BOARD OF TRUSTEES

MEETING

INFORMATION PACKET

SEPTEMBER 26, 2018
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**Fulton County Library System**  
**Board of Trustees Regular Meeting**  
**September 26, 2018**
AGENDA

I. Call to Order
II. Meditation Moment
III. Adoption of Agenda
IV. Public Comment / Visitors
V. Tech Services Presentation – Brazos Price
VI. Approval of Minutes – August 22, 2018
VII. Chairman’s Report
VIII. Construction/Renovation Report – Paul Kaplan

Contractor
Hogan Group 1:
Evergreen Group 2:
CT Darnell Construction Group 3:
BuildSmart/Tebarco Group 4:
Albion Scaccia
RFP

IX. Director’s Reports
A. Monthly Financial Report
B. Monthly Usage Summary

X. Committee Reports:
A. Library Visitation – D. Chip Joyner, Vice Chairman
B. Bylaws and Rules – Priscilla Border and Nina Radakovich
C. National and State Developments – Linda Jordan and Joe Piontek

XII. Unfinished Business
XIII. New Business
XIV. Adjournment

*Action is anticipated on this item
FULTON COUNTY LIBRARY SYSTEM

BOARD OF TRUSTEES MEETING

AUGUST 22, 2018 – 4:00 P.M.

AUBURN AVENUE RESEARCH LIBRARY
ON AFRICAN AMERICAN CULTURAL AND HISTORY

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Board of Trustees Meeting, 22 August 2018
Members Present
Bailey, Phyllis D., Chairman
Borders, Patricia
Jordan, Linda
Joyner, D. Chip, Vice Chair
Kaplan, Paul
Pointek, Joe
Radakovich, Nina

Also In Attendance
Claxton, Zenobia – Assistant to Director’s Office
Holloman, Gayle H. – Division Manager
Morley, Dr. Gabriel – Executive Director
Rafferty, Paula – County Attorney

Visitors Present
Divack, Marcia – Branch Group Administrator
Kessler, Kyle – Friends of Central Library
O’Connor, Michael – Assistant to Commissioner Liz Hausmann
Roach, Anna – Chief Strategy Officer, County Managers Office

Chairman Phyllis D. Bailey called the meeting to order at 4:00 p.m. at the Fulton County Library System.
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CALL TO ORDER

MEDITATION MOMENT

CHAIRMAN PHYLLIS D. BAILEY: And political agendas should not impact our thoughts. We are here as servant leaders. We’re chosen to guide the services of this System that is funded by the General Fund. But as a Foundation, please remember that we are again stewards of the resources from taxpayers of Atlanta and Fulton County.

Please take a moment and just think about that.

18-42 ADOPTION OF THE AGENDA

CHAIRMAN PHYLLIS D. BAILEY: We will now call the meeting to order to Adopt our Agenda. So will you review the agenda to see whether or not there is anything you would like to change or add at this moment?

MOTION

MR. PAUL KAPLAN: I move that we accept the agenda as presented.

MS. LINDA JORDAN: Second it.

CHAIRMAN PHYLLIS D. BAILEY: Moved and seconded. Mr. Kaplan and seconded by Ms. Jordan that the agenda be accepted as printed. Questions?

CHAIRMAN PHYLLIS D. BAILEY: All in favor?

(Whereupon, all said aye.)

CHAIRMAN PHYLLIS D. BAILEY: Opposition? Thank you. Motion passes.

18-41 APPROVAL OF THE MINUTES FROM REGULAR MEETING OF JULY 25, 2018

CHAIRMAN PHYLLIS D. BAILEY: Will you look at your minutes? While we’re looking at the minutes, I have one correction. On page 22, it was mentioned that the seniors didn’t sign their MOU, and they did. I said they did. It’s probably just a miscommunication, but they did sign. I want to make sure that was changed.

Any other changes or additions to the minutes?

MOTION

MS. LINDA JORDAN: So I move that the minutes be accepted as corrected or amended.

MR. JOE PIONTEK: Second.

CHAIRMAN PHYLLIS D. BAILEY: Moved by Ms. Jordan and seconded by Mr. Piontek.

How do you --

MR. JOE PIONTEK: P-I-O-N-T-E-K.
CHAIRMAN PHYLLIS D. BAILEY: Thank you. Piontek. That the minutes be accepted as amended.
Any questions or concerns?
All in favor?
(Whereupon, all said aye.)
CHAIRMAN PHYLLIS D. BAILEY: Opposition? Motion carries.
PUBLIC COMMENT
CHAIRMAN PHYLLIS D. BAILEY: Public Comment. Anyone? Mr. Kyle Kessler.
MR. KYLE KESSLER: Good afternoon, Board. My name is Kyle Kessler. I’m going to pass out one piece of paper. I think there’s enough for everybody. I was not able to attend the Board of Commissioner’s meeting last week, but I was able to watch a video afterwards. And I just wanted to speak to a couple of things that came up.
You all know that I have a particular interest and concern regarding Central Library. I live downtown. I’m an architect. It’s my local facility. Obviously, this is fulfilling it now while it’s being renovated.
Wanted to bring your attention to the Hapeville Library as well. And I watched the video. I heard the Chair speak, obviously, very passionate about wanting to make sure that the citizens of Hapeville have proper facilities for their community. But it was mentioned during the meeting that the library facility there constructed in 1974 is in a National Registered District. But it would state if it’s not a contributing structure to the district.
I’ve got a copy of the National Registered Nomination Form all complete. Each of the highlights here is where it is referenced, specifically called out as a National Registered contributing structure in the district.
It does not -- the listing does not prevent renovation of any kind. It does not prevent demolition, if that’s what the Board of Trustees and the Board of Commissioners wish to do. So just wanted to make sure everybody’s aware that that building is a contributing structure.
When the Hapeville District was created, that library was specifically called out on the dates of contribution of that district, was called out specifically around the date of the library construction, because this is a historic building in the community. It is the only library facility Hapeville has ever had. Previously, they rented some space and other facilities in the city. But this is the only structure they have ever had as a library. It won awards both nationally and at the state level.
from the American Institute of Architects and the American Library Association.

So I completely understand. I’ve visited it myself. I have read through the conditions report. It is in far from very good shape, but please understand that it is a significant building. And as was discussed during the original series of public meetings leading up to the Master Plan being adopted, renovation was called for.

Personally, I feel that just as a robust process went into that declaration, County-wide we chose to renovation that structure. Maybe it would behoove everyone to have gone through a similar robust public engagement process to determine if it needs to be replaced rather than renovated. But that does not appear to have been the case. So I’m happy to pass that around if anybody wants to look at it.

And then back to Central Library. On Friday, the Central Library is being formally nominated and reviewed by the state for inclusion on the National Register itself. I have letters of support from various entities that have been presented to the state for review. I could pass that around as well.

If you know anything about the National Register, it is very, very rare for any building less than fifty years old to be even considered eligible. We need that amount of time to be able to reflect back and make sure we’re not making rash decisions based upon current fashion at the time or because somebody’s still alive and we want to honor them.

So for this to even be considered eligible is very, very significant. Once again, its designation does not preclude any work that the Library System might choose to do. You can still put windows in the building. You can still put an atrium. You can do whatever you want with the building. But I have learned since last Wednesday’s meeting that there have been calls from the administration of Fulton County to stop the designation, to reach out to the folks that proposed and sponsored the nomination to withdraw or to not support any more.

As far as I have heard from any of them, none of them are withdrawing their nomination. Once again, it’s not going to stop the County from doing whatever the County wants to do. It is an honorary designation declaring that this building is significant architecturally and based upon the political and social scene in Atlanta at the time -- and in the County. Obviously, the City was in control of the Library System at that point in the 70s, but we see ourselves as a very progressive, forward thinking community. That modern library branch at the
time -- or Central Library speaks to that. And the architecture speaks to that as well. Obviously, based upon the current proposal for the building, we want to see ourselves progressive in a different way these days, not necessarily supported by the documents that I’m passing around, but that is the County’s prerogative if it so chooses. But please be aware that on Friday the building will be officially nominated and voted up or down whether it could be included in the National Register. And once again, it is a contributing structure in the National Registered District for Hapeville, so this will be a significant loss to that district with the destruction and replacement of this contributing building that’s part of their community landmarks in downtown Hapeville. So thank you.

CHAIRMAN PHYLLIS D. BAILEY: Thank you, Mr. Kessler.

MS. NINA RADAKOVICH: How do you spell your name?

MR. KYLE KESSLER: K-e-s-s-l-e-r (spelling).

MS. LINDA JORDAN: I have a question.

CHAIRMAN PHYLLIS D. BAILEY: Question.

MS. LINDA JORDAN: So how long does it take, once a building is nominated, how long does it take for it to -- for a decision to be made as to when it will be considered in the Registry?

MR. KYLE KESSLER: So if the State Board so chooses on Friday, it’ll be basically immediately added to the State Registered. And then based upon the calendar of when the National Review Board would review it, they would put it on their register as well.

If it’s added to the state level by default, it’s included in the National Registered, but there is usually a lag in time just because you have to have the right people at the table to discuss it and confer.

But as of Friday afternoon, the building could be on the State Registered.

MS. LINDA JORDAN: Thank you.

CHAIRMAN PHYLLIS D. BAILEY: Are there any other questions from Board members?

Again, thank you, Mr. Kessler.

At this time we will have a presentation by representatives of our Summer Reading Program. Something that the library has sponsored, and we will -- this is your presentation.

MS. ANNA ROACH: Madam Chairman --

CHAIRMAN PHYLLIS D. BAILEY: Yes.
MS. ANNA ROACH: -- if I may. My name is Anna Roach, and I just wanted to take maybe the Public Comment period to introduce myself to --

CHAIRMAN PHYLLIS D. BAILEY: I’m going to.

MS. ANNA ROACH: Okay. Oh, okay. I’m sorry. I didn’t know if it was --

CHAIRMAN PHYLLIS D. BAILEY: No. I wanted to get this done and then we would --

MS. ANNA ROACH: Yes, ma’am. At your pleasure.

CHAIRMAN PHYLLIS D. BAILEY: Thank you so much. I appreciate that.

SUMMER READING PRESENTATION

MS. MARCIA DIVACK: Okay. So, unfortunately, the projector isn’t coming on. So I do have a PowerPoint ready, so I’ll go ahead and introduce myself so you’ll know who I am.

I am Marcia Divack. I am one of the Branch Group Administrators for the System, and I’m also the Youth Services Coordinator for the System. I’m just going to give you a brief overview of our past most recent Summer Reading Program, which just ended on August 1st.

So let’s go ahead and get started.

DR. GABRIEL MORLEY: And, remember, the Group Administrators each oversee eight libraries. So formerly Marcia was the Alpharetta Branch Manager. She got promoted, and so now she oversees eight different libraries throughout the County.

MS. MARCIA DIVACK: So what was new this summer is that this was the first year that we actually offered a fully online Summer Reading platform. So that gave participants the opportunity to not just register online but to actually report on their reading and all of their library activities online. It was something that staff and patrons have all been asking for quite some time.

So using Beanstack we actually had the opportunity to do that this year.

And I think it went really well. It was a smooth transition to a paperless, or mostly paperless, format for Summer Reading. Our patrons really enjoyed it. We had one complaint from someone who said they wanted to continue with paper. I said, you can, if that’s what you choose to do. And that was it. The rest of the comments that we got were very positive. They liked the email that they received if they would log a certain number of books and the system would generate reading recommendations by email.

It would also email them encouraging them to continue reading. They get little messages sent to them saying, you’re doing
really well. You’ve read so many books. Keep reading. So it was fun. We enjoyed that. The one good thing about Beanstack that we haven’t had in the past is it did allow groups to register as a single entity. So you could have your summer camps and your daycares register all their children that they have in their program under one name, but it would still count them individually. So it was easier for the people who are running the programs, because they could say, okay, they sat at a Storytime and they read two or three books. They just have to type the books in one time and it assigns it to all the children who are registered in that group. So that was convenient. And, actually, group registration made up twenty percent of all participation for Summer Reading this year. This is also the first summer that we incorporated an Adult Summer Reading Program into the program. And it was really well-received. We had adults who were --

**MS. LINDA JORDAN:** Marcia, I have a question while we’re waiting. You mentioned the online piece. And per Dr. Bailey’s task to myself and Joe, I was just looking at certain sites that have -- that deal with public libraries, dah, dah, dah. And I went to Facebook and I ran across a site called, Public Libraries Online. And it gives a lot of information about what they do online. Are you affiliated with that site?

