

Changing Hours Open

Current Hours

Proposed Hours

<p>Labor Day - Memorial Day M-Th: 8:30 am - 8 pm F: 8:30 am -5 pm Sat: 8:30 am -5 pm Sun: 1-5 Memorial Day- Labor Day M,W: 8:30 am - 8 pm T, Th, F, Sat: 8:30 am -5 pm Sun: CLOSED</p>	<p>M-Th: 9 am - 8 pm F: 9-5 Sat: 9-5 Sun: CLOSED</p>
<p>6.25% decrease from 64 hour weekly average to 60 hours weekly year-round Timeline: implementation beginning after Labor Day 2023</p>	

Impact on Staff

- Mead is the median among CLC (City Library Collective) libraries in terms of total FTE, but among the top five for hours open; this is a recipe for staff burnout.
- A later daily opening time provides an opportunity to have staff meetings and trainings with minimal impact on the desk schedule and patron-facing services
- Sundays are the lowest traffic and circulation days; being closed Sundays ensures that staff always have at least one day off per week, allowing for better work-life balance and better scheduling capacity during higher traffic times throughout the week.

Impact on Service

- [New hours align with high gate-count times of day](https://docs.google.com/spreadsheets/d/16DqGzVaUu8A8tW5cXoUOSuedISqzPIGT/edit?usp=sharing&oid=103077643616858604493&rtpof=true&sd=true) (See <https://docs.google.com/spreadsheets/d/16DqGzVaUu8A8tW5cXoUOSuedISqzPIGT/edit?usp=sharing&oid=103077643616858604493&rtpof=true&sd=true>). While a reduction in hours will certainly bring annual visits down, we intend to minimize this impact by aligning our open hours with the most-visited times of day.
- More consistency year round;no seasonal change is easier on staff and the community we serve. Additionally, all other peer libraries maintain full evening service in the summer.
- Takes our role as a community warming facility into consideration by aligning with Open Door and Salvation Army hours and services.

- Our plan to add after-hours holds pick-up will provide a key service even when we are closed; we will be one of just a few libraries in the state to provide this.

Comparison with Peer Libraries

- We are currently just meeting the minimum hours for DPI's "tier 1" designation. Currently, only 5 of the 11 CLC libraries meet the minimum hours open for tier 1, with the majority being under the threshold. WiLS is working on research and reporting to suggest changes to the DPI standards, including making a connection between FTE and "hours open" tiers. (See [Wisconsin Public Library Standards 6th edition 2018 \(https://dpi.wi.gov/sites/default/files/imce/libraries/Publib/Planning/Wisconsin_Public_Library_Standards_6th_edition_2018_FINAL.pdf\)](https://dpi.wi.gov/sites/default/files/imce/libraries/Publib/Planning/Wisconsin_Public_Library_Standards_6th_edition_2018_FINAL.pdf) , Appendix A)
- The suggested change in hours aligns us with our most comparable library: La Crosse (community size and annual visits are most similar to Mead)
- One of the most "open" libraries (Kenosha) has more than twice the FTE and double the community size as Mead and is open just 2 hours more per week than we currently are.
- See a [complete comparison](https://docs.google.com/spreadsheets/u/4/d/1Hr53LEx0UCYtja-2F-IW6el6qTQisGfeDIHAjkbRyXU/edit) (See <https://docs.google.com/spreadsheets/u/4/d/1Hr53LEx0UCYtja-2F-IW6el6qTQisGfeDIHAjkbRyXU/edit>) of CLC open hours, FTE, annual visits, and community size.