

# Library Department

Jane Light, City Librarian

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**T**he San José Public Library enriches lives by fostering lifelong learning and by ensuring that every member of the community has access to a vast array of ideas and information

## *City Service Area*

### **Neighborhood Services**

### *Core Services*

#### **Access to Information, Library Materials and Digital Resources**

Link customers to the information they need through access to books, videos, digital, and other information resources

#### **Formal and Lifelong Self-Directed Education**

Provide programs that promote reading, literacy, and learning for all ages and support school readiness and success

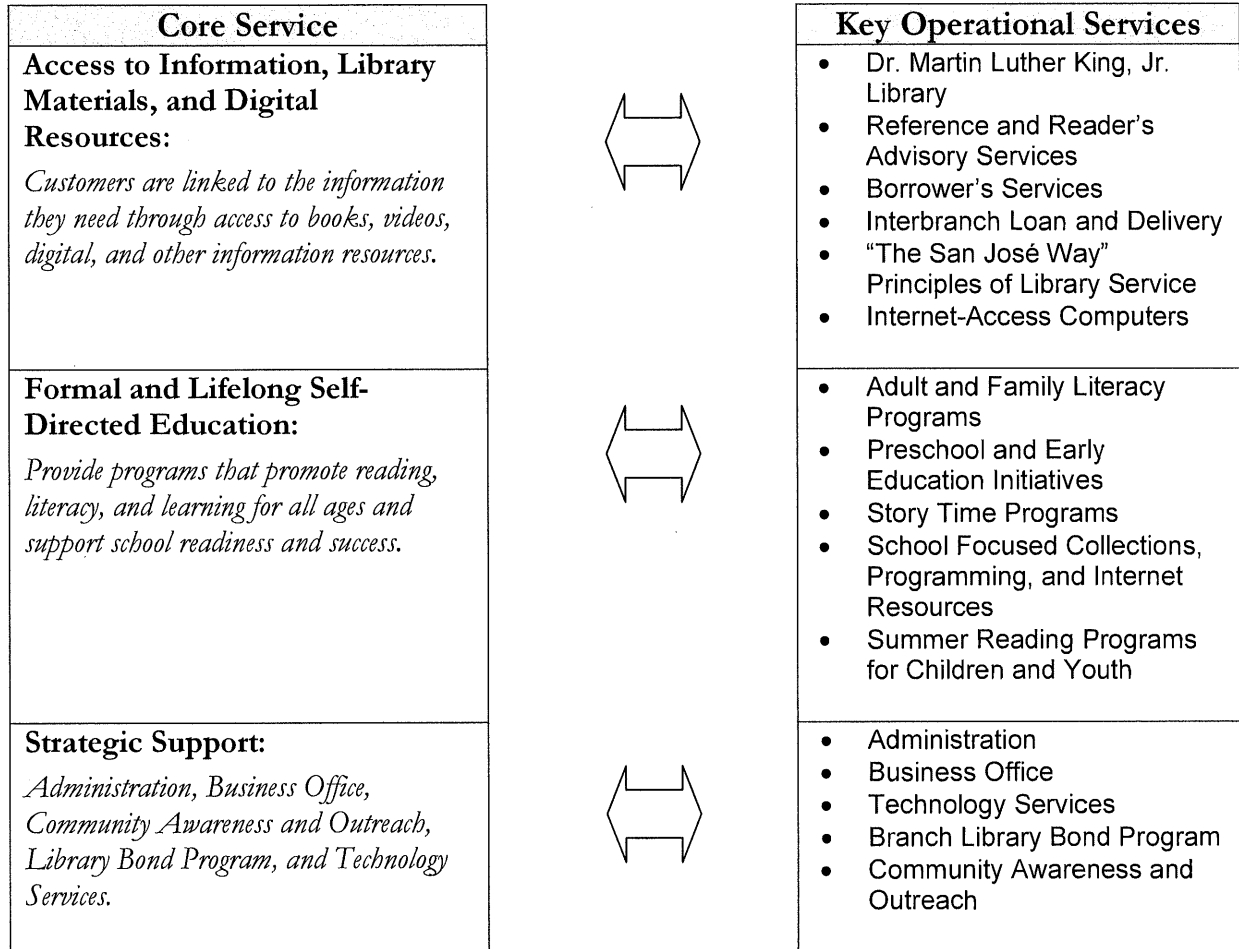
**Strategic Support:** Administration, Business Office, Community Awareness and Outreach, Library Bond Program, and Technology Services