**MS. MARCIA DIVACK:** No.

**MS. LINDA JORDAN:** So I liked -- you know how you have to like the site to follow it? -- so I liked it. That might be something you could look into to see what else they’re doing online.

**MS. MARCIA DIVACK:** Sure.

**MS. LINDA JORDAN:** It’s called Public Libraries Online.

**MS. MARCIA DIVACK:** Okay.

Okay. Like I said, this is the first year we actually incorporated adults into our Summer Reading Program. Branches have individually included adults in prior years, but this was the first year we actually included them as a whole. And we were surprised that adults actually made up 15.5 percent of our participation in Summer Reading this year. They were really excited about it. They logged a lot of books. They actually completed the most activities that were -- that they were able to complete. So that meant using our online services, downloading audio books, new books, using Hoopla. So they would do that and then they would go ahead and sign that task as completed.
So this year we also went ahead and split the Children’s Program into multiple age groups. So we had three different age groups in the Children’s Program, so you had early literacy, which was 0 to 4. We had kids, which was 5 to 8. Then we had tweens, which was 9 to 12. So we did that because there are -- so we could assign them different levels of books to read. So the younger kids they had to do ten to complete, but 9 to 12, they’re reading chapter books, their reading longer books, so for them it was five to complete the program. Although on average, children were reading well beyond the ten, five books that they had to read. They were reading two, three hundred, in some cases.

**DR. GABRIEL MORLEY:** Give us some numbers, Marcia, and we’ll jump on them. I’ve got a couple written down, if you don’t remember what they are, because they’re impressive to us.

**MS. MARCIA DIVACK:** So we had twelve thousand eight hundred seventy-five participating readers who signed up online. And they read a total of a hundred and seven thousand five hundred and seventy-six books this summer.

**MS. LINDA JORDAN:** So, Dr. Morley, how do you track that? Is there a line item on how -- I know you track certain things. Is that a line item anywhere?

**DR. GABRIEL MORLEY:** No. It’s part of -- one of our KPIs is the Summer Reading Program. And we just track it year to year through the SRP Report that we issue to the state. So Marcia will turn all these figures in to GPLS, the Georgia Public Library Service, but we just roll it up into our regular -- and she’s probably going to mention how that flowed into everything else we did. And I think, though, last year we were over a hundred thousand items, too, so we were -- we’re relatively in the same range where we were last year.

The huge achievement this year was the twelve thousand people signed up for this digital experience that previously were potentially not participating or using some other system. So the efficiencies were great for us, and she may have said and I may have missed it while I was fooling around -- this is an ongoing thing. So the Beanstack product doesn’t end because it’s the end of summer.

If you want your child to keep reading or if you want to keep reading, this program still exists. The apps on your phone and your computer. You can still time how much your kids read. I wrote about all of this in the upcoming Access. So part of what we’ve tried to do, when Marcia got this product and looked at it before we ever rolled it out, she said this is a great tool for people to keep track of what they’ve read. For people who don’t
remember, and to keep that list of things that you do want to do that you haven’t gotten to yet.
So I think that was one of the coos that we weren’t prepared for is the number of adults who jumped on and said this is great for us. So know that we know and have identified these things we can push into that space and really promote it further. And she’ll give you some more numbers, ’cause we have some other good successes for this that also meet our KPI, which Anna is very interested in.

**MS. MARCIA DIVACK:** So the branches have a total of one thousand one hundred and seventy-four programs from June 1st through August 1st, with the total participation in attendance of thirty-four thousand nine hundred and thirty-two.

**DR. GABRIEL MORLEY:** So our goal was thirty thousand. So we eclipsed our goal by over four thousand program participants in a six-week period. So think of that. We did eleven hundred programs in six weeks.

**MS. LINDA JORDAN:** Awesome.

**MS. MARCIA DIVACK:** So Sandy Springs branch — we’ve got to give props to Sandy Springs — they had the highest participation for the System in readers anyway. They also had the highest adult participation. Alpharetta branch was second. Northeast Spruill Oaks branch had the highest program attendance. They had a total of two thousand nine hundred and twenty-six attending their programs this summer. And all branches participated in hosting programs despite June and July closings for renovations. So even East Point, Hapeville, and Central had some programs despite their closings.

**DR. GABRIEL MORLEY:** And will again next year. I mean, that was part of our plan. We did that intentionally.

**MS. MARCIA DIVACK:** So then we have to thank the Foundation for the grand prizes that they sponsored this year. So they sponsored five separate prizes, one for each age group. So the early literacy, it was an Epson Fire 7 two position tablet, which allows, you know, it has its online reading platform. And then for all of our other programs, it was a Chrome book that they won. So we had our five winners. We had two winners from Sandy Springs; we had two from East Roswell; and one from Kirkwood. So our teen winner was from the Kirkwood branch. And the good news about him is that he was — he’s someone who’s been coming to Kirkwood since he was in kindergarten. So it was really good that he actually was our winner.

**DR. GABRIEL MORLEY:** And, remember, all this is funded through the Foundation. Remember, the Foundation gives us twenty-five thousand dollars a year to spread programs throughout the
county. Then some of the branches that are a little wealthier, they have Friends Groups that have some money, they’ll have supplementary programs and other programs. But part of what the Foundation does is help us be equitable and spread that money around so that every branch can have some kind of program and get some participation.

**MS. MARCIA DIVACK:** So just to give you an overview of our total Circulation for those two months, June and July, five thousand eight hundred -- no -- five hundred eighty-two thousand two hundred and ninety-four is our total Circulation for just June and July. That was two percent less than last year, but we also had three branches closed in July of this year. So it makes up for that.

**DR. GABRIEL MORLEY:** So a hundred thousand items a week.

**MS. MARCIA DIVACK:** So as Dr. Morley pointed out, the impact doesn’t end when Summer Reading ends. So our next project is A Thousand Books before Kindergarten. So we’re going to launch that platform on Beanstack. So then once someone has a login for Beanstack, that login remains with them as long as they remember it. So they can log in. They can keep track of what they’re reading. They can go in and look at what they’ve read. They can create wish lists on what they want to look. And they can look at our recommended reading list that we’ve put up there too.

So we have some branches that are interested in hosting book clubs through Beanstack, which we can also do. So we’re looking forward to that. And we’re looking forward to next summer. So do you have any questions?

**MR. D. CHIP JOYNER:** So since we don’t have a court reporter today, will we get a copy of those numbers so that we can reread some of the...

**DR. GABRIEL MORLEY:** I can send it to you. She sent me the report already.

And do promote Beanstack. When you go out and you’re talking to people, one of the features that’s most interesting is that timer, because that’s what will catch a lot of kids is when you say, look, you’ve got to read for twenty minutes. They can punch in that timer on their phone and it’ll count down those minutes. So that gives them a little bit of incentive. And as parents are looking for ways to incentivize their kids to read, this is a good alternative for them. It also helps us.

**MS. MARCIA DIVACK:** And the app also allows people that don’t actually want to type in titles that they’ve read, they can just take a picture of the items at the end and it will go on the app page.
MS. LINDA JORDAN: Now, how is this pushed out to the locals? It might be a crazy question, but pushed out to the local libraries as far as when kids are coming in? Do they recommend that to the parents when they come into the -- say for instance, I live at -- I’m at Wolf Creek Library - that’s where I live, so I --

DR. GABRIEL MORLEY: We don’t know yet. I mean, we rolled this out. I mean, I think you got it two weeks, maybe before summer started. So our big push was at that initial Summer Reading Program to say, hey, here we are. This is what we’re doing this year. Let’s see how it goes. And now that we’ve had this success, now we have that opportunity. And we’ll be able to push it with our class project when we’re in the city limits. We’re going to have unprecedented access to those seventy thousand students through their learning management system. Because that class product is going to give us that access on a regular basis to push these things out. So a kid could download it and put it on their own phone, you know, it doesn’t have to be the parent.

MS. LINDA JORDAN: Right.

DR. GABRIEL MORLEY: And so we’ll see how it goes. We don’t want to do too many things at once and dilute what we’re doing. And we want to focus in some ways on that class project. We’ll probably dabble a little bit in the adult piece on Beanstack more than the kids right now and try to exploit that little bit of unexpected growth we had their in that area. So we’ll see how it goes. You know, we -- like she said, we didn’t plan to have this many branches close simultaneously either. So suddenly we have ten libraries closed at once. And so we’re trying to figure out what’s going to happen with some of those people. And that may be an opportunity for them to get out and proselytize this product and all of our products.

MR. LINDA JORDAN: Right. And to your point on the seniors, I mean, I was reading I think it was from the online piece that a lot of the seniors were taking advantage of public libraries online, so a lot of senior citizens. I mean, you know, some are retired. They want something to do. They can read, you know, whatnot. But I do think, to your point, we can get more growth in that space because they are looking for that.

DR. GABRIEL MORLEY: Oh, yes. And we’re -- I don’t want to give away too many things, but we’re moving into that space. And we’re trying to do it delicately, but we may not be able to be so delicate. We want to be in that space. And if we can’t get the cooperation we need to get in that space, we’re just going to get in that space and make it our space. Because there is a
huge opportunity there that no one’s exploring and that no one’s exploiting. So we’re positioned to do that.
We’re working on a pilot project that I can tell you about in a couple of months. And I think it’s going to be very successful based on the preliminary discussions we’ve had.
MS. LINDA JORDAN: But one thought I have, Madam Chair, is this, is that, you know, AARP, a number of us -- I won’t say my age -- but you know they start calling you and texting you, but AARP is very active in Georgia. I have a lot -- around the state. So it may be an entity that we could reach out to to see if they would be willing to help sponsor this, because they’re constantly giving information to their senior citizens or whatnot, a great organization. So there may be some entity that we can approach.
DR. GABRIEL MORLEY: Yes. We work with AARP during tax time especially. There’s a whole team of volunteers that are already registered through Heather and will come in and do tax advice or tax suggestions, tax work. So we have that little bit of a connection. And like I say, we’re trying to position ourselves so that we’re not diluting what we’re doing. So we’re trying to develop some lanes that people can get in. And Amanda is migrating more into that lane. So we’re pivoting on where she wasn’t having much success in the business area and pushing into this area where we know there’s a demonstrated need. And in the next several months, we’re really going to have some exciting things related to Senior Services.
MS. LINDA JORDAN: Thank you.
DR. GABRIEL MORLEY: Yes.
CHAIRMAN PHYLLIS D. BAILEY: Thank you so very much.
MS. MARCIA DIVACK: You’re welcome.
CHAIRMAN PHYLLIS D. BAILEY: I really appreciate you’ve brought a lot of that new energy, right, to the Library Board. And certainly we look forward to hearing more of what you are going to be doing in the future. Thank you so very much for your presentation.
At this time, ladies and gentlemen, I would like to take the opportunity to have everyone introduce themselves because there are several of us here who don’t know each other perhaps. And we have a special young lady with us that we want to become familiar with.
So certainly, Amanda, we want to make sure that you know us, and certainly, we want to know you.
So with that as an introduction, Dr. Morley, would you begin?
DR. GABRIEL MORLEY: Gabriel Morley, Library Director.
Ms. Zenobia Claxton: Zenobia Claxton. I work in the Director’s office.

Ms. Anna Roach: My name is Anna Roach. I am the newly appointed Chief Operating Officer for Fulton County. It is my pleasure to be here. I look forward to getting to know each of you more and to learn more about our System. I’ve worked closely with Gabe in many, different former capacities, and so I look forward to working with him even closely -- more closely in this role as well.

Mrs. Priscilla Borders: Priscilla Borders, appointed by Commissioner Natalie Hall.

Mr. Joe Piontek: I’m Joe Piontek, Trustee.

