

**Present:**

**Absent:**

**Approval of Agenda –**

**1. Board Feedback**

**2. Consent Agenda**

- a. Approval of Minutes of September 21, 2021 meeting
- b. Items for information
  - i. Battle River Community Foundation Letter – Ross and Denise Irving Fund – Grant Amount
  - ii. Roof Report 1 and 2
  - iii. PRLS Board Talk
  - iv. Correspondence
    - Dementia Programming Objection - Ad
- c. Reports
  - i. Nicole's Program Report and Library Stats September 2021
  - ii. Program Overview to September 30 2021
  - iii. Interim Director's Report

**3. Items for Decision**

- a. Unattended Children and Vulnerable Patrons Policy
- b. Library Closure – Professional Development
- c. Change Library Hours – Weekends
- d. BRCF – Ross and Denise Irving Fund – Defer Revenue to 2022

**4. Items for Discussion**

- a. Interim Director's Report

**Adjournment**

Next Board meeting: **November 16, 2021**, 5:15pm

**Present:** Margaret Elizabeth Bagdan, Julie Girard, Renee Greer, Agnes Hoveland (City Council), Elizabeth Luck (Chair), Margo McPhail, Carol Williams, Lynette Irvine, Alyssa Martin

**Absent:** Trevor Miller (County Council)

**1. Approval of the Agenda with additions - Motion 25/21 M/S/C** – Carol Williams/Julie Girard. Carried.

- a. PLSB - Red Tape Reduction Topics
- b. Board Feedback

**2. Board Feedback**

- a. Agnes:
  - i. City Council voted to implement the Restrictions Exemption Program across all city owned facilities, where possible.
- b. Elizabeth Luck:
  - i. Libraries have just been deemed ineligible for the REP as we are now an essential service.
  - ii. Summer program was super successful, nice to see the bookbike at the farmers market and elsewhere. Lynette agreed, there were always a lot of kids at the bike during the market.
  - iii. The storywalk was well received, but the vandalism was extensive and a problem. This was not reported to the police. Alyssa mentioned a possible alteration to the plan for future iterations by partnering with downtown businesses if there is buy-in.
- c. Agnes:
  - i. Security footage access clarification

**3. Consent Agenda – Motion 26/21 M/S/C** – Renee Greer/Carol Williams. Carried.

- a. Approval of Minutes of June 15, 2021 meeting
- b. Approval of Minutes of July 6, 2021 meeting
  - i. Corrections to the minutes:

- Renee Greer and Carol Williams were not in attendance
  - Trevor Miller was absent (last name was omitted)
  - Julie Girard's last name was misspelled in the attendance.
- c. Items for information
- i. Provincial Public Library Operating Grant - Receipt
  - ii. Rural Services Grant – Receipt
  - iii. Advocacy - Resources
- d. Reports
- i. 2021 Summer Program Report
  - ii. May to August 2021 Nicole's Program Report and Library Stats
  - iii. Program Overview – Stats
  - iv. Summer Staff Program - Stats
  - v. Interim Director's Report

#### 4. Items for Decision

- a. Ratification of Mask Usage in Library - COVID-19 Policy Change

Many of the CPL staff who wish to be vaccinated cannot get vaccinated and wait for two weeks before the provincial masking mandate expires. A temporary continuation of masking creates a safer environment for both staff and the patrons we help on a daily basis.

**Motion 27/21 M/S/C** – Agnes Hoveland/Margo McPhail, Carried.

- i. Motion approved. “I would recommend that the Camrose Public Library Board update their Workplace Violence, Harassment and Other Unacceptable Behaviour policy, specifically their Appendix: COVID-19 Considerations to allow us to enforce masking in the library for a short period of time until all of our staff have been afforded the same opportunity of protection.”

Specific policy language:

“Staff and the Public are required to wear a mask. This applies to anyone 10 years of age and up. Medical exemptions apply. This will allow our staff and the public enough time to

vaccinate if they wish to do so. This policy expires on August 7 2021.”

b. Ratification of Allocating Emergency Funds – Mental Health Supports

Staff experienced a potentially traumatic incident at work, and mental health supports should be offered to those who need them. This offer would be in alignment with how other libraries in Alberta have handled upsetting events.

**Motion 28/21 M/S/C** – Agnes Hoveland/Elizabeth Luck, Carried.

- i. “I move that the board approve the allocation of \$5000 from the Staff Training Reserve to go toward the cost of counselling services accessed by the staff as a result of the August 13th incident.”

c. Ratification of New Position and Pay grid – Service Desk Coordinator

This position was created with the intention of supporting the library Manager position, and to improve communication between all areas of the library. This position will be able to step in and help cover for the manager in order for them to take vacation, and will aid in organizational resilience and succession planning. This position will assist with payroll, scheduling, exam invigilation, marketing, and grant reporting. This position is only possible as we had numerous staff members simultaneously leave the organization and take a reduction in hours; this opportunity is rare and will allow us to stay within budget.

**Motion 29/21 M/S/C** – Elizabeth Bagdan/Margo McPhail, Carried.

- i. “The new pay grid be accepted as proposed.”

The new position is full time. The proposed pay grid would be:

|                                 |         |         |         |         |         |         |         |         |
|---------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|
| <b>Service Desk Coordinator</b> | \$20.80 | \$21.51 | \$22.22 | \$22.93 | \$23.64 | \$24.35 | \$25.06 | \$25.77 |
|---------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|

d. Ratification of Change to Personnel Policy – Including National Day for Truth and Reconciliation to list of Declared Holidays

**Motion 30/21 M/S/F** – Julie Greer/Trevor Miller, Failed to Pass.

- i. “Add the National Day [National Day for Truth and Reconciliation] to the declared list of holidays.”

e. Ratification of Change to Personnel Policy – Declared Holidays

**Motion 31/21 M/S/C** – Elizabeth Bagdan/Carol Williams, Carried.

- i. “Remove the statement [Or any other day proclaimed as a holiday by the Federal, Provincial, or Municipal Governments] from our personnel policy.”
  - ii. Point of Interest: The city voted to close on the National Truth and Reconciliation Day, and a treaty 6 flag will be raised on that day. There will also be a virtual smudging ceremony.
- f. Grant Interim Director signing authority

**Motion 32/21 M/S/C** – Renne Greer/Carol Williams, Carried.

- i. “Add Alyssa to be able to have signing authority on the library account”
- g. Send letter to Camrose Police Service

**Motion 33/21 M/S/C** – Agnes Hoveland/Julie Girard, Carried.

- i. “the board send a letter to the Chief of Police stating the concerns of the board in regards to the safety of patrons and staff in follow-up to the recent incident.”

