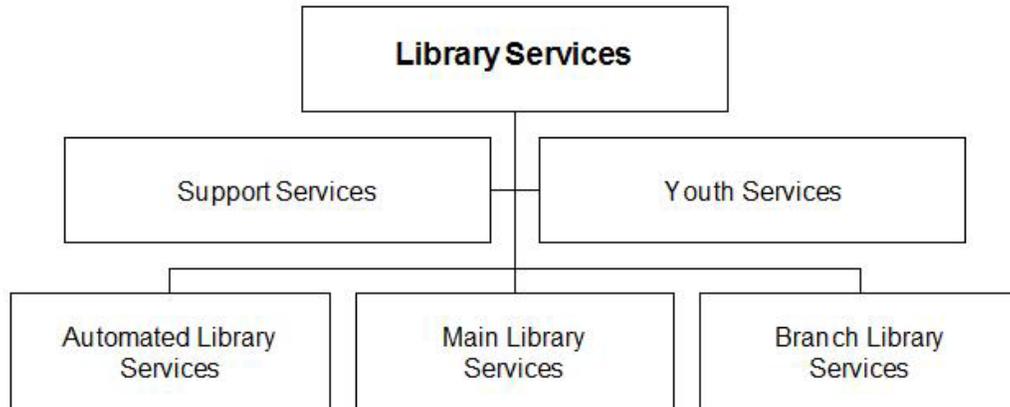


Library Services



Glenda Williams, Director of Library Services

Susan Jones, Manager, Branch Library Services

Sloan Sakamoto, Manager, Automated Library Services

Darla Wegener, Manager, Main Library Services

Department Performance Measures

Mission:

The Long Beach Public Library is committed to meeting the information and learning needs of our culturally diverse and dynamic population. We provide quality library services through a professional staff that is responsive, expert and who take pride in providing public service. We offer a wide selection of resources and materials representing all points of view. We support lifelong learning, intellectual curiosity and free and equal access to information.

Core Services:

- Innovatively provide a full range of library materials and services to the general public
- Ensure that all people have free and convenient access to all library resources and services that might enrich their lives
- Provide productive lifelong learning, reading and enrichment opportunities for our community
- Effectively utilize specialized library technology in the selection, organization and delivery of information, including electronic and online information resources

FY 15 Focus:

The focus of the Department of Library Services is threefold: realizing efficiencies by exploring innovative service models at all libraries, expanding access to library services via technology and pursuing community partnerships to maintain and strengthen library resources and services.

The Library will respond to increased demand for library services at all twelve facilities and continue to evaluate reduced service models. In addition, the department will evaluate and refine its technology service model as more technology, including Wi-Fi and self-checkout, continues to be introduced and fully implemented at all locations.

Technology is an integral part of the Long Beach Public Library's service to library users. The Library will continue providing a full range of library materials and innovative services to the general public such as downloadable audiobooks, e-Books, music, books on the cloud and other emerging media types. Library users will have the option to access resources and services at their convenience using their own personal devices, as well as access through traditional Library processes and tools. With the recent launch of the Maker Space Studio at the Main Library, patrons can now use creative resources, such as a MakerBot 3D printer and other specialized software, to meet the demand for technological resources.

Partnerships will strengthen library services to the public in FY 15 as the department supplements its internal resources by collaborating with city departments and community entities. Existing partnerships include Technology and Innovation, Public Works and Disaster Preparedness Departments, Long Beach Community Action Partnership, First 5 LA, Early Childhood Education Committee, the Junior League, California Humanities, the Long Beach Unified School District and others. In FY 15, the Library will bolster its new relationships with Catalyst, US Vets, Human Trafficking Awareness Taskforce, Long Beach Violence Prevention Steering Committee and Lincoln Park Task Force. In addition, the Library will actively seek outside funding to support specialized services, including preserving Long Beach historical collections. The Library will work with community partners to find ways within fiscal limitations to support and potentially expand services to meet the continued demand for library services.

