



Committee: E&C
Committee Review: Completed
Staff: Carolyn Chen, Legislative Analyst
Purpose: To make preliminary decisions – straw vote expected
Keywords: #libraries

AGENDA ITEM #4
 May 12, 2021
Worksession

SUBJECT

FY22 Operating Budget: Libraries

EXPECTED ATTENDEES

None

FY22 COUNTY EXECUTIVE RECOMMENDATION

Public Libraries	FY21 Approved	FY22 CE Recommended	Change from FY21 Approved
General Fund	\$42,104,692	\$42,452,607	0.83%
Personnel Costs	\$33,366,596 401.31 FTEs	\$33,921,720 401.86 FTEs	1.66% 0.55 FTEs
Operating Costs	\$8,738,096	\$8,530,887	(2.37%)
Grant Fund - MCG	\$307,905	\$253,000	(17.8%)
Personnel Costs	\$221,436 3.2 FTEs	\$192,076 2.2 FTEs	(13.3%) 1.0 FTE
Operating Costs	\$86,469	\$60,924	(29.5%)
Total Expenditures (All Funds)	\$42,412,597 404.51 FTEs	\$42,705,607 404.06 FTEs	0.69% (0.45 FTE)

COMMITTEE RECOMMENDATIONS

- E&C Committee recommends approval (3-0) of the FY22 Public Libraries Budget as submitted by the County Executive.

This report contains:

Staff Report – E&C Committee April 26, 2021
 FY22 CE Recommended Operating Budget: Libraries

Pages ©A-B
 ©#1-8

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FY22 Operating Budget: Committee Consent Calendar

E&C Committee #5A

April 26, 2021

Department/Office: Public Libraries
Staff: Carolyn Chen, Legislative Analyst *ccj*

1. Staff Recommendation

Council staff recommends approval of the FY22 Public Libraries Budget as submitted by the County Executive.

2. Summary of FY22 Recommended Budget

The County Executive's complete FY22 Recommended Operating Budget for Public Libraries is attached at ©1-8.

Public Libraries	FY21 Approved	FY22 CE Recommended	Change from FY21 Approved
General Fund	\$42,104,692	\$42,452,607	0.83%
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3. Summary of FY22 Recommended Changes/Adjustments

General Fund – No Service Impact

- Mid-year position reclassification from part-time library aide to full-time supply technician [Library Services to the Public]. Increase of \$27,760 and 0.55 FTEs.
- Adjustment increase of \$11,770 for motor pool and print and mail expenses.
- Reduction of Contractual Services [Administration] of (\$218,979).
- A net increase of \$527,364 for FY21 and FY22 compensation and benefit adjustments, retirement adjustments and annualization of FY21 personnel costs.

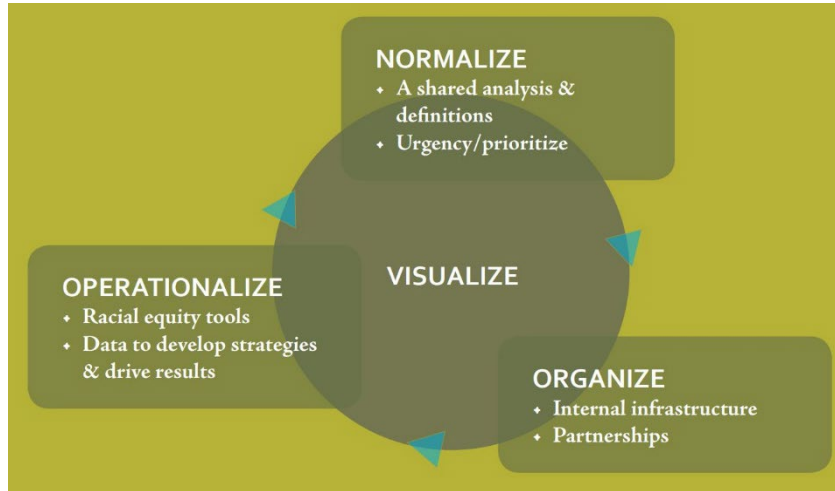
Grant Fund – MCG – With Service Impact

- Elimination of interjurisdictional grant in Federal/State Programs which resulted in a decrease of (\$54,905) and (1.00) FTE.

