CONTRA COSTA COUNTY LIBRARY COMMISSION
AGENDA ATTACHMENT 1

MEETING DATE: Thursday, May 27, 2010
AGENDA ITEM #: 6
ITEM: ACCEPTANCE OF THE MINUTES

RECOMMENDED ACTION:

- Commissioners will approve or amend the minutes of the February 18, 2010 Library Commission meeting.
BOOKSHELF | By Christine Rosen

From Wisdom To Wi-Fi

This Book Is Overdue!

By Marilyn Johnson
(Harper, 372 pages, $24.95)

There are many unsung heroes of ordinary life—nurses, trash collectors, accountants—whose job it is to take care of things that the rest of us take for granted. So too the librarian, that iconic figure who long presided over a sanctuary of books and guided readers, young and old, to the treasures of a vast print culture. But the profession has undergone a dramatic transformation of late because libraries themselves are not what they used to be. Today they have less to do with books per se than with computers, films, community events and children’s activities. They are, above all, public portals to the world of information, especially the online version. In “This Book Is Overdue,” Marilyn Johnson, a former staff writer for Life magazine, takes us on a tour of the modern library and introduces us to the men and women who call it their professional home.

Ms. Johnson’s enthusiasm for libraries and the people who work in them is refreshing evident throughout the book. In a charming if meandering style, she samples from her conversations with traditional librarians and with “cybrarians,” a catch-all term for a generation of librarians intent on finding ways to integrate the old mission of the library with the new possibilities of technology.

A good observer with a keen eye for detail, Ms. Johnson attends conferences where librarians cast off their staid image to perform cheeky dance numbers with rolling book carts; she earns the ire of tattooed librarians, who write about vegan wedding cakes and political activism; she visits librarians from St. John’s University who are teaching computer skills to people in developing countries; and she interviews the founders of Radical Reference, a group that grew out of the protest of the Republican convention in New York in 2004, when the group’s members provided free reference services to demonstrators and journalists. An early version of its Web site carried the banner “Answers for Those Who Question Authority.”

Ms. Johnson rather likes the idea of Radical Reference, and she is noticeably sympathetic toward the Connecticut librarians who spearheaded a legal challenge to Section 315 of the Patriot Act—which authorized the government, in the interests of national security, to gather information about the books that an individual has checked out of his local library or the Web sites he has examined on a public computer. There seems to be a certain continuity to librarians’ political views. The American Library Association routinely casts itself as a scourge of “censorship” and a defender of civil liberties.

Ms. Johnson succeeds in making us like librarians, but she avoids digging too deeply into the controversies rolling around the future of books and their keepers. Something seismic is happening when a culture casts off old words (“librarian”) for new ones (“information scientist”) and conventional ways of pursuing knowledge (reading on paper) for novel ones (reading on a screen). One of the more disturbing stories in “This Book Is Overdue!” is Ms. Johnson’s description of the New York Public Library’s decision to upgrade its image from that of a stuffy research library, replete with reference librarians whose knowledge and expertise are of incalculable value to researchers, to a place where parents and toddlers might want to pick up a DVD and a latte.

In a poignant interview with John Lundquist, the former head of the now-defunct Asian and Middle Eastern Division of the NYPL, Ms. Johnson learns that the library’s leadership feared that the institution was becoming “archaic, dead, outdated” and so restructured it to suit the times. They want the library to be active and hip, they want us to put in a cafeteria and schedule entertainments,” Mr. Lundquist tells Ms. Johnson. He worries that by jetisoning so many of the library’s research divisions, administrators made the mistake of assuming “that everything is now on the Internet, in digital form,” when in fact it is not.

The question that Mr. Lundquist tries to address, but that Ms. Johnson does not, is whether we lose something when a library “upgrades” itself. It isn’t just the old-fashioned card catalog that disappears, but a whole culture. Although Ms. Johnson adopts a balanced approach to the new technology, she accepts uncritically some of the canards of our techno-positivist age. A younger generation of “digital natives” doesn’t learn by listening to lectures, she says, but by “collaborating, networking, sharing.” But as several recent reports have made clear, the browsing, skimming and multitasking of this younger generation also leads to less retention of what it is reading.

Later, Ms. Johnson dismisses as “old-fashioned” a speaker who expresses concern about modern society’s dependence on technology, even though she asks about our many gadgets—“Have they freed us for more quality moments, or simply made us busier?”—is surely a reasonable one. A library whose main appeal is the presence of free wi-fi and movies is exchanging one community function (encouraging the consumption of the written word) for another (encouraging the consumption of images).