## 5. Items for Discussion

- a. Unattended Children and Vulnerable Person’s Policy
- i. A new behaviour-based policy, rather than an aged based policy, will be drafted and presented at a future meeting.
- b. Workplace Violence, Harassment and Other Unacceptable Behaviour policy – Weapons
- i. Our current policy does not prohibit weapons in the library. More research will be done before altering the policy.
  - ii. The Police response to an incident involving weapons on August 13 2021 was discussed.
  - iii. Our current building is not built in a way that allows for doors to be locked remotely, for the public and staff to shelter in secure rooms (almost all are made of glass), or to alert the staff and public of any present threats or dangers (no intercom)
- c. Interim Director’s Report
- i. Programming Update in response to the new health restrictions: All programs are now virtual. Origami club (x2) 9-12 yrs and 13+. Once Upon a Screentime (x2) family, Books and Bounces (young kids), Book and Cook (partner with Family Resource Center), Take Home Crochet Kits, Conversation Circles on Zoom, Ukulele Classes on Zoom,

FanFest (joint initiative between multiple PRL libraries), Red Hot Science was cancelled due to COVID restrictions.

- ii. We have hired 5 new staff members (3 On-Call Circulation Assistants, 1 Programmer to replace Shannon Stolee who left in July, and a Service Desk Coordinator, a new position that was funded through staff departures in other areas)
  - iii. The library is very short staffed due to a lack of funding. We are barely meeting the bare minimum guidelines as set out in the PLSB Best Practices, and this will be a priority going forward.
  - iv. There is an Advocacy Toolkit for the board to refer to for the upcoming municipal election. An Advocacy Social Media campaign will be forthcoming.
- d. Restrictions Exemption Program
- i. The library will re-institute capacity limits, masking and physically distancing due to new public health regulations as we are not eligible for the REP.
- e. Library Closure – Staff training
- i. A date to close the library to engage in staff professional development will be chosen for sometime in November and presented to the board.
- f. PLSB Red Tape Reduction
- i. PLSB Engagement sessions on the library act legislation and red tape reduction. They're asking for feedback on a number of topics. There were Zoom meetings and a survey.
- Discussion about changing when a municipality must hire an MLIS accredited librarian from the current 10,000 population mark to the proposed 15,000 mark. The opinion that this would likely decrease the knowledge and quality of service for many municipalities across Alberta was voiced.

## 6. Adjournment

Next regular board meeting: **October 19, 2021**, 5:15pm



# Battle River Community Foundation

P.O. Box 1122, Camrose, Alberta T4V 4E7

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**Ambassador****Emeritus**

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**Executive Director**

Dana Andreassen

780-679-0449

September 15, 2021

Alyssa Martin  
Camrose Public Library  
4710 50 Ave  
Camrose, AB T4V 0R8

Dear Alyssa,

I am pleased to advise you that a grant, in the amount of \$12,650 funded by the Ross and Denise Irving Fund have been approved for the Camrose Public Library. Our cheque #3642 is enclosed.

The funds may be used at the discretion of the Library Board.

If you have any questions please call Dana Andreassen, our Executive Director at 780-679-0449.

We would appreciate your consideration of ways that you might offer appropriate recognition of this grant, so that other people in the community can become aware of the Community Foundation and its activities.

The Board members of the Community Foundation extend their best wishes and thank you for the important contribution you make to our community.

Sincerely,

Kevin Gurr  
Board Chair



# Dalwing Roof Consulting Ltd.

Edmonton, AB

www.dalwing.com

## Low-Slope Roofing Quality Assurance Observation Report

Report No.1      Report Type:    Initial    Interim    Final    Post Final      Report Date: Sept.28, 2021  
                          

Inspector File No:    21-0084

|                      |   |
|----------------------|---|
| <b>Project Name:</b> | Camrose Public Library 2021 Roofing Program |
| <b>Address:</b>      | 4710 – 50 <sup>th</sup> Avenue, Camrose, AB |

|                                |  |
|--------------------------------|--|
| <b>Owner Name:</b>             | The City of Camrose                                    |
| <b>Owner's Representative:</b> | Mr. Paul Stone, Building Maintenance Manager           |
| <b>Address:</b>                | 5204 – 50 <sup>th</sup> Avenue, Camrose, AB    T4V 0S8 |

|                               |  |
|-------------------------------|--|
| <b>Roofing Subcontractor:</b> | RT Weatherproofing & Decking Inc.                        |
| <b>General Contractor:</b>    | P. Hanson Construction Ltd.                              |
| <b>General's Address:</b>     | 3843 E – 44 <sup>th</sup> Avenue, Camrose, AB    T4V 3T1 |

### EXISTING INVERTED ROOFING SYSTEM COMPONENTS

|                                   |   |
|-----------------------------------|---|
| <b>Deck Type</b>                  | Steel, sloped   |
| <b>Levelling Surface</b>          | Existing gypsum board, mechanically fastened.         |
| <b>Parapet Vertical Substrate</b> | Plywood   |
| <b>Primary Membrane</b>           | Built Up Roofing, organic felts in asphalt, inverted. |
| <b>Separator Sheet</b>            | None  |
| <b>Insulation</b>                 | Extruded polystyrene boards, single layer, 2" thick   |
| <b>Insulation Cover Sheet</b>     | None  |
| <b>Ballast</b>                    | Washed Rock   |
| <b>Metal Flashings</b>            | 26 gauge sheet steel.                                 |





### DESCRIPTION OF OBSERVATIONS

|                            |                          |
|----------------------------|--------------------------|
| <b>Date of Site Visit:</b> | September 27, 2021       |
| <b>Weather Conditions:</b> | Clear, calm, sunny, 24°C |
| <b>Onsite Journeyman:</b>  | Allan Shuflita           |

- 1.1 The materials on site included:
  - a. IKO Torchflex 180 FF base sheet membrane.
  - b. IKO Torchflex 180 GR cap sheet membrane.
  - c. Extruded polystyrene board insulation, 2" thick, ship lapped.
- 1.2 Materials were in accordance with the specifications. (below left)
- 1.3 In the 2 specified work areas, the washed rock ballast was moved away.
- 1.4 The existing insulation was carefully removed. Due to the lack of a separator sheet, it had been somewhat bonded to the surface of the BUR roofing membrane. Some of the bonded and deteriorated asphalt surface protection coating was slightly damaged during removal of the insulation, as was expected. However, the integrity of the membrane was preserved. (below right)



- 1.5 Work was proceeding in good order. No issues or problems were observed on this visit.