# Library Department

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## Service Delivery Framework

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# Library Department

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## Department Budget Summary

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### Expected 2011-2012 Service Delivery

- Branch libraries, open 4½ days (39 hours) per week in 2010-2011, will be reduced to four days of service (33-34 hours) per week, a 14% reduction in hours from 2010-2011 levels.
- As directed in the Mayor's 2011 March Budget Message as approved by the City Council, the opening of four branch libraries (Bascom, Calabazas, Educational Park, and Seven Trees) will be deferred until 2012-2013.
- Continued emphasis on effective library programming tailored to the most critical needs of the community, will be reduced by 10% of 2010-2011 program offerings.
- King Library hours are scheduled to remain at current levels.

### Impacts of 2011-2012 Budget Actions

- A total of 29.27 positions supporting branch libraries will be eliminated in 2011-2012, as a result of budget actions taken as part of the 2010-2011 Adopted Budget and actions approved in this budget. This reduction in staffing reduces branch library service to four days per week, or 33-34 hours, with neighboring branches paired to the extent possible. One branch will be open Monday through Thursday, and the paired branch open Wednesday through Saturday. Despite the reduction in branch library hours, circulation and visitor attendance is expected to drop by only 10-15% with an estimated circulation drop of 1.2 million items and 1.0 million visitors.
- Library services will be reduced, including story-time, children's educational programs, literacy programs, adult programming, Summer Reading Celebration, and class visits. These reductions affect 50,000 adults, teens, and children who annually attended these programs in 2010-2011.
- In addition to the impacts from reductions in staffing (5.63 positions) and current educational and informational class and program offerings (25%) effective July 1, 2011, this budget includes further reductions in the Dr. Martin Luther King Jr. Library support staff, resulting in increased wait times for customer support services.

### Operating Funds Managed

- Library Parcel Tax Fund

# Library Department

## Department Budget Summary

	2009-2010 Actual 1	2010-2011 Adopted 2	2011-2012 Forecast 3	2011-2012 Adopted 4	% Change (2 to 4)
<b>Dollars by Core Service</b>					
Access to Information, Library Materials and Digital Resources	\$ 27,739,808	\$ 23,077,957	\$ 24,192,731	\$ 22,855,082	(1.0%)
Formal and Lifelong Self- Directed Education	2,908,325	4,806,090	2,001,364	2,207,069	(54.1%)
Strategic Support	3,501,906	3,506,857	4,184,201	3,934,404	12.2%
<b>Total</b>	<b>\$ 34,150,039</b>	<b>\$ 31,390,904</b>	<b>\$ 30,378,296</b>	<b>\$ 28,996,555</b>	<b>(7.6%)</b>
<b>Dollars by Category</b>					
Personal Services					
Salaries/Benefits	\$ 28,517,668	\$ 25,806,810	\$ 25,190,861	\$ 23,419,203	(9.3%)
Overtime	48,560	151,796	151,796	151,796	0.0%
Subtotal	\$ 28,566,228	\$ 25,958,606	\$ 25,342,657	\$ 23,570,999	(9.2%)
Non-Personal/Equipment					
Total	5,583,811	5,432,298	5,035,639	5,425,556	(0.1%)
<b>Total</b>	<b>\$ 34,150,039</b>	<b>\$ 31,390,904</b>	<b>\$ 30,378,296</b>	<b>\$ 28,996,555</b>	<b>(7.6%)</b>
<b>Dollars by Fund</b>					
General Fund	\$ 29,850,849	\$ 26,258,246	\$ 25,034,131	\$ 22,641,679	(13.8%)
Comm Dev Block Grant	246,751	255,730	282,906	261,667	2.3%
Healthy Neighborhoods	150,288	0	0	0	0.0%
Library Parcel Tax	3,224,461	4,500,855	4,668,120	5,843,653	29.8%
Capital Funds	677,690	376,073	393,139	249,556	(33.6%)
<b>Total</b>	<b>\$ 34,150,039</b>	<b>\$ 31,390,904</b>	<b>\$ 30,378,296</b>	<b>\$ 28,996,555</b>	<b>(7.6%)</b>
<b>Authorized Positions by Core Service</b>					
Access to Information, Library Materials and Digital Resources	283.19	232.14	228.74	228.91	(1.4%)
Formal and Lifelong Self- Directed Education	55.24	46.24	16.95	16.45	(64.4%)
Strategic Support	27.00	22.25	27.00	26.00	16.9%
<b>Total</b>	<b>365.43</b>	<b>300.63</b>	<b>272.69</b>	<b>271.36</b>	<b>(9.7%)</b>