Eric Schmidt, the head of Google, recently told the Davos World Economic Forum that he worried about the loss of deep reading skills. “As the world looks to these instantaneous devices,” he said, “you spend less time reading all forms of literature, books, magazines, and so forth.” Ms. Johnson’s chapter about the New York Public Library ends with a description of twentysomething New Yorkers filing into one of the building’s grand rooms to watch a video series created by the library. As they slope down before the large screen, Ms. Johnson is optimistic, likening the crowd to “large children, gathered around a virtual rocking chair for story time.” This “fresh crowd” is “new, alive, and up-to-date, playing with new media,” she writes. “That’s the future of this library.” If so, how sad—for readers and for the excellent librarians who might guide them.

<table>
<thead>
<tr>
<th>DATE &amp; TIME</th>
<th>GSLC PARTNER</th>
<th>PROGRAM</th>
<th>FOR WHOM &amp; HOW MUCH</th>
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<tr>
<td>Tues. Feb. 16</td>
<td>Commonwealth Club</td>
<td>MEG WHITMAN: FROM RUNNING eBAY TO RUNNING CALIFORNIA</td>
<td>Teens, Adults</td>
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<tr>
<td>5:30-7:30 PM</td>
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<td>Hear what’s on the mind of the Republican gubernatorial candidate at the</td>
<td>For tickets call 415. 597.6705</td>
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<td>Veterans Memorial Building, 3780 Mt. Diablo Blvd.</td>
<td><a href="http://www.commonwealthclub.org">www.commonwealthclub.org</a></td>
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<td>Tues. Feb. 23</td>
<td>JFK University</td>
<td>WILL YOUR WILL STAND UP? CAN YOU TRUST YOUR TRUST?</td>
<td>Adults</td>
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<td>9:30-11 AM</td>
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<td>With the new legal &amp; economic landscape, walk through the important steps you need to create certainty about your bequests. <strong>Arts &amp; Science Discovery Center.</strong></td>
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<td>Thurs. Feb. 25</td>
<td>Saint Mary’s College</td>
<td>THE PHILOSOPHY OF WINE: AN INTRODUCTION Wince expert Professor Chad Arnold discuss the intricacies of winemaking... &amp; tasting! Explore different varietals, study the impact of environmental conditions, learn proper storage, tasting &amp; pouring techniques... &amp; become a confident collector. <strong>Arts &amp; Science Discovery Center.</strong></td>
<td>Adults</td>
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<td>6-8 PM</td>
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<td>$15 materials fee</td>
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<tr>
<td>Tues. Mar. 2, 9, 16, 23</td>
<td>Lawrence Hall of Science</td>
<td>TAILS &amp; WHISKERS Meet friendly animals from the Animal Discovery Room! Pet them, feed them &amp; even see one of them take a bath, then take home a weekly animal project. <strong>Arts &amp; Science Discovery Center.</strong></td>
<td>Ages 3-5 w/adults Max 14 per session $80 per child</td>
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<td>Session 1:10-11 AM</td>
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<td>Session 2:11:15-12:15 PM</td>
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<td>Thurs. Mar. 4</td>
<td>JFK University</td>
<td>MUSEUMS &amp; THE GREAT DEPRESSION: TALES OF COURAGE &amp; INNOVATION</td>
<td>Teens, Adults</td>
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<td>Enjoy historian Marjorie Schwarzwald’s illuminating tale about how a young woman defeated the Great Depression inswift &amp; loopy communities &amp; what we can learn from them to today’s economic. <strong>Community Hall.</strong></td>
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<td>Tues. Mar. 9, 3-5 PM</td>
<td>Chabot Space &amp; Science Center</td>
<td>EARTHQUAKES: BUILD IT, SHAKE IT... BREAK IT! Learn about different types of seismic waves &amp; what it takes for structures to remain standing, then &quot;be the quake&quot; &amp; see what happened. <strong>Arts &amp; Science Discovery Center.</strong></td>
<td>Session 1: Grades 4 &amp; 5</td>
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<td>Session 2: 4-15-5 PM</td>
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<td>Wed. Mar. 17</td>
<td>Oakland Museum -</td>
<td>CALIFORNIA ARTS &amp; CRAFTS MOVEMENT Explore the fascinating evolution of this 20th Century art form with Associate Curator Julie Munro. Community Hall.</td>
<td>Teens, Adults</td>
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<td>7:30-9:00 PM</td>
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<td>Thurs. Mar. 18</td>
<td>Commonwealth Club</td>
<td>STEVE POZNER: CALIFORNIA INSURANCE COMMISSIONER; REPUBLICAN GUBERNATORIAL CANDIDATE Cease learn about his plans for restoring the state’s economy and addressing its many challenges at the Veterans Memorial Building, 3780 Mt. Diablo Blvd.</td>
<td>Teens, Adults</td>
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<td>5:30-7:30 PM</td>
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<td>Fee tickets call 415. 597.6705</td>
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<td><a href="http://www.commonwealthclub.org">www.commonwealthclub.org</a></td>
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<td>Sun. Mar. 28</td>
<td>California Shakespeare Theater</td>
<td>KIDS INTERACTIVE SHAKESPEARE Will you play the hero, villain or what? Listen in &amp; then act out stories from the Bard’s famous plays. Community Hall.</td>
<td>Grades 3-7</td>
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Lafayette Library and Learning Center Foundation | 3491 Mt. Diablo Blvd, Suite 214 | Lafayette | CA 94549
President's Column
By Kim Bui-Burton

