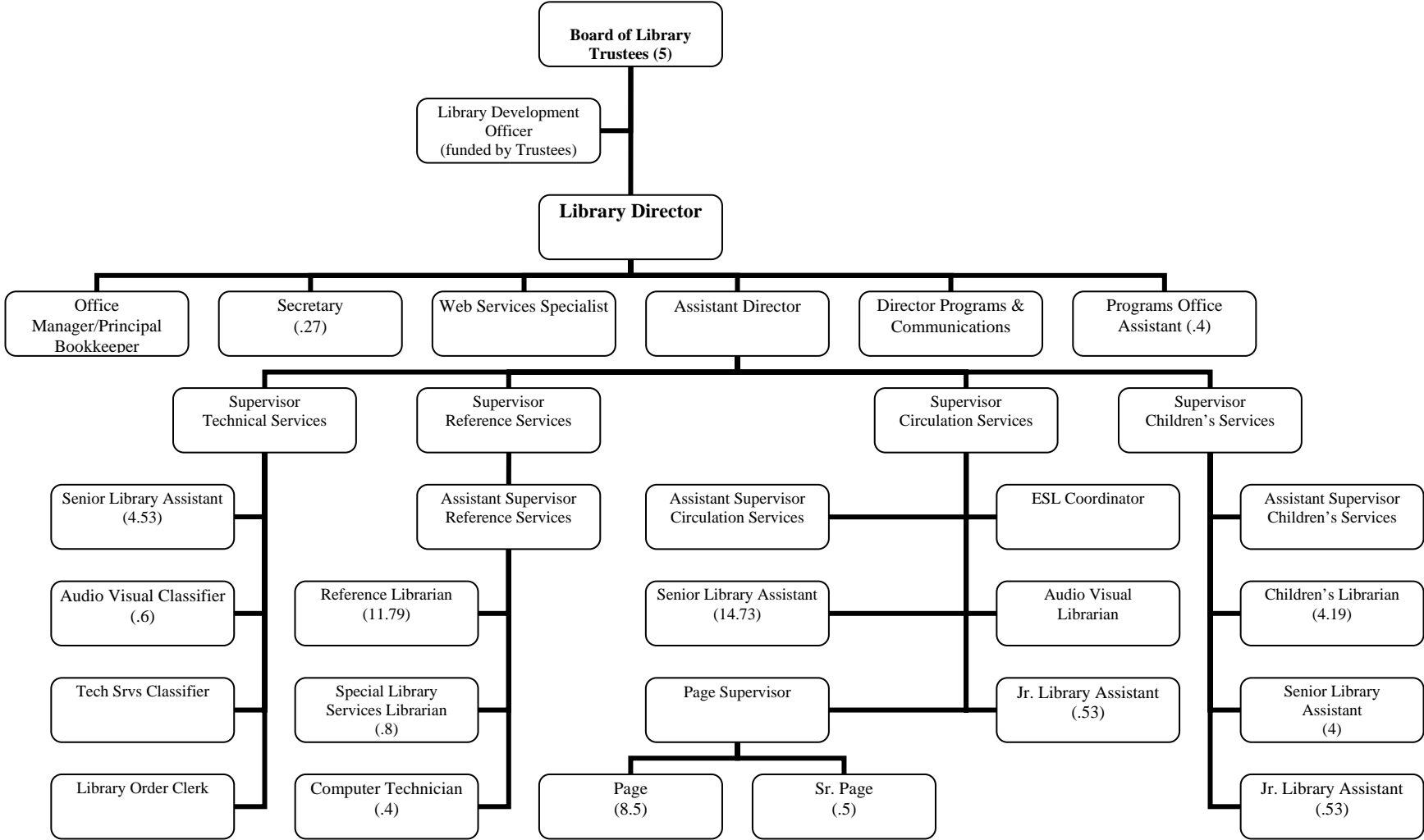


FUND: 01 – GENERAL FUND
 DEPARTMENT: 601 – NEWTON PUBLIC LIBRARY



NEWTON FREE LIBRARY

DEPARTMENT DESCRIPTION

The mission of the Newton Free Library is to provide the widest possible range of library services for the educational, cultural and recreational enrichment of all members of the Newton community. Through the Theodore D. Mann Building, the library provides an extensive collection of print, non-print, and electronic resources, comprehensive reference service, and a wide array of educational and cultural programs for people of all ages. The Children's Department provides a full range of activities for infants through middle school, with the goal of assisting children in their educational pursuits, and ultimately instilling in them a curious mind and a love of reading and learning.

