

Responses from City Library Collective libraries on security concerns and weapons

- **Eau Claire:** added part-time security monitors through an outside firm in 2023 in addition to the full-time social worker they've had on staff since 2015 (the first library in WI to add a social worker) due to the frequency of behavioral issues and burden on staff. Currently, their City is funding this using ARPA money while they work on a more permanent funding model, preferably with guards that are library employees. Guards do not carry weapons per City policy.
- **Appleton:** added part-time security monitors using an outside firm in 2019 (after a shooting that occurred at transit station and shooter fled to the library) in addition to their full-time Safety Supervisor. The supervisor trains and manages the guards, ensuring consistency in response and record retention, and serves as the liaison between the security firm and library staff. Guards do not wear uniforms and they do carry restraints, batons, and pepper spray after completing necessary training. The City's Risk Management specialist has allowed this because the security company takes on responsibility for training and liability. No firearms allowed per City policy.
- **Beloit:** used to have a full-time security monitor on staff but was replaced with a security company in 2018. They have been happy with the service with a few caveats (primarily the amount of turnover). No firearms allowed per City policy.
- **Kenosha:** social work/community resource approach along with intensive and constant training of front-line staff is working for them. Their police department also does periodic walk-throughs during high-traffic/low staffing times of day. No firearms allowed per City policy.
- **Manitowoc:** in the process of bringing in an outside security firm. They have utilized a Manager-on-duty model, alongside training of front-line staff, for many years, but recent changes in staffing and the amount of security/enforcement issues has caused them to reevaluate. Additionally, after completing active shooter training, they have made the decision to provide pepper spray at each service desk as a "nuclear" option for staff facing a serious threat while at a desk and unable to retreat. No firearms allowed per City policy.