residents. However, in 2025, with a population of 175,845, our current staffing has dwindled to 262 total employees (184 sworn and 78 civilians), resulting in just 1.05 officers per thousand residents. This marks a 12.5 percent decrease in officer availability per capita since 1990, alongside a staggering 21 percent reduction in civilian staff.

These statistics illustrate a worrying trend: as our community grows, our capacity to ensure public safety has diminished. A direct result

of budget cuts, this reduction in manpower means fewer supervisors—specifically sergeants—are available to guide and oversee our officers in the field. The span of control is critical in law enforcement; it ensures that officers receive the necessary supervision, training, and support required to perform their duties effectively and safely. With diminished supervisory staff, we are jeopardizing the quality of oversight and mentorship our officers need, which could lead to increased risks for both personnel and the community and liability for the City.

A well-staffed police department is vital for maintaining order and ensuring rapid responses to incidents, particularly in times of crisis. Cutting the budget further will impair our ability to provide essential services and may negatively impact response times, community engagement, and proactive policing efforts. This is a time when our community needs confident and visible law enforcement more than ever.

We urge the council to consider these implications seriously as you deliberate potential budget cuts. We are committed to serving and protecting our community to the best of our abilities, but without adequate resources and staffing levels, our efficiency and effectiveness in safeguarding public safety will be compromised.

Thank you for your attention to this vital matter. We are hopeful that you will prioritize the safety of our community when making your budgetary decisions.

Sincerely,

Patricia Seffens

President

Santa Rosa Police Management Association

**From:** [Scott Kincaid](#)  
**To:** [\\_CityCouncilListPublic](#)  
**Cc:** [CMOffice](#)  
**Subject:** [EXTERNAL] Budget Cuts - NO CUTS TO LAW ENFORCEMENT PLEASE  
**Date:** Tuesday, April 15, 2025 11:26:31 AM  
**Importance:** High

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Good Morning Santa Rosa City Council Members,

I encourage you to maintain your commitment to public safety and find a way to maintain existing funding levels for the Santa Rosa Police Department. SRPD is making incredible headway in removing guns and drugs from our streets and any cut to that would be a detriment to our society, quite literally. You need only turn on the local and national news to hear constant stories about safety concerns, business closures, increased crime, increased drug use, increase homelessness challenges, amongst many other unintended societal challenges in cities where law enforcement budgets were cut. It is the beginning of a downward economic spiral that will continue to have negative impacts on future budgets. The societal damaged caused is not something that is easily undone. In my previous career we had a client with a mortgage origination business that was booming. One of their many successes was running an advertisement on NBR radio in the mornings. When asked what their plan was when the market turned, they stated that they would quadruple their radio add spending. This is all to say that when times get tough you can actually consider increasing an investment to drive business and economic expansion forward. Please make cuts elsewhere and maintain current law enforcement spending as it will pay dividends. Thank you for your consideration.

Respectfully Submitted,  
Scott

**Scott Kincaid**  
**Owner | Project Manager**



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**From:** [Robyn McKeon](#)  
**To:** [CityCouncilListPublic](#)  
**Subject:** [EXTERNAL] Re: \*\*Please do not eliminate the Dispatch Supervisor position\*\*  
**Date:** Wednesday, April 16, 2025 11:56:08 AM

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## Addendum to Original Message:

I'd like to add that Dispatch Supervisors are also responsible for overseeing and assisting with the saving of recordings of phone calls and radio traffic related to calls for service, as well as following up on additional records requests from the District Attorney's Office—another vital, yet time-consuming administrative task.

I cannot overstate the critical role our Dispatch Supervisors play in ensuring the smooth, efficient, and accurate operation of our communications center. Maintaining this position is essential, as their responsibilities encompass leadership, administrative, technical, and operational duties. They provide crucial oversight by monitoring day-to-day activities and coordinating emergency response during critical incidents or large-scale events—such as the Tubbs Fire or the protests in 2020. They also facilitate mutual aid and multi-agency communication when necessary and serve as the department's liaison between dispatchers, field personnel, sergeants, and command staff.

Ultimately, their work directly impacts the safety and well-being of the citizens of Santa Rosa.