The library continues to loan more items than any other library building in the state as it has for many years. We strive to provide up-to-date technology in the library – and a virtual library through our web site. Use of the web site and our electronic resources is growing considerably as we provide our users with access to a wide range of information 24/7.

The Newton Free Library again ranked in the top ten in the country as compared to public libraries in communities of the same size by Hennen's 2010 American Public Library Ratings. The ratings are based on 15 input and output measures, including circulation, materials and the number of visitors. Of the ten editions of HAPLR, Newton has ranked in the top ten in nine of them.

ACCOMPLISHMENTS

1. The Newton Free Library's circulation increased from FY09 to FY10.

Circulation	FY09	FY10
Adult	1,321,971	1,392,450
Children's	633,918	590,052
Total Circulation	1,955,889	1,982,502

2. Interlibrary loans TO other libraries remained higher than loans FROM other libraries. This indicates that our collections continue to satisfy the majority of borrower's needs without relying on loans from other Minuteman Library Network libraries.

Activity	FY10
Interlibrary lending	167,826
Interlibrary borrowing	142,962

3. The number of visitors to the Newton Free Library continued to increase from FY09 to FY10.

FY09	FY10	% increase	Jul - Dec 2010
735,280	744,876	1.3%	358,084

4. The library began a digitization program to digitize Newton history documents, directories, photographs and maps that will provide increased access to these unique, rare and fragile historic items through the library's website. The library, the City Clerk and Historic Newton began working together as part of this effort. They received a CPA grant and a federal LSTA grant administered through the MA Board of Library Commissioners to digitize late 19th/early 20th Newton history resources.
5. The library implemented an open reserves system that allows patrons to pick up their own reserves in the atrium and audiovisual areas. Patrons may then use the Express Lane self-check to check out their materials.
6. In October 2010 the library opened the new Young Adult Art Gallery with a show titled Prints and Painting from Newton North High School. Located adjacent to the library's dedicated Young Adult section, the space was created to allow students of Newton's two public high schools to showcase their work and experience what is like to hang their art in a professionally run, public gallery. The project represents newly formed community partnerships that include the library, Newton North and Newton South High School fine arts departments, Abraxis Framing Co. that is framing the art cost-free, and is supported by the Newton Art Association and the Newton Camera Club. In the spring of 2011 Newton South High School installed their first exhibit, A Snapshot of Newton South Arts, expanding the gallery to include 3-dimensional works.
7. With funds from the Gates Grant the library replaced 12 computers in the Internet Technology Training Center and placed 8 new computers in the Children's Room that are faster and easier to maintain.
8. The library installed Intranet software for staff for paperless exchange, better communication and ease of updating information.
9. The FINRA Investor Education Foundation with the American Library Association awarded the Newton Free Library a grant for \$81,811 to serve the investor education needs of library patrons. The grant expands the library's original *Smart Investing@Your Library*® grant that provides practical financial literacy education for adults of limited English proficiency, their families, volunteer tutors, survivors of domestic violence, members of the Retirement Planning Club for Women and the general public.
10. In FY10 the Children's Department presented 1,215 programs, including story times, crafts, writing, book groups and science Tuesdays, attended by 27,190 children.
11. In FY10 the library offered 307 adult and young adult programs, including author talks, lectures, clubs, art receptions and concerts, attended by 12,445 patrons.
12. The library can be found through Facebook, Flickr, Twitter, Youtube, Linkedin and Foursquare.

Facebook: <http://www.facebook.com/NewtonFreeLibrary>
 Flickr: <http://www.flickr.com/photos/newtonfreelibrary/>
 Twitter: <http://twitter.com/NewtonFreeLib>
 Youtube: <http://www.youtube.com/user/thenewtonfreelibrary>
 Linkedin: <http://www.linkedin.com/company/newton-free-library>
 Foursquare: <http://foursquare.com/venue/347975>

GOALS AND OBJECTIVES

Making Government More Effective

Goal 1: The library’s website www.newtonfreelibrary.net will be evaluated, offer additional services, made more user friendly and promoted by April 2012. The number of hits on the library’s homepage will increase by 10% in FY12 over FY11.