4. Suggested Discussion Items for Fall Overview Session

Racial Equity and Social Justice

- Advancing racial equity and social justice in public libraries as recommended by the Office of Legislative Oversight¹ and utilizing the Government Alliance on Race & Equity (GARE)² best practices approach with continued participation in the GARE Libraries Working Group.



- Sample framework for recommended actions for Public Libraries

	FY21 - FY22
NORMALIZE 1. Training 2. Act with Urgency	<ul style="list-style-type: none"> ✓ Designate Public Libraries Racial Equity lead. ✓ Train all public library staff. ✓ Join GARE Working Group: Libraries ✓ Attend GARE Annual Membership Meeting – May 2021
ORGANIZE 3. Staffing 4. Planning 5. Community Engagement	<ul style="list-style-type: none"> ✓ Create Public Libraries Core Team to design racial equity plan. ✓ Develop vision and tools to enhance community engagement with focus on underrepresented communities.
OPERATIONALIZE 6. Equity Tools 7. Data	<ul style="list-style-type: none"> ✓ Develop racial equity tools, compile data on disparities and assess performance measures and metrics.

¹ Bonner-Tompkins, Elaine. [Racial Equity in Government Decision-Making: Lessons from the Field](#). Office of Legislative Oversight (OLO), Montgomery County Council, OLO Report 2018-8. September 25, 2018.

² Government Alliance on Race & Equity (GARE). [Communications Guide](#). May 2018.



Public Libraries

RECOMMENDED FY22 BUDGET

\$42,705,607

FULL TIME EQUIVALENTS

404.06

 ANITA VASSALLO, DIRECTOR

MISSION STATEMENT

Montgomery County Public Libraries (MCPL) offers free and equal access to services and resources that connect the people of Montgomery County to ideas and information which sustain and enrich their lives.

MCPL's Vision: Our diverse community of lifelong learners finds MCPL to be an open, inviting, and vital gateway to the information, ideas, and enrichment that strengthens our County. A diverse, highly qualified staff continually assesses community needs and interests to support, encourage, and inspire our customers.

MCPL's Values: MCPL believes in the right of all to learn and to grow. We value intellectual freedom, accountability, quality service, diversity, fairness, professional ethics, integrity of information, and respect for our customers, our community, and ourselves. We are a learning organization that functions openly by exploring new ideas and using the collective talent, knowledge, and creativity of employees at all levels.





BUDGET OVERVIEW

The total recommended FY22 Operating Budget for the Department of Public Libraries is \$42,705,607, an increase of \$293,010 or 0.69 percent from the FY21 Approved Budget of \$42,412,597. Personnel Costs comprise 79.88 percent of the budget for 234 full-time position(s) and 208 part-time position(s), and a total of 404.06 FTEs. Total FTEs may include seasonal or temporary positions and may also reflect workforce charged to or from other departments or funds. Operating Expenses account for the remaining 20.12 percent of the FY22 budget.

In addition, this department's Capital Improvements Program (CIP) requires Current Revenue funding.

COUNTY PRIORITY OUTCOMES

While this program area supports all seven of the County Executive's Priority Outcomes, the following are emphasized:

-  **Thriving Youth and Families**
-  **A Growing Economy**
-  **A Greener County**
-  **Effective, Sustainable Government**

INITIATIVES

- ★ Complete migration from SirsiDynix Symphony Integrated Library System to Koha Open Source Integrated Library System.
- ★ Refresh of Maggie Nightingale Library in Poolesville and installation of Bibliotheca's Open Plus building automation software.
- ★ Begin Potomac Library refresh construction and develop Program of Requirements for the Clarksburg Library.
- ★ Implement OrangeBoy Savannah Community Engagement platform. OrangeBoy Savannah provides libraries a data-driven solution to increase organizational productivity and community engagement. It achieves this by linking customer behaviors with outcomes desired by the library, allowing the library to identify and implement the most efficient service model. This helps libraries target communication efforts and allocate resources to customer segments based on what they need and expect from the library, run highly targeted messaging campaigns, and ask for feedback from either a very select or very broad segment of customers. This will replace Libraries' current subscription to Constant Contact.
- ★ Summer Council Fellow will develop a plan to strengthen career paths for library staff.