On Apr 15, 2025, at 11:32 AM, Robyn McKeon  
<[REDACTED]> wrote:

Dear City Council,

I am a dispatcher with the Santa Rosa Police Department, and I respectfully urge you to reconsider the proposed elimination of one of the three Dispatch Supervisor positions during the upcoming budget discussions. Removing one of these key roles would significantly increase the workload for the remaining two supervisors and negatively impact the overall effectiveness of our operations.

As a 24/7/365 operation, our dispatch center plays a critical role in ensuring public safety for the residents of Santa Rosa. We are the vital link between individuals calling 911 in times of crisis and the first responders who arrive on scene to help. Our center operates 168 hours per week, and under the proposed cut, only two supervisors would remain—whose schedules overlap for just four hours per week for meetings and otherwise provide approximately 72 hours of

supervisory coverage. That would leave nearly 100 hours each week with no direct supervision or support. As a result, supervisors may be responsible for managing employees with whom they have as little as four hours of face time per week. This lack of consistent interaction not only affects dispatcher morale, but also weakens the supervisor-employee relationship and limits effective leadership and support.

With nearly 30 dispatchers in our department—most of them full-time—Dispatch Supervisors are responsible for numerous essential functions, including training new hires and performing quality assurance for experienced staff. Every newly hired dispatcher must complete an intensive 12-month training program that requires ongoing, hands-on oversight. Trainees work closely with a Dispatch Supervisor, who monitors, evaluates, and supports their development throughout the process. Even after training is complete, supervisors continue to review multiple phone calls per dispatcher each month, provide performance feedback, and ensure officer safety and customer service standards are met. These responsibilities are time-intensive but critical to maintaining the high level of service our community expects and deserves. Reducing the number of supervisors would significantly impair the ability to meet these standards and could compromise both service quality and responder safety.

Dispatch Supervisors also handle citizen and officer complaints, manage complex scheduling that requires a minimum of five dispatchers on duty during most hours of the day, and remain on-call to cover staffing shortages. I've personally seen our supervisors come in during the middle of the night to resolve urgent IT issues affecting our ability to do our jobs. They also routinely work beyond and outside of their regular hours to support dispatchers during critical incidents.

In addition, Dispatch Supervisors are responsible for maintaining a variety of complex systems. This includes acting as liaisons with County IT, as almost all dispatch centers in Sonoma County use shared computers and programming. They also coordinate with City IT and the Police Department's internal IT team—each responsible for different aspects of our radio and computer systems—as well as with AT&T regarding our complex phone system.

Training management is another critical task. Dispatchers are required by the State of California to complete a minimum of 24 hours of continuing education every two years, and one of our supervisors is responsible for scheduling and tracking this training for the entire team. Another supervisor oversees our Tactical Dispatch Team, a group of four specially trained dispatchers who respond to support critical incidents. Additionally, one of our supervisors coordinates and schedules with elementary schools the *911 for Kids* program, through which dispatchers visit local schools to teach 1st graders how and when to call 911. Our Dispatch Supervisors also work closely with SRPD's administrative staff to interview applicants and select candidates to move forward in the hiring process.

As a dispatcher, I cannot speak to every responsibility our supervisors manage daily. I can only share what I am personally aware of—and I am confident that I'm describing just a fraction of what they do each day.

Just this morning, there was a stabbing in the city. The on-duty Dispatch

Supervisor stepped away from their administrative duties to assist with the increased workload created by the incident. While helping on the dispatch floor, the supervisor identified a license plate associated with the suspect's vehicle—information that directly led officers to locate and detain the suspects. This is just one example of how Dispatch Supervisors serve as vital, hands-on assets to our department and our community.

Eliminating one of these positions would reduce the critical support available during high-pressure situations and limit the guidance dispatchers rely on in complex, time-sensitive emergencies.

I urge you to carefully consider the long-term impact this cut would have on public safety and on our department's ability to operate effectively and responsibly. I would also like to personally invite any member of the City Council who is interested to visit the Communications Center and sit in with me to experience firsthand the work we do.

Thank you for your time and consideration.