FY09 Homepage hits	FY10 Homepage hits	% Change	Projected FY11
534,219	577,481	+8%	614,275

Goal 2: The library will provide digital signage in the lobby, at the circulation desk and in the reference area to promote services and programs.

Goal 3: Staff and volunteers will continue and complete barcoding all library books on the front cover so that the new statewide delivery system will be able to scan Newton books through the system.

Goal 4: The Audiovisual Department will provide patrons with access to a second Express Lane terminal so that library patrons may more quickly check out their own materials.

Goal 5: The Children’s Department librarians will expand their outreach to Newton middle and private schools.

Goal 6: The Children’s Department will provide the public with a designated terminal for searching the catalog.

Goal 7: Children’s Department librarians will use QR codes to make booklists accessible to smart phone users.

Goal 8: The Children’s Department librarians will create additional displays of materials and create new signage to better market their collection.

Goal 9: All library scheduling and in-house computer programs will be moved to a new platform on the Internet to provide easy access and maintenance.

Goal 10: Through marketing and personal customer service, use of the Express Lane workstations for self-check circulation will increase to 35% of the library’s total circulation.

Goal 11: Reference staff will develop and implement a marketing plan to ensure increased usage of *TextaLibrarian*.

Goal 12: Improve marketing of library services through video montages and podcasts on the library website and a PSA on NewTV.

Investing for the Future

Goal 1: Reference librarians will prioritize Newton history materials for digitization and preservation and spend \$3,600 to have the work performed.

Goal 2: The library will strengthen its network and Internet access through the installation and configuration of a new router and an ISP connection manager which will aggregate multiple Internet connections. These activities will increase the reliability and manageability of our networked services for the public.

Goal 3: The Circulation and young adult librarians will visit Newton high schools and register freshman students for library cards.

Stretching for Excellence

Goal 1: Library staff will receive customer service training in FY12 that will provide patrons with knowledgeable, helpful, and responsive librarians.

Goal 2: Library staff will be trained in using new library software including podcasts, *Libguides*, databases and Skype. *Libguides* will allow staff to provide the public with bibliographies, multimedia tutorials and links to appropriate websites.

Goal 3: Reference librarians will analyze the selection of databases the library offers the public using patron feedback through an online survey.

Goal 4: Children's Department librarians will survey the public on programming and make changes to attract and meet the needs of patrons.

Goal 5: Reference librarians will select and spend \$5,000 for books in each of the fields of self-help, mental health, career and employment, business and globalization to meet patron demand.

FUND: 01 - GENERAL FUND
DEPARTMENT: 601 - NEWTON PUBLIC LIBRARY

CITY OF NEWTON BUDGET
DEPARTMENT LEGAL LEVEL OF CONTROL

	ACTUAL 2009	ACTUAL 2010	ORIGINAL 2011	AMENDED 2011	RECOMMENDED 2012	APPROPRIATION CHANGE 2011 To 2012	
DEPARTMENT SUMMARY							
51 - PERSONAL SERVICES	3,582,679	3,507,211	3,334,243	3,284,243	3,263,678	-20,565	-1%
52 - EXPENSES	1,021,201	1,000,868	1,088,295	1,088,484	1,069,468	-19,016	-2%
58 - DEBT AND CAPITAL	0	0	0	0	2,300	2,300	100%
57 - FRINGE BENEFITS	585,428	658,212	606,304	613,949	690,992	77,043	13%
TOTAL DEPARTMENT	5,189,308	5,166,291	5,028,842	4,986,676	5,026,438	39,762	1%
LIBRARY ADMINISTRATION							
51 - PERSONAL SERVICES	248,531	239,607	245,843	245,843	249,384	3,541	1%
52 - EXPENSES	0	0	405	405	2,062	1,657	409%
57 - FRINGE BENEFITS	39,398	42,103	43,709	44,297	37,105	-7,192	-16%
TOTAL LIBRARY ADMINISTRATION	287,929	281,710	289,957	290,545	288,551	-1,994	-1%
LIBRARY BUILDING MAINT.							
51 - PERSONAL SERVICES	265,107	267,119	25,628	26,689	27,825	1,136	4%
52 - EXPENSES	351,483	340,782	420,790	418,824	345,400	-73,424	-18%
57 - FRINGE BENEFITS	61,073	61,736	0	0	0	0	0%
TOTAL LIBRARY BUILDING MAINT.	677,664	669,637	446,418	445,513	373,225	-72,288	-16%
MAIN LIBRARY							
51 - PERSONAL SERVICES	2,983,727	2,978,293	3,040,580	2,989,519	2,986,469	-3,050	0%
52 - EXPENSES	652,279	642,647	649,661	651,816	722,006	70,190	11%
58 - DEBT AND CAPITAL	0	0	0	0	2,300	2,300	100%
57 - FRINGE BENEFITS	475,650	554,051	562,273	569,330	653,887	84,557	15%
TOTAL MAIN LIBRARY	4,111,656	4,174,991	4,252,514	4,210,665	4,364,662	153,997	4%