INNOVATIONS AND PRODUCTIVITY IMPROVEMENTS

- ★ Joined over 285 major public library systems in the US and Canada in no longer charging overdue fines.
- ★ Pivoted from total traditional in-person library programming to a fully virtual programming model using the Zoom platform. From February 1, 2020 to February 11, 2021, offered 2,416 virtual programs with a total attendance of 91,299 persons.
- ★ Launched Holds To Go service on July 6, 2020, which is a successful contactless physical materials circulation process. As of February 11, 2021, library users have borrowed 1,391,217 items using this process.
- ★ Partnered with the Department of Technology Services to install enhanced outdoor wireless at 10 library locations.

PROGRAM CONTACTS

Contact Steve Kapani of the Department of Public Libraries at 240.777.0045 or Deborah Lambert of the Office of Management and Budget at 240.777.2794 for more information regarding this department's operating budget.

PROGRAM PERFORMANCE MEASURES

Performance measures for this department are included below (where applicable), with multi-program measures displayed at the front of this section and program-specific measures shown with the relevant program. The FY21 estimates reflect funding based on the FY21 Approved Budget. The FY22 and FY23 figures are performance targets based on the FY22 Recommended Budget and funding for comparable service levels in FY23.

PROGRAM DESCRIPTIONS

★ Administration

The Office of the Director has the responsibility for the overall management and leadership of the Department. The Director's Office also oversees strategic planning and evaluation of services, public relations with the community, marketing the department's

services, partnerships, Memoranda of Understanding (MOUs), and the Library Board. The Director's Office directly manages the Human Resources Unit, the Business Office, and four Assistant Directors.

The Human Resources Unit oversees human resources, staff development and training, customer accounts, circulation services, workplace competency, Equal Employment Opportunity (EEO) issues, recruitment and training, and labor/management relations.

The Business Office oversees preparation and management of the Department's budget, contracts and procurement, revenue, grants, equipment management, and Council liaison.

FY22 Recommended Changes	Expenditures	FTEs
FY21 Approved	1,663,732	23.00
Decrease Cost: Reduce Contractual Services	(218,979)	0.00
Multi-program adjustments, including negotiated compensation changes, employee benefit changes, changes due to staff turnover, reorganizations, and other budget changes affecting multiple programs.	899,209	0.00
FY22 Recommended	2,343,962	23.00

Library Services to the Public

MCPL consists of 23 library sites including the Noyes Library for Young Children, the Montgomery County Correctional Facility Library, and the Collection Management Center.

Library services are available to all County residents, Maryland residents, and those working or attending school in Montgomery County, free of charge. Library customers use MCPL services including information services for children and adults delivered in person, over the telephone, in the stacks, and outside the walls; a Public Access Catalog for access to indices and full text materials; downloadable content and streaming services; automated phone renewal, online catalog, and customer account access (24 hours, 7 days a week); programming for children, teens, seniors, and adults; technologies such as 3D printers, digital media labs, Science, Technology, Engineering, and Mathematics (STEM) kits, wireless hotspots; and meeting rooms and collaboration spaces for public use.

The Collection Development Unit provides for the selection, acquisition, cataloging, processing, and delivery of library content and materials, including electronic resources, eBooks, eAudiobooks, and streaming services.

The Collection Development Unit is responsible for planning and inclusion of new formats and the evaluation of collections in relation to community information needs. Collections are purchased for English learners, as well as collections in world languages.

The materials delivery service delivers new materials, customer requested items, and returned materials among MCPL branches.

The cataloging and processing unit prepares all library materials for use in the branches.

The inter-library loan service provides opportunities for Montgomery County cardholders to use materials from public library systems throughout Maryland, from out-of-state public libraries, and from academic and special libraries throughout the world.

Program Performance Measures	Actual FY19	Actual FY20	Estimated FY21	Target FY22	Target FY23
Number of items checked out (circulation) and materials used in a library ¹	11,383,048	8,386,922	8,618,266	9,982,855	11,553,793
Number of public computer and Wi-Fi sessions ²	23,875,239	13,301,153	6,517,565	12,774,428	23,397,735

Program Performance Measures	Actual FY19	Actual FY20	Estimated FY21	Target FY22	Target FY23
Total use of library adult learning programs, services, and events ³	318,785	415,272	614,602	909,610	1,346,222
Active library users ⁴	221,837	199,265	246,690	259,816	273,142
Number of participants in early literacy programming ⁵	85,865	90,812	94,444	98,221	102,149
Library electronic database usage ⁶	1,383,619	1,906,589	2,306,972	2,791,436	3,377,637

¹ The number of borrowed physical and digital items and items marked "used" in a branch (i.e., left on tables and scanned in the library's system as having been consulted by a customer). FY20 aggregate data reflects July 1, 2019 through March 15, 2020 for checkouts and items marked "used" in branches; and July 1, 2019 through June 30, 2020 for renewals. Projections assume re-opening of facilities to the public, as ordered and implemented with phased guidelines from the offices of the Governor of Maryland and the Montgomery County Executive.

