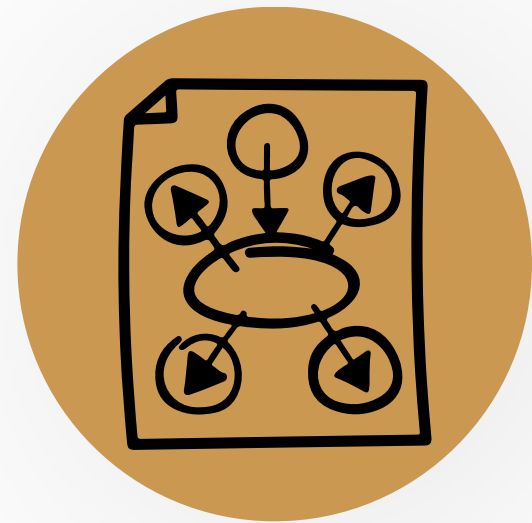


LIBRARY STAFFING REORGANIZATION

CAMAS CITY COUNCIL PRESENTATION

OVERVIEW



COMMUNITY ALIGNMENT

CONSIDERATIONS OF THE
CURRENT STRATEGIC PLAN,
RECENT COMMUNITY
ENGAGEMENT, AND LIBRARY
MISSION STATEMENT



ADDITIONAL BENEFITS

RETAINING STRONG
EMPLOYEES FOR LONG-RANGE
PLANS



MARKET STUDY

RESULTS OF A RECENT
MARKET STUDY



NEXT STEPS

COUNCIL'S DECISION POINTS

COMMUNITY NEED



COMMUNITY INPUT

- More programs, especially for young children.
- More and varied resources, specifically books.
- Increased/better communication about events.
- Make using the Library convenient and easy.



STRATEGIC GOALS

- Remove barriers.
- Focus on early literacy.
- Build or strengthen partnerships.
- Encourage lifelong learning at every age.



MISSION

The Camas Public Library is dedicated to serving our community with

- Meaningful connections,
- Engaging enrichment, and
- Pathways to knowledge.

ALIGNMENT



COMMUNITY INPUT

- More programs, especially for young children.
PROGRAMS
- More and varied resources, specifically books.
CONTENT DELIVERY
- Increased/better communication about events.
USER EXPERIENCE (UX) **OUTREACH**
- Make using the Library convenient and easy.
UX



STRATEGIC GOALS

- Remove barriers.
UX **OUTREACH**
- Focus on early literacy.
CONTENT DELIVERY **PROGRAMS**
- Build or strengthen partnerships.
OUTREACH
- Encourage lifelong learning at every age.
PROGRAMS **CONTENT DELIVERY**



MISSION

The Camas Public Library is dedicated to serving our community with

- Meaningful connections,
OUTREACH **PROGRAMS**
- Engaging enrichment, and
UX **PROGRAMS**
- Pathways to knowledge.
PROGRAMS **CONTENT DELIVERY**

*Library Coordinator is the revised title with two new positions reclassified from Library Associate. The previous title was Programming & Outreach Coordinator.

PROGRAMS

LIBRARY COORDINATOR (1)*
LIBRARY ASSOCIATE (1)

- Early Lit
- K-5/6
- Teen
- Adult
- Major events

MANAGED BY LIBRARY DIRECTOR

OUTREACH

LIBRARY COORDINATOR (1)*
LIBRARY ASSOCIATE (1)

- Offsite Storytimes
- School Visits
- Community Events
- Community Organizations
- Volunteers

ADMINISTRATION

- Library Director
- Technology & Collections Manager
- Administrative Support Assistant
- Library Assistant (2)

UX

LIBRARY COORDINATOR (1)*
LIBRARY ASSOCIATE (1)

- Communications and PR
- Gallery
- Displays
- Graphics
- Some Tech Projects
- Take-homes
- Improving patron experience

MANAGED BY TECHNOLOGY & COLLECTIONS MANAGER

CONTENT DELIVERY

CIRCULATION SERVICES SPECIALIST (1)
LIBRARY ASSOCIATE (1)
LIBRARY AIDES (5)

- Service Desk
- Shelving, Check-ins
- Cataloging
- Interlibrary Loan
- Processing
- Mending
- Weeding

ADDITIONAL BENEFITS

SUCCESSION PLANNING

THREE COORDINATOR
POSITIONS ALLOWS FOR
LEADERSHIP EXPERIENCE
PRIOR TO MANAGEMENT
OPPORTUNITIES



LONG-RANGE PLANNING

THIS REORGANIZATION
ALLOWS US TO LEAN INTO
OUR STRENGTHS FOR
MANY YEARS TO COME.