A plan is in place to implement a project that will expand the number of electrical outlets available for laptop computer users. Other projects to be fully implemented in FY 15 are the new public computer management system and security cameras for all facilities. In addition, non-recurring funds will provide furniture, equipment, and the opening day collection for the new North Library.

Department Performance Measures

Key Measure	FY 13 Actual	FY 14 Target	FY 14 Estimate	FY 15 Projection
Number of Library Resources Accessed/Used	6,169,409	6,100,000	6,879,116	6,300,000

Total resources used include materials checked-out, materials used in-house, website hits, electronic database usage (a newly captured metric beginning with FY 13) and computer sessions. The FY 14 metric is reflective of the communities' increased desire to access electronic library resources. The FY 15 projection is an estimate which reflects a budget without any additional reductions in services.

Key Measure	FY 13 Actual	FY 14 Target	FY 14 Estimate	FY 15 Projection
Number of customers served	1,229,700	1,200,000	1,257,836	1,200,000

Nearly 4,900 customers are welcomed each day at 12 libraries and use an extensive collection of library materials and resources, meeting and training venues, community information resources, and take advantage of information assistance, special programs and library services. The minor decrease in the FY 14 target compared to the FY 13 statistic was expected due to the reduced level of service at Main Library and six neighborhood libraries but is anticipated to exceed expectations. The FY 15 Projection is an estimate which reflects a FY 15 budget without any additional reductions in services.

Key Measure	FY 13 Actual	FY 14 Target	FY 14 Estimate	FY 15 Projection
Number of answers provided	426,760	300,000	308,740	300,000

Library patrons of all ages request and receive personalized information assistance from professional librarians and expert staff by telephone, email and in person. Staff also provide instruction in the use of materials, collections and services; recommendations for materials and resources; tours and orientations; and assistance with computers, adaptive resources and specialized equipment. Virtual reference options will continue to allow patrons to text and chat with professional librarians from a variety of mobile and computer devices. The FY 14 metric is a result of reduced level of service at all libraries, including reducing hours at Main Library, implementing reduced level services at 6 libraries with limited librarian assistance, reducing services at two busy neighborhood libraries and a number of vacancies. This also reflects staffing reductions and a significant reassessment of statistic gathering at the City Source information desk located at City Hall. The FY 15 Projection is an estimate which reflects a FY 15 budget without any additional reductions in services and no vacancies.

Key Measure	FY 13 Actual	FY 14 Target	FY 14 Estimate	FY 15 Projection
Number of Youth served through Library Literacy Development programs	68,642	80,000	69,328	75,000

A number of literacy programs are provided citywide for youth, from birth to age 18 by professional librarians who are responsible for the selection of appropriate print and virtual materials, research-based programs, best practices reader's advisory, homework help and technology assistance to patrons and students of all ages. The lower FY 14 estimate compared to the FY 14 target is due to a new tool that was implemented to measure results for the Family Learning Centers. Also, a number of vacancies in Youth Services affected the number of programs offered as well as a change in the annual Summer Reading Program.

FY 14 Accomplishments



The Long Beach Public Library served more than 255,000 cardholders of all ages in FY 14. A library card provides free access to computers, electronic materials, the internet, books, media, and magazines.



Over 1.2 million (4,900+ per day) customers visited Long Beach libraries and more than 6 million library resources were used/accessed during the year. Long Beach Public Library staff answered nearly 308,000 requests for information in person, by phone and email. Text and instant message/chat reference services continue to be available with favorable response from the public.



More than 1.4 million books/DVDs/videos/CDs were delivered between libraries, increasing customer convenience and cutting down on pollution, travel cost and time for library patrons.



More than 110,230 downloads (9,185 per month) of audio and e-books were checked out via the Library's website. Patrons can access and borrow audio and electronic books (e-books) through computers, smart phones, e-readers and tablets at www.lbpl.org.