² Numbers represent aggregate sessions. Public computer use represents July 1, 2019 through March 15, 2020; WiFi sessions represent July 1, 2019 through June 30, 2020. Projections assume re-opening of facilities to the public, as ordered and implemented with phased guidelines from the offices of the Governor of Maryland and the Montgomery County Executive.

³ "Total use" comprises attendance at English conversation clubs, "business and workforce" and "computer/smart technology" programs, as well as online learning platforms.

⁴ "Active user" is a registered MCPL borrower who has used their library card at least once within the 12 month period from current date of data search. These users are associated with a Montgomery County Zip code.

⁵ "Early Literacy Programming" comprises the number of attendees at Storytimes.

⁶ Numbers represent "any action performed by the user in relation to a content item."

FY22 Recommended Changes	Expenditures	FTEs
FY21 Approved	40,443,582	380.51
Increase Cost: Mid-Year Position Reclassification from Part-Time Library Aide to Full-Time Supply Technician	27,760	0.55
Eliminate: Interjurisdictional Grant	(54,905)	(1.00)
Multi-program adjustments, including negotiated compensation changes, employee benefit changes, changes due to staff turnover, reorganizations, and other budget changes affecting multiple programs.	(232,127)	0.00
FY22 Recommended	40,184,310	380.06

Workforce and Business Development

Montgomery County Public Libraries has a special emphasis on developing and supporting workforce and business development in the County. The area of the Department's service falls under the Assistant Director for Programs and Outreach and is headed by a full-time Program Specialist for Workforce and Business Development.

Within this program MCPL:

- Develops a comprehensive annual plan for systemwide offering of workforce, business, digital, and financial literacy programs within the 22-branch MCPL system. Defines scope of all programs offered to ensure consistency with MCPL customer needs.
- Initiates and maintains multiple collaborative relationships and partnerships with key workforce, business, digital, and financial literacy contacts.
- Provides resources and materials to support the County's Business Connect program which is a business assistance hub where small business owners can get information, support, and training to start or grow their companies.
- In addition, the Department recruits, screens, interviews candidates, and awards seats for MCPLs Career Online High School program. Career Online High School is an AdvancED/SACS/NCA/NWAC-accredited program that enables students to earn their high school diplomas while gaining real-world career skills.

Program Performance Measures	Actual FY19	Actual FY20	Estimated FY21	Target FY22	Target FY23
Attendees at business and workforce development programs ¹	5,520	5,039	1,100	3,630	6,156
Active partnerships with workforce and business development organizations	15	21	12	12	15
Graduates from Career Online High School ²	13	5	4	4	8

¹ Numbers represent onsite (July 1, 2019 through March 15, 2020) and virtual (March 16, 2020 through June 30, 2020) program attendees.

² Adult learners can earn a high school diploma through Career Online High School, an accredited, non-traditional online high school diploma program.

FY22 Recommended Changes	Expenditures	FTEs
FY21 Approved	305,283	1.00
Multi-program adjustments, including negotiated compensation changes, employee benefit changes, changes due to staff turnover, reorganizations, and other budget changes affecting multiple programs.	(127,948)	0.00
FY22 Recommended	177,335	1.00

BUDGET SUMMARY

	Actual FY20	Budget FY21	Estimate FY21	Recommended FY22	%Chg Bud/Rec
COUNTY GENERAL FUND					
EXPENDITURES					
Salaries and Wages	23,294,921	24,109,153	22,005,371	24,954,726	3.5 %
Employee Benefits	9,650,274	9,257,443	8,582,388	8,966,994	-3.1 %
County General Fund Personnel Costs	32,945,195	33,366,596	30,587,759	33,921,720	1.7 %
Operating Expenses	8,024,406	8,738,096	7,777,876	8,530,887	-2.4 %
County General Fund Expenditures	40,969,601	42,104,692	38,365,635	42,452,607	0.8 %
PERSONNEL					
Full-Time	230	231	231	232	0.4 %
Part-Time	210	209	209	208	-0.5 %
FTEs	400.81	401.31	401.31	401.86	0.1 %
REVENUES					
Library Fees	13,061	20,000	0	19,000	-5.0 %
Library Fines	494,346	300,000	23,500	46,000	-84.7 %
Miscellaneous Revenues	199,979	540,000	0	292,500	-45.8 %
Parking Fees	44,960	60,000	6,500	60,000	—
State Reimbursement: Library Operations	3,388,192	3,459,000	3,459,000	3,509,000	1.4 %
State Reimbursement: Library Staff Retirement	1,906,541	2,120,000	1,910,000	2,120,000	—
County General Fund Revenues	6,047,079	6,499,000	5,399,000	6,046,500	-7.0 %