Chairman Phyllis D. Bailey: You might -- please include your appointing Commissioner as well so that she will know.

Mr. Joe Piontek: Liz Hausmann appointed me.

Mrs. Paula Rafferty: Paula Rafferty.

Mrs. Gayle H. Holloman: Gayle Holloman, Library Division Manager.

Mr. D. Chip Joyner: Chip Joyner, appointed by Marvin Arrington.

Ms. Nina Radakovich: Nina Radakovich, appointed by Lee Morris.

Ms. Linda Jordan: Linda Jordan, appointed by Chairman Robb Pitts.

Mr. Paul Kaplan: Paul Kaplan, appointed by Bob Ellis.

Chairman Phyllis D. Bailey: I’m Phyllis Bailey, appointed by Emma Darnell.

Thank you, again, for being here.

Dr. Gabriel Morley: And this is Nina’s third meeting, so she’s relatively new, because Josh had been on the Board. Nina’s also the Library Foundation president. So she’s doing a dual role. Joe’s got seven months, eight months, in, so he’s relatively new. Priscilla’s maybe a year, so she’s relatively new. And Linda’s five or six months, so she’s relatively new. So we have some new people.

Paul was on some library boards in Illinois for twenty or so years. He’s been on this one, so he’s got some good experience. Phyllis has been on this Board for a long time. You know, she was on the Senior Center Board and all, so it’s a good mixture of people. Chip’s been in Atlanta a long time, been on this Board for a long time. So we have a good mix of people with some years of experience.

So a lot of times we’ll have things that may seem routine that we’re also explaining for the newer people. Like, this is your first budget cycle.

Ms. Linda Jordan: Right.
DR. GABRIEL MORLEY: And maybe Nina’s first budget cycle, so some of the things may seem elementary, but we’re coaching as we go.

CHAIRMAN PHYLLIS D. BAILEY: Getting us up to speed, yes. Thank you.

CHAIRMAN’S REPORT
CHAIRMAN PHYLLIS D. BAILEY: Okay. We’re prepared to our Chairman’s Report. I have a couple of activities that I need to share with you, the correction with the minute thing.

Activities, since the last meeting, I heard from a patron with some concerns. And I have shared those with the Library Director. They are not something that we need to act on. And I just shared them with him so that he actually knows what’s going on.

I spoke at the BOC Meeting regarding Hapeville, because I was very, very concerned. I went out to the library and I took pictures of the facility; the kinds of things that were in disrepair; the kind of negative environment in which the employees must work. It was really sad. And I’ve invited anybody who wanted to see what I was talking about to view the pictures or to make a visit on their own. It’s to the point where they have electrical connections on trees, the actual connection is attached to the tree. And the light from that connection is in the tree, and there are four of those. They have one small bathroom. And it has just the minimum facilities. And they must eat their lunches next to that bathroom.

It is without a doubt the most disgusting kinds of situation I could possibly imagine for someone to have to work in, but they have done so.

And with that as a background, as Mr. Kaplan pointed out, I did speak passionately about it, because I feel that no person should be required to work under such conditions. There’s just no excuse. And, of course, this particular library, obviously, has been allowed to be that way for a number of years, because it could not have happened in one or two years. It’s been neglected for a number of years. And I think it’s about time that this city and this county take responsibility and do something about it.

I’d like to thank Zenobia for the parking. You’ve made our parking more accessible for us. And we do appreciate that. That is basically the things I have done so far. And it really, it really bothered me. And I hope that it will be renovated. The BOC did vote to go on with the building and to place a new building there. Whatever they’re going to do with the property
I’m not interested in because the City of Hapeville has decided to cooperate with the Board in all facets. So that has been covered.

But I do hope that this Board, which had voted to go along with building a new library, will be pleased that the BOC has agreed to do the same thing.

And I thank you.

**CONSTRUCTION/RENOVATION REPORT**

**CHAIRMAN PHYLLIS D. BAILEY:** And now I’d like to hear from the Construction. Mr. Paul Kaplan, our resident expert.

**MR. PAUL KAPLAN:** Working in combination with our Director also, so all the libraries are closed with Group One. We had some concern in the design of probably Roswell Library at this point, which I think a decision -- correct me if I’m wrong -- it could be made in about a week, two weeks, one way or another what they’re going to do over there in Roswell.

**DR. GABRIEL MORLEY:** They’ll decide at the next BOC meeting.

**MR. PAUL KAPLAN:** At the next BOC meeting, which is next --

**DR. GABRIEL MORLEY:** Yes, September 5th.

**MR. PAUL KAPLAN:** When is it?

**DR. GABRIEL MORLEY:** September 5th.

**MR. PAUL KAPLAN:** Okay. We’ll find out what’s happening.

I don’t know if I should get into this. Got a little bit of a wrinkle in a couple of places right now where we’re going to have to kind of hold off construction for about two or three weeks until some decisions are made. What’s the name of the Council’s that’s going to make the decision?

**DR. GABRIEL MORLEY:** Urban Design Commission.

**MR. PAUL KAPLAN:** Urban Design Commission is now involved in it. And we’ll see where we go from there.

**MS. LINDA JORDAN:** And why is that?

**MR. PAUL KAPLAN:** They want to be part of it. They feel that anything to do with Atlanta in a certain district area that they have to go through their approval.

**MS. LINDA JORDAN:** Okay.

**MR. PAUL KAPLAN:** If you don’t get their approval, you won’t get the permit.

**MS. LINDA JORDAN:** Okay.

**MR. PAUL KAPLAN:** And I tell you, this is really late in the time. And I’m telling everybody, we’re falling behind. You know, we were hoping to get this project completed, all of them, including Central, at the end of 2020, the beginning of ’21, a little bit later. So it’s not going that way. If they hold us up like they are now, then we have a problem with Group Two also. If they hold us up, we’ll be lucky if we get out -- we’re
lucky if we get started in 2020 to open one of the libraries in Group One the way we’re going.
And that’s really, that’s a lot of libraries being closed, patrons are being upset. And it’s just incredible. If we knew anything about this, we would have approached this a lot differently. And it’s really becoming a problem in many ways. You know, we had a bond that was issued. I even have the report. I have the master report on all the libraries and some of the cost structures and stuff. Well, you know, time went on. This thing was done two years ago. The prices have just increased. It’s hard to get help. The price of material is really going up. And the longer we wait, the more these contractors are going to want more money from us. We don’t have that kind of money.
What we’ve been doing was going along and say a contractor says, okay, it’s going to cost you eighteen millions dollars. So now you’ve got to stay within twelve million. We can’t. So now we start looking at the print and what we’re going to cut. Cut study rooms; cut this; cut that. Basically -- and I don’t know how many yet -- and I haven’t got -- some of the HVAC systems are not going to be replaced. And I worry about that. When I first started this a couple of years ago, I had three hundred and seventy-five work orders that I had obtained of work that has not been started on these libraries. That’s how deplorable conditions were.
A lot of it had to do with HVAC. Now, we can go ahead and we can replace the compressor, replace a bearing, replace a flywheel, electrical components, but you’re still not doing the basic one, which is really what I was looking for. The things that nobody else sees, but it’s in the environment of the library it’s very important. And it’s not only to our patrons but to our employees; employees who are not allowed to work in the library that’s eighty, ninety degrees. So how many are not going to be done? I don’t know, because I think Al Collins right now has his hands full just trying to get through these contracts and things that we need to do. But I’ll tell you something, this is going to be a very rough couple of years. It’s not going to be easy. We’ll get through it. Everybody’ll be happy at the end. But it’s getting through these first two years, at least through the first group. So we have some -- we have some problems. But all of Group One is closed, am I correct in saying that?
DR. GABRIEL MORLEY: Yes.
MR. PAUL KAPLAN: Unless something has changed. The last one close, I think, yesterday. Roswell, three of them closed. And
I -- then they’re also sending the patrons to other libraries that are close by, correct. They all know -- and the patrons know about that when they come in, okay. So we’re working. We’re getting it done. But I’m telling you, I’ll keep you abreast of it. It’s just going to be a tough time. And this other delay that’s coming up is just -- it’s disappointing, to say the least.

And, you know, we cut so much money off on so many of things. And the problem I fear is that the DREAM team is going to be very busy. Because that means that the DREAM team’s budget has to increase in order to maintain the HVAC systems in these libraries. I just don’t like to get that cycle. So no matter what it is, it’s costing us money one way or another. It might not be on the library budget, but it’s going to be on Fulton County’s budget. So it’s just something that we have to really be concerned with and look at the whole picture. So we’re doing what we can. And the Commissioners are aware of what’s going on. We’ll just go from there, unless I’m missing something else. Any other good news?

DR. GABRIEL MORLEY: Paul’s bad cop today. I’m good cop. Gayle and I are going to tag team good cop. So there is a lot of good news though. We -- the movers have come into Central and they are far, far ahead of schedule. Remember, we talked about it could be a three or four-month-long process. They’ve come in and worked with the design builder to find some efficiencies in there. They’re going very, very quickly. So the sooner they can get out, then the sooner the design builder can get in, start the demo, and start the renovation, which is good news. Because, remember, the schedule’s compressed.

Like you said, we’re trying to finish in the 2019, right there at the beginning of 2020. So we need as much time as possible. We’ve had a great experience at East Point and Fairburn in Group Four. Remember, they’ve totally moved out. We’ve got pictures. I mean, the floor is concrete. The walls are stripped of everything. You can see the insulation on the walls. They look like airplane hangars inside. So it’s a total gut job and a rebuild. So those are on schedule, probably a little bit ahead of schedule, moving very quickly. And our goal is to try to get those reopened, you know, right after Christmas. We may be able to get in there before Christmas and start prepping it. But I think that that contractor can get there.

More good news is we didn’t have any issues moving out of the other Group One libraries. They all went ahead of schedule. They were all very quickly. The movers have been professional;
worked with the staff to box up the books in order to get all the things out that we needed to get out; to coordinate garbage pickup; recycling. Everything that has to happen, we’ve been able to do.

More good news: We are moving forward with Group Two. We set that GMP, so their budget’s set. All of the items that Gayle -- a majority of the items that Gayle and I wanted -- are going to be included -- that Gayle and I and the community wanted are going to be included in there. As Paul said, those budgets have been squeezed, so some things did have to go. But that’s good news because we need them to get moving on their drawings so that we can approve those drawings so that then they can get moving on the actual construction.

We don’t want them waiting until the middle of next year, the end of next year before they close the library, and then spend six or nine months renovating, pushing us past our bond deadline where we’re paying that penalty on the late money for the bonds. So that’s good news.

Group Three is going to be tough because we still have not had the initial Kickoff Meeting with Group Three. So we haven’t had any community meetings. We’ve had no staff meetings. We haven’t talked about anything that might go into all of those libraries. And you can see which ones they are right here in that middle part. Now, we know that they’re going to have to do the UDC too before they can get any permits. So what’s worrisome is that that process could extend a lot longer than we ever anticipated.

But the good news is Gayle has worked out a lot of issues with the FF&E, which is the furniture, the fixtures, and all that kind of stuff. So as she worked with Group One to identify the items we wanted, we can carry that over to all these other libraries. So we don’t have to go and have another meeting about what kind of chairs in all these Group Three libraries. That’s worked out. Those contracts are on an upcoming BOC agenda. It’s a state contract item, so we’ll just be able to order those without any kind of delay. So, hopefully, we’ll take the lessons we’ve learned in all of these previous groups and we’ll be able to use that to make up some time in Group Three.

And Group Three is a first-time contractor with us, too, C.T. Darnell. They haven’t worked with us in the past. So we’re hoping that we can get them where they want to be and they will be excited and anxious to work with us and help expedite these projects.
Hapeville’s going to be a little squirrelier. Like Phyllis said, we have to survey that property. Figure out where the boundary lines are. Then we have to figure out where the best place is to put the building. Then we have to design that building. Then we have to build that building. So the good news about it is the two architects are already working with us on another project and worked with us in the past on a separate project. So we have a good relationship. They know exactly what we want to do and how we want to do. It’s the same architects from Group One; Will and Joe from McMillian Pazdan Smith. So that could also help compress the schedule, because they know what we’re looking for, what we want; what kind of fixtures, what kind of quality. They’ll be able to start ahead of the game with their design. So there’s a lot of positives. A lot of good news.