# Library Department

## Budget Reconciliation

(2010-2011 Adopted to 2011-2012 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
<b>Prior Year Budget (2010-2011):</b>	<b>300.63</b>	<b>31,390,904</b>	<b>26,258,246</b>
<b>Base Adjustments</b>			
<b>One-Time Prior Year Expenditures Deleted</b>			
• Branch Library Hours and Services (3.0 Librarian II, 5.0 Librarian II PT, 1.48 Library Aide PT, 3.0 Library Assistant, 1.0 Library Clerk, 2.5 Library Clerk PT, 3.69 Library Page PT, 2.0 Senior Librarian)	(21.67)	(1,938,402)	(1,938,402)
• Dr. Martin Luther King, Jr. Library (2.0 Librarian II, 0.29 Library Aide PT, 2.0 Library Clerk, 0.5 Library Clerk PT, 0.84 Library Page PT)	(5.63)	(469,480)	(469,480)
• Books for Little Hands Program (1.0 Library Assistant, 0.14 Library Clerk PT, 0.5 Literacy Program Specialist PT)	(1.64)	(161,245)	0
• Rebudget: Library Literacy Grants		(137,659)	(137,659)
• New Library Facilities		(22,000)	(22,000)
<b>One-time Prior Year Expenditures Subtotal:</b>	<b>(28.94)</b>	<b>(2,728,786)</b>	<b>(2,567,541)</b>
<b>Technical Adjustments to Costs of Ongoing Activities</b>			
• Salary/benefit changes and the following position reallocations: - 0.5 Librarian II PT to 0.5 Office Specialist II PT		1,495,186	1,278,804
• Transfer non-enterprise information technology support from Information Technology Department (1.0 Supervising Applications Analyst)	1.00	163,907	0
• Employee One-Time Total Compensation Reduction Restoration		124,235	131,772
• Maintenance service for self-checking and sorting machines		24,000	24,000
• Changes in gas and electricity costs		(78,000)	(78,000)
• Changes in vehicle maintenance and operations costs		(8,000)	(8,000)
• Changes in professional development program		(5,150)	(5,150)
<b>Technical Adjustments Subtotal:</b>	<b>1.00</b>	<b>1,716,178</b>	<b>1,343,426</b>
<b>2011-2012 Forecast Base Budget:</b>	<b>272.69</b>	<b>30,378,296</b>	<b>25,034,131</b>
<b>Budget Proposals Approved</b>			
1. Library Department Employee Total Compensation Reduction		(2,588,820)	(2,134,000)
2. Dr. Martin Luther King, Jr. Library Staffing	(2.00)	(159,358)	(159,358)
3. Branch Library Bond Projects Staffing	(1.00)	(133,662)	0
4. Library Parcel Tax Funding Reallocation		0	(1,458,291)
5. Branch Library Staffing	1.67	0	0
6. Library Department Annual Retirement Contribution		926,352	864,052
7. Library Department Unemployment Contribution		183,830	145,228
8. Library Parcel Tax Survey		40,000	0
9. New Library Facilities		22,000	22,000