Sincerely,

Robyn McKeon

**From:** [Adina Flores](#)  
**To:** [\\_CityCouncilListPublic](#)  
**Cc:** [CMOffice; jgonzalez@sonomamarintrain.org](#)  
**Subject:** [EXTERNAL] Sonoma County Library Commission Approves \$4M Roseland Regional Library Construction Project  
**Date:** Tuesday, April 15, 2025 3:18:11 PM  
**Attachments:** [Sonoma County Library Article - Roseland.pdf](#)

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Good Afternoon Council,

I am grateful that the new Roseland Library project was approved by the Sonoma County Library Commission to move forward. I had questions regarding parking availability and public transit should the SMART Tiny Tax fail to renew. The tax failed miserably in 2020, and will presumably fail a ballot renewal. These financial forecasts should be discussed within the City's upcoming budgeting sessions.

[https://open.substack.com/pub/adinaflores/p/sonoma-county-library-commission?r=1np6xy&utm\\_campaign=post&utm\\_medium=web&showWelcomeOnShare=false](https://open.substack.com/pub/adinaflores/p/sonoma-county-library-commission?r=1np6xy&utm_campaign=post&utm_medium=web&showWelcomeOnShare=false)

Thank you & God Bless.

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Kindest Regards,

Adina Flores





# Sonoma County Library Commission Approves \$4M Roseland Regional Library Construction Project

A \$4M allocation from unassigned funds was approved to construct the Roseland Regional Library with 12,475 square feet of interior space and another 3,000 square feet of programmable outdoor space

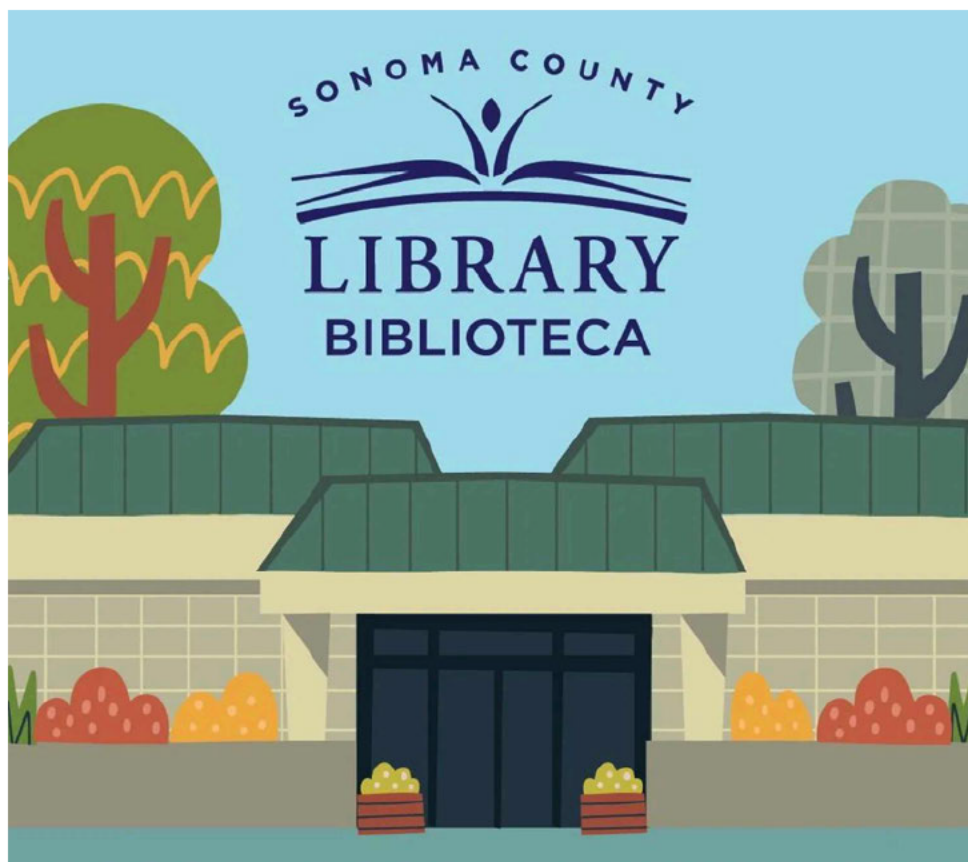


ADINA FLORES

APR 15, 2025



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On the evening of April 2, 2025, the bulk of the Sonoma County Library Commission voted in favor of moving forward with the Roseland Regional Library Construction

Project. The tremendous efforts of moving the project forward may be attributed largely to the Sonoma County Library Director Erika Thibault.