CITY OF NEWTON BUDGET DEPARTMENT LEGAL LEVEL OF CONTROL
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	ACTUAL 2009	ACTUAL 2010	ORIGINAL 2011	AMENDED 2011	RECOMMENDED 2012	APPROPRIATION CHANGE 2011 To 2012	
BRANCH LIBRARIES							
51 - PERSONAL SERVICES	63,122	0	0	0	0	0	0%
57 - FRINGE BENEFITS	8,985	0	0	0	0	0	0%
TOTAL BRANCH LIBRARIES	72,107	0	0	0	0	0	0%
REGIONAL LIBRARY SVS							
51 - PERSONAL SERVICES	22,192	22,192	22,192	22,192	0	-22,192	-100%
52 - EXPENSES	17,439	17,439	17,439	17,439	0	-17,439	-100%
57 - FRINGE BENEFITS	322	322	322	322	0	-322	-100%
TOTAL REGIONAL LIBRARY SVS	39,953	39,953	39,953	39,953	0	-39,953	-100%

FUND: 01 - GENERAL FUND
 DEPARTMENT: 601 - NEWTON PUBLIC LIBRARY

**CITY OF NEWTON BUDGET
 DEPARTMENTAL DETAIL**

	ACTUAL FY2009	ACTUAL FY2010	ORIGINAL 2011	AMENDED 2011	YTD EXPENSES 2011	RECOMMENDED 2012	APPROPRIATION CHANGE FY2011 AND FY2012		
601 - NEWTON PUBLIC LIBRARY									
0160101 - LIBRARY ADMINISTRATION									
PERSONAL SERVICES									
511001	FULL TIME SALARIES	227,329	233,272	234,958	234,958	181,843	238,499	3,541	2%
511101	PART TIME < 20 HRS/WK	18,931	2,042	8,560	8,560	475	8,560	0	0%
514001	LONGEVITY	1,625	2,475	1,825	1,825	950	1,825	0	0%
515002	SEVERANCE PAY	146	1,318	0	0	0	0	0	0%
515102	CLEANING ALLOWANCE	500	500	500	500	500	500	0	0%
TOTAL PERSONAL SERVICES		248,531	239,607	245,843	245,843	183,767	249,384	3,541	1%
EXPENSES									
52401	OFFICE EQUIPMENT R-M	0	0	405	405	0	2,062	1,657	409%
TOTAL EXPENSES		0	0	405	405	0	2,062	1,657	409%
FRINGE BENEFITS									
57DENTAL	DENTAL INSURANCE	662	662	663	663	522	793	130	20%
57HLTH	HEALTH INSURANCE	36,609	39,519	40,921	41,509	31,489	34,136	-7,373	-18%
57LIFE	BASIC LIFE INSURANCE	113	113	114	114	85	114	0	0%
57MEDA	MEDICARE PAYROLL TAX	2,014	1,809	2,011	2,011	1,401	2,062	51	3%
TOTAL FRINGE BENEFITS		39,398	42,103	43,709	44,297	33,496	37,105	-7,192	-16%
TOTAL LIBRARY ADMINISTRATION		287,929	281,710	289,957	290,545	217,264	288,551	-1,994	-1%