Like we talked about earlier, unfortunately, we’re going to have a lot more closed simultaneously than we ever anticipated. Remember, when we started, we wanted to space them out. We had a great plan. We were all happy and smiling. And it didn’t work out that way. So we’re making the best of it. Gayle is making adjustments to staffing every day. We’ve come up with projects for people at the closed places to stay active in their communities. They’ve submitted detail plans of the places they’re going to go, the things they’re going to do. So we feel good about the library side of what’s happening on this renovation piece.

And unless we hit some major hiccups, everything else should go fairly well. You know, we haven’t had any issues where a contractor’s come and said, this is not doable. We’ve worked and done all of our work ahead of time to try and align what we want with the money we have. And so unless there’s something catastrophic that happens or if something nationally or internationally drops off the edge of the earth, we should be relatively in the range where we want to be. We have a little bit of contingency money for each group of projects. So if something goes over a hundred or two hundred thousand, we should be good to go for that. So then we shouldn’t have too many money issues.

So a lot of positives. A lot of good news. The details are a little particular. But we meet every day, almost all day, on different groups. It’s incredible the number of meetings and the amount of meetings. And one thing, too, some of the little hidden things that we have not talked about before but that might be germane, remember, we run one of the most robust GED programs in the state out of the Central Library. We did not
want to give that up. So we have reconditioned the teen area of the Southeast Library and turned that into the GED testing facility, which has been approved by Technical College System of Georgia.

We have all of our regular stuff --

**MS. LINDA JORDAN:** That’s great.

**DR. GABRIEL MORLEY:** -- so we’ve diverted and re-routed all of the participants over there. We have staff members over there in an office that were able to maintain some of those services that were important that were in the library even though we’re closed.

So, like I said, there’s a lot of good things happening. It’s a lot of positive momentum. Our Circulation is still healthy. All of our numbers, we just had our mid-year review to see our KPI. We’re ahead of where we want to be on all of those, so we still feel good about reaching all of annual goals.

And the plans we have in place are flexible enough. Remember, that -- was when we started this whole project, our key was flexibility. So as projects have been delayed, as people have left, for example, the Alpharetta Branch Manager that has taken another job, but we’ve been able to flex and meet those needs without any kind of serious repercussions. So that’s the good news about the renovation.

**MR. PAUL KAPLAN:** It sounds great.

**DR. GABRIEL MORLEY:** Perfect.

**MR. D. CHIP JOYNER:** One of the questions on the FF&E, are we placing orders for all the libraries all at once to take advantage of any kind of savings? Or are we purchasing once and coming back to that particular library but going to move it to another library?

**DR. GABRIEL MORLEY:** Sort of. It’s a mix. The state contract items we can just order as we need them because the price is already fixed on the contract.

**MR. D. CHIP JOYNER:** Okay.

**DR. GABRIEL MORLEY:** But there’s some items that are not on the state contract that we are going out, like the information pods. Remember, because we won’t have a giant circulation desk like this anymore. We’re moving away from that. But the pods are not on state contract. So we’re going to go ahead and put out the RFP to get all of those, all that we need. And there’s a couple of other items, I don’t remember, that were not on state contract that have to have a special RFP.

**MRS. GAYLE H. HOLLOMAN:** Yes. The big stacking set of pillow for the kid’s room, that’s one big thing. And it’s very, very nice, but that was not on state contract. So we’re planning to
get them. So it’s going to work out well. There were only two or three things that fall in that category so far.

**DR. GABRIEL MORLEY:** And, truly, one of the things Paul said very subtly is we’re also trying to think long term, right. So we’re not just getting ten chairs for the meeting room and then two years from now some are broken and we don’t have any backups. We’re trying to get twenty-five chairs now, so if two break, we still have twenty-three more. Because of the history of neglect at some of these places, we’re trying to be very forward thinking and buy things that we know are going to last, that are durable, that are going to be useful in many different ways and not just be a singular purpose item.

We just can’t afford to have that anymore. So we have instead of putting signs and things on the wall, we have sign stands so we can move them around where we need them and we’re not stuck with a sign on the wall that forces us to do something we don’t want to do.

And, truly, you know, Gayle has been a great resource for saying this is what we did in Phase One that didn’t work. Let’s don’t make that same mistake again. So we’ve been able to learn from those first eight we built as well.

And that’s one of the reasons we’ve lobbied so hard for the meeting rooms and the study rooms, because they’ve been so successful in those new places, and that’s the first thing everybody wants to cut because of the mechanical issues. And we’ve lobbied and tried to stay as firm as we can on these spaces for the patrons who are using the building.

And I’ll give you a great example and then I’ll hush. In one of the renovations, it was a hundred and forty thousand for new ceiling tiles. So let’s get rid of the two study rooms that we wanted so that we can get the new ceiling tiles. And so Gayle and I said no. Let’s just recycle the ceiling tiles and let’s keep the study room. Well, the ceiling’s going to be dirty. It’s going to look like the old ceiling. Yes, but we want the study rooms.

So we -- I think -- we’re not a hundred percent satisfied. We’re satisfied with what we’ve done. But we could have done more if we had had more money. So we’re satisfied that what we’ve done with the money we have is going to be successful and flexible for us long term as we change over time.

**MR. D. CHIP JOYNER:** Is this something where -- perhaps you can answer this -- where we understand that the Foundation tends to raise more money this year. For these kinds of projects, could money be put into donating chairs or equipment, or tables where
private companies provide those items and it’s not a check that’s sort of managed with the County?

**MS. NINA RADAKOVICH:** Anything is possible. I don’t know what’s probable right now, but I think I mentioned at our last meeting that we have hired a consultant. We’re meeting with him on Monday. And I think all of our actions going forward will depend on the advice we get. We should have something. We’re going to end up with a Three Year Development Plan instead of a Strategic Plan like most organizations have. Since our sole purpose is to raise money, we are going to have a development plan. And the whole thing, what we raise money for rests on what the library needs the most. So I think that’s certainly worth considering.

And some people would say, well, that’s something that the County should spend their money on. We should do extras. But in many cases, it would be extras depending on the budget. So I think there’s flexibility there. So I wish I could tell you absolutely, yes, but I have hope that whatever might be needed we could try to help.

And I definitely had hoped that we can make more money than we have been making if we know how to go about it -- I should say raising money not making money.

**MR. D. CHIP JOYNER:** Because, perhaps, some place like Home Depot, maybe they have all their funds committed to the Home Depot Foundation. Maybe they can drop off a truckload of ceiling tile. I mean, can we get creative with filling these gaps? Some of these companies, it’s much easier for them to approve an extra chairs versus a check for four thousand dollars.

**DR. GABRIEL MORLEY:** That’s probably a better question for Al, you know, on how those things get mingled together. I mean, we can certainly ask him. But in some cases -- and Paul may be able to clarify too -- we don’t want the contractors on top of each other because then there’s no one to hold accountable. So if Paul puts in a new air conditioner today and then we hired Linda to renovate the building, and she goes in and does her piece and the air conditioner breaks, when we call Paul to fix it he’s going to say, it’s Linda’s problem. She came in and fooled with the building and messed up my air conditioner. So Al is very careful about how all of those things happen. And he would be the one to say. And I’ll give you a good example. We’ve, in order to save some money on Group Two, we’ve said, well, let’s try to do some internal LEEDS certification instead of farming out the LEEDS certification to a company. But now that company is aggravated because we took that business away.
from them. And in the contract we said we were going to have 'x' percent of LEEDS business. So some of these things seem reasonable on the surface, but when you get into the contract details and into the bureaucracy of government, it gets a little more hairy, so.

**MS. ANNA ROACH:** And to throw more coal on the fire of the bureaucracy of government, I think we might want to ask Paula to look into whether or not coordinating that kind of donation would need to go through the Foundation rather than through the library itself because of the terms of our bond. I don’t know. It may be perfectly fine. But we would, I think, need to check with legal as to whether or not that would be allowed.

**MRS. PAULA RAFFERTY:** Okay.

**MS. LINDA JORDAN:** Makes sense.

**MRS. GAYLE H. HOLLOMAN:** But one way that we have saved maybe this go around is that we’re not doing mill work. We’ve spent a lot of mill work in Phase One. And, of course, we’ve got beautiful buildings to show it.

**DR. GABRIEL MORLEY:** It’s right behind you.

**MS. GAYLE H. HOLLOMAN:** Yes. But we’re not doing all of that this time. We would love to do it. But by using regular furniture, and very nicely done furniture is what we’re looking at, it’s going to be a substantial savings. So that really helped.

**MR. PAUL KAPLAN:** And I also think that when we’re all done with everything, we have a -- the DREAM team is a good team, with Ellis Kirby, the head of it. I will tell you, he’s committed to keep everything functioning properly.

I’ve talked to him. He’s an easy person to talk to. We’ve struck up kind of the last couple of years. I worked with Dennis King before he came on there, and I really feel good that the final thing will happen and that everything will be maintained. You might miss a few times, a few things, but it’ll be done. I think it’s a whole new thing for the Library System. I think it’s going to be an excellent. This thing is done in two years. We’re sitting here talking, of course, I’m a little bit negative on things. I’ve been in construction all my life. At the end result, people are going to like it. They’ll like what they see when they walk in. So I’m very optimistic on that part. I say a lot of negative things, but that’s because behind the scenes things happen.

**CHAIRMAN PHYLLIS D. BAILEY:** Any other questions or concerns concerning the renovation or construction?

**MS. NINA RADAKOVICH:** I have a question about the Urban Design Commission process. Does anybody know what the timelines are?
CHAIRMAN PHYLLIS D. BAILEY: Dr. Morley, you might be able to answer that.

DR. GABRIEL MORLEY: Yes. They will do a staff review based on the plans we’ve sent. And then they’ll go and have their public meeting and see if there’s public comment about the designs we’ve submitted and then they’ll issue a formal report.

MS. NINA RADAKOVICH: Is that done according to a schedule? I mean, does it have to be thirty days or something like that?

DR. GABRIEL MORLEY: Yes. They have regular meetings. And I think their next meeting is toward the end of September. I’m sure the schedule’s online. I don’t remember the date off the top of my head.

MS. ANNA ROACH: Are they a separate legal entity from the City of Atlanta itself?

DR. GABRIEL MORLEY: I don’t know, but Doug is part of that.

MS. NINA RADAKOVICH: I think they’re appointed.

DR. GABRIEL MORLEY: It’s Tim --

MS. NINA RADAKOVICH: Kind of like the Board of Trustees, us. So they’re apart from the City, but they’re wholly created by the City and they’re appointed to terms. And I think the Council -- I used to work at the City Attorney’s Office -- but the law may have changed, because that was many years ago.

DR. GABRIEL MORLEY: Well, we’re not obligated to do anything they recommend, but they’ve indicated they’re not going to give us a permit to move forward unless we present to them. So it may just be a formality.

MR. PAUL KAPLAN: When you say permit, what kind of permit are we talking about? Are we talking about building permit? They can prevent the building permit to be given to Fulton County to do the library?

DR. GABRIEL MORLEY: The City has to issue the permit.

MR. PAUL KAPLAN: And this group, Urban Design, is that out of the Mayor of Atlanta?

DR. GABRIEL MORLEY: That’s what we’re saying. It’s a quasi-agency that’s -- I mean, they report to Tim in that capacity.

MRS. PRISCILLA BORDERS: So they just want to look at it, but we’re not bound by what they say?

DR. GABRIEL MORLEY: They want to rule on it and have a formal ruling, just like they did with Central. But because we’re a government entity, we’re not bound by what they say. If you as a homeowner went, you would be bound by what they say. But we’re exempt from having to comply.

MS. NINA RADOKOVICH: But not exempt from having to get a building permit from your buildings?
DR. GABRIEL MORLEY: Yes. We still have to have a permit to do any kind of demo or construction.