Driving to work this past week felt like a marathon run - dodging Yield and Danger signs, maneuvering around potholes (growing deeper by the day) and rough patches, looking out for other drivers and walking distractions (Will that man on a cell phone notice that he's starting to cross against the red light? No!). When a car paused at a busy intersection to let me slip in, with a nod and a wave, however, my stressful morning lightened and the sun seemed to shine a little brighter. For a moment I felt as though I had an ally on the road, my breathing slowed down and my heart eased. With my Library Director's hat on, life in California library land in 2010 sometimes feels like running that gauntlet. For many of us heading into even tighter budget seasons this spring it can seem that we are being asked to do the impossible. Cut more, cut further...and then start thinking about doing even more with less in the coming years. While we rethink and reduce, our communities' need for our services and resources grows. We know that public libraries are truly "first responders" (thank you, former ALA President Jim Retting) for families, students, seniors, the un- and under-employed in our cities, towns and counties. We know that public, school, academic and
special libraries provide essential "information infrastructure" support for community, education and business activities and success. We are our communities' guides, teachers and allies. [cont'd]

Executive Director's Column
By Holly Macriess

Hello CLA Members!

I know we've barely met, but I'm hoping you wouldn't mind answering a question for me. Why do you choose to be engaged with CLA?

You're already a busy enough as it is. Having one more item on your to-do list some days is - let's face it - exhausting, but still, as an active CLA member, you choose to have one more item to do. When you have some downtime, you choose to spend it reading and sometimes responding to listservs, blogs or tweets. You choose to take time away from your daily routine to attend interest group and/or committee meetings, participate on webinars, and travel to conferences to enhance and expand your knowledge. Why? I know we've barely met, but I'm hoping you wouldn't mind answering a question for me. Why do you choose to be engaged with CLA?

Over the next few months you will receive short member satisfaction surveys to help us better understand the value CLA currently provides and what the opportunities are to not only exceed your expectations, but the California library community's expectations as well.

I want CLA to be the to-do on all of your lists. Thank you in advance for choosing to assist your CLA team in striving to provide the tools and services you expect from your professional association. [cont'd]

ALA Corner
By Les Kong, ALA Chapter Councilor


According to ALA Executive Director Keith Michael Fiels on January 19, 2010, the total registration was

Library
By Lisa Dunseth
The Works Progress Administration, (renamed the Work Projects Administration in 1939) was good to the Bernal Heights neighborhood in San Francisco. [cont'd]

Every Day is LegDay
By Alan B. Smith
The Contra Costa County Library Commission has always strongly advocated for the Public Library Fund (PLF). [cont'd]

How to Thrive by Design in Rough Times
By Lisa Rosenblum
From American Libraries: How libraries can utilize creative, low-cost retail design principles to attract and retain new patrons. [cont'd]

Legal Self-Help Websites
By Karen M. Lutke, Mary Pinard & John A. Zorbas
In this economic downturn, courts are seeing a rise in the number of lawsuits being filed. [cont'd]

Long Live the e-Book! (TAX the e-Book!)
By Tyler Rogers
Apple's recent introduction of its new iPed e-book reader really got me thinking about e-books vis-a-vis the future of libraries. [cont'd]

Making a Difference, One Teen at a Time
By Ray Lusk
For the past three years I have had the great opportunity to be part of The Big Read. [cont'd]

The Qilin
By Eve Nyren
Like the mythical Chinese Qilin, a library is a different creature seen from

2/19/2010 10:35 AM
higher than expected, reaching 11,095 by Monday, January 18. By comparison, registration for ALA's Midwinter Meeting in 2009 (Denver) was 10,220 by Monday, January 26.