# Library Department

## Budget Reconciliation

(2010-2011 Adopted to 2011-2012 Adopted)

	Positions	All Funds (\$)	General Fund (\$)
<hr/> <b>Budget Proposals Approved (Cont'd.)</b> <hr/>			
10. Rebudget: Library Grants		327,917	327,917
<b>Total Budget Proposals Approved</b>	<b>(1.33)</b>	<b>(1,381,741)</b>	<b>(2,392,452)</b>
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<b>2011-2012 Adopted Budget Total</b>	<b>271.36</b>	<b>28,996,555</b>	<b>22,641,679</b>
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# Library Department

## Budget Changes By Department

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Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
1. Library Department Employee Total Compensation Reduction		(2,588,820)	(2,134,000)

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### **Neighborhood Services CSA**

*Access to Information, Library Materials and Digital Resources  
Formal and Lifelong Self-Directed Education  
Strategic Support*

As directed at the November 18, 2010, 2011-2012 Organizational and Budget Planning Special Council Meeting, the City Council approved direction for labor negotiations to achieve a 10% ongoing total employee compensation reduction for all bargaining groups and to roll back any general wage increases received in 2010-2011. Direction was also included to pursue City Auditor's recommendations for healthcare cost containment including increased cost sharing, increased co-pays, reduced health and dental in-lieu costs, and elimination of dual coverage.

For 2011-2012, agreements to achieve these compensation reductions were approved by the City Council on March 22, 2011 for the San Jose Fire Fighters, IAFF, Local 230, on April 19, 2011 for AEA, AMSP and CAMP, on May 31, 2011 for ALP and ABMEI, and on June 14, 2011 for the POA. Approval for compensation changes for Unit 99 and Units 81/82 also occurred on April 19, 2011. On May 31, 2011, the City Council approved the implementation of terms contained in the City's Last, Best, and Final Offers for the remaining bargaining groups (CEO, IBEW, MEF and OE3).

The compensation reduction actions, which vary by employee group, include: base pay reductions, reversing the additional employee contributions to retirement to offset the City's contributions, healthcare cost sharing changes (from 90% City/10% employee to 85% City/15% employee), healthcare plan design changes including increased co-pays, changes in healthcare in lieu and elimination of dual coverage. The specific actions are described in each bargaining unit's agreement, as applicable, with the City that can be found at: <http://www.sanjoseca.gov/employeerelations/labor.asp>.

These total compensation reductions generate Base Budget savings of \$74.5 million in all funds and \$58.5 million in the General Fund (including fee programs), offset by annual required retirement contributions of \$23.6 million in all funds and \$18.9 million in the General Fund, result in total net savings of \$50.9 million in all funds and \$39.6 million in the General Fund. With these compensation reductions, decreases to overhead (\$3.9 million) and other reimbursements were also approved in this budget. In the Library Department, the General Fund savings totals \$2,134,000 as reflected in this document. (Ongoing savings: \$2,588,820)

**Performance Results:** N/A

# Library Department

## Budget Changes By Department

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Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
2. Dr. Martin Luther King, Jr. Library Staffing	(2.00)	(159,358)	(159,358)

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**Neighborhood Services CSA**

*Access to Information, Library Materials and Digital Resources*

Actions approved as part of the 2010-2011 Adopted Budget eliminated 5.63 positions and reduced adult, children's, and family educational and informational classes and programs by 25% from 2010-2011 levels effective July 2011. This action eliminates 1.0 Senior Library Clerk and 1.0 Library Clerk at the Dr. Martin Luther King, Jr. (King) Library, further increasing wait times for checkout and reducing staffing to help with general customer support services. (Ongoing savings: \$158,970)

**Performance Results:**

**Customer Satisfaction** The reduction in staff at King Library will affect reference assistance, as well as the satisfaction with the library service they receive. **Quality** The continued reduction in staffing levels will be reflected through further declines in reference assistance and longer response times to customer concerns.