GRANT FUND - MCG

EXPENDITURES					
Salaries and Wages	134,032	175,889	175,889	147,312	-16.3 %
Employee Benefits	65,414	45,547	45,547	44,764	-1.7 %
Grant Fund - MCG Personnel Costs	199,446	221,436	221,436	192,076	-13.3 %
Operating Expenses	194,746	86,469	86,469	60,924	-29.5 %

BUDGET SUMMARY

	Actual FY20	Budget FY21	Estimate FY21	Recommended FY22	%Chg Bud/Rec
Grant Fund - MCG Expenditures	394,192	307,905	307,905	253,000	-17.8 %
PERSONNEL					
Full-Time	2	2	2	2	—
Part-Time	0	0	0	0	—
FTEs	3.20	3.20	3.20	2.20	-31.3 %
REVENUES					
Federal Grants	(23,811)	0	0	0	—
State Grants	386,780	307,905	307,905	253,000	-17.8 %
Grant Fund - MCG Revenues	362,969	307,905	307,905	253,000	-17.8 %
DEPARTMENT TOTALS					
Total Expenditures	41,363,793	42,412,597	38,673,540	42,705,607	0.7 %
Total Full-Time Positions	232	233	233	234	0.4 %
Total Part-Time Positions	210	209	209	208	-0.5 %
Total FTEs	404.01	404.51	404.51	404.06	-0.1 %
Total Revenues	6,410,048	6,806,905	5,706,905	6,299,500	-7.5 %

FY22 RECOMMENDED CHANGES

	Expenditures	FTEs
COUNTY GENERAL FUND		
	FY21 ORIGINAL APPROPRIATION	42,104,692 401.31
<u>Other Adjustments (with no service impacts)</u>		
Increase Cost: FY21 Compensation Adjustment	883,508	0.00
Increase Cost: FY22 Compensation Adjustment	584,892	0.00
Increase Cost: Mid-Year Position Reclassification from Part-Time Library Aide to Full-Time Supply Technician [Library Services to the Public]	27,760	0.55
Increase Cost: Motor Pool Adjustment	11,281	0.00
Increase Cost: Print and Mail Adjustment	489	0.00
Decrease Cost: Reduce Contractual Services [Administration]	(218,979)	0.00
Decrease Cost: Retirement Adjustment	(290,161)	0.00
Increase Cost: Annualization of FY21 Personnel Costs	(650,875)	0.00
	FY22 RECOMMENDED	42,452,607 401.86
GRANT FUND - MCG		
	FY21 ORIGINAL APPROPRIATION	307,905 3.20
<u>Federal/State Programs</u>		
Eliminate: Interjurisdictional Grant	(54,905)	(1.00)

FY22 RECOMMENDED CHANGES

	Expenditures	FTEs
FY22 RECOMMENDED	253,000	2.20

PROGRAM SUMMARY

Program Name	FY21 APPR Expenditures	FY21 APPR FTEs	FY22 REC Expenditures	FY22 REC FTEs
Administration	1,663,732	23.00	2,343,962	23.00
Library Services to the Public	40,443,582	380.51	40,184,310	380.06
Workforce and Business Development	305,283	1.00	177,335	1.00
Total	42,412,597	404.51	42,705,607	404.06

CHARGES TO OTHER DEPARTMENTS

Charged Department	Charged Fund	FY21 Total\$	FY21 FTEs	FY22 Total\$	FY22 FTEs
COUNTY GENERAL FUND					
Correction and Rehabilitation	General Fund	212,271	1.70	222,376	1.70