The LBPL Mobile app usage grew to an average of 38,000 searches each month, allowing patrons to manage their account, request materials, and stay up to date on the newest materials at the library, all from a smartphone or mobile device. In addition, there are an average of 1,400 hits weekly in all of social media outlets including Facebook, Twitter and YouTube views.



Online database subscriptions were evaluated and streamlined to meet patron needs. New resources added include *Axis360* (youth-oriented e-books), *Zinio* (online newspapers), and upgraded services to *Freegal* (online music) and *Tumblebooks Library*. An average of 300,000 remote and in-house users utilize these resources every month.



The Library actively contributed to community improvement, neighborhood events, and community literacy through partnerships and outreach efforts. In FY 14 the Library collaborated with First 5 LA Best Start Central Long Beach; Long Beach Unified School District; Long Beach Community Action Partnership; Long Beach Violence Prevention Plan, California Reads Grant Program; Collaborative Summer Reading Program; First Books at First Fridays at Dana Library; and Beach Animals Reading with Kids (B.A.R.K.) program.



Volunteers stepped in to provide more than 7,000 hours of support to programs and staff in many Long Beach Public Libraries.



RFID (Radio Frequency Identification) technology projects were completed at all library locations, providing self-checkout capability and improved security for library materials.



Several capital improvement projects completed at neighborhood libraries included installing new roofs, parking lot resurfacing, painting, new carpeting and furniture and upgraded landscaping.



"The Studio," a library Makerspace, opened in April during National Library Month and has received an overwhelmingly positive response to the programs and opportunities offered. Patrons of all ages can 3D print, design their own objects and participate in a STEM (Science, Technology, Engineering and Mathematics) workshop. A collaborative relationship with PADNET (Public Access Digital Network) allows the Library to submit digital content about its programs to the local cable channel from the Studio and allows the public to create and share local content as well.

FY 14 Accomplishments



Built in 1948, the Brewitt Neighborhood Library celebrated 65 years of service to the community.



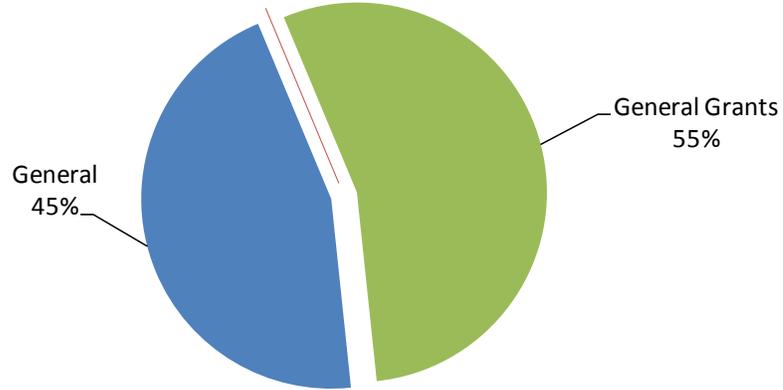
The Library received an Early Learning with Families (ELF) Grant providing research based training for Librarians and tools/supplies to enhance programs and the children's areas in all 12 libraries.



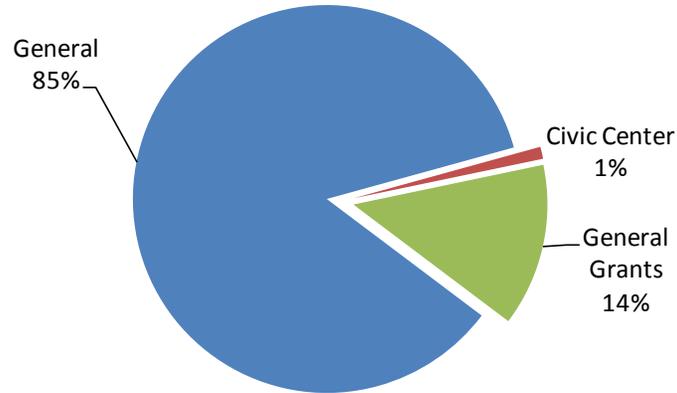
The Library received a grant to fund the California Reads program to explore important topics through books that invite thoughtful community conversation. In FY 14, the program focused on veterans returning home from war.