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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	ACTUAL FY2009	ACTUAL FY2010	ORIGINAL 2011	AMENDED 2011	YTD EXPENSES 2011	RECOMMENDED 2012	APPROPRIATION CHANGE FY2011 AND FY2012	
0160102 - LIBRARY BUILDING MAINT.								
PERSONAL SERVICES								
511001	FULL TIME SALARIES	227,523	221,113	0	1,061	1,061	0	-1,061 -100%
511101	PART TIME < 20 HRS/WK	0	2,715	0	0	0	0	0 0%
513001	REGULAR OVERTIME	22,340	20,473	25,628	25,628	0	27,825	2,197 9%
514001	LONGEVITY	5,800	7,533	0	0	0	0	0 0%
514004	SHIFT DIFFERENTIAL	6,944	12,785	0	0	0	0	0 0%
515101	CLOTHING ALLOWANCE	2,500	2,500	0	0	0	0	0 0%
	TOTAL PERSONAL SERVICES	265,107	267,119	25,628	26,689	1,061	27,825	1,136 4%
EXPENSES								
5210	ELECTRICITY	230,548	217,283	305,115	303,149	144,946	246,000	-57,149 -19%
5211	NATURAL GAS	82,634	81,141	81,141	81,141	45,367	81,200	59 0%
5230	WATER & SEWER SERVICES	14,628	18,205	16,225	16,225	14,434	18,000	1,775 11%
52401	OFFICE EQUIPMENT R-M	304	0	350	350	223	0	-350 -100%
52408	DEPARTMENTAL EQUIP R-M	2,660	4,120	5,110	5,110	4,537	200	-4,910 -96%
5274	RENTAL - EQUIPMENT	0	779	849	849	0	0	-849 -100%
5412	HEATING OIL	6,608	5,100	12,000	12,000	8,791	0	-12,000 -100%
5430	BUILDING MAINT SUPPLIES	6,796	5,981	0	0	0	0	0 0%
5431	ELECTRICAL SUPPLIES	2,690	2,883	0	0	0	0	0 0%
5450	CLEANING/CUSTODIAL SUP	4,000	4,885	0	0	0	0	0 0%
5581	UNIFORMS/PROTECTIVE	615	405	0	0	0	0	0 0%
	TOTAL EXPENSES	351,483	340,782	420,790	418,824	218,297	345,400	-73,424 -18%
FRINGE BENEFITS								
57DENTAL	DENTAL INSURANCE	881	810	0	0	0	0	0 0%
57HLTH	HEALTH INSURANCE	58,289	59,010	0	0	0	0	0 0%
57LIFE	BASIC LIFE INSURANCE	170	165	0	0	0	0	0 0%
57MEDA	MEDICARE PAYROLL TAX	1,733	1,750	0	0	0	0	0 0%
	TOTAL FRINGE BENEFITS	61,073	61,736	0	0	0	0	0 0%
	TOTAL LIBRARY BUILDING MAINT.	677,664	669,637	446,418	445,513	219,358	373,225	-72,288 -16%