The [staff report](#) was presented as follows:

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work.

# Library Commission Regular Meeting

## Agenda Item Report



**Subject:** Roseland Regional Library Construction Project  
**Type:** Action  
**Meeting:** Library Commission Regular Meeting - 02 Apr 2025  
**Department:** Library Administration  
**Submitted By:** Erika Thibault

### DRAFT MOTION:

I MOVE THAT THE SONOMA COUNTY LIBRARY COMMISSION:

1. Approve staff's recommendation for a future Roseland Regional Library with 12,475 square feet of interior space and another 3,000 square feet of programmable outdoor space;
2. Approve an allocation of \$4,000,000 for the Roseland Regional Library from the unassigned fund balance; and
3. Adopt the resolution to increase appropriations by \$4,000,000 and direct the library director and chief financial officer to execute the necessary accounting transactions.

### BACKGROUND INFORMATION:

#### Introduction

The eagerly anticipated Roseland Regional Library is approaching another major milestone. There have been numerous milestones throughout this process, and all have impacted the size and scope of the future library. We are excited to report today that the design is in its final phase.

This report summarizes how we arrived at this stage, what comes next, and discusses a staff recommendation and key decision that is before the Commission this evening.

#### Building Better, not Bigger

The size, shape, location, and function of the future Roseland Regional Library has been in flux since the Library launched an ambitious community needs assessment during the COVID-19 pandemic.

This project was so important to the community, the commission, library staff, and community partners that we were able to acquire feedback from thousands of Sonoma County residents, mostly from Roseland and the surrounding southwest Santa Rosa community.

The result has been gratifying and educational. We learned that the community cherishes its existing library ... and wants more. Library leaders feel the same way.

The acquisition of 6.2 acres on Hearn Avenue was a significant step in defining the functions of the many elements that will be included in the Hearn project. A new public road, improved traffic signals, plus drainage, water, utilities, parking, and safe access all created conditions that drove the design.

**The motion passed as follows despite two votes in opposition of the project:**

Ayes: Doyle, Greene, Laggos, Cahill, Goldberg, Heavenridge, Poles

Nays: Engbarth, Mackenzie

Regardless of previous conversations with the Commission's Counsel, Commission Barbara Mackenzie stated that the project approval would violate the Commission's JPA Agreement. Counsel objected to state the latter, the Commission was given the legal authority to move forward with the project. It is unclear as to why Commission Mackenzie and the Counsel were not in concurrence regarding the verbiage provided within the JPA.

Commissioner Mackenzie provided the following statement of opposition, and requested for it to be included with the record.

April 2, 2024

## **STATEMENT OF OPPOSITION TO APPROVING AN ALLOCATION OF \$4 MILLION FOR BUILDING THE ROSELAND REGIONAL LIBRARY FACILITY**

**Barbara Mackenzie, Rohnert Park Commissioner**

Assisting one jurisdictional member with construction of a new library building, in this case, the City of Santa Rosa, is not in keeping with the history, the spirit or the intention of the JPA agreement. SCL does not use its funds to build buildings. This has been the JPA members' responsibility...to build or otherwise provide the buildings.

This significant allocation of Library funds for one City/jurisdiction to help build a new library building would set a precedent that in all likelihood we could not meet for other jurisdictions.

We have no underlying, clearly stated policy for doing this.

We have many other needs for our unassigned fund balances, including paying down our long term liabilities and funding a Headquarters building, as well as ongoing needs for the various current countywide facilities.

Measure Y funds are to be used for "Maintaining aging library facilities – many of which are over 50 years old – to make them safe, clean and welcoming." There is no mention in the tax measure of using the funds to build NEW buildings, only to maintain the current aging ones. Measure Y does say that funds can be used to "Keep the Roseland Library open" but no scenario under discussion has the Roseland Library being closed.