ALAWO (ALA Washington Office) UPDATE: The ALAWO presented a review of issues facing the Library community. ALAWO Executive Director Emily Sheketoff and Lynne Bradley, Director of the Office of Government Relations (OGR), described several emerging opportunities and cautioned that the need for active advocacy is more important now than ever. Bradley discussed how efforts to modify the USA Patriot Act – especially Section 215 – are reaching the point during the next few days where steps will be needed by library advocates to call members of the House-Senate Conference Committee. Senators Feingold and Durbin were noted as firm supporters of ALA positions on this issue. [cont'd]

Library News Links

10 Smartphone Apps to Help You Be a Better Trainer

Depressed By Dial-Up

In Nevada County, CA, An Outsourcing Proposal Stirs Controversy

On Eve of Google Book Search Settlement Hearing, Some Library Voices

Strategies for Managing Information in the 21st Century

By Shawn Stamm
"There are two basic rules of life: Change is inevitable, and everybody resists change." (Craine 2000)

[cont'd]

Triplet Watch (Plus One!)

By Elizabeth Brenda Marshall
I am the mother of triplets plus one. I am also an attorney who works for the Los Angeles Public Library as a part-time messenger clerk. [cont'd]

UNT & CSUN Partners in New MLIS Program

By Carol Sliu and Grace Rosales
The University of North Texas Department of Library and Information Sciences and the California State University, Northridge have established a cohort program in the Greater Los Angeles area which began in Fall 2009. [cont'd]

Will Kindle Kill the Library? As If!

By Paul Birchall
For my birthday this year (forgive me if I don't tell you which one), a beloved relative gave me the new Amazon Kindle, which we have all seen as the next big thing in terms of books and literature. [cont'd]

Alan, your CLA Member ID is: SM1023
CLA Weblog Submissions

To navigate our archives, please click on a category to the left. Do you have information that would be of interest to the library community? Please send your weblog submissions to the CLA office at roberta@cla-net.org.

Every Day is LegDay

The Contra Costa County Library Commission has always strongly advocated for the Public Library Fund (PLF). During an advocacy workshop at the 2009 CLA Conference, someone quipped that for me "every day is Leg Day." How true!

For three years, our Commission took a resolution to the Mayors’ Conference to urge the Governor and legislators to preserve and fund PLF. The resolutions always passed unanimously. Thus, all 19 mayors have been on record supporting PLF, and many mayors have also sent their own letters.

In 2006/07, I took resolutions to both California State Association of Counties (CSAC) and the League of California Cities for them to support PLF. Both passed their boards. Also, many counties added PLF to their long list of legislative priorities.

At the December Mayors’ Conference (held at the new Lafayette Library and Learning Center), I congratulated one of my city council members on almost being mayor. Then in 30 seconds, I explained PLF and asked if I were to draft a letter to the governor for him, would he sign it. "Sure Al," he replied. As such, his letter went out in early January.

At the January Mayors’ Conference, I introduced myself to Assembly Member Nancy Skinner (District 14). She is a library supporter, but at the time, was not familiar with PLF. However, after our brief conversation, Assembly Member Skinner is now a PLF supporter. Furthermore, I followed up with a letter giving her more background on PLF and the monetary amounts for the library jurisdictions in her district. Also at the Mayors’ Conference, I talked with my state senator and his letter went out on January 28th.

Lastly, I attended the Board of Supervisors reorganization meeting and the new chair is sending a letter. And ditto for my own B.O.S. member.

So what’s the secret to being a library advocate? There is no secret. Go where your elected officials gather and agree to draft the letters for them!

Submitted to California Libraries by:

Alan B. Smith
Library Commissioner
Contra Costa County Library

The Contra Costa County Library is an Institutional Member of CLA and directly supports our advocacy programs. Click here for more information on Institutional Membership.