### END OF REPORT NO.1

Site attended and report prepared by:

Munro Williams, Arch.Tech, RRO  
ARCA Accepted Roofing Inspector  
Dalwing Roof Consulting Ltd.  
Email: [mwilliams@dalwing.com](mailto:mwilliams@dalwing.com)  
Phone: 780-717-2837

# Dalwing Roof Consulting Ltd.

Edmonton, AB

www.dalwing.com

## Low-Slope Roofing Quality Assurance Observation Report

Report No.2      Report Type: Initial    Interim    Final    Post Final      Report Date: Sept. 28, 2021  
                                                           

Inspector File No:    21-0084

|                                |   |
|--------------------------------|---|
| <b>Project Name:</b>           | Camrose Public Library 2021 Roofing Program           |
| <b>Address:</b>                | 4710 – 50 <sup>th</sup> Avenue, Camrose, AB           |
| <b>Owner Name:</b>             | The City of Camrose                                   |
| <b>Owner's Representative:</b> | Mr. Paul Stone, Building Maintenance Manager          |
| <b>Address:</b>                | 5204 – 50 <sup>th</sup> Avenue, Camrose, AB T4V 0S8   |
| <b>Roofing Subcontractor:</b>  | RT Weatherproofing & Decking Inc.                     |
| <b>General Contractor:</b>     | P. Hanson Construction Ltd.                           |
| <b>General's Address:</b>      | 3843 E – 44 <sup>th</sup> Avenue, Camrose, AB T4V 3T1 |

### DESCRIPTION OF OBSERVATIONS

|                            |  |
|----------------------------|--|
| <b>Date of Site Visit:</b> | September 28, 2021                           |
| <b>Weather Conditions:</b> | Mostly clear, some cloud, light breeze, 17°C |
| <b>Onsite Journeyman:</b>  | Allan Shuflita                               |

- 2.1 In the north work area, the surface of the existing roofing membrane was heated and trowelled to prepare it to receive the new membrane.





2.2 The preparation of the surface of the existing BUR was well done.



2.3 The holes were cut for the new drain assembly, in the roof deck, and in the soffit.

2.4 The aluminum drain assembly was joined to the ABS pipe extension with a clamped seal on the outside of the pipe.

2.5 A bead of plastic roofing cement was applied to the underside of the aluminum flange.



2.6 The flange of the drain assembly was fastened in place with No.12 coated screws, and primed with asphalt primer.





- 2.7 On the south work area, application of the new membrane was observed.
- 2.8 The new base sheet was adhered by heat welding. The sheets were applied with 3" side overlaps, free of wrinkles, skews, or air pockets.





- 2.9 At perimeters, base sheet membrane flashing application was observed.
- 2.10 The base sheet flashings were adhered by heat welding. They were applied vertically in roll width strips, flashed 4" (100mm) onto the horizontal surface, as is required.



- 2.11 Work was proceeding in good order. No issues or problems were observed on this visit.

**END OF REPORT NO.2**

Site attended and report prepared by:

Handwritten signature of Munro Williams in blue ink.

Munro Williams, Arch.Tech, RRO  
ARCA Accepted Roofing Inspector  
Dalwing Roof Consulting Ltd.  
Email: [mwilliams@dalwing.com](mailto:mwilliams@dalwing.com)  
Phone: 780-717-2837



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# PRLS BOARD TALK

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## Highlights of the Parkland Regional Library Board Meeting

SEPTEMBER 16, 2021

### Budget 2021

PRLS' 2022 budget was approved by the board and will be sent out to the municipalities next week. Including the 2022 budget there will be no increase in the per-capita requisition for three consecutive years.

### Movement of Reserve Funds

The finance policy has been changed to define more clearly who has the right to move reserve funds. In policy 4.4.13 "Finance Fund Accounts", the policy stated the: *"Movement of funds to or from fund accounts must be accompanied by a motion or according to policy."*

Since Parkland now has an Advocacy Committee and could potentially have others, the Board changed its policy to limit the authorization to move funds to the Executive Committee and the Board.

Policy now states:

*Movement of funds to or from fund accounts must be accompanied by a motion **from either the Board or Executive Committee**, or according to policy.*

### Personnel Policy Revision

Policy statement 4.10.2 previously specified that:

*The Board must be informed of changes to Parkland Regional Library System's organizational chart. The creation of new positions requiring the establishment of new job descriptions or the elimination of positions requiring the deletion of job descriptions must be approved by the Board.*

Originally this provision was put in place to ensure the board had control over significant staffing changes at Parkland.

In an environment of constant change and shrinking budgets, alterations to both Parkland's organizational chart and the creation and deletion of positions is likely to become more frequent as Parkland endeavors to be nimble and responsive to the environment while also facing increasing financial constraints.

After discussing the matter, the Board dropped the provision requiring that the Board have final authority over the creation and deletion of job descriptions and was content with the policy that:

*The Board must be informed of changes to Parkland Regional Library's organizational chart.*

With this policy, the Board can still recall the decision of Parkland's Director should the need arise.

### National Day for Truth and Reconciliation

Recently, the Government of Canada passed a bill creating the National Day for Truth and Reconciliation, a new statutory holiday to commemorate the legacy of residential schools in Canada. The bill creates a statutory holiday for employees in the federal government and federally-regulated workplaces. This holiday will be observed on September 30th of each calendar year, beginning this month.

The Government of Alberta has no imminent plans to add this holiday to the Employment Standards Code, and as such, it is currently not considered a general holiday in Alberta. However, employers including library boards may choose to recognize this holiday. This year Parkland will remain open, since most of our libraries are remaining open. So far 16 libraries will be closed on September 30<sup>th</sup>, although 7 of that number would have been closed anyway.

The new statutory holiday was announced on short notice and caught many organizations unaware. Parkland will likely start observing the holiday next year assuming the majority of our member libraries do the same.

## OverDrive and eSharing eResources

Since 2019, Parkland has been sharing eBooks and eAudio books from its CloudLibrary Collection with the four library systems that make up The Regional Automation Consortium (TRAC). This ability to 'interlibrary loan' eContent has saved countless dollars and proved to be a hugely beneficial service to library patrons.

Following on this success, Parkland has recently entered another agreement with both TRAC and Edmonton Public Library (EPL) to share the eBooks and eAudio books available on our other major eContent platform OverDrive. Calgary Public Library is also considering participation in this program.

There will be no cost for this service. OverDrive has long been considered to be the premier eContent provider, so not only will this partnership be of tremendous financial value and improve service, it also demonstrates to funders how public libraries are always seeking to leverage partnerships for the purposes of efficiency and sustainability.