CHAIRMAN PHYLLIS D. BAILEY: It seems to be contradictory, frankly.

MR. JOE PIONTEK: Is that only requirement in the City?

DR. GABRIEL MORLEY: Yes.

MR. JOE PIONTEK: Because I remember Al and the gang came up to Roswell and presented to the Historic Preservation Committee because the library’s right in the middle of it and it was just considered a courtesy. There was no, you’re not getting a permit from Roswell if you don’t do this. They just came up to view it.

DR. GABRIEL MORLEY: Yes. We were trying to be proactive.

MR. JOE PIONTEK: They appreciated it.

CHAIRMAN PHYLLIS D. BAILEY: It’s interesting that one city considers it a courtesy and here we are saying out -- I got your point. Well made. It seems to be a questionable action. But I won’t go into that at this point. But I would like to talk to you maybe afterwards.

MS. ANNA ROACH: Yes, ma’am. And I sent Gabe note offline about it, and he’ll get it. But then he’ll know what I’m talking about. So we’re trying to sort of diplomatically work closely with -- closer with the -- from an operation standpoint -- with the City of Atlanta. With the new leadership in place, I think we have more of an opportunity to do so now. And I don’t know to what degree the Chief Operation Officer for the City of Atlanta has any influence into that process, but to the extent that he does, it could be something that we surface with him and our weekly, bi-weekly meeting.

So, I mean, I’ll take that as an action item to sort of see whether or not in that conversation we could find a way to sort of streamline this process, understanding the magnitude of the work that goes into the libraries. We’re talking hundreds of millions of dollars’ worth of bond programming to the benefit of their constituency. And so what is it that we can do to ensure that we don’t delay any of those projects for something that’s pro forma, it sounds like, if we’re not required to implement any of the recommendations that they have in place.

So I think Gabe is going to attack it from his standpoint and try to, you know, punch down the list or whatever he needs to do it. But I think if we can have the conversation at the operational executive level, you know, we’re definitely going to be doing that.

CHAIRMAN PHYLLIS D. BAILEY: Thank you. We certainly appreciate that.
CHAIRMAN PHYLLIS D. BAILEY: We’re bound by some time limits here. And we don’t want to get caught in the situation where we lose a lot.

MS. ANNA ROACH: Yes, ma’am.

CHAIRMAN PHYLLIS D. BAILEY: Are there any other comments or concerns? Paul, do you have anything?

MR. PAUL KAPLAN: No. I don’t.

18-45 DIRECTOR’S REPORTS
18-43 MONTHLY FINANCIAL REPORT
18-44 MONTHLY USAGE SUMMARY

CHAIRMAN PHYLLIS D. BAILEY: Gabe?

DR. GABRIEL MORLEY: Yes. I gave you the Building Update. Our Financial Report is virtually the same month-to-month. You can see we’re seven months through the fiscal year now. We’re exactly where we were on all of these different items. Remember, the libraries that are closed, we’re still buying material for those libraries. We’re just keeping it at the warehouse. So when those places re-open, they will still have some fresh material. So if people ask you, you know, what’s going to happen, we’ll be okay material-wise. And the rest of these items will trickle on through. You know Vehicle Maintenance, fifty-four percent spent; General Insurance, fifty-eight percent spent; all of those things are going to reach their totality in the next couple of months. So nothing out of the ordinary in the finance piece. And, remember, the County will start to slow down in the next couple of months anyway. October is probably be the cutoff for us. So we’ll only have our outstanding encumbered funds for those last couple of months, for those of you who are new. We have in our statistics this month, remember, we talked a little bit last month about how they seemed skewed. Good word. Because Fairburn and East Point had closed. So now Central’s been closed for a whole month, so you’re going to continue to see those skewed numbers.

Now, Roswell will be closed; Sandy Springs will be closed. Those are our high performing branches. In some cases you see it’s harder for us to get some figures. Like, Computer Classes went to zero because we were doing the majority of those at Central. And so those were gone while Central is moving and going to different location. So once we reopen that GED program, some of that will go up. Remember, we’re watching Virtual Circulation very closely. It’s gone up forty-three percent again. Another fantastic number.

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Continued growth. If you look at the very top column, a six percent increase. That’s good. We talked about before the meeting holding steady on that physical Circ. You know, the growth is not nearly as important as keeping what we have. Because is coming in these electronic resources. So as long as we can hold steady in the physical Circulation place. We’re doing very well compared to some other libraries around the country.

Inter-Library Loans, I anticipate that will go up and people say, hey, my branch is closed. I don’t feel like driving to another branch. I’m just going to IOL a bunch of material. But it also could go the other way. People could say, you know what, I drove over here. Let me just grab something and go. So that one’s going to be a question mark.

Remember, we’re probably going to remove Holds next year. That’s a weird number. I mean, we want Holds, but we also don’t want Holds. It’s not a good measure for what we’re trying to do anymore.

Computer Use, that will probably continue to decline. Central had twenty thousand computer sessions a month. So for the next two years, they’ll be closed. That’s going to be a big dip. We’ve accounted for that, though, in our KPI. Anna, Dick, and all of them are fully aware of these things. What else?

**MS. LINDA JORDAN:** I have a question, Dr. Morley.

**DR. GABRIEL MORLEY:** Okay. Go for it.

**MS. LINDA JORDAN:** So being that a number of locations are closing, how much are we pushing out the marketing on the eBooks and audio books saying, however, we’re closing; so and so and so. But you can go and, you know, get an eBook or audio book.

**DR. GABRIEL MORLEY:** I would say one hundred percent.

**MS. LINDA JORDAN:** Okay.

**DR. GABRIEL MORLEY:** I mean, I think that’s our first and foremost strategy, you know. And on par with, hey, Roswell’s closed. Go to east Roswell. And even beyond that, if all these people who say, you know, a hundred and ten percent were -- really understood you can’t have a hundred and ten percent -- but remember, we’ve created that Outreach Department. That Outreach Department is doing a phenomenal job in marketing what we’re doing and exploiting all of these resources that are not in the building. So all of that momentum has carried forward. And so now that we have some of these branches closing you’re going to see more people able to do those types of activities and get into that space.

So I expect these numbers will continue to climb. And, hopefully, it will stay there when we re-open. Because,
remember, from our perspective, that’s much more efficient. If we could circulate seven hundred thousand items virtually versus seven hundred thousand physically, we make out much better on the digital side where we’re doing less work. We have less effort. And so we want to grow in that area. And like I said, try to hold steady in the physical Circ. But we know at some point that’s going to begin to decline. It’s just an inevitability. And, truly, this is totally off topic, but it gives you an update -- and Anna just got the update a couple of weeks ago -- remember, part of what we’re doing is targeting our Collection so that it becomes tighter and much healthier. So we get rid of all the material that never circulated, that was under performing, that was a waste of money. And so as we continue to work through this DOA process, we’re getting better and better with the material we buy, and where we locate it. Because, remember, that’s other piece of the puzzle. We’re not buying ten books and then distributing them randomly. We’re buying those ten books based on where we know those ten books are going to circulate. So we should continue to see some good number in the physical Circ as we tighten the Collection and make it much more applicable to the people that are using those libraries. But, again, at some point, it’s going to continue to decline. That’s just a nationwide trend. You know, as all of our children have children, they’re just going to be much more comfortable with a digital platform. And we don’t want to fight that. We want to encourage it. And you all know -- and tell me to hush at any time -- but you know this success isn’t free either. I mean, we’re paying twenty-four, twenty-five thousand a month for Hoopla. And we could go up. There’s demand for more. But we’ve capped it so that we can get to the end of the year with the money we have. And so next year in the budget we’re proposing for 2019 we’ve increased that. But we don’t want to get to a point where we’re throttling ourselves all the time digitally because we’re trying to have this perception that we need to do something else. If the demand is in eResources, we’ve got to go where that demand is. Just because we don’t agree with necessarily, doesn’t mean that we should abandon it, so. Otherwise, I mean, the statistics, you all know, are going to be a little skewed for the next couple of years. It’ll be hard to have a year-over-year comparison in some cases because of these changes. And, you know, like Paul said, we’ll get through it. Everybody will be happy and satisfied. And I suspect we’ll see
an uptick just like we have in all of the new branches we’ve built. You know, all of those are doing well and thriving. And I suspect as these get renovated and come back online more and more people are going to be attracted. Especially, considering the changes we’re making and the approach we’re taking to the library service.

That’s all I had.

CHAIRMAN PHYLLIS D. BAILEY: Thank you, Dr. Morley.

COMMITTEE REPORTS

CHAIRMAN PHYLLIS D. BAILEY: The Committee Reports, these are three new type committees. And the three committees have a specific directive. I want the members of the Board to be known, to be seen in these libraries. We’re not a sit-down or attendance Board. And we’re going to make this active participant. And so with that, Vice-Chair Joyner?

LIBRARY VISITATION

MR. D. CHIP JOYNER: Well, thank you. I think this was a great idea to do this. One question I had as far as how we approach the libraries and personnel. And want to get some feedback from the Board and from other team members on how we should engage the team when we go to the libraries. Because you can imagine, we’ve all had different experiences. Talk to one person, they’re afraid to talk to you because they think they’ll get in trouble. You’ll talk to another person, and they can talk to you for two hours about everything that’s wrong. And it can get personal with different personnel. We’re not serving the function as a H.R. manager.

CHAIRMAN PHYLLIS D. BAILEY: That’s true.

MR. D. CHIP JOYNER: But also we want something where we can take some feedback, share and discuss with the directors, the Board, and try to get back some kind of deliverable or an answer. We don’t want to approach this as it’s a waste of time when we talk to the Board members. So I want some feedback on how we can best serve in this effort, if anyone...

DR. GABRIEL MORLEY: Carefully.

MR. D. CHIP JOYNER: Yes. That is so true.

MS. LINDA JORDAN: I wonder if we should send some kind of communication out so they won’t get spooked if we show -- like, if I show up, and they say, oh, a Board member is here. They get nervous, like you said, and don’t want to talk. Should we send out some type of communication to say, you know, the Board --

MR. JOE PIONTEK: To expect us.

MS. LINDA JORDAN: -- right. And we’re willing to listen and learn, whatnot. Something along those lines so that won’t be
nervous about it. Because I know if it was me, I’d be nervous. We don’t want that. We want them to know that we are partnering with them just to know more about the library and what they’re doing in the library and what we can do as a Board member to help facilitate things.

DR. GABRIEL MORLEY: You mean, a generic email that says a Board member may show up at your branch at some time, or a specific email that says, Linda Jordan is coming to your branch on next --

MS. LINDA JORDAN: I’m thinking generic.

MRS. GAYLE H. HOLLOMAN: Generic.

DR. GABRIEL MORLEY: All right. We can do that.

MS. NINA RADAKOVICH: And put down there that the purpose is just to introduce ourselves and to become familiar.

I made a visit to the Peachtree Branch. And I thought about it and thought all those things. So I called up, asked to speak to the Branch Manager, and we have him/her -- him or her -- they’re all listed in our notebook. So I looked him up. I called. I introduced myself. I said, I want to come -- I’m embarrassed to say, I’ve never been to your branch. I want to come see it. Just briefly say hello, introduce myself. There’s no agenda. And then when I got there, he gave me a tour. He was happy to do it. And we had a nice conversation. I made a point of bringing up the whole governance thing. I said, now, I want you to understand, my role is not to interfere with any of your operation or management. That’s a Library Director. We set general policies for the library, but we do not manage the library.

And, in fact, we do what we do as a group, not as individuals, so I certainly have no business telling you what to do. I just want to see how things are and introduce myself. And I think it’s just good to be direct and honest.

CHAIRMAN PHYLLIS D. BAILEY: Yes.

MS. NINA RADAKOVICH: So that helped. But maybe we can come up with a little script. And maybe the script can go in the email. And you can sign it. And I’ll be glad to write some language for you to consider so that we’re starting off on the right foot.

CHAIRMAN PHYLLIS D. BAILEY: Yes.

MS. LINDA JORDAN: Yes. I agree with you. That makes sense.

CHAIRMAN PHYLLIS D. BAILEY: That makes a lot of sense.