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3. Branch Library Bond Projects Staffing	(1.00)	(133,662)	0
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**Neighborhood Services CSA**

*Strategic Support*

This action eliminates one Branch Library Bond Projects funded position (1.0 Senior Analyst). With the Library Bond program nearing completion (16 of 20 library bond projects completed as of December 2010), fewer program management staff are needed. One full-time staff will remain to support the Branch Library Bond Projects with temporary staffing support as needed. (Ongoing savings: \$133,319)

**Performance Results:**

No changes to current service levels are anticipated as a result of this action.



# Library Department

## Budget Changes By Department

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Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
<b>4. Library Parcel Tax Funding Reallocation</b>		<b>0</b>	<b>(1,458,291)</b>

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**Neighborhood Services CSA**

*Access to Information, Library Materials and Digital Resources  
Strategic Support*

This action reallocates funding for 1.0 Senior Office Specialist and 0.75 Security Officer PT from the General Fund to the Library Parcel Tax Fund to avoid further service level reductions. A \$332,000 reallocation of non-personal/equipment expenses from the General Fund to the Library Parcel Tax Fund was also approved. In addition, as directed by the Mayor's June Budget Message approved by the City Council, this action reallocates \$1,000,000 in Library Personal Services expenditures from the General Fund to the Library Parcel Tax Fund on a one-time basis. While this action has little or no service impact to the public, it reduces the Library Department's ability to leverage Library Parcel Tax funding beyond 2014-2015, when the tax is sunseting. (Ongoing costs: \$0)

**Performance Results:**

**Customer Satisfaction** The funding reductions in General Fund staff and services shifted to the Library Parcel Tax will result in little or no direct service impact to the public.

<b>5. Branch Library Staffing</b>	<b>1.67</b>	<b>0</b>	<b>0</b>
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**Neighborhood Services CSA**

*Access to Information, Library Materials and Digital Resources*

This action eliminates 2.0 Librarian II, 1.0 Senior Supervisor, Administration, and 0.2 Network Technician PT—all of which are vacant—and restores 4.5 filled Librarian II PT and 0.37 filled Library Page PT to better align staffing with branch library services. As part of the Mayor's June Budget Message as approved by the City Council, library branch hours and services were restored from three days per week to four days per week. In restoring service hours to four days per week, the Library Department determined that a different compliment of staff would be more appropriate, resulting in the net restoration of 1.67 positions. (Ongoing costs: \$0)

**Performance Results:**

**Customer Satisfaction** This compliment of staff will provide more flexibility to support customer needs during service hours.

# Library Department

## Budget Changes By Department

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Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
6. Library Department Annual Retirement Contribution		926,352	864,052

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**Neighborhood Services CSA**

*Access to Information, Library Materials and Digital Resources  
Formal and Lifelong Self-Directed Education  
Strategic Support*

This action increases the Library Department personal services allocation as a result of the adoption of changes by the Federated Retirement Board (Board) to the policy determining the City's share of the annual required contribution to the Federated City Employees' Retirement System (Plan). To ensure the fiscal health of the Plan, the Board adopted a policy setting the annual required contribution to be the greater of the dollar amount reported in the actuarial valuation (adjusted for interest based on the time of the contributions) or the dollar amount determined by applying the percent of payroll contribution reported in the actuarial valuation to the actual payroll for the fiscal year. Due to the contraction in City positions approved as part of the 2011-2012 Adopted Budget, with this adopted contribution methodology, the City is required to pay a minimum dollar amount regardless of the actual payroll experienced to ensure that the Plan is funded in accordance with the annual actuarial valuation. To cover these costs, total Plan contributions of \$108.4 million in all City funds and \$54.5 million in the General Fund, assuming a July 1 pre-payment, is required to be made in 2011-2012. (Ongoing costs: \$926,352)