## Advocacy Committee Report

The Advocacy Committee thanks the Parkland Board for its service the last four years. The Advocacy Committee has been collaborating with Yellowhead Regional Library, and it has been a fruitful union. Some tools that have come out of their work are:

- A welcome package for all councillors elected in October
- Return on Municipal Levy that complements the Municipal Return on Investment
- A guide to appointing a Trustee for the Parkland Board

## Board Members Present

Debra Smith (Board Chair)

## Board Members Present via Zoom

Jackie Almberg, Alison Barker-Jevne, Doreen Blumhagen, Colleen Ebdon, Kevin Ferguson, Elaine Fossen, Dwayne Fulton, Sandy Gamble, Bruce Gartside, Barb Gilliat, Jeanette Herle, Agnes Hoveland, Deborah Juch, Cora Knutson, Dana Kreil, Gord Lawlor, Daryl Lougheed, Josephine McKenzie, Julie Maplethorpe, Philip Massier, Blair Morton, Leah Nelson, Ray Olfert, Terilyn Paulgaard, Jas Payne,

Norma Penney, Rosella Peterman, Len Phillips, Heidi Pierce, Lori Reid, Danny Rieberger, Bill Rock, Janine Stannard, Les Stulberg, Patricia Toone, Cindy Trautman, Doug Weir, Shannon Wilcox, Sharon Williamson, Bill Windsor, Bonita Wood

## Guests

Ken Allan from Public Library Services Branch (PLSB)

## With Regrets

Heather Ryan, Clark German, Stephen Levy, Mary Ann Wold

## Absent

Bill Chandler, Amanda Derksen, Trudy Kilner, Lonnie Kozlinski, Guy Lapointe, Ricci Matthews, Rick Pankiw, Mike Yargeau

## Staff

Ron Sheppard, Donna Williams, Colleen Schalm, Tim Spark, Kara Hamilton, Haley Amendt

**Next Meeting: November 4, 2021, 10:00 AM**

**(Zoom)**



## Dementia Programming Objection - Ad

**Sent:** Friday, September 3, 2021 5:26 PM

**Subject:** Dementia Ad: Camrose Morning News, Monday August 30, 2021

Dear Ms. Martin,

Further to our telephone conversation this afternoon, here are some of my concerns re. the Subject ad:

- Disparaging to seniors in that inference is made that people with dementia fidget
- Underscores possible existing stereotypes about dementia and people who are diagnosed with it
- Reflects lack of understanding of dementia and/or research-based knowledge of condition
- Communicates superficially about something people experience in a serious way
- Contributes to stereotyping which may be more common than we may think
- Demonstrates little understanding of marketing and appropriate messaging
- May be worthy of ad withdrawal and an apology.

I have not reviewed the "dementia information" referred to, but, based on the level and quality of the add, question seriously the information therein.

In the spirit of constructive feedback and with all kind wishes,

Jane Ross (BScN, MA, PhD)

Attachment:



## Dementia Programming Response – Ad

Hello Dr. Ross,

I have discussed the ad in the Camrose Morning News with my staff at length. The staff member who started the dementia initiative at our library is no longer with CPL, but I was able to discuss the ad and the subject with some of our other staff. The decision to include fidget toys and other sensory based items in our collection and programming was based on discussions with health care staff, literature reviews from both peer-reviewed and professional resources, and personal experience as one of our staff is a primary care-giver for someone with dementia. This particular staff member had this to say about the yarn fidget toys:

From a personal perspective, these balls in particular are a great way to provide a connection to a potential hobby. The person who I am a caregiver for does not tend to fidget. However, they love small toys and projects like this because they were big on various yarn crafts. They are no longer able to do these projects alone, and really enjoy looking at what other people have made and some days will talk about different techniques or older projects that they have completed.

I have included some of the sources that were looked at below if you would like to read them. Many of our blog posts about dementia also have their sources cited, as well as providing links for further reading; I invite you to read them. I assure you, every effort was taken to ensure that our work followed the industry standard to the best of our abilities.

As for the wording and general tone of the ad in question, we missed the mark and I apologize. We are not professional marketers, and our intention was not to diminish the seriousness of the subject, but it appears that this was the outcome. We would alter future ads to change the tone, but our dementia project is winding down as we are nearing the end of our grant, and there have been no more ads for us to alter. However, we will be implementing your feedback in future projects and discussing it with our current staff. If you have specific feedback, tips or resources that we can review and implement for our next initiatives, we would be very appreciative. We will be adding a section in our next community consultation that focuses on senior services, and invite you and the rest of the community to send us your feedback there as well.

Thank you for your dedication to senior services, and for sharing your insight and concerns with the library.

Best wishes,

Alyssa Martin

## Select Resources

Brewer, B. (2018). Community fabric: Libraries partner with clubs to create "fidget quilts" for patrons with dementia. *American Libraries*, 16–17.

Haigh, J., & Mytton, C. (2016). Sensory interventions to support the wellbeing of people with dementia: A critical review. *British Journal of Occupational Therapy*, 79(2), 120–126. <https://doi.org/10.1177/0308022615598996>

Knit a 'snuggle bear' fidget teddy and support the NHS. Alzheimer's Society. (2020). Retrieved September 23, 2021, from <https://www.alzheimers.org.uk/blog/snuggle-bear-fidget-teddy-support-NHS-coronavirus>.

Mathis, M.W. A new spin on fidgets. *Nat Neurosci* **22**, 1614–1616 (2019). <https://doi.org/10.1038/s41593-019-0504-2>

Mosley, B., Kroustos, K. R., Sobota, K. F., & Brooks, R. (2020). Enhancing student-pharmacists' professional development through community outreach with dementia population. *Mental Health Clinician*, 10(1), 6–11. <https://doi.org/10.9740/mhc.2020.01.006>

Mortensen, H. A., & Nielsen, G. S. (2007). Guidelines for library services to persons with dementia. *International Federation of Library Associations and Institutions IFLA Professional Reports*, 104. <https://doi.org/https://repository.ifla.org/handle/123456789/586>



**September  
2021**

**Board Report:  
Programs and  
Library Statistics**

**Nicole Kyle  
October 12 , 2021**

## Program Stats

**112**

people accessed programs and outreach services that help develop relationships and end social isolation.

**233**

community members of all ages attended programs that facilitate lifelong learning.

**114**

people engaged in programs and services that made them feel welcome in the library and in our community.

**1**

awesome bit of feedback:

"You are GREAT! It's always so friendly and amazing here!"

