

WS 1. 6/18/24  
Presentation

# Library Strategic Plan

2024-2027



# Purpose

- Relieve stress on funds, space & staff
- Demonstrates Library's support:
  - for the work of the city
  - Collaboration with Libraries of Clackamas County (LINCC)
- Direction to say yes and no



# Priorities

- Improve services by removing barriers
- Improve organizational health by leveraging capacity and training
- Integrate into Milwaukie Momentum



# Potential Budget Impacts

- Elimination of daily overdue fines
  - Overview of the types of fees
- Potential new service with holds pick-up lockers and/or bookmobile
- Pay equity for library positions and similar city positions



# Equity Impacts

- Focus efforts:
  - Engage with critically underserved, underrepresented and marginalized community members
  - Prioritize support for key multicultural community events and programs
  - Eliminate daily overdue fines



# Equity Impacts

- Improve services in underserved areas:
  - Potentially install lockers in 1-3 locations
  - Pilot pop-up service and program events
  - Investigate and plan for bookmobile or other library vehicle



# Organizational Health

- Ensure employees are engaged and felt heard
- Develop service plan:
  - Core services
  - Hours and programs
  - Floor staffing / floorplan



# Organizational Health

- Establish a training plan to help staff succeed and build confidence:
  - Develop additional person-in-charge skills
  - De-escalation training
  - Increase proactive engagement
  - Review & Update Library Code of Conduct





# Questions



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# Contact Us

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