**Performance Results:** N/A

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7. Library Department Unemployment Contribution		183,830	145,228
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**Neighborhood Services CSA**

*Access to Information, Library Materials and Digital Resources  
Formal and Lifelong Self-Directed Education  
Strategic Support*

This action increases the Library Department personal services allocation to ensure sufficient funding to the Unemployment Insurance Fund for projected unemployment insurance claims. Based on potential claims from employee separation from service and the approved federal extension of unemployment benefits up to a total of 99 weeks, an increase to the unemployment contribution was approved. To cover these costs, the total transfer of \$11.2 million across all City funds and \$8.1 million in the General Fund to the Unemployment Insurance Fund was approved. (Ongoing costs: \$0)

**Performance Results:** N/A

# Library Department

## Budget Changes By Department

Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
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8. Library Parcel Tax Survey		40,000	0
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**Neighborhood Services CSA**  
*Strategic Support*

In November 2004, the voters of San José approved the Library Parcel Tax (a tax on real property in San José) to supplement library services, which is sunsetting in 2014. Annual proceeds from the Library Parcel Tax (approximately \$7 million) supplement the operational and capital needs of the Library Department, including library materials, educational programs, automation projects and Library staffing. This action allocates funding for a survey to help determine community interest in continuing and/or expanding the Library Parcel Tax beyond 2014. (Ongoing costs: \$0)

**Performance Results:** N/A

9. New Library Facilities		22,000	22,000
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**Neighborhood Services**  
*Access to Information, Library Materials and Digital Resources*

A total of \$3,082,000 was included in the 2011-2015 General Fund Forecast for the Seven Trees, Bascom, Calabazas, and Educational Park Branch Libraries, which were scheduled to open to the public in 2011-2012. Although the construction of the Seven Trees and Bascom facilities has been completed and the Calabazas, and Educational Park facilities will be completed in fall 2011, this action defers the opening of these branches until fall 2012 in accordance with the Mayor's 2011 March Budget Message as approved by the City Council. This action provides funding of \$22,000 to the Library Department for minimal utility costs associated with the branches (additional funding of \$81,600 is included in the City-Wide Expenses section for graffiti abatement, site maintenance, and inspection costs associated with the four buildings). Additional funding for storage of the fixtures, furnishings and equipment and minor repairs during the initial occupancy of the facilities is funded in the Library Capital Program. The deferred opening of the Seven Trees, Bascom, Calabazas, and Educational Park Branch Libraries results in a net General Fund savings of \$2,978,000 and is displayed in the General Fund Capital, Transfers, Reserves section. (Ongoing costs: \$0)

**Performance Results:**

**Cost** Delaying the opening of these four branch libraries provides savings to the General Fund in 2011-2012 of approximately \$2,978,000. **Customer Satisfaction** Customers in the Seven Trees Branch, Calabazas Branch, and Educational Park Library service areas will have been without their "home" branches for more than two years, while the Bascom Branch Library, which supports a previously underserved customer area of the City, anxiously awaits a grand opening. The deferred opening of these branch libraries may have a negative effect on the performance measure tracking "% of residents rating library hours as good or excellent".