## Program Stats

**37 programs  
with 459  
attendees**

**149 people attended  
in-library family  
programs after an  
18-month hiatus!**

**4 community  
partnership programs  
drew 180 people**

**Our first ever Pop-Culture  
Fanfest presented a week  
of virtual geek in  
partnership with 4 other  
libraries!**

## Library Programs:

### In-person:

In-person programs returned for a short time this month! Staff and attendees alike were delighted to be able to gather in the same place to learn together, create connections, and foster familial and social bonds. I ran Books and Bounces for infants, Tales for Twos and Threes for toddlers, Concept corner for preschoolers, and Snacks in the Stacks for school-aged kids. It was short-lived due to rising COVID cases and health restrictions, but we're all looking forward to retuning, again, to more traditional programs once it is safer to do so.

### Dementia Grant Programs and Services:

The pandemic limited what we were able to do this summer with programming and the Lifecycle, but we were able to re-allocate some of the grant monies to keep Michelle on staff for a bit longer. They have continued their Tales and Travel podcast and is working on library resources and grant reporting.

### National Day for Truth and Reconciliation:

Rather than programming, we focused on advocacy by providing library and digital resources to help non-indigenous people find information to build understanding and for Indigenous people to find support, validation, and healing through remembrance ceremonies and Indigenous arts and artists.



**In-person  
programs  
are back!**

**CAMROSE  
PUBLIC LIBRARY**





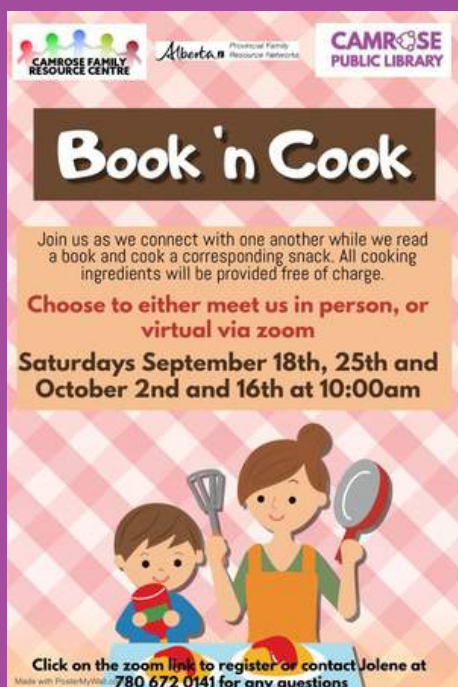
## Partnership Programs:

I've joined the **Camrose Family Resource Centre** for a series of four virtual "Book and Cook" programs. I chose the food-themed books and then we chose recipes based on them. The Family Resource Centre builds ingredients kits for the registrants, and then we and the families meet online on Saturdays to read a story and cook a recipe together. It's a great way to promote family literacy and bonding through cooking!

**Prairie Central FASD** provided the gift basket for another passive program promoting awareness of Fetal Alcohol Spectrums Disorders. Alongside the basket and draw box, there was a display of awareness and prevention information.

Thanks to Alyssa who took the reins on our partnership with other organizations to bring the Book Bike to our local **Alberta Culture Days** celebration! We spent two days at Kamifurano Park reading stories, doing crafts, making library cards, and connecting with community (see photos below). We even made it in to the Booster with a photo of me reading *Ode to Underwear* (Illustrated by Alberta artist Mike Boldt) to a crowd of kids and adults.

**Central Alberta Fanfest** was an epic week of geek in partnership with Ponoka Jubilee, Blackfalds, Sylvan Lake, and Mary C. Moore Libraries. There were virtual visits with acclaimed comic illustrators,




**CAMROSE FAMILY RESOURCE CENTRE** Alberta Provincial Family Resource Network **CAMROSE PUBLIC LIBRARY**

# Book 'n Cook

Join us as we connect with one another while we read a book and cook a corresponding snack. All cooking ingredients will be provided free of charge.

Choose to either meet us in person, or virtual via zoom

Saturdays September 18th, 25th and October 2nd and 16th at 10:00am



Click on the zoom link to register or contact Jolene at 780 672 0141 for any questions

Made with PosterMyWall



## CENTRAL ALBERTA FANFEST

SEPT. 27- OCT. 2

- GUEST SPEAKERS
- COSPLAY CONTEST & SCAVENGER HUNT
- UNIQUE ART SHOWCASES
- POKEMON GO TOURNAMENT
- VIRTUAL MARKET, GAMES & CRAFTS

FREE TO ATTEND!

Cosplay Events Start Sept 1!

COVID DELAYS? NO WAY! VIRTUAL+SAFE

Visit [www.ponokalibrary.com](http://www.ponokalibrary.com) /central-alberta-fanfest for more info!

SPONSORED BY



# Upcoming Programs:

With the change in COVID restrictions, we have switched to virtual programs for the time being. All sessions are being held on Zoom. We're so excited to welcome to Savannah Newton to the programming team and look forward to what she'll plan in the near future!

## Ongoing Online Programs:



Tuesdays 10:00 AM  
or  
Thursdays 1:00 PM

CAMROSE  
PUBLIC LIBRARY

### BookSquirms

Stories, songs, rhymes, and lap bounces  
for infants and their caregivers.

Email [nicole@prl.ab.ca](mailto:nicole@prl.ab.ca) for the Zoom link



### Origami Club

CAMROSE  
PUBLIC LIBRARY

Grades 1-4: Tuesdays at 4:30 PM  
Grades 5-8: Thursdays at 4:30 PM

Email [nicole@prl.ab.ca](mailto:nicole@prl.ab.ca) for the Zoom link

All you need is a device, internet, and paper!



Wednesdays  
11:00 AM  
or  
4:30 PM

Email  
[nicole@prl.ab.ca](mailto:nicole@prl.ab.ca) for  
the Zoom link

### Once Upon a Screen Time:



A different kind of  
story time for kids  
and their families  
or caregivers.

CAMROSE  
PUBLIC LIBRARY

### SPANISH CONVERSATION CIRCLE



Mondays at 3:00 pm on ZOOM

Email [nicole@prl.ab.ca](mailto:nicole@prl.ab.ca) for the session login information

### GERMAN CONVERSATION CIRCLE



Tuesdays at 4:00 pm on ZOOM

Email [nicole@prl.ab.ca](mailto:nicole@prl.ab.ca) for session login information

### Ukulele Jam

CAMROSE  
PUBLIC LIBRARY



Join our weekly Zoom  
jam session as we play  
and sing along with  
others!



Mondays at 1:00PM  
All levels welcome!