Current SCL unassigned fund balances total approximately \$21 million, but do not reflect an estimated \$4 million for plans to renovate the Rincon Valley Regional Library, or the shortfall of at over \$600,000 and an additional anticipated amount for another change order for the Healdsburg Regional Library renovation, thereby reducing the unassigned fund balances to about \$16 million. Helping to fund one library building would use one quarter of unassigned fund balances. This is not the equity required by the JPA Agreement...i.e. section B **"Distribution of Resources. The Library shall distribute its personnel, financial and technological resources among the various regional libraries in an equitable fashion unless such distribution is expressly restricted such as conditions in a gift or bequest.)"**

**Unpleasant as it is to take a minority position on this project, I cannot vote for this allocation of funds.**

I emailed Sonoma County Library Communications Manager Ray Holley some follow up inquiries following the April 2 Commission Meeting. He was an amazing help! I



was grateful that he was able to provide me with clarifying, timely responses as follows:

*Hello Adina, thanks for your patience.*

*Responses to your questions are below, in blue:*

***-Could you please summarize the stages and sequence of events that led up to yesterday's approval of the Roseland Regional Library Construction Project?***

*Library staff and commissioners, Roseland boosters and many others have been working on this project for many years. I have attached the staff report from the April 2 meeting that Director Thibault referenced in her presentation, that has a helpful summary of how we got here.*

*What was the staff and commission's involvement in advancing this project, and what feedback was received from Roseland residents?*

*Extensive outreach has been conducted in a variety of ways. Our own Facilities Master Plan outreach provided a lot of feedback about this project, and the City of Santa Rosa hired a firm to conduct a community needs assessment specifically for this project. You can learn more about the outreach process here: <https://www.srcity.org/3846/Hearn-Community-Hub>*

***-Because the minutes have not been published yet, could staff please confirm yesterday's roll call vote for the project approval?***

*Ayes: Doyle, Greene, Laggos, Cahill, Goldberg, Heavenridge, Poles*

*Nays: Engbarth, Mackenzie*

***-Was the Commission's Counsel contacted before yesterday's meeting regarding the confusion surrounding the JPA?***

*Yes, library legal counsel was consulted regarding the use of library funds in relation to the*

***Why did Commissioner MacKenzie and Counsel have a different understanding of the JPA***

*I prefer not to speak for the Commissioners.*

***-In recent elections, the proposed Tiny Tax renewal for SMART failed miserably due to low ridership. Should the Tiny Tax fail to renew within the next few years, SMART will cease operations. How will the lack of public transit affect residents with minimal parking spaces available?***

*The City of Santa Rosa, which will own the development, has stated that transit and access important and will be taken into consideration. More detailed questions are best addressed the City.*

***-The diversity among yesterday's meeting attendees was minimal despite Roseland's large Latino population. How can the Commission better represent marginalized voices through these processes?***

*Commissioners are appointed by the County of Sonoma and the cities. Commissioners have expressed their own wishes in the past for a more diverse representation, but the Commission and the Library do not control who is appointed. Commissioners do seek diverse points of view and representation when they appoint members to the various Library Advisory Boards, and their interactions with the community.*

***Because the library is an educational hub, would the Commission be interested in piloting a program through our K-12 schools to teach our youth how to participate in local agency meetings?***

*Library programming is heavily focused on literacy and we partner with and support local schools extensively. A program that focuses on civic engagement is an interesting idea and we will pass it on to our programming staff. Programming is an operational function (by staff) and is not under direct control by the Commission. Also, the library did a great program last summer and fall for teens, offering education and support in the importance of voting and being a knowledgeable voter.*

***-What positive impact do Commissioners and staff believe this project approval will bring to the Roseland Community?***

*As stated in the staff report I attached, Roseland wants, needs and deserves a library that offers 21st Century amenities, services and programming. This approval (and the future library) will bring support to Roseland in the following ways: Access to reliable and accurate information online and in person such as books, eBooks, digital resources; Job training, business, and workforce development; Computer literacy and free high-speed internet; Qualified bilingual librarians; Educational programs for children, story times, and programs that provide services to an underserved community.*

***What role does literacy play in self-improvement?***

*That's a better question for a librarian, but my personal belief is that literacy is: "the key to kingdom." Being able to access information equally and equitably provides tremendous advantages in a fast-changing world. It allows us to participate and grow in society.*

*Ray Holley*

*Public Information Officer*

*Communications Manager*

**[Sonoma County Library](#)**

All Sonoma County residents deserve equal and equitable representation and access to community services. As a marginalized community, Roseland will finally be home to a long-awaited permanent library structure.

***Rich and poor have this in common: The LORD is the Maker of them all.***

***-Proverbs 22:2***



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