# Library Department

## Budget Changes By Department








Adopted Budget Changes	Positions	All Funds (\$)	General Fund (\$)
10. Rebudget: Library Grants		327,917	327,917
<i>Neighborhood Services</i> <i>Formal and Lifelong Self-Directed Education</i>			
The rebudget of unexpended 2010-2011 grant funds will allow the Library Department to complete projects associated with Smart Start Quality Improvement (\$200,000), the Early Childhood Education Program (\$50,000), Work-Wise: Improving Job Performance and Proficiency (\$46,560), Component for Tutors (\$21,357), and San Jose Historeality (\$10,000). (Ongoing costs: \$0)			
<b>Performance Results:</b> N/A (Final Budget Modification)			
<b>2011-2012 Adopted Budget Changes Total</b>	<b>(1.33)</b>	<b>(1,381,742)</b>	<b>(2,392,452)</b>

# Library Department

## Performance Summary

### Access to Information, Library Materials and Digital Resources

#### Performance Measures

	2009-2010 Actual	2010-2011 Target	2010-2011 Estimated	2011-2012 Target
 % of customers finding materials or information	84%	75%	75%	75%
 % of customers able to access basic services through self-service	82%	75%	75%	75%
 % of residents with a library card used within the last year	36%	33%	33%	28%
 % of searches/requests for information/materials completed within customer time requirements	86%	75%	75%	75%
 % of customers rating staff assistance as good or excellent				
- for helpfulness	86%	80%	80%	80%
- for promptness	86%	80%	80%	80%
- for courtesy	85%	80%	80%	80%
 % of residents that agree or strongly agree				
- that the variety and level of library collections and resources are good or excellent	71%	65%	65%	65%
- that library services are good or excellent	74%	70%	70%	60%
 % of residents rating facilities as good or excellent				
- in terms of hours	63%	60%	60%	50%
- in terms of condition	81%	80%	80%	80%
- in terms of location	88%	85%	85%	85%

*Changes to Performance Measures from 2010-2011 Adopted Budget: No*

#### Activity and Workload Highlights

	2009-2010 Actual	2010-2011 Forecast	2010-2011 Estimated	2011-2012 Forecast
# of items purchased	322,991	250,000	300,000	250,000
# of items checked out	14,918,873	13,500,000	13,750,000	12,400,000
# of reference questions	794,861	600,000	650,000	600,000
# of visits to Library website	6,685,723	6,800,000	6,500,000	4,500,000
# of customers trained to use information resources through library classes	6,674	3,750	5,000	3,500
# of residents with library card used in the last year	212,983	175,000	200,000	175,000

# Library Department

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## Performance Summary

### Access to Information, Library Materials and Digital Resources

#### Activity and Workload Highlights (Cont'd.)






	2009-2010 Actual	2010-2011 Forecast	2010-2011 Estimated	2011-2012 Forecast
Cost per capita to provide access to information, library materials, and digital resources	\$29.02	\$30.00*	\$29.00	\$29.00
% of library budget (operating and materials) spent on providing access to information, library materials, and digital resources	80%	80%	80%	80%
# of public access computer sessions at library facilities	2,016,979	1,950,000	1,800,000	1,400,000
# of visitors to main and branch libraries	7,642,747	7,200,000	6,500,000	5,800,000

*Changes to Activity & Workload Highlights from 2010-2011 Adopted Budget: No*

\* The target has been revised downward to reflect 2010-2011 Adopted Operating Budget actions and new population estimates given the 2010 Census.

### Formal and Lifelong Self-Directed Education

#### Performance Measures

	2009-2010 Actual	2010-2011 Target	2010-2011 Estimated	2011-2012 Target
 % of literacy program participants in Family Learning Centers who improve their reading, writing or speech skills	93%	85%	85%	85%
 % of parents and caregivers who report that they read more to their children following participation in a library program or activity	94%	85%	85%	85%
 % of Family Child Care training graduates who begin the licensing process for new or expanded businesses by the end of the July-June program year	76%	70%	70%	70%
 Average cost per participant in library reading program	\$50.35	\$55.00	\$52.00	\$50.00
 % of literacy and school readiness program participants rating program as good or excellent and responsive to their needs	94%	80%	85%	80%

*Changes to Performance Measures from 2010-2011 Adopted Budget: Yes<sup>1</sup>*

<sup>1</sup> Changes to Performance Measures from 2010-2011 Adopted Budget:

✘ “% of parents, caregivers, educators, and students who agree or strongly agree that participation in library programs clearly contribute to improved school performance” was moved from the Formal and Lifelong Self-Directed Education core service and appears in the Neighborhood Services City Service Area Overview.