Email [nicole@prl.ab.ca](mailto:nicole@prl.ab.ca) for  
Zoom meeting information

## Special Events:

### Mini Air Plant Terrarium Kit

October 18  
7:00 PM on Zoom

You will need the following:

- Utility knife
- Hot glue gun



CAMROSE  
PUBLIC LIBRARY

### ZOMBARBIE APOCALYPSE

October 25  
7:00 PM on Zoom

You will need a pair  
of scissors, a paper  
plate to mix paints,  
and water to rinse  
brushes.



# Library Statistics

I was not able to get stats for public computer use due to glitch with the reporting tool, but I will update it once the software is operating properly.

| Camrose Public Library  |              |               |              |               |                 |                  |
|---|--------------|---------------|--------------|---------------|-----------------|------------------|
| Monthly Stats   |              |               |              |               |                 |                  |
| September 2021  |              |               |              |               |                 |                  |
| Circulation   | Sept 2021    | Sept 2020     | 2021 YTD     | 2020 YTD      | Under/Over 2020 | % Chg. Over 2020 |
| Adult Material  | 5149         | 6019          | 41435        | 37138         | 4297            | 12%              |
| Young Adult Material  | 477          | 332           | 3215         | 2366          | 849             | 36%              |
| Juvenile Material   | 4805         | 4199          | 32456        | 27964         | 4492            | 16%              |
| TAL Items Borrowed  | 66           | 48            | 568          | 403           | 165             | 41%              |
| TAL Items Sent  | 23           | 9             | 208          | 165           | 43              | 26%              |
| <b>Total</b>  | <b>10520</b> | <b>10601</b>  | <b>77882</b> | <b>68036</b>  | <b>9846</b>     | <b>14%</b>       |
| Econtent  | Sept 2021    | Sept 2020     | 2021 YTD     | 2020 YTD      | Under/Over 2020 | % Chg. Over 2020 |
| Cloud Library/EBDigital   | 461          | 987           | 7944         | 9691          | -1747           | -18%             |
| Overdrive   | 725          | 453           | 6332         | 3454          | 2878            | 83%              |
| <b>Total</b>  | <b>1186</b>  | <b>1440</b>   | <b>14276</b> | <b>13145</b>  | <b>1031</b>     | <b>8%</b>        |
| Circulation by Residence  | Sept 2021    | Sept 2020     | 2021 YTD     | 2020 YTD      | Under/Over 2020 | % Chg. Over 2020 |
| City of Camrose   | 8571         | 8209          | 65517        | 51486         | 14031           | 27%              |
| County of Camrose   | 1896         | 1787          | 14197        | 13497         | 700             | 5%               |
| Outside City/County   | 34           | 48            | 308          | 551           | -243            | -44%             |
| ME  | 58           | 88            | 274          | 416           | -142            | -34%             |
| <b>Total</b>  | <b>10561</b> | <b>10134</b>  | <b>80296</b> | <b>64950</b>  | <b>15346</b>    | <b>24%</b>       |
| Reference   | Sept 2021    | Sept 2020     | 2021 YTD     | 2020 YTD      | Under/Over 2020 | % Chg. Over 2020 |
| By Phone  | 1339         | 986           | 9723         | 5343          | 4380            | 82%              |
| By Person   | 2787         | 2509          | 13362        | 16229         | -2867           | -18%             |
| Email/Social Media  | 1321         | 2059          | 12094        | 8510          | 3584            | 42%              |
| <b>Total</b>  | <b>5447</b>  | <b>4554</b>   | <b>35179</b> | <b>30082</b>  | <b>5097</b>     | <b>17%</b>       |
| Miscellaneous   | Sept 2021    | Sept 2020     | 2021 YTD     | 2020 YTD      | Under/Over 2020 | % Chg. Over 2020 |
| Visitors  | 4077         | 5184          | 23198        | 38382         | -15184          | -40%             |
| WiFi Users  | 5499         | 367           | 47007        | 23447         | 23560           | 100%             |
| Internet Users  |              | 573           | 1926         | 5202          | -3276           | -63%             |
| Exams   | 5            | 6             | 24           | 93            | -69             | -74%             |
| <b>Total</b>  | <b>9581</b>  | <b>6130</b>   | <b>72155</b> | <b>66124</b>  | <b>6031</b>     | <b>9%</b>        |
| Selection of Service Responses                                      |              |               |              |               |                 |                  |
| 1. Social Engagement: Developing Relationships and Ending Isolation |              |               |              |               |                 |                  |
| 2. Connect to the Online World: Public Internet Access              |              |               |              |               |                 |                  |
| 3. Satisfy Curiosity: Lifelong Learning                             |              |               |              |               |                 |                  |
| 4. Visit a Welcoming Place: Physical and Virtual Spaces             |              |               |              |               |                 |                  |
| Programs/<br>Service Response                                       | Sept 2021    |               | 2021 YTD     |               | Participants    |                  |
|   | Sessions     | Partici-pants | Sessions     | Partici-pants | 2020 YTD        | 2019 YTD         |
| 1   | 9            | 112           | 112          | 1188          | 4055            | 5012             |
| 2   | 0            | 0             | 11           | 22            | 187             | 1760             |
| 3   | 21           | 233           | 345          | 4968          | 11985           | 6741             |
| 4   | 7            | 114           | 11           | 516           | 3282            | 8454             |
| Advocacy  | 0            | 0             | 1            | 3313          | 3257            | 9648             |
| <b>Total</b>  | <b>37</b>    | <b>459</b>    | <b>480</b>   | <b>10007</b>  | <b>22,768</b>   | <b>31615</b>     |



Camrose Public Library  
 Adult Programs  
 January 1 to September 30, 2021

| Outreach   | Program | Attendance |
|--|---------|------------|
| Book Deliveries to Care Facilities                 | 59      | 439        |
| Spanish Online                                     | 26      | 152        |
| Ukulele Online                                     | 35      | 432        |
| Craft & Connect                                    | 12      | 61         |
| German Circle                                      | 27      | 104        |
| Mind Masters                                       | 8       | 687        |
| Augustana Class Visit                              | 1       | 23         |
| Sweary Stories                                     | 1       | 11         |
| Book Case Diorama                                  | 1       | 40         |
| Fidgit Balls                                       | 1       | 41         |
| BYOVV  | 1       | 100        |
| Vision Workshop                                    | 1       | 5          |
| Bullet Journals                                    | 1       | 30         |
| Adult Beanstack                                    | 24      | 115        |
| Dementia Speaker Series                            | 4       | 62         |
| Tales and Travel Podcast                           | 8       | 36         |
| Vision Boards                                      | 1       | 29         |
| FanFest Publisher Panel                            | 1       | 5          |
|  | 212     | 2372       |
|  |         |            |
| In House   | Program | Attendance |
|  | 0       | 0          |
|  |         |            |
| Outside Groups                                     | Program | Attendance |
| Space Provided for Community Groups and Businesses | 0       | 0          |
|  |         |            |
|  |         |            |
| <b>Total</b>                                       | 212     | 2372       |