MR. D. CHIP JOYNER: And that we’re all in alignment --

CHAIRMAN PHYLLIS D. BAILEY: Yes.

MR. D. CHIP JOYNER: -- with how we’re approaching it?
CHAIRMAN PHYLLIS D. BAILEY: Yes. And it won’t be one of these fragmented kinds of things that run all over the place. You’re absolutely right. And I thank you for making an offer. Certainly, I’ll -- if it’s all right with you...
MR. JOE PIONTEK: Yes. Because I would never get that wording right.
MR. PAUL KAPLAN: You will find, I can’t even go in any of these libraries without them knowing me, because I try to make every library. I think I’ve only missed three libraries in the whole System. And after a while, I come back in, again, you know, just, oh, you’re here. You know, so you -- I’m telling you something, they recognize your face as soon as you walk in that door.
MS. LINDA JORDAN: We want them to be happy when we come in.
MR. PAUL KAPLAN: They’ll recognize you.
CHAIRMAN PHYLLIS D. BAILEY: Anything else you want to add?
MR. D. CHIP JOYNER: Is there anything that we can do as a Board when we respond or when we share feedback that displays some kind of commitment to serve the libraries in any kind of special way, some kind of deliverable?
Of course, we visit. We’re going to get some feedback and we’re going to share it with the Board, but is there something that you guys would like to hear or maybe they don’t typically share to the management to the Board now? Of course, we can always send an email back. It was a pleasure meeting you. Shared some concerns with the Board at last month’s meeting.
But I do want them to think that just our visit isn’t a waste of time.
MS. NINA RADAKOVICH: Well, I think we listen. And if we actively listen and they see that we’re listening, that means a lot. And they understand that we can’t do that much and that we can’t solve specific problems. But I just think the fact that we show up there, and spend whatever time we’re there, sends a very positive message. So -- and there are going to be people who have negative things to say. But I’m sure you have experience -- more at it than I do anyway.
MR. D. CHIP JOYNER: Yes. I work in restaurants.
MRS. GAYLE H. HOLLOMAN: Oftentimes, Nina, that is what happens is that you get a lot of people who -- it becomes a gripe session. And they don’t want to follow the chain of command to bring those problems out ahead of time so that we are aware of them. And they take the opportunity when they see one of you to fill your head with everything on demand and think that you’re going to solve it for them. So that’s kind of the dilemma that we end up facing that sometimes.
MS. NINA RADAKOVICH: But we can use that to reinforce our role, which is that, well, I feel your pain, but I don’t have the capacity to solve this problem for you. And you’re going to have to go up the chain or handle it as a personnel issue because we have no control over that.

CHAIRMAN PHYLLIS D. BAILEY: We have nothing to do with that.

MS. LINDA JORDAN: Right. Agreed.

MR. PAUL KAPLAN: I think if something is real critical, they’re really complaining and doing that, I would not share with the whole Board. I’d probably call, either I’ll call you, Gayle, or I’ll call Dr. Morley. Because sometimes there’s -- my case was I got involved in it when it was maintenance issues. It was all over the whole System. So every place I went I was getting an ear full. I couldn’t keep up with it. And I didn’t even go the -- that’s when you were -- and the director -- I just -- I called Dennis King, who got on cases right away. That was the old time when we did that. And he got it done. It’s different now. But if there’s something really critical, we ought to bring it in front of the Board and we probably to talk to Dr. Morley or we’ll talk to Gayle.

MS. LINDA JORDAN: Yes. That’s a good idea.

CHAIRMAN PHYLLIS D. BAILEY: That’s a good idea for all of us.

MS. LINDA JORDAN: Maybe we should do that. Right.

MR. JOE PIONTEK: Yes. The stuff that you don’t see until you’re there. Remember Dogwood that night?

MR. PAUL KAPLAN: Yes. That’s another story.

MR. JOE PIONTEK: The -- was sitting outside. There were no lights, not a single light in the parking lot. And it was off of -- it’s not called Bankhead -- it’s called Donald Lee Hollowell.

MRS. GAYLE H. HOLLOMAN: Yes. Formerly Bankhead.

MR. JOE PIONTEK: That was not a great situation. The librarian herself said, I don’t like it. I don’t want to be near a dark lot either. So you show up at different times, you see different things.

MS. LINDA JORDAN: That’s true.

CHAIRMAN PHYLLIS D. BAILEY: I agree with you. One of the basic things that we need to say is that whatever happens needs to come back to the director of the library. This is the person who is going to handle all personnel issues. We’re here to listen. But, you know, we’ll try to help. But the eventual handling of any issues is going to be with...

MR. D. CHIP JOYNER: And then also with regards to scheduling these visits, it would be helpful if just every member make an effort to visit and prepared to share so we don’t have to assign
it to one person, say it’s your turn, at the next Board meeting. And then, at least, I think we will all hit more libraries if we just make an effort to visit without it being an assignment.

**MS. LINDA JORDAN:** But that’s contingent upon us making sure we get the communication out there before we go. Because I don’t want to go without having something sent to them to say I might show up. So that’s a timing thing, right? Because I’m not going to --

**DR. GABRIEL MORLEY:** Well, I can do something tomorrow. But if you want to do it, it’s whenever Nina can do it.

**MS. LINDA JORDAN:** Right.

**MS. NINA RADAKOVICH:** If you want to do it and send it to me, I’ll just beef it up a little bit.

**DR. GABRIEL MORLEY:** That’s all -- I just wrote down everything you said a minute ago. I’ll type this and you’ll get it tomorrow.

**MS. LINDA JORDAN:** And then, Dr. Morley, you will be responsible to send it to all the -- all the --

**DR. GABRIEL MORLEY:** Yes. We can just drop it out to everybody.

**MS. LINDA JORDAN:** And then once you do that, then let Chip know, then we can -- then you can let us know or Madam Chair can let us know --

**CHAIRMAN PHYLLIS D. BAILEY:** Chip is handling this.

**MS. LINDA JORDAN:** -- between now and next month. But definitely want to get that communication out there.

**DR. GABRIEL MORLEY:** You could also, truly -- and I appreciate Chips point and Joe’s -- you could look at our online calendar, too, and go when there’s a program.

**MS. LINDA JORDAN:** Oh, that’s a good idea.

**DR. GABRIEL MORLEY:** That would give you at least some -- some

**MR. JOE PIONTEK:** Reason to be there.

**DR. GABRIEL MORLEY:** Yes. Right. I mean, that gives you an idea of how people are using and what they’re doing. Because you could potentially go at 10:15 in the morning in the West End and there could be not a soul in there. So it depends on what you’re looking for, what kind of experience.

**MS. LINDA JORDAN:** So maybe in that notice we can state that they might come in, you know, or they might come in during a program, so they’ll know we could pop up anytime. Okay.

**MR. D. CHIP JOYNER:** So at each meeting someone will volunteer at least.

**CHAIRMAN PHYLLIS D. BAILEY:** Thank you, sir.

Any other concerns or questions about that particular issue?

**BYLAWS AND RULES**
CHAIRMAN PHYLLIS D. BAILEY: If not Priscilla and -- is there anything that we need to talk about with the Bylaws and/or...

MS. PRISCILLA BORDERS: Not today.

CHAIRMAN PHYLLIS D. BAILEY: When you have something...

MS. LINDA JORDAN: Because keep in mind, we did say that -- as Dr. Bailey -- Chairman Bailey said, we’ll put it on here, but you might not have to report each time.

CHAIRMAN PHYLLIS D. BAILEY: Right.

MS. LINDA JORDAN: Just have it as a line item.

NATIONAL AND STATE DEVELOPMENTS


MR. JOE PIONTEK: I just talked to Linda about this. If there’s one thing Atlanta’s great at is sex trafficking.

CHAIRMAN PHYLLIS D. BAILEY: Oh, dear.

MR. JOE PIONTEK: We win the world at this. Yes. Now, with the Super Bowl coming, it’s even worse. A friend of mine, well, actually, my rotary president started an organization called, End Human Trafficking. And rotary took it, now, it’s an international program. So I end up seeing him every Thursday and talking about it.

They had a program with the school bus drivers and the schools. It was an awareness program. Raised their awareness as to how do you -- how do you know when you’re looking at a sex trafficking victim? And so they brought the eight hundred bus drivers somewhere and put them through some training. And apparently it was a successful program, along with posting convenience stores, you know, this is -- here’s the number to call or here’s a way to get out.

So there was a program in San Diego where they did exactly that. They noticed that there were a lot of kids, or young adults, that were coming into the library as their sanctuary. So they started training the librarians and staff to, again, be aware or sensitive to the signs of being a trafficking victim. And I don’t know if we’ve ever done it. I asked Dave if he’s ever seen anything down here in Atlanta that way, but, you know, we’re really a great -- it just seems that we’re at the epi center of something like that. And if our librarians were aware of it and could more easily notice it. There’s signs -- I didn’t actually do the training myself, I’m sorry to say, but there are some signs that they teach these folks to just be looking for.

CHAIRMAN PHYLLIS D. BAILEY: I think that’s something that would be a major project, probably with national implications if that kind of thing were done.
MR. JOE PIONTEK: And we have already a format that they’ve created in San Diego. And I don’t mean to throw another thing on your plate. I think it was like twenty-five, twenty-six grand or whatever for the training.

DR. GABRIEL MORLEY: Well, there are a bunch of states, and Georgia may be one where librarians are mandatory reporters just like teachers. So, you know, we have to report that by law. And Fulton County, I think has a training program. We just haven’t -- everyone hasn’t gone through the session. But we’re mandatory reporters. So, you know, if you’re twelve years old and you come in with bruises all the time, we’re supposed to call Social Services and get you to come check. And the County has a whole sex trafficking thing they’ve deployed where on the back of every bathroom door we have these sex trafficking signs or there’s some program that the County’s rolled out, and we’ve done our part of whatever the County program is. But I don’t think all of our staff have attended the...

MRS. GAYLE H. HOLLOMAN: No. We haven’t had any staff go.

DR. GABRIEL MORLEY: The mandatory reporting training.

MRS. GAYLE H. HOLLOMAN: We talked about it years ago, but we just -- when Anne was the director. We never did actually do it.

MR. JOE PIONTEK: It’s not necessarily just the outward signs of it. Those are -- that’s obvious. A young girl comes in, she has bruises on her all the time. But other things; the looking away and the -- there were certain tendencies that they were supposed to be -- have a heightened awareness to that would -- made it more obvious that they might be a victim, and then start the conversation with them or a way to start the conversation with them. How do you approach a young person and say is this happening to you?

MS. NINA RADAKOVICH: And you said there were signs also on the libraries saying that they were safe?

MR. JOE PIONTEK: Well, in San Diego, the woman who had given the interview or the one woman who had come up with the program was saying that they were seeing that that was kind of the sanctuary where they would come into the library as spend as much time as they could before they had to go back to wherever.

MS. NINA RADAKOVICH: Because that would be nice to just get that word around so that they knew that it was a place where they would be understood.

MRS. GAYLE H. HOLLOMAN: Yes. That’s a good point.

DR. GABRIEL MORLEY: Unless you’re the predator.

MS. LINDA JORDAN: And also, too, keep in mind, as Joe mentioned, the Super Bowl is coming here. You know, there’s a
lot of conversation around that. The fact that we would probably see a higher rate of sex trafficking going on in the ATL, so...

MR. JOE PIONTEK: If there could possibly be.
MS. LINDA JORDAN: If there could possibly be, right.
MRS. PRISCILLA BORDERS: Is it a free training?
MR. JOE PIONTEK: I don’t know. She said they had raised some money. I think she said twenty-five or twenty-six, if I recall. I’ll send around the -- there was a YouTube on it, so I’ll send that around.

DR. GABRIEL MORLEY: Okay.