**Library Department**  
**Performance Summary**

**Formal and Lifelong Self-Directed Education**

*Activity and Workload Highlights*

	2009-2010 Actual	2010-2011 Forecast	2010-2011 Estimated	2011-2012 Forecast
# of attendees at early literacy programs	124,614	100,000	100,000	90,000
# of attendees at literacy programs in Family Learning Centers:				
- Children	2,981	1,125	1,800	1,000
- Youth	1,180	750	1,000	500
- Adult	22,010	10,000	15,000	10,000
# of class visit attendees to libraries	10,373	7,500	7,000	6,500
# of participants in Summer Reading Program	12,399	10,000	10,000	10,000
Cost per capita to promote lifelong learning and educational support	\$7.25	\$7.50*	\$7.36	\$7.00
% of Library budget (operating and materials) spent on educational support	20%	20%	20%	20%
# of Family Child Care training graduates who begin the licensing process for new or expanded businesses by the end of the July-June program year	75	50	50	50
# of schools, after school programs, and early care sites visited by Library staff	276	75	100	100
# of Smart Start San José Program Participants	1,345	1,000	1,000	1,000

*Changes to Activity & Workload Highlights from 2010-2011 Adopted Budget: No*

\* The target has been revised downward to reflect 2010-2011 Adopted Operating Budget actions and new population estimates given the 2010 Census.

# Library Department

## Departmental Position Detail

Position	2010-2011 Adopted	2011-2012 Adopted	Change
Accounting Technician	2.00	2.00	-
Administrative Assistant	1.00	1.00	-
Administrative Officer	1.00	1.00	-
Analyst II	2.00	2.00	-
Assistant City Librarian	1.00	1.00	-
Assistant to the City Librarian	1.00	1.00	-
Capital Project Program Coordinator	1.00	1.00	-
City Librarian	1.00	1.00	-
Community Programs Administrator	2.00	2.00	-
Division Manager	3.00	3.00	-
Librarian II	43.00	36.00	(7.00)
Librarian II PT	16.30	15.30	(1.00)
Library Aide PT	16.77	15.00	(1.77)
Library Assistant	30.00	26.00	(4.00)
Library Clerk	38.00	34.00	(4.00)
Library Clerk PT	28.39	25.25	(3.14)
Library Page PT	56.22	52.06	(4.16)
Literacy Program Specialist	5.00	5.00	-
Literacy Program Specialist PT	0.50	0.00	(0.50)
Marketing and Public Outreach Representative II	1.00	1.00	-
Network Engineer	5.00	5.00	-
Network Technician I/II	4.00	4.00	-
Network Technician II PT	0.70	0.50	(0.20)
Office Specialist II	3.00	3.00	-
Office Specialist II PT	0.00	0.50	0.50
Security Officer PT	0.75	0.75	-
Senior Account Clerk	3.00	3.00	-
Senior Analyst	1.00	0.00	(1.00)
Senior Librarian	19.00	17.00	(2.00)
Senior Library Clerk	4.00	3.00	(1.00)
Senior Office Specialist	2.00	2.00	-
Senior Supervisor, Administration	1.00	0.00	(1.00)
Senior Warehouse Worker	1.00	1.00	-
Staff Technician	1.00	1.00	-
Supervising Applications Analyst	0.00	1.00	1.00
Volunteer Coordinator	1.00	1.00	-
Warehouse Worker I PT	1.00	1.00	-
Warehouse Worker II	3.00	3.00	-
<b>Total Positions</b>	<b>300.63</b>	<b>271.36</b>	<b>(29.27)</b>