Camrose Public Library  
Family Programs  
January 1 to September 30, 2021

| Outreach   | Program    | Attendance  |
|--|------------|-------------|
| A Book and a Bounce                                | 28         | 446         |
| QuaranTea Time                                     | 6          | 35          |
| Tech Tutor   | 12         | 22          |
| Subject Matters                                    | 8          | 642         |
| Read for 15  | 1          | 3313        |
| BookMatch  | 32         | 64          |
| Online Contest                                     | 1          | 5           |
| Curious Cuties                                     | 1          | 27          |
| FLD Craft Kits                                     | 1          | 30          |
| Pride Week Book Bands                              | 1          | 75          |
| Bristle Bots                                       | 1          | 50          |
| Shrexperience                                      | 1          | 222         |
| LED Flowers  | 1          | 50          |
| Pink Shirt Day                                     | 1          | 95          |
| Father's Day Card Kits                             | 1          | 50          |
| Seniors Week Kits                                  | 1          | 80          |
| Book Bike Buddy Naming Contest                     | 1          | 24          |
| Summer Time Story Time                             | 7          | 82          |
| SRC Podcasts                                       | 11         | 95          |
| Preschool Beanstack                                | 10         | 24          |
| DraMatilda   | 1          | 140         |
| FASD Passive Program                               | 1          | 113         |
| Free Book Week                                     | 6          | 185         |
| SRC  | 13         | 130         |
| Book Bike  | 14         | 556         |
| Book Bike @ Culture Days                           | 2          | 69          |
| Book & Cook with CFRC                              | 2          | 49          |
| FanFest Craft Tutorial                             | 1          | 20          |
| FASD Passive Program                               | 1          | 62          |
|  | 167        | 6755        |
|  |            |             |
| In House   | Program    | Attendance  |
| Books & Bounces                                    | 3          | 16          |
| Tales for 2s and 3s                                | 3          | 19          |
| Snacks in the Stacks                               | 7          | 114         |
|  | 13         | 149         |
|  |            |             |
| Outside Groups                                     | Program    | Attendance  |
| Space Provided for Community Groups and Businesses |            |             |
|  | 0          | 0           |
|  |            |             |
|  |            |             |
| <b>Total</b>                                       | <b>180</b> | <b>6904</b> |

Camrose Public Library  
 Children's Programs  
 January 1 to September 30, 2021

| Outreach   | Program | Attendance |
|--|---------|------------|
| Crafternoon  | 18      | 116        |
| Ghibli Geeks Club                                  | 3       | 11         |
| Reading University Guest Reader Visits             | 2       | 102        |
| SRC YouTube Views                                  | 21      | 209        |
| Summer ELL with Action for Healthy Communities     | 5       | 29         |
| SRC Programs                                       | 5       | 43         |
| Grades 1-6 Beanstack                               | 14      | 52         |
| Action for Health Communities Partnership          | 1       | 11         |
|  | 69      | 573        |
| In House   | Program | Attendance |
|  | 0       | 0          |
| Outside Groups                                     | Program | Attendance |
| Space Provided for Community Groups and Businesses | 0       | 0          |
|  |         |            |
| Monthly Total                                      | 69      | 573        |



Camrose Public Library  
 Teen Programs  
 January 1 to September 30, 2021

| Outreach   | Program   | Attendance |
|--|-----------|------------|
| Virtually Artistic                                 | 6         | 50         |
| Summer ELL with Action for Healthy Communities     | 5         | 18         |
| Grade 7-12 Beanstack                               | 7         | 26         |
| Break-in Bags                                      | 1         | 64         |
|  | 19        | 158        |
|  |           |            |
| In House   | Program   | Attendance |
|  |           |            |
|  | 0         | 0          |
|  |           |            |
| Outside Groups                                     | Program   | Attendance |
| Space Provided for Community Groups and Businesses |           |            |
|  | 0         | 0          |
|  |           |            |
| <b>Total</b>                                       | <b>19</b> | <b>158</b> |



Camrose Public Library  
All Programs  
January 1 to September 30, 2021

|                             |     |       |
|-----------------------------|-----|-------|
| Outreach Programs           | 467 | 9858  |
| In-house Programs           | 13  | 149   |
| Outside Groups              | 0   | 0     |
| YTD                         | 480 | 10007 |
| Submitted by Nicole Bannick |     |       |
| 12-Oct-21                   |     |       |

## Interim Director's Report

October 12 2021

### Culture Days – Create a Splash

The Camrose Public Library, City of Camrose, Camrose Arts Society, the Bailey Theatre, Downtown Camrose and the Camrose and Distract Centennial Museum joined together to host Create a Splash, an Alberta Culture Days celebration. There was live music, food trucks, public art projects and classes, two shows at the Bailey Theatre, demonstrations at the museum, and CPL brought the Bookbike out one last time in 2021; we also put up our final story walk around Mirror Lake, a story about a young refugee who settled in Alberta. The Bookbike was filled with Albertan literature, games, crafts, and we held numerous story-times. Saturday went well, with over 50 people in attendance at the Bookbike. Sunday we had two bookbike alumni come volunteer for the day, but unfortunately there were no food trucks and it was pouring, so our attendance was much lower. Create a Splash was funded by the Alberta Culture Days grant that the Bailey Theatre applied for, with letters of support from Downtown Camrose, Camrose Public Library and the City of Camrose. The library has committed to participating in the 2022 celebration.



Left, Alyssa biking to Kamifurano Park. Right, Nicole playing spot the librarian.





Kids enjoying a game of Jenga.



Our volunteers checking out some titles. Left is Elliot Harder, right is Sarah Bean.



## Fellowship of the Camrose Public Library

The FCPL is in the midst of some internal restructuring, and is postponing their activities until this is done. I expect it to take a few weeks minimum.

## New Staff

We have finished filling our current vacancies, and have had four new staff members start in September, and our Service Desk Coordinator begins October 14. Three of these positions are for our On-Call Circulation Assistants, one of these is for Shannon's vacant Programmer position, and one of these is the new position of Service Desk Coordinator that was created from Circulation Assistant hours. So far our On-Call Circulation Assistants have been able to help us fill many scheduling gaps, and have added some exciting new skillsets to our team. Our new Programmer has hit the ground running by aiding us in the Advocacy Campaign and Election Spotlights, and is fluent in French so French based programming is on the horizon!