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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	ACTUAL FY2009	ACTUAL FY2010	ORIGINAL 2011	AMENDED 2011	YTD EXPENSES 2011	RECOMMENDED 2012	APPROPRIATION CHANGE FY2011 AND FY2012		
0160103 - MAIN LIBRARY									
PERSONAL SERVICES									
511001	FULL TIME SALARIES	2,081,196	2,067,425	2,144,746	2,076,534	1,525,806	2,097,151	20,617	1%
511101	PART TIME < 20 HRS/WK	317,750	317,986	317,006	317,006	251,956	315,943	-1,063	0%
511102	PART TIME > 20 HRS/WK	451,390	442,197	439,624	435,152	309,669	436,124	973	0%
513001	REGULAR OVERTIME	73,674	78,198	77,854	77,854	62,105	78,000	146	0%
514001	LONGEVITY	28,500	30,033	32,850	32,850	27,513	31,250	-1,600	-5%
515002	SEVERANCE PAY	2,217	0	0	0	0	0	0	0%
515003	SPECIAL LEAVE BUY BACK	0	10,999	0	14,570	14,570	0	-14,570	-100%
515006	VACATION BUY BACK	0	1,830	0	7,053	7,053	0	-7,053	-100%
515102	CLEANING ALLOWANCE	29,000	29,625	28,500	28,500	27,333	28,000	-500	-2%
TOTAL PERSONAL SERVICES		2,983,727	2,978,293	3,040,580	2,989,519	2,226,005	2,986,469	-3,050	0%
EXPENSES									
52401	OFFICE EQUIPMENT R-M	1,001	2,200	2,200	2,200	1,696	2,200	0	0%
52410	SOFTWARE MAINTENANCE	0	0	0	0	0	8,000	8,000	100%
5274	RENTAL - EQUIPMENT	130	0	100	100	0	0	-100	-100%
5304	DOCUMENT PRESERVATION	1,500	1,500	1,500	1,500	336	3,650	2,150	143%
53401	TELEPHONE	3,632	4,049	2,400	3,200	2,756	4,200	1,000	31%
53403	BEEPERS	241	275	241	0	0	0	0	0%
53404	INTERNET ACCESS CHARGE	1,855	1,536	0	1,596	1,199	1,700	104	7%
5341	POSTAGE	11,809	9,624	11,800	11,800	7,697	8,000	-3,800	-32%
5342	PRINTING	3,194	3,797	4,000	4,000	2,006	4,000	0	0%
5343	ADVERTISING/PUBLICATION	0	150	300	300	214	1,200	900	300%
5420	OFFICE SUPPLIES	8,236	9,252	9,300	9,300	6,945	8,000	-1,300	-14%
5480	GASOLINE	2,021	553	1,170	1,170	195	500	-670	-57%
5583	LIBRARY SUPPLIES	22,848	22,254	21,000	21,000	18,835	21,000	0	0%
5585	COMPUTER SUPPLIES	12,201	12,000	12,000	12,000	7,837	7,070	-4,930	-41%
5592	BOOKS/MANUALS/PERIODIC	566,955	558,753	567,000	567,000	528,816	550,000	-17,000	-3%
5710	VEHICLE USE REIMBURSEM	93	81	50	50	35	50	0	0%
5712	REFRESHMENTS/MEALS	252	311	290	290	191	450	160	55%
5730	DUES & SUBSCRIPTIONS	16,310	16,310	16,310	16,310	16,310	101,986	85,676	525%

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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	ACTUAL FY2009	ACTUAL FY2010	ORIGINAL 2011	AMENDED 2011	YTD EXPENSES 2011	RECOMMENDED 2012	APPROPRIATION CHANGE FY2011 AND FY2012	
TOTAL EXPENSES	652,279	642,647	649,661	651,816	595,070	722,006	70,190	11%
FRINGE BENEFITS								
57DENTAL DENTAL INSURANCE	10,733	10,312	9,714	9,714	7,914	12,058	2,344	24%
57HLTH HEALTH INSURANCE	428,648	507,758	513,511	520,568	410,087	602,029	81,461	16%
57LIFE BASIC LIFE INSURANCE	1,869	1,836	1,816	1,816	1,336	1,760	-56	-3%
57MEDA MEDICARE PAYROLL TAX	34,400	34,144	37,232	37,232	26,864	38,041	809	2%
TOTAL FRINGE BENEFITS	475,650	554,051	562,273	569,330	446,201	653,887	84,557	15%
DEBT AND CAPITAL								
585111 PC HARDWARE-ADMIN	0	0	0	0	0	2,300	2,300	100%
TOTAL DEBT AND CAPITAL	0	0	0	0	0	2,300	2,300	100%
TOTAL MAIN LIBRARY	4,111,656	4,174,991	4,252,514	4,210,665	3,267,275	4,364,662	153,997	4%
0160104 - BRANCH LIBRARIES								
PERSONAL SERVICES								
515002 SEVERANCE PAY	63,122	0	0	0	0	0	0	0%
TOTAL PERSONAL SERVICES	63,122	0	0	0	0	0	0	0%
FRINGE BENEFITS								
57DENTAL DENTAL INSURANCE	219	0	0	0	0	0	0	0%
57HLTH HEALTH INSURANCE	8,209	0	0	0	0	0	0	0%
57LIFE BASIC LIFE INSURANCE	19	0	0	0	0	0	0	0%
57MEDA MEDICARE PAYROLL TAX	538	0	0	0	0	0	0	0%
TOTAL FRINGE BENEFITS	8,985	0	0	0	0	0	0	0%
TOTAL BRANCH LIBRARIES	72,107	0	0	0	0	0	0	0%