Posted on February 18, 2010 9:49 AM | Permalink
Contra Costa County Library
Fiscal Year 2010/11 Budget
Contra Costa County
Library Commission
February 18, 2010

Library Commission presentation
- Background – funding options
- CCCL budget development process
- Three years of reduced revenue
- FY 2010 – 11 highlights
- Budget adoption timeline
Types of Public Libraries in California
City libraries

- Often were established before their county library
- Generally, the larger the city, the more likely it is to be served by a city library, exceptions such as Fresno
- May be funded from any source of revenue to the city
- Compete for city general funds with other city departments
- Cities have greater flexibility in revenue generation than do counties or special districts
- City does not have access to property taxes from surrounding unincorporated areas
- Local examples (08/09 budgets)
  - Richmond $7.06 million serves 103,000
  - Pleasanton $4.28 million serves 70,000
  - Livermore $5.06 million serves 83,804

Types of Public Libraries in California
County General Fund Libraries

- Often are countywide and serve the entire county
- Often are small rural counties
- Cities may contract for enhanced services
- Cities may own library buildings
- May be funded by any discretionary revenue source available to the County
- Compete for County general funds with other county services, such as health and social services
- Libraries in member cities benefit from property taxes from surrounding unincorporated areas
Types of Public Libraries in California

County Special District Libraries
- Often are less than county-wide and serve some cities and all of the unincorporated areas
- Often are large, urban counties
- Funded primarily from dedicated portion of property tax based on pre-Prop. 13 tax rate established by local Board of Supervisors
- General funds can be used but general funds are often used to fund county-wide services

Independent Special District Libraries
- Most include one city and surrounding unincorporated areas
- Most are located in LA, Orange and Riverside counties
- Funded primarily from dedicated portion of property tax based on pre-Prop. 13 tax rate established by local library board or approved by voters
- No parent organization to assist with funding

Types of Public Libraries in California

Other options

Joint Powers Authority (JPA) — Sonoma, Sacramento
- Property tax of former county special district library transfers to JPA

City and County Libraries (San Francisco, Stockton-San Joaquin)
- City has same financing mechanisms as other cities
- County is a special district for tax purposes, same revenue

City libraries serving entire counties (Santa Barbara)
- These counties never established a legal county library
- Use general fund revenues for contracts for service
Contra Costa County Library

- Although not technically deemed a special district separate from the County for most purposes...
- For some purposes, the library has been considered "de facto" a separate agency
- Revenue and Taxation Code intend that the County Library obtain a separate property tax allocation...
- Auditor has long had a "tax allocation factor" that provides the library a share of property taxes as if it were a special district
- After Prop. 13, the Library was deemed (and remains) a "special district" for property tax allocation purposes

Library Budget Process

Revenue Projection:
✓ property tax is estimated based on information from County Assessor, Auditor and CAO
✓ Intergovernmental revenue is projected
✓ Extra hour funding from cities
✓ State funds anticipated – PLF and literacy
✓ analysis of yearly trends and forecasts
✓ fines and fees are estimated
✓ Friends/Foundation donations not included
✓ grants typically are not included
✓ needs from reserve set aside for this purpose
Budgeted Revenues FY 2010-11
Estimated as of 2/18/10

Total: $24,650,000

- Property Taxes $19,300,000 78.3%
- Intergovernmental $4,112,000 16.7%
- Fines and Fees $760,000 3.1%
- Federal $50,000 0.2%
- State $358,000 1.5%
- Other $80,000 0.2%

Property Tax Revenue % Change

- 2000 6.31%
- 2001 8.02%
- 2002 10.47%
- 2003 7.95%
- 2004 8.07%
- 2005 8.90%
- 2006 10.40%
- 2007 11.74%
- 2008 8.82%
- 2009 0.23%
- 2010 -7.2%
- 2011 -5.0%
What happened to the money in the good years?