RETAIN TALENT

FOUR STEPPING STONES
(TWO ADDITIONAL
COORDINATORS AND TWO
ASSISTANTS) RATHER THAN
A FLATTER STRUCTURE
PROVIDE ASPIRATIONAL
GOALPOSTS



NO ADDITIONAL STAFF NEEDED AT THIS TIME

POSITIONS ARE RECLASSIFIED,
NOT ADDED.

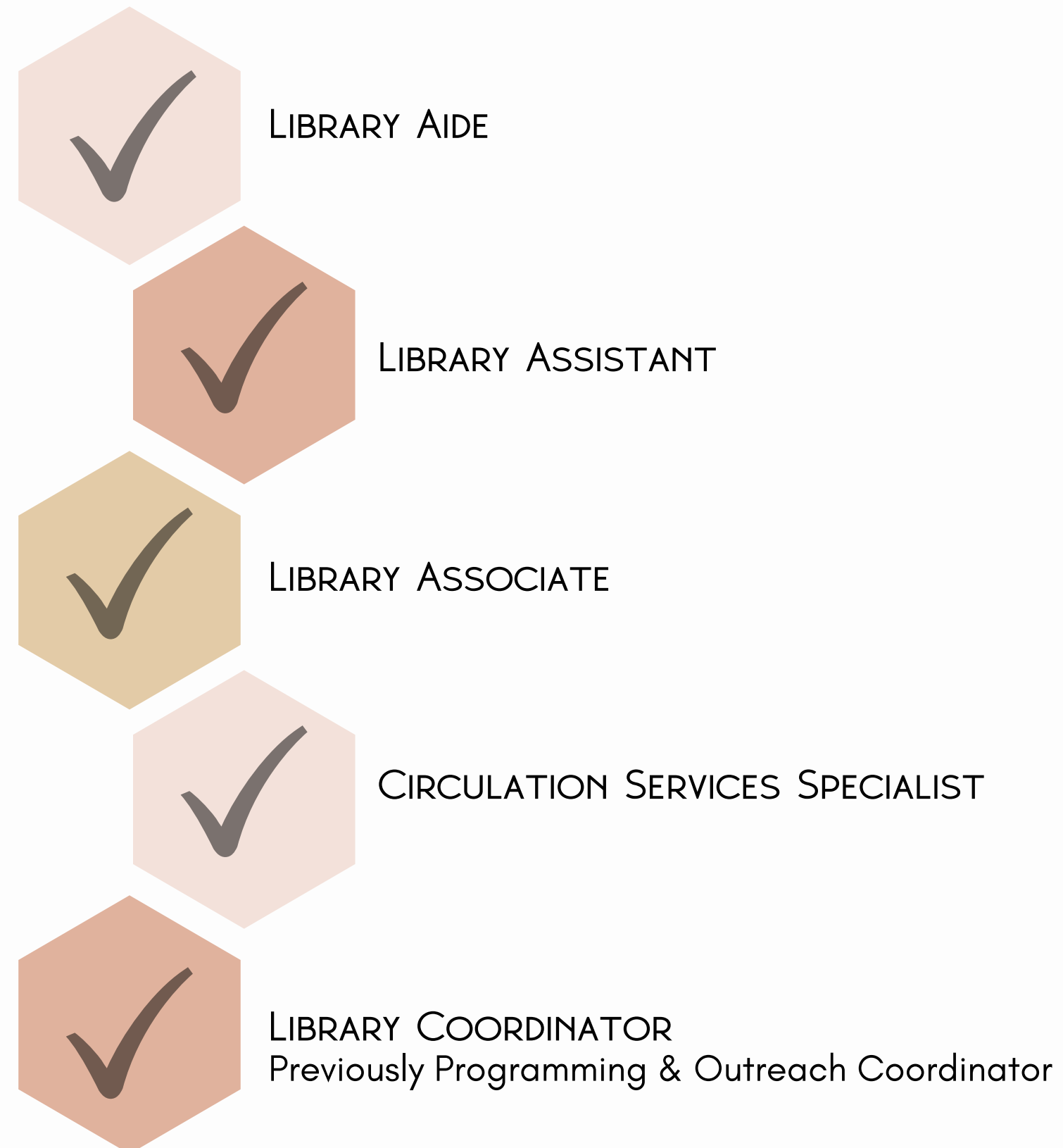


MARKET STUDY

SALARY WITHIN APPROPRIATE RANGE

NEEDS ADJUSTMENT

CURRENTLY PAID UNDER MARKET



NEXT STEPS

1

COST

- 2023 increase: \$23,500
- Change to 2024 budget: \$49,115
- Annual increase to salaries & wages: 5%

2

NEXT STEPS

- Job Title Revision Resolution on May 15.
- Cost for four reclassifications and increasing Administrative Support Assistant to market value will be included in Spring Omnibus.
- Effective June 1.