FY 15 Budget

FY 15 Revenues by Fund



FY 15 Expenditures by Fund



Fund Impact

Fund	Revenues	Expenditures	Fund Impact
General	331,000	12,595,279	(12,264,279)
Civic Center	-	147,570	(147,570)
General Grants	398,596	1,998,596	(1,600,000)
Total	729,596	14,741,445	(14,011,849)

Summary of Adopted Changes*

General Fund	Impact on Fund	Positions
Non-recurring funding for Upgrade of Branch Library Phones.	\$ 48,650	—
Non-recurring funding for new North Library Technology Set-up costs.	\$ 100,000	—
Non-recurring funding for the Library's material and supplies budget with a focus on both conventional and digital books and media.	\$ 200,000	—
Subtotal: General Fund	\$348,650	—

General Grants Fund	Impact on Fund	Positions
Non-recurring funding for new North Library collection and furnishings. Amount previously budgeted in FY 14 in General Fund has been moved to this fund so that funding will be available when expenditures occur.	\$ 1,600,000	—
Subtotal: General Grants Fund	\$1,600,000	—

* For ease of review, all reallocations of resources within departments, offsets, adjustments and minor changes have not been included.

Executive Office & Support Services

Key Services:

1. Executive Office

- Fundraising Support
- State & National Reporting
- Patron Issue Management
- City Council Relations / Communications
- Community Relations / Outreach Education
- Departmental Management

2. Financial Administration

- Budget Development and Management
- Grants Management
- Contract / RFPs Management
- Accounting
- Purchasing
- Records Management

3. Personnel

- Payroll
- Benefits Education and Management
- Employee Assistance
- Personnel Management and Issue Resolution
- Risk Management and Safety Training

4. Facility Maintenance Management

- Facility Rentals
- Repairs / Improvements
- Custodial, Landscape Services Contract Oversight
- Capital Project Coordination
- Security Services Oversight

5. Delivery Services

- Transport Rotating Collection
- Transport Deposit
- Supplies and Mail Distribution
- Maintain Delivery Statistics
- Vehicle Maintenance

6. Youth Services

- Material Selection & Management
- Community Outreach & Education
- Family Learning Centers
- Special & Ongoing Literary Events
- Reference Services
- Education & Art Exhibits

FY 15 Funding Source: General Fund 100%

Executive Office/Support Services	Actual FY 13	Adjusted* FY 14	Adopted** FY 15
Revenues	-	-	-
Expenditures	1,595,858	1,674,112	1,993,559
FTEs	11.50	12.00	13.00

*Amounts as published in the FY 15 Proposed Budget released July 2, 2014.

**Amounts exclude all-years carryover.

Narrative:

The budget provides inclusive support to every bureau to maintain and strengthen core services and programs available to customers. The Library continues to rely on outside resources for enhanced programming and services, especially for Long Beach youth. The Library receives and manages grants and donations from corporations and private individuals through the LBPL Foundation and the Friends of the Library.

The Youth Services Division is responsible for scheduling programming throughout the 12 libraries, training staff on best practices, educating parents and caregivers about literacy trends, collaboratively working with city agencies and departments to meet the needs of students and foster the love of reading year around. We continue to implement efficiency measures and improve our programming by collaborating with non-profit agencies and statewide consortiums. In FY 14, the Library received an Early Learning with Families (ELF) grant to provide literacy programs for preschool children and enhance the children’s departments at all 12 libraries.

Executive Office & Support Services

The Support Services Division is responsible for administrative support that is measured by accurate fiscal management, quality personnel services, employee and patron safety and a decrease in workers' compensation claims. With reductions in staffing that began in FY 09 and continued through FY 13, the Department's vacancy rate is expected to remain at less than 1 percent.