- Base level service at new libraries funded without reducing services at other libraries
  - Dougherty Station (2005)
  - Hercules (2006)
  - Juvenile Hall and Orin Allen Youth Rehabilitation Facility
- Funded increased costs of benefits and retiree health (OPEB)
- Reserves for IT and facilities
  - Facility repairs on county-owned libraries
  - Equipment – self-service, print and time management
  - System upgrades and service improvements – CARLX, e-commerce
- General reserves

Increased use

In the past 4 years:
- Items checked out – up 42%
- Program attendance – up 33%
- Online searches & queries – up 143%
- Library cards – up 33%
Library Expenditures

Expense Projection:
✓ collaborative process
✓ salaries and benefits projections from Human Resources Department
✓ materials budget allocated to branches by population and circulation
✓ facilities, maintenance & utilities costs from General Services Department
✓ interdepartmental charges from Department of Information Technology, Tax Collector, Auditor-Controller, Human Resources

Budgeted Expenses FY 2010-11
Estimated as of 2/18/10

Total: $24,650,000

- Salaries and Benefits $19,175,000 77.8%
- Adult and Youth Materials $1,500,000 6.1%
- Facilities, Maintenance & Utilities $1,425,000 4.1%
- Other Services and Supplies $1,000,000 4.1%
- Interdepartmental Charges $825,000 3.3%
- Office Expenses $320,000 1.3%
- Professional Services $205,000 0.8%
- Communications $200,000 0.8%
Budget reduction strategies

- Open hours consistently identified by individuals and communities as the highest priority
- Focus on key initiatives and core services identified in strategic plan
- Look for opportunities to reshape the organization, realign services and introduce new service models
  - Central branches vs. peer community libraries
  - Single service desks
  - Self-service
- Keep moving forward despite reduced funding
- Continue to innovate and introduce new technology to reduce costs and enhance services
- Implement staff suggestions for cutting costs (centralized selection of material, reducing the number of meetings, streamlining processes; reducing printing, etc.)

Three years of budget cuts mid year cut of $803,000 in 2008 - 09

- Reorganization in administration office
- Reduction in use of substitutes – cover only essential hours for staff absences
- Contract renegotiated for online tutoring
Three years of budget cuts
$2.4 million 2009 - 10

• Transferred $1 million in facility related costs to cities

Of the 20 libraries in 18 cities:
  • 7 already had facility costs paid for by the cities: Clayton, Danville, Hercules, Oakley (paid for by the Liberty Union School District), Orinda, Dougherty Station (San Ramon) and Park Place (Walnut Creek), service credits for utilities, custodial at Danville and Orinda discontinued
  • 7 started paying facility related costs during 2009 and 2010: Brentwood, Concord, El Cerrito, Lafayette, Martinez, Moraga, Pittsburg
  • 4 - the County will continue to provide facility related services but will be reimbursed for the first time by the cities: Antioch, Pleasant Hill, San Pablo, Ygnacio Valley (Walnut Creek)
  • San Ramon – County paying for utilities and custodial even though City provides custodial services for the San Ramon Library
  • Pinole – no City support for the Library

Three years of budget cuts
$2.4 million 2009 - 10

• Reduced materials budget by $500,000 (25%)
• Reduced databases by $327,180 (47%)
• Consolidated functions and reduced staff in library administration
• Completed 3 year transition from Central/Branch model of library service to “peer” community libraries July 1, 2009
Three years of budget cuts
$2.4 million 2009 - 10

- Implemented comprehensive changes to improve and make more efficient the process of selecting and acquiring books for community library collections
- Strengthened volunteer program and increased volunteer hours by almost 30% in 2009
- Replaced labor-intensive Interlibrary Loan (ILL) program with Link+ interlibrary direct loan service. The last year that the ILL program was offered, 116 items were borrowed for Contra Costa residents. In 2009, Contra Costa residents borrowed over 28,000 items through Link+

Three years of budget cuts
$2.4 million 2009 - 10

- Reduced training and conference attendance
- Reduced frequency of all regular meetings
- Reduced substitute coverage
- Reduced supplies and printing
- Aggressively sought grants
  - BALIS $60,000 innovations grant
  - Target – 3rd year of support for Reading Festival
- 6 furlough days
- Employees paying higher share of health care premiums
FY 2010 - 11 Library Budget
Estimated $1 million gap

- Retain 35 hour base level at all locations
- Eliminate 3 positions
- Reduce materials budget an additional 14% (36% over 2 years)
- Reduce databases an additional 46% (71% over 2 years)
- Eliminate all but essential training, conferences
- Continue reductions in supplies, substitute coverage, etc.
- 6 furlough days, employees paying higher share of health care premiums
- Approximately $700,000 from reserves

2010 - 11 Library Budget
Budget Development Timeline

- Budget Overview with Library Commission February 18
- Budget Submitted February 22
- Provide estimates to cities March 31
- Budget Review with County Administrator's Office April 20
- Budget Hearing/Adoption May 11