## Roof Leak

The roof has two new drains installed, and a new base sheet applied. The Quality Assurance reports from the contractor can be found in the board package. Paul Stone, the Building Maintenance Manager at the City, verbally stated that he did not believe any interior work to the building was needed. To date, nothing has been done (to the best of my knowledge) to check the HVAC system, the drywall, the carpeting or any interior portion of the library. I have just sent an email asking for the ceiling tiles in the basement to be replaced, as many of them are damaged or missing due to the leak. We (CPL) is in the process of hiring someone to steam clean the carpets that were affected.



Left: New rain on the south-west side. Right: New drain on the south-east side.



Damaged and missing ceiling tiles downstairs.

### Dementia Programming Objection - Ad

I received a phone call and follow-up email from a community members that was concerned about an ad that ran in the Camrose Morning News. The email and my ultimate response are in the items for information.



The ad in the Morning News

## Dementia Services Project

As per our plan, we have contracted Rebecca Purc-Stephenson, professor of Psychology at the University of Alberta, to assess our Dementia Services Project and whether we reached our goals, and to what extent. This will be an approximately two month process, and the results will be used in our grant reporting as well as for our own use in planning future programs.

## **Unattended Children and Vulnerable Patrons Policy - DRAFT**

The Camrose Public Library welcomes children of all ages and vulnerable adults to use its facilities and services. The library, its staff, volunteers and anyone else associated with the library are not responsible for any unattended vulnerable persons. It is not the duty of any staff to provide supervision, childcare or to entertain any vulnerable person outside of our scheduled programs.

Responsibility for the welfare and the behaviour of children and vulnerable adults using the library ultimately rests with the parent, guardian, or an assigned caregiver.

### **Behavioural Requisites for Using the Library Unattended**

- Any unattended person at the library must be capable of leaving the library under their own means, particularly in the event of an emergency or other unexpected event.
- Any unattended person at the library must be capable of reaching out to an emergency contact (ie know this person's name, phone number and address).
- Any unattended person at the library must be capable of behaving in a manner befitting a public place. Unattended people must be capable of using the restroom alone. Their behaviour must also be in compliance with the library's *Workplace Violence Harassment and Other Unacceptable Behaviour Policy*.

In instances where a child or vulnerable person cannot meet the behavioural requisites for using the library unattended, their parent, guardian or caregiver must be able to facilitate this behavior. This means that any caregiver must be able to help the patron to leave the library unexpectedly, assist them in the restroom if necessary, and ensure that their behaviour is compliant with our *Workplace Violence Harassment and Other Unacceptable Behaviour Policy*.

### **If an Unattended Vulnerable Person is found at the Library**

If a child or vulnerable adult is left at the library at closing time, emergency closings or in the event of an emergency situation, the staff person in charge will attempt to contact the parents, guardians or caregivers. If the parent, guardian or adult caregiver cannot be contacted, staff will notify the police. At least two staff will remain with the vulnerable person until the police arrive. Under no circumstances will library staff transport or take the vulnerable person away from the library building regardless of whether or not they have consent of the vulnerable person's parent, guardian or caregiver.



Any unattended person who engages in inappropriate behaviour as outlined in our *Workplace Violence Harassment and Other Unacceptable Behaviour Policy* will be asked to leave the library immediately. Police may be called to assist if necessary.

Any child or vulnerable adult who leaves the library cannot be detained by staff.

# **Request for Decision – Library Closure for PD Day**

## **Request:**

The board closes the library for one day in November so that the staff can engage in a professional development and team building day. If the COVID-19 restrictions surrounding distancing have not ended one week before our PD Day, we will switch to an alternate day in December.

## **History:**

Every year the library closes for a day so that the staff can attend a one day conference at Parkland Regional Library's headquarters in LaCombe. As we have not been able to do that since COVID-19 began, I have instead planned a professional development day for our staff in Camrose.

## **Plan:**

The Stronger Together Conference is a free, virtual library conference for the Alberta Library community. It was hosted by Yellowhead Regional Libraries, Peace Library System, The Alberta Library, and Parkland Regional Library. The sessions are primarily geared towards public libraries, and took place in late September. I intend to host a small conference-esque setting where our staff can watch the sessions that interest them together, and then discuss the talks

Additionally, I also have a live session planned for the same day. Action for Healthy Communities has been working on Intercultural Awareness training, and they are in the process of creating training for a library setting. Intercultural Awareness training would focus on giving our staff the tools to more effectively assist newcomer populations, particularly those who have limited English skills. This training would also be free.

## **Why we should close to attend this training:**

In order to do any group activities with our whole library staff, we need to close the library. By attending the Stronger Together sessions together, we are creating a group learning environment that should make our PD day less of an isolating experience. Many people have been experiencing Zoom session fatigue, and I feel that this set-up would help alleviate that. By sharing our

takeaways after the session, we also facilitate deeper learning, the exchange of knowledge and engage in team building. Additionally, by partnering with Action for Healthy Communities, we also build stronger relationships with local organizations, and help our team to better serve all of our community. By closing and doing this training together, we are also fulfilling our obligation of providing professional development opportunities to our staff as outlined in the Public Library Board Service Branch's Best Practices:

“All staff receive ongoing professional development. This means they attend at least one library conference or one other library-related professional development session per year. This may include training on providing service to print-disabled or Indigenous populations.”

# Request for Decision – Opening Hour Change

## Request:

I would request that the board consider changing the library's hours on Saturday from 12:00-5:00 to 11:00-4:00, and Sunday from 1:00-5:00 to 12:00-4:00.

## Reasons:

### Public Demand:

On Saturday and Sunday there is always a group of people waiting outside the door for us to open, which implies that there is demand for us to be open earlier. We also are not open during the morning on Saturday or Sunday, meaning that we are not serving members of the community who can only attend the library during a weekend morning. Additionally, when we last changed our weekend hours, we received verbal feedback from the public that they were sad to see our hours reduced, and that we would not be open in the mornings.

### Staffing Availability:

We have a number of staff who require accommodations for religious and medical reasons, and we are legally required to do so when possible. These accommodations affect the days they can work, what times of the day they can work, and how lengthy their shifts can be. By adjusting the schedule to be one hour earlier, it would open up staff availability to work on the weekends, making it easier to find staff to work the weekends. Given how tight our staffing situation is, any degree of flexibility can have a large impact on our ability to open the library on Saturday and Sunday. By changing these hours, we would be contributing to an empathetic and responsive work environment, as well as relieving pressure on our staffing situation.

### No Extra Cost:

As I am not suggesting an addition or a cut to hours, this change will not cost the library any money, but it will accommodate public and staff needs.