The Support Services Division also oversees custodial and facility maintenance services at all 12 libraries. It also provides delivery service throughout the LBPL system, enabling library customers to borrow and return items at the library location most convenient, saving them time and energy. The delivery service is more efficient as a result of staffing changes designed to meet increased demand for materials between libraries. The Support Services Division coordinates required safety training courses for employees as well as professional development training, and maintains the Department's emergency action plan.

Automated Services Bureau

Key Services:

- | | |
|--|---|
| <p>1. Library Loan Material Procurement & Preparation</p> <ul style="list-style-type: none"> • Acquisitions • Bindery • Cataloging <p>2. Library Supplies/Equipment Procurement</p> <ul style="list-style-type: none"> • Supply & Equipment Procurement <p>3. Database Management</p> <ul style="list-style-type: none"> • Contract Management • Integration with Various Searchable Online Databases (i.e., Worldbook Encyclopedia) • Customize Database User Interface | <p>4. Checkout Management</p> <ul style="list-style-type: none"> • Self-Checkout (RFID) • Equipment Maintenance <p>5. Training</p> <ul style="list-style-type: none"> • Staff & Patron Database Training • Integrated Library System (ILS) Training • Staff Continuing Education <p>6. Virtual Services</p> <ul style="list-style-type: none"> • Web Site Management • Online Catalog Maintenance • Digital Archives Maintenance • Patron Notifications (holds, past due, etc.) |
|--|---|

FY 15 Funding Source: General Fund 100%

Automated Services	Actual FY 13	Adjusted* FY 14	Adopted** FY 15
Revenues	-	-	-
Expenditures	1,856,118	1,806,179	1,979,694
FTEs	11.30	10.30	10.30

*Amounts as published in the FY 15 Proposed Budget released July 2, 2014.

**Amounts exclude all-years carryover.

Narrative:

The budget provides ordering, cataloging, processing, virtual library services, technology, computing, and network services so that all Long Beach residents can access the resources and technology necessary to meet their professional, informational, and educational needs. Helpdesk assistance for 370 PCs is coordinated through the Department of Technology and Innovation. Ordering and processing of paid and donated materials continues to be in high demand. Virtual Library services use has greatly increased is expected to further increase with continued expansion of e-media and other virtual services.

The bureau maintains and operates the Integrated Library Management System which is the enterprise library system for the department. This system provides public facing services such as the library catalog, customer notification services by telephone, email, and print, as well as circulation and billing services. The system also provides for staff a real-time inventory of titles and individual items. Acquisition tracking includes order placement, fund accounting, supply chain status and customer request tracking while the item is in the procurement and processing cycle.

Electronic access to information will continue to be a focus. The Virtual Library is an expansion of traditional library services. Over the last few years the collections have expanded into downloadable audio books, eBooks, music, and video. In FY 14, the LBPL mobile app averaged 38,000 uses per month which is an increase of more than 58 percent over FY 13 (24,000 per month). Assistance with e-readers, the online catalog, reference questions, and personal library accounts is provided by expert librarians via email, telephone and text.

Automated Services Bureau

Updates to the Library's OverDrive mobile app streamlined and improved eBooks lending by reducing the steps between choosing the book and reading the book. The mobile app includes new easier to access menus and larger icons based on feedback from users and staff. The Encore discovery service provides an online search for library materials, database services, and various e-book and e-media services in a single search box similar to Google. Encore discovery service removes the data silos and allows for one search to be executed across the silos and pulls the results into an integrated set for patron and staff convenience. With the upgrade of the Encore server and software, e-media will be more fully integrated into the library catalog. This will provide the customer with more of a one-stop experience without forcing the customer to link to outside websites and re-authenticate to use library services.