CITY OF NEWTON BUDGET DEPARTMENTAL DETAIL
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	ACTUAL FY2009	ACTUAL FY2010	ORIGINAL 2011	AMENDED 2011	YTD EXPENSES 2011	RECOMMENDED 2012	APPROPRIATION CHANGE FY2011 AND FY2012	
0160105 - REGIONAL LIBRARY SVS								
PERSONAL SERVICES								
511101 PART TIME < 20 HRS/WK	22,192	22,192	22,192	22,192	0	0	-22,192	-100%
TOTAL PERSONAL SERVICES	22,192	22,192	22,192	22,192	0	0	-22,192	-100%
EXPENSES								
53401 TELEPHONE	337	330	337	337	0	0	-337	-100%
5592 BOOKS/MANUALS/PERIODIC	17,102	17,109	17,102	17,102	6,985	0	-17,102	-100%
TOTAL EXPENSES	17,439	17,439	17,439	17,439	6,985	0	-17,439	-100%
FRINGE BENEFITS								
57MEDA MEDICARE PAYROLL TAX	322	322	322	322	0	0	-322	-100%
TOTAL FRINGE BENEFITS	322	322	322	322	0	0	-322	-100%
TOTAL REGIONAL LIBRARY SVS	39,953	39,953	39,953	39,953	6,985	0	-39,953	-100%
TOTAL NEWTON PUBLIC LIBRARY	5,189,308	5,166,291	5,028,842	4,986,676	3,710,882	5,026,438	39,762	1%

FUND: 01 - GENERAL FUND
 DEPARTMENT: 601 - NEWTON PUBLIC LIBRARY

**CITY OF NEWTON BUDGET
 PERSONAL SERVICES SUMMARY**

ACCOUNT	POSITION TITLE	RANGE	FTE	2011	2012
				SALARY	SALARY
511001	City Librarian	H13	1	106,347	106,347
	Asst City Librarian	H10	1	79,692	79,692
	Office Mgr Prin Bkpr	S06	1	48,919	52,460
	Supervisor/Circulation	S11	1	76,358	76,358
	Supervisor/Reference	S11	1	76,358	76,358
	Supervisor/Childrens'	S11	1	65,008	65,998
	Supervisor/Tech Srvs	S11	1	76,358	76,358
	Asst Supervis/Reference	S10	1	62,412	64,696
	Asst Superv/Circulation	S09	1	63,894	63,894
	Asst Supervr/Childrens'	S09	1	59,865	61,958
	Programs & Communic Mgr	S08	1	58,451	58,451
	Reference Librarian	S08	9	522,480	524,393
	Librarian/Children	S08	2	116,902	116,902
	Librarian/AV	S08	1	58,451	58,451
	Web Services Specialist	S08	1	51,787	49,527
	Supervisor of Pages	S07	1	53,473	53,473
	Tech Srvs Classifier	S06	1	48,919	48,919
	ESL Coordinator	S07	1	53,473	53,473
	Order Clerk	S05	1	44,757	44,757
	Sr Library Assistant	S04	16	634,535	603,186
	Account Totals:		44	2,358,437	2,335,650
511101	Assistant	QQQ	0.27	8,560	8,560
	Programs Office Asst	S04	0.4	12,341	12,341
	Reference Librarian	QQQ	1.02	41,017	41,017
	Children's Librarian	QQQ	0.4	10,440	10,440

CITY OF NEWTON BUDGET PERSONAL SERVICES SUMMARY
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ACCOUNT	POSITION TITLE	RANGE	2011		2012	
			FTE	SALARY	FTE	SALARY
511101	Sr Library Assistant	QQQ	5.2	116,296	5.2	116,296
	Technology Librarian	QQQ	0.4	15,980	0.4	15,980
	Page	QQQ	8.5	112,719	8.5	112,719
	Sr. Page	QQQ	0.5	7,150	0.5	7,150
Account Totals:			16.69	324,503	16.69	324,503
511102	Reference Librarian	S08	1.8	105,213	1.8	105,213
	Librarian/Children	S08	1.86	108,331	1.86	108,331
	Sr Library Assistant	S04	3.06	121,522	3.06	116,587
	A/V Classifier	S06	0.6	29,060	0.6	29,352
	Jr Library Asst	S02	1.06	32,666	1.06	33,809
	Spec Lib Services Libr	S08	0.8	41,304	0.8	42,833
Account Totals:			9.18	438,095	9.18	436,124
Report Totals:			69.87	3,121,036	68.87	3,096,278