MS. LINDA JORDAN: And then on my behalf, I was telling Joe that I did look at a couple of sites on Facebook. You know how you like the page and they send you information. So I’m basically a member of these different sites. And as I get more information, I’ll share it with the group. But I like the Public Library Association page. And Dr. Morley, you might be a member of some of these already; the PLA. They do a lot. They just had a conference in June, I think, in Louisiana. And I was very impressed with their site; the Georgia Library Association site; also the -- as I mentioned, the Public Library is online; and lastly the American Library Association. So I am connected to all of them right now. As I gather more information, I’ll share. But I’m trying to see if there’s a way if other people can become members, how do you go to the conference? As a Board member, do you get a reduced fee, that kind of thing? Because I’m into networking and going to conferences and learning more about what I’m doing when I’m involved in different entities, so...

MS. NINA RADAKOVICH: I can say I’ve been going to the ALA and they have no registration fee for Trustees, Friends, or Foundation people.

MS. LINDA JORDAN: Really.

MS. NINA RADAKOVICH: Now, you do -- I pay my own expenses. But, you know, for example, in New Orleans, you could drive. So one of the volunteers at our Friends Group at my branch and I drove together and it was nice. But it’s really encouraging. And they have a program, especially at the annual meeting, always for Trustees.

MS. LINDA JORDAN: Okay. Got you. That’s good to know. I’m like, I’ll go wherever, long as the registration fee is cheap or free. A lot of these entities, if you’re a public official or public Trustee, they try to make the cost as, you know, as less as possible because they get sponsors to help with all the other expenses. So I’m definitely interested in that.
MS. NINA RADAKOVICH: Okay.
MS. LINDA JORDAN: That’s good to know.
MR. PAUL KAPLAN: And a good one is ALTA, which is the American Library of Trustees Association, which I was a member of for years. It’s a very good, very good group. You really learn a lot. ALA, I went probably almost nine years in a row, travel all over. And we required our Board that three members go every year. We kind of rotated around. Kind of like this Board here, we paid all the expenses, but that’s what we did. And it really worked out well. And we learned a lot. We brought a lot of technology back to our Library System and took advantage of it.
MS. LINDA JORDAN: It’s called American Library Trustee Association?
MR. PAUL KAPLAN: Trustees, yes, ALTA. They put on programs at the ALA.
MS. LINDA JORDAN: Good to know.
CHAIRMAN PHYLLIS D. BAILEY: Any other concerns or comments?
Fellow members, I am really pleased and proud of how you have responded. You have made me really feel like this is something that will benefit this community. And you’ve given that impetus to us. So thank you all so very much. I can’t tell you how much I appreciate it. It means so much.
UNFINISHED BUSINESS
BUDGET
CHAIRMAN PHYLLIS D. BAILEY: Now, the Unfinished Business is the Budget, because it is surely unfinished.
DR. GABRIEL MORLEY: All right. I’m going to pass out -- Phyllis and Paul and I have discussed this. And I suspect one of the two of them will make a motion -- remember, part of what we do is they will look at it then make a recommendation to the full Board. If you remember, and if you’re new, the County tells us what our base budget is. Sometimes they call that a rollover budget. Then they also ask us to submit two other budgets. One of those is a budget that represents a five percent reduction in expenses, and then one is a budget that has enhancements.
If you remember, every year we have taken a little bit less than the prior year even though we’ve used our base budget. That’s some accounting. For this year, you can see Scenario One is our base budget. That ends up being about twenty-seven million three hundred seventy-one thousand, which is a little bit more than 2018. The number three scenario was our five percent reduction scenario. And you can see what we’re proposing is that we just don’t fill thirteen full-time positions. That will
save the six hundred thousand we need. Because a five percent reduction is a total of 1.3 million. So that gets us halfway there. And if you follow your pages in that number three scenario, you’ll get to the other six or seven hundred thousand.

The Enhancement Scenario is number two. In the enhancements, theoretically, we asked for things that we are not getting this year that we want to get in subsequent years. We have not been successful getting any enhancements up to this point. And if you remember, last year we submitted the base budget to the County and then the County asked us to eliminate six or seven full-time positions to reduce the budget by six or seven hundred thousand dollars. So it wasn’t a full five percent, but it was some reduction.

So what I think Paul is going to make a recommendation is that we accept this series of budgets to submit to the County. And if you’re new, the County will then take this. They will study it. They have a committee of staff members and BOC members who look at this. They massage all of the County’s numbers. We won’t know what our actual budget is until the BOC votes, probably at the second meeting in January. So we’re a little bit in the blind on the last couple of months of the year and the first couple of months of the year, because we’re not sure where we’re going to be and what we’re going to have. It always works out. Don’t be alarmed. And we -- we have some flexibility to work with what we have to get us where we want to be.

For example, this year we ended up filling some of those vacant positions because they didn’t need them all, you know, but we don’t know that until they’re into their budget cycle. So we don’t have an option of submitting only one, only two, or only three. We have to submit all three. So it’s not really a choice. The only thing you’re really voting on today is whether or not you agree with the things that we’re asking as reductions in the number three scenario or the enhancements in the number two. But I would dare you to oppose an enhancement to the library. That would not be a smart thing for the Board to do. So I’m not recommending that you oppose any of the enhancements. And, truly, you remember, part of what we’ve been successful in doing, because we haven’t been able to get more money -- and I think one of the things that curries a lot of favor with the County is we are able to build into our base budget the items that we want so that the new services, the new products, we’re able to build those into our base budget by giving up some things that are not performing as well. So, essentially, if the
County says, okay, for 2019 you get Scenario One and it’s exactly the same amount of money as 2018, we still get to do all of the things that were listed in this comment scenario under budget number -- option number one.

So I don’t know that all departments do that, but we’ve had success doing that. And I don’t see why we wouldn’t continue to have success doing that. So it’s a win-win for us if we get the base budget, we’re perfectly satisfied. If we get the enhancements, we’re thrilled because we get the base budget plus all the extras we asked for. And if we go with the reduction scenario, even though we’re losing thirteen full-time positions, Gayle and I know, and some of you know, we don’t have every position full all twelve months of every year anyway. So when you get through the year, the money sort of washes away. It’s not a deal breaker for us.

And if you are looking at particular things, like you may notice one of the big cuts that we propose in the reduction scenario is in databases and print materials. Remember, for those of you who are new, it was shocking to me when I got here, but almost eighty-five percent of our budget is salary and benefits.

That’s an alarming number from my perspective. In Louisiana, if you went over fifty-five percent, you’re getting called out.

And so to come into a place where eighty-five percent of the money goes to salary and benefits has been very surprising to me.

But what that means then is the only place really where we have any cash is in the Materials budget. So if we have to cut huge amounts of money and we don’t want to get rid of people, it has to come from the book budget.

The good news is I don’t think we’ll have to take that reduction scenario since the County’s going to pull in a little extra money this year. And even if they do, remember, we can mask some of that loss because of our DOA process that we’re running. And so all of the savings from that DOA process can help uplift or decrease that seven hundred in accounting terms. It won’t show up on this piece of paper, but in reality we can absorb some of that.

And you could try to make some change, but in reality this is a lot like a school budget. Some of these things are mandated. We have to pay for insurance. There’s no way around it. You know, we have to pay for worker’s comp. No way around it. We have to pay for the photo copiers. There’s no way around it. And I will tell all of you, just in case you’ve learned something from someone else at some other point, there is a giant asterisk in this budget.
The County’s contract with the copier vendor is expiring. It won’t expire until after we submit this. So we are going to give this to the County. If you approve it tonight, we’re giving it to the County maybe this week. Ed has to get it into the system before the twenty-seventh. The County will not find out how much the copiers are going to cost until November or December when the bids from the RFP come in. So if the bids from the RFP come in and our copier costs go up two hundred thousand dollars, we’ve got to find two hundred thousand dollars somewhere to cover those increased copier costs.

But we won’t know that until we’ve already given away the budget. So they’ll come back to us. Hakeem will say, hey, you need to cut ‘x’ number of dollars because of the copier cost. Or the copier cost could be cheaper and we would have extra money. Somehow I don’t think that’s a likely scenario, but it could happen. And in that case, depending on what it is, and you know, the Salary Savings could pick up that load. I mean, you all know, we give back almost a million a year in Salary Savings. We’re probably around seven hundred or eight hundred thousand this year in Salary Savings.

We just can’t fill positions fast enough. So even if it came back and it was another hundred or two hundred thousand, it would wash out with our Salary Savings. So I wouldn’t be that alarmed by it. But just if you hear something about, hey, this is happening and blah, blah, blah, that’s what it is.

**MOTION**

**MR. PAUL KAPLAN:** Well, what I’ll do is I’ll make a motion and then we can discuss that. I make a motion that we accept the Library Budget for 2019 as the Scenario One, which is a flatline budget of twenty-seven million three hundred and seventeen dollars and nineteen dollars.

Scenario Number Three, which is actually a reduction of five percent; am I correct?

**DR. GABRIEL MORLEY:** Yes.

**MR. PAUL KAPLAN:** And that would come out to be twenty-six million seven thousand two hundred and sixty dollars. And then enhancement is an additional eight hundred and twenty-five thousand. That comes out to be twenty-eight million one hundred and ninety-six thousand two hundred and nineteen dollars.

**MS. LINDA JORDAN:** I second it.

**CHAIRMAN PHYLLIS D. BAILEY:** It’s been moved by Mr. Kaplan, seconded by Ms. Jordan, that the budget presented will be the accepted scenario that we will have sent to the BOC.

Questions?
MR. PAUL KAPLAN: Okay. I have a comment. Pursuant to what Dr. Morley said, last year, if you recall, we didn’t know about cutting all of a sudden until December we get the word that we have to cut ‘x’ amount of positions at a time. That was a -- that’s a tough deal to do in December. I do know that everything cuts off October 1st. One time we had the meeting at -- I think it was at Sharon’s office -- and we talked about -- and Josh was with me. Well, we had all this extra. We had so many. We had all these great things. No problem. You can go ahead and ask for it. It was early after October 1st. The next day, no, it’s not going to happen. We never got the money. We had all these great things to do, what we were going to do with official money. So we don’t that anymore. So it was -- it was -- that was a big deal, to tell us in December that you had -- within two weeks you got cut. That’s hard.

MS. LINDA JORDAN: Is that typical? I mean, that’s the way it is now for every department?

DR. GABRIEL MORLEY: Yes, for every department, yes. I wouldn’t say that it’s necessarily typical. Remember, last year they couldn’t collect taxes in time, so they were in a cash crunch. They may be in a little cash crunch this year. Different things happen. And once we give it to them, they start massaging the numbers to get it where it fits with the County. And they’ll ask us. They’ll say, you know, hey, we need you to give up seven positions. What can you do? And we’ll just in vacant positions. We just didn’t fill what we had. And we have some other little wiggle room things we could nickel and dime if we had to.

And I should have said, too, I forgot to point out these things, and maybe Paul was going there and I’m stealing his thunder, but we increased money for security. Everybody knows that. We needed money for security. This building has 24/7 security now that the Central’s staff has move over here. The courier operation will be moving out of here. We added twenty-five thousand for background checks for the Friends. Paula knows, as part of our agreement, the MOU says the library or the County will pay for the Friends to have background checks. We usually have seven or eight hundred new Friends and volunteers every year. We don’t know how much those background checks would cost. If they’re ten bucks, that’s seven thousand dollars. If they’re fifty bucks apiece, that’s thirty-five thousand. So we put twenty-five thousand in as a placeholder. We’re also adding - it seems like we’re adding six hundred thousand in digital materials if you look at the numbers. But in reality we’ve already that this year. We’ve just used a
different pot of money. So it doesn’t show up on last year’s budget, but it’s already there.