Radio Frequency Identification services are supported by the bureau. The hardware, software, supplies, and training are maintained by bureau staff. RFID self-checkout kiosks were installed and software was configured and tested to provide self-service to the public. These services were put into general use in June and will be evaluated and improved the remainder of the fiscal year. Expansion and changes to service will come after more feedback is gathered and analyzed.

The retirement of a Systems Analyst II has led to new opportunities. The position has been moved to the Department of Technology and Innovation and was reclassified as a Business Systems Specialist II. A recruitment is currently underway and a new employee should be in early FY 15. This change will provide for more resource sharing between the library and TSD to improve services to Long Beach residents.

Branch Library Services Bureau

Key Services:

- 1. Library Facilities**
 - Building Maintenance
 - Coordinate/Supervise Support Staff
 - Meeting Room Rental
- 2. Library Resources**
 - Research & Selection of Materials
 - Weeding (deselecting)
 - Merchandising
 - Shelving & Straightening
 - Materials Security
 - Donation Processing
 - Inventory
- 3. Personalized Assistance**
 - Front Desk Customer Service
 - Checking In/Out
- Cash Handling
- Patron Account Management
- Holds Request
- Research Assistance
- Reading Recommendations
- 4. Access To Technology**
 - Public Computing and Printing
 - Technology Support to Patrons
- 5. Lifetime Learning**
 - Early Literacy Programs
 - Educational Classes
 - Reading Programs
 - Family Learning Centers
 - Community Outreach
 - Displays/Exhibits

FY 15 Funding Sources: General Fund 73%, General Grants 27%

Branch Library Services	Actual FY 13	Adjusted* FY 14	Adopted** FY 15
Revenues	779,687	2,268,465	579,590
Expenditures	5,533,879	7,680,968	7,090,362
FTEs	63.78	63.78	62.78

*Amounts as published in the FY 15 Proposed Budget released July 2, 2014.

**Amounts exclude all-years carryover.

Narrative:

The budget provides customized library services, print, media, and virtual resources, personalized assistance and educational and informational programs for residents of all ages at eleven neighborhood libraries. Unique materials at the neighborhood libraries include the African American Resource Collection at Burnett Library and the Khmer (Cambodian) collection at Mark Twain Library. Between 300 and 600 residents visit neighborhood libraries each day, annually check out between 43,000 and 150,000 items at each location, and annually complete between 11,000 and 59,000 computer sessions at each location.

The Library will continue to innovatively respond to increasing demand for library services at all eleven facilities. With the addition of radio frequency identification (RFID) and self-checkout technologies at all locations, patron borrowing services will continue to streamline. The Library will also expand efforts to develop system-wide programs and services, particularly in the areas of STEM (Science, Technology, Engineering and Mathematics). This approach allows the Library to maximize efficiencies by utilizing centralized program coordination and management, resulting in an increase of quality educational and informational programs for all neighborhood library communities.

Additional non-recurring funding for the branch libraries' materials budget in FY15 will result in an increase of new materials, both conventional and digital, allowing our libraries to offer a wider selection of titles and decrease wait times for popular items. Non-recurring funding for the branch libraries' telephone system will result in improved service to our patrons, as new telephones will grant us the ability to transfer, forward and conference calls. We also anticipate this new VOIP telephone system will drastically reduce the number of service calls currently placed for malfunctioning lines and equipment.

Branch Library Services Bureau

Planning and construction will continue for the new North Neighborhood Library. A 24,600 sq. ft. state of the art facility with three community meeting spaces, this new branch is designed to meet the increased demand for library services by North Long Beach residents. In FY15, \$100,000 of non-recurring funding has been established to ensure our newest branch library employs the latest technology. Additionally, the current collection of books and materials will more than double in the new space, requiring North Library staff to have a particular focus on research and selection of new materials in FY 15. The budget includes \$1.6 million for acquiring the collection and furnishings for the new North Neighborhood Library.