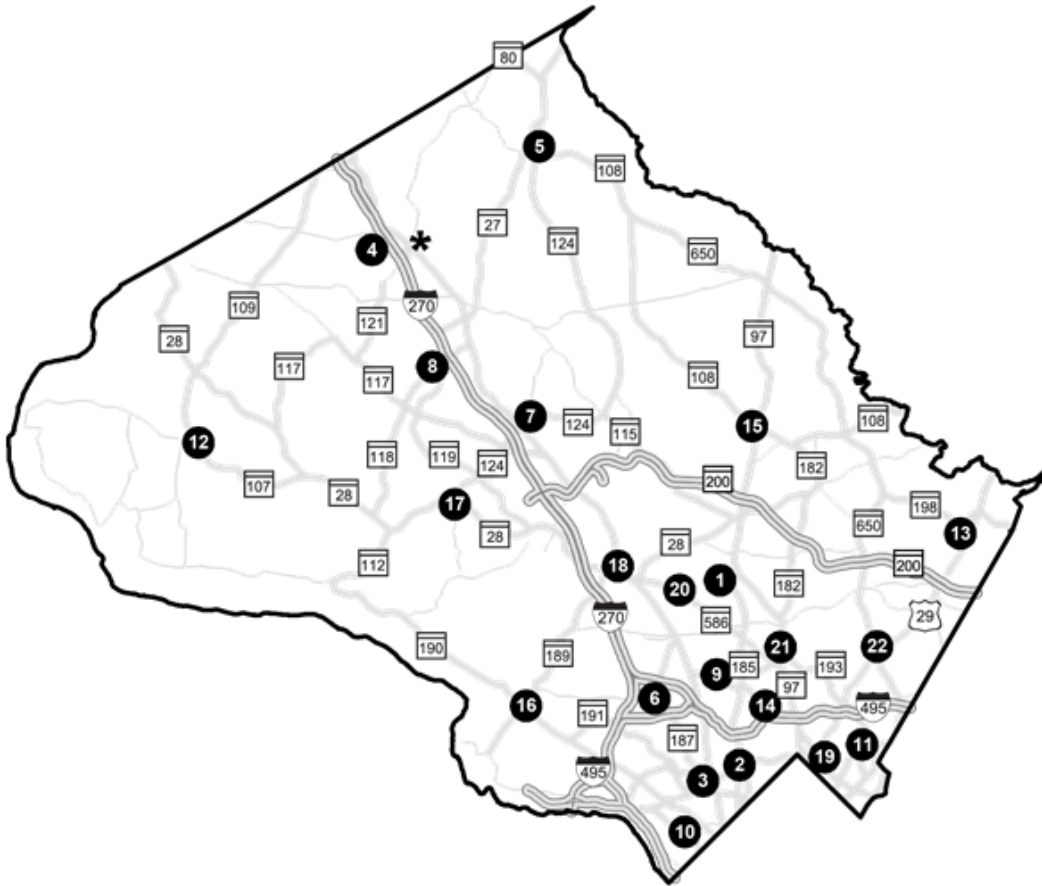
FUNDING PARAMETER ITEMS

CE RECOMMENDED (\$000S)

Title	FY22	FY23	FY24	FY25	FY26	FY27
COUNTY GENERAL FUND						
EXPENDITURES						
FY22 Recommended	42,453	42,453	42,453	42,453	42,453	42,453
No inflation or compensation change is included in outyear projections.						
Labor Contracts	0	748	748	748	748	748
These figures represent the estimated annualized cost of general wage adjustments, service increments, and other negotiated items.						
Subtotal Expenditures	42,453	43,201	43,201	43,201	43,201	43,201

Montgomery County, Maryland

Public Libraries



- | | | | |
|-------------------------|-----------------------|--|-------------------------|
| 1 Aspen Hill | 7 Gaithersburg | 13 Marilyn J Praisner | 18 Rockville Memorial |
| 2 Chevy Chase | 8 Germantown | 14 Noyes Library for
Young Children | 19 Silver Spring |
| 3 Connie Morella | 9 Kensington Park | | 20 Twinbrook |
| 4 Correctional Facility | 10 Little Falls | 15 Olney | 21 Wheaton |
| 5 Damascus | 11 Long Branch | 16 Potomac | 22 White Oak |
| 6 Davis | 12 Maggie Nightingale | 17 Quince Orchard | * Clarksburg (Proposed) |

See <http://www.montgomerycountymd.gov/library> for a full listing of Library Hours and Holidays, Services, and Policies.