And one of the other things we talked about earlier is we’ve added a hundred thousand for BiblioCommons. Everybody knows two thirds of our business is done via our website online. We have to continue to grow in that area. Everybody in this room knows our website’s pitiful. It’s nobody’s fault. It’s just that 1980 basis website. The County’s working on the website. It’s still two be determined how robust that website might be for us. So we’re hedging our bets and saying, hey, let’s increase the user experience now, today, for library users. Since nine million people a year click through our website, let’s spend a little bit of money now and make this what we want it to be while the County works on their process. And then next year, if the County’s where we want them to be from our perspective, we let it go. If not, then we roll with what we have again. So that way at least we’re positioned to do well no matter what route the County takes. Because the County could conceivably say, hey, we just want to have a storefront web page for the library with the name, the hours, and just generic information. But you all know we have to have our catalog, our databases, our event planning calendar, all of our regular marketing stuff. So we just can’t go with a regular storefront. So the BiblioCommons product is where we would like to be. We know we can do it. We have the staff to do it. And we’re set up right now that that first year BiblioCommons can be paid for as part of the renovation technology budget. And so what this hundred thousand does here is it gives us year two. So we know we can guarantee it for two years, which will get us through the website design that the County’s doing and also sets us up long term to better understand where we want to be technology-wise. Because right now you understand we’re going through this massive renovation. We’re adding technology like crazy. We’re doing all kinds of innovative things except in the back end on the core nucleus of our system. SIRSI is probably fifteen years old. You migrated from Carl back in 2000.

**MRS. GAYLE H. HOLLOMAN:** Carl, I think, it might have been ’98.

**DR. GABRIEL MORLEY:** So your back end system is running everything. Six hundred cardholders. Every item everybody’s every checked out; their address, their phone number. All of that is in that twenty year old technology. So at some point we need to change that. But we can’t do that and renovate and run a System simultaneously. So this bridges the gap for the next
A couple of years that allows us to position ourselves for a much more robust technology revolution in the library. So we feel good about it. It’s all incorporated in that base budget number one scenario. We haven’t really given up anything of great importance that, you know, it’s not a one-for-one swap. So we feel good about it.

CHAIRMAN PHYLLIS D. BAILEY: Thank you. We have a motion on the floor to approve the temporary budget that we’re submitting to the County. It’s been moved and seconded. Comments have been made.

All those in favor? (Whereupon, all said aye.)

CHAIRMAN PHYLLIS D. BAILEY: Those opposed? Motion carries. Thank you, Dr. Morley.

DR. GABRIEL MORLEY: Excellent.

NEW BUSINESS


ADJOURNMENT

CHAIRMAN PHYLLIS D. BAILEY: If there is no New Business, I’ll entertain a motion for adjournment.

MOTION

MR. PAUL KAPLAN: So moved.

CHAIRMAN PHYLLIS D. BAILEY: Moved by Mr. Kaplan.

MR. D. CHIP JOYNER: Second.

CHAIRMAN PHYLLIS D. BAILEY: Seconded by Mr. Joyner.

Meeting adjourned.

(Whereupon, the Board of Trustees Meeting concluded at 5:47 p.m.)
Summary of August 2018 Activities

Personnel
- Librarian Senior interviews are underway. We are replacing a branch manager at Martin Luther King Jr. branch, the assistant manager at NESO, and the assistant manager at AARL. The NESO and AARL positions are the result of promotions. We anticipate filling those positions before the end of the month.
- Library Associate interviews will take place later this month.

Bond Update
- Winter Johnson is moving forward with preparations to renovate the Central Library. The movers have progressed quickly and we are almost ready to move the collection, which is the final phase of the move out project. All library personnel will be out of the building by Oct. 4.
- Group 1 (Roswell, Sandy Springs, Kirkwood, Southwest, Dogwood, Washington Park, West End) – These libraries have been cleared out and are awaiting permits to begin construction.
- Group 2 (Ocee, NESO, Northside, Mechanicsville, Buckhead) – We have looked at some preliminary designs and have asked the architect to make some modifications to the design of each library. We hope to accelerate these projects in the next few months.
- Group 3 (Adams Park, Adavmsville, Cleveland Ave., Ponce, College Park, East Atlanta) – We have a series of public meetings scheduled as we gather information about the redesign of these libraries. The public meetings conclude the first week of October. We are pushing to see some preliminary designs before the end of the year.
- Group 4 (East Point and Fairburn) – East Point and Fairburn are moving along well. We have not encountered any significant problems to this point. We still have several months of construction ahead of us, but we feel good about it.
- The Hapeville project is back on track and being moved forward quickly. We hope to approve the final design on Sept. 21.
**Project Timeline**

- Bookmobiles - The two bookmobiles approved earlier this year are on back-order, which means delivery will not happen this year.
- CLASS (Connecting Libraries and Schools for Success) – The MOU between Atlanta Public Schools and the library has been finalized.

**VOLUNTEER SERVICES**

- Volunteer Services recorded 3,962 hours performed at 28 location by 497 volunteers.
- 73 volunteers were new to the system and served at 17 different branches.
- Branches with the top hours of 310, 277 and 256 included Milton, Northeast/Spruill Oaks and Oceee.
- Branches with the top number of volunteers were Oceee with 64, Northeast/Spruill Oaks with 56 and Milton with 47.
- Alpharetta, Milton and Northside had the top number of Friends’ hours with 535, 180 and 135 hours respectively.
- New volunteer Sandy Guo began teaching Chinese classes for children ages 5-10 at the Oceee Library.
- Junior League of Atlanta volunteers led Journey to Literacy storytimes with Deborah Wiles’ book *Freedom Summer* at Ponce de Leon, East Atlanta, East Roswell and Adams Park, as well as a Kids in the Kitchen program at Adams Park.
- AARP Foundation volunteers taught a driver safety course at Sandy Springs and home safety courses at Northside and South Fulton.
- Pet storyline volunteers held four programs at Alpharetta with Lisa Gabriel and Echo; one program at Milton with Sylvia Craft and Mr. Fitz; and one at East Atlanta with Carolyn Meltzer and Dudley.

**YOUTH OUTREACH**

- Christina Rand and Dr. Angela Hernandez, organizer of the Let’s Read a Book Today! Shared Reading for NICU Babies program at Grady Hospital, and Keira Camillo, Director of the Fulton County Library Foundation, are working to successfully complete the contract provided by the Sandra Dunagan Deal Center for Early Language & Literacy grant. Georgia Public Broadcasting (GPB) has completed the video. We are selecting the extra board book titles that the grant makes possible. The first family focus group event is scheduled for October 1, 2018. Claudia Strange and Rachel Daniels will be there to take photos and video.
**SOUTH FULTON**

- The staff witnessed an increase of foot traffic at the branch. The increased foot traffic allowed staff to introduce patrons to the South Fulton Branch. As with any change, there will be some positives, as well as negatives. To counter the negatives, staff forgave fines to accommodate patrons.
- The branch received over 50+ new books. The books were processed and made available to the patrons. In addition, the branch received a number of reference books from the Ivan Allen Department.
- Nonprofit and Grant writer guru Tommie Jones facilitated a grant writing workshop. Jones discussed the grant writing process from applying to recipient of grant to the reporting process. There were 18 people in attendance.
- Dr. Nataline Woods, Christian Counselor, presented a workshop titled Understanding your personality and how it affects others. Woods shared tips about relationship building and how different personality traits affect relationships.

**PEACHTREE**

- The library has continued to recommend online services and databases at every opportunity, particularly when signing up someone for a library card so they know what online resources are available. The library has made and distributes a quick-start guide to help our patrons find and sign up for these resources. Additionally, NoveList and eCampus have their own permanent spots in the brochure rack.
- The YA Librarian has added a special Baby Storytime (in addition to a weekly Toddler Storytime and a Preschool Storytime), a program designed for children ages 0-2. It was started as a test and was so successful it will become a permanent part of the schedule. As always, there is a monthly Family Storytime as well as the monthly Kids Origami Club. The branch receives positive comments from those in attendance. The YA librarian will be working with The High Museum, The Atlanta Symphony Orchestra, and The Alliance Theater to partner with their children’s programming.

**SOUTHEAST ATLANTA**

- The Louise Watley Library at Southeast Atlanta renaming ceremony took place August 29. Several of Louise Watley’s family members were in attendance along with several elected officials, several community partners, Carver Homes, Villages at Carver, and the Southeast Atlanta neighboring community. It was a beautiful ceremony.
# Fulton County Library System
## Monthly Financial Report

**As of August 31, 2018**

<table>
<thead>
<tr>
<th>Description</th>
<th>2018 Budget</th>
<th>2018 August</th>
<th>2018 YTD</th>
<th>2018 YTD</th>
<th>2018 YTD</th>
<th>2018 YTD</th>
<th>BUDGET</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REG SALARY</strong></td>
<td>14,363,628</td>
<td>1,571,826</td>
<td>9,411,676</td>
<td>-</td>
<td>9,411,676</td>
<td>66%</td>
<td>4,951,952</td>
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<td><strong>PART TIME SALARY</strong></td>
<td>474,978</td>
<td>51,968</td>
<td>311,827</td>
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<td><strong>BENEFITS</strong></td>
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<td>-</td>
<td>4,578,354</td>
<td>62%</td>
<td>2,752,272</td>
</tr>
<tr>
<td><strong>BOOKS</strong></td>
<td>2,124,531</td>
<td>77,433</td>
<td>657,119</td>
<td>749,524</td>
<td>1,406,644</td>
<td>66%</td>
<td>717,887</td>
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<tr>
<td><strong>OFFICE EQUIP. REPAIR</strong></td>
<td>6,016</td>
<td>-</td>
<td>2,964</td>
<td>-</td>
<td>2,964</td>
<td>49%</td>
<td>3,052</td>
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<td><strong>EQUIPMENT</strong></td>
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<td>1,347</td>
<td>66,316</td>
<td>67,662</td>
<td>93%</td>
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<td><strong>OFFICE FURNITURE</strong></td>
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<td>-</td>
<td>142</td>
<td>-</td>
<td>142</td>
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<td><strong>SOFTWARE MAINTENANCE</strong></td>
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<td>-</td>
<td>346,857</td>
<td>-</td>
<td>346,857</td>
<td>87%</td>
<td>49,836</td>
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<td><strong>BUILDING RENT</strong></td>
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<td>9,153</td>
<td>118,508</td>
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<td>203,633</td>
<td>100%</td>
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<td><strong>LYRASIS CHARGES</strong></td>
<td>200</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>0%</td>
<td>200</td>
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<tr>
<td><strong>OTHER SERVICES</strong></td>
<td>195,811</td>
<td>3,015</td>
<td>87,003</td>
<td>11,603</td>
<td>98,605</td>
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<td>12,634</td>
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<td>15,546</td>
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<td>15,108</td>
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<td><strong>CONTINGENCY</strong></td>
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<td>-</td>
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<td>-</td>
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<td><strong>TOTAL</strong></td>
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<td>16,653,084</td>
<td>973,893</td>
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<td></td>
<td>ALLOCATION</td>
<td>EXPENDITURES</td>
<td>EXPENDITURES</td>
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<td>% COMMITTED</td>
<td>BALANCE</td>
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<td>-</td>
<td>7,989,944</td>
<td>66%</td>
</tr>
<tr>
<td></td>
<td>PART TIME SALARY</td>
<td>474,978</td>
<td>51,968</td>
<td>311,827</td>
<td>-</td>
<td>311,827</td>
<td>66%</td>
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<tr>
<td></td>
<td>BENEFITS</td>
<td>6,204,226</td>
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<td>3,883,244</td>
<td>-</td>
<td>3,883,244</td>
<td>63%</td>
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<tr>
<td></td>
<td>BOOKS</td>
<td>2,124,531</td>
<td>77,433</td>
<td>657,119</td>
<td>749,524</td>
<td>1,406,644</td>
<td>66%</td>
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<tr>
<td></td>
<td>OFFICE EQUIP. REPAIR</td>
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<td></td>
<td>OFFICE FURNITURE</td>
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<td>142</td>
<td>8%</td>
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<td>PROFESSIONAL SERV</td>
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<td>COPIER MACHINE LEASE</td>
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<td>150,230</td>
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<td></td>
<td>SUPPLIES</td>
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## Fulton County Library System August 2018

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<tr>
<th>Activity and Description</th>
<th>2018 August</th>
<th>YTD</th>
<th>2017 August</th>
<th>YTD</th>
<th>YTD</th>
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<td><strong>Circulation</strong></td>
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<td>Number of requests by patrons</td>
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<td>Library sponsored programs offered for children (birth - 12)</td>
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<td>2,983</td>
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<td>Number of people attending programs</td>
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<td>Library sponsored programs offered for teens (13 - 17)</td>
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