Main Library Services Bureau

Key Services:

1. Material Selection & Management

- Research & Selection
- Refreshing Collections
- Distribution
- Special Funding Management
- Weeding
- Merchandising (Labeling & Displaying)

2. Patron Borrowing Services

- Shelving
- Cash Handling
- InterLibrary Loans
- Citywide Training
- Checking In/ Out
- Collections Account Maintenance
- Materials Requests/ Holds
- Front Desk Customer Service Resolution
- Patron Account Management

3. Information Services

- Reference Services

- Public Computing & Technology Assistance of Library Services
- Education & Arts Exhibits
- Government Depository
- Local History/ Special Collections
- Archival Services
- Grants Management
- Special & Ongoing Literary Events/ Activities

4. Community Services

- Volunteer Coordination
- Community Outreach/ Education
- Information Center for People with Disabilities
- Library Services for Homebound Patrons

5. City Hall Information Desk

- City Hall General Operator
- Reception

FY 15 Funding Sources: General Fund 94%, Civic Center 4%, General Grants 2%

Main Library Services	Actual FY 13	Adjusted* FY 14	Adopted** FY 15
Revenues	193,226	183,413	150,006
Expenditures	4,046,533	3,742,447	3,677,829
FTEs	34.05	33.25	33.25

*Amounts as published in the FY 15 Proposed Budget released July 2, 2014.

**Amounts exclude all-years carryover.

Narrative:

The budget supports the flagship library for California’s seventh and the United States 36th largest city. Main Library is a major urban resource library and the second largest single library location in Los Angeles County. Main Library’s half million print, media, and virtual resources provide an in-depth collection for the Long Beach Community, from babies to seniors, including 70 public computers.

In addition to providing quality customer services to the downtown community, Main Library is a city-wide resource that supports the neighborhood libraries through staff, collections and services.

Main Library serves the vital role of providing system-wide coordination for the neighborhood libraries, including training, print and media collections, volunteers, outreach, programming and specialized grants and projects, including historical research on the Long Beach area. High quality customer service coordination and support is provided by Main Library staff to provide borrowing services. The Library also provides well trained staff for the City Source Information Desk in City Hall.

Special resources found at Main Library include the new “Studio,” a library Makerspace, the award-winning Information Center for People with Disabilities (ICPD), the Long Beach History Collection, the Petroleum Collection, Loraine and Earl Burns Miller Special Collections Room of fine art, antiques,

Main Library Services Bureau

and books, the Long Beach Digital Archive, and an impressive selection of large print books, specialized media and sheet music.

On an average day, over 1,000 people walk through the doors of Main Library. Innovative community programming is also provided at Main Library, including the Human Library. This program offers a means to combat prejudice by allowing participants to have one-on-one conversations with people from various unique backgrounds in a safe, non-confrontational space. During FY 15, the Main Library will continually respond innovatively to the increasing demand for library services and support neighborhood libraries while operating within reduced fiscal realities. This includes expanding cross training of staff and evaluation of services for greater efficiency.

Financial Summary by Category

	Actual FY 13	Adopted* FY 14	Adjusted** FY 14	Adopted* FY 15
Revenues:				
Property Taxes	-	-	-	-
Other Taxes	-	-	-	-
Licenses and Permits	1,125	-	-	-
Fines and Forfeitures	-	-	-	-
Use of Money & Property	17,154	13,152	13,152	12,000
Revenue from Other Agencies	284,467	407,391	414,891	336,499
Charges for Services	319,915	367,000	367,000	318,000
Other Revenues	317,550	24,133	24,133	30,394
Interfund Services - Charges	-	-	-	-
Intrafund Services - GP Charges	-	-	-	-
Harbor P/R Revenue Transfers	-	-	-	-
Other Financing Sources	-	-	-	-
Operating Transfers	32,703	32,703	1,632,703	32,703
	-----	-----	-----	-----
Total Revenues	972,913	844,378	2,451,878	729,596
Expenditures:				
Salaries, Wages and Benefits	9,078,156	9,487,173	9,541,597	9,638,444
Overtime /Callback Staffing	2,822	4,728	4,728	4,728
Materials, Supplies and Services	3,017,673	4,064,462	4,121,409	3,753,001
Internal Support	901,034	1,142,216	1,142,216	1,251,516
Capital Purchases	-	71,053	61,053	61,053
Debt Service	-	-	-	-
Transfers to Other Funds	32,703	32,703	32,703	32,703
	-----	-----	-----	-----
Total Expenditures	13,032,388	14,802,334	14,903,706	14,741,445
Personnel (Full-time Equivalents)	120.63	119.33	119.33	119.33

* Amounts exclude all-years carryover. See budget ordinance in the front section of this document.

** Amounts as published in the FY 15 Proposed Budget released July 2, 2014.

Personnel Summary

Classification	FY 13 Adopt FTE	FY 14 Adopt FTE	FY 15 Adopt FTE	FY 14 Adopted Budget	FY 15 Adopted Budget
Director of Library Services	1.00	1.00	1.00	158,066	182,471
Accounting Clerk III	1.00	1.00	1.00	50,975	50,976
Administrative Analyst III	1.00	1.00	1.00	90,939	90,939
Administrative Intern - NC/H33	14.42	14.42	11.92	473,419	362,342
Administrative Intern - NC/H40	-	-	3.50	-	148,140
Administrative Officer - Library Services	1.00	1.00	1.00	86,316	99,642
Building Services Supervisor	1.00	1.00	1.00	54,904	54,904
Community Information Specialist II	1.00	1.00	1.00	49,671	49,671
Computer Operator I - NC	0.70	-	-	-	-
Department Librarian I	7.00	7.00	7.00	591,836	584,311
Department Librarian II	9.00	9.00	9.00	798,506	813,394
Executive Assistant	1.00	1.00	1.00	59,009	68,121
General Librarian	18.61	18.11	18.11	1,360,280	1,368,743
General Maintenance Assistant	1.00	1.00	1.00	47,800	44,323
Library Aide - NC	1.50	1.50	1.00	35,134	21,642
Library Circulation Supervisor	1.00	1.00	1.00	76,142	76,143
Library Clerk I	9.60	9.60	9.60	409,290	404,747
Library Clerk II	16.00	16.00	16.00	758,266	757,576
Library Clerk III	4.00	4.00	4.00	205,364	203,912
Library Clerk IV	2.00	2.00	2.00	111,270	111,270
Library Clerk IV - NC	-	0.70	0.70	31,892	31,886
Manager-Automated Services	1.00	1.00	1.00	85,034	98,164
Manager-Branch Library Services	2.00	1.00	1.00	99,326	114,663
Manager-Main Library Services	1.00	1.00	1.00	112,932	123,321
Messenger/Mail Clerk II	1.00	-	-	-	-
Messenger/Mail Clerk I - NC	0.80	-	-	-	-
Office Services Assistant III	-	2.00	2.00	83,101	89,179
Page - NC/H20	18.75	18.75	0.50	465,141	9,990
Page - NC/H28	-	-	18.00	-	450,144
Payroll/Personnel Assistant II	1.00	1.00	1.00	48,573	48,573
Secretary	2.00	2.00	2.00	104,494	104,496
Systems Analyst II	1.00	-	-	-	-
Systems Technician I	0.25	0.25	-	12,143	-
Youth Services Officer	-	1.00	1.00	92,037	100,504
Subtotal Salaries	----- 120.63	----- 119.33	----- 119.33	----- 6,551,859	----- 6,664,187
Overtime	---	---	---	4,728	4,728
Fringe Benefits	---	---	---	2,808,792	2,845,565
Administrative Overhead	---	---	---	126,522	128,691
Attrition/Salary Savings	---	---	---	-	-
To Be Negotiated Savings	---	---	---	-	-
Mayoral Veto	---	---	---	-	-
Total	----- 120.63	----- 119.33	----- 119.33	----- 9,491,901	----- 9,643,172

