

Here are my questions/concerns as a staff person on the matter of party patrons in the building while we are closed. I believe they're just some things to consider while contemplating this issue.

I have never been comfortable leaving groups of people in the library after we close when there is no staff to make sure they secure the building. Staff tells them to monitor the front doors but when there are up to three events going on at the same time, how is one party supposed to know who's actually attending the other parties? Even though they are instructed not to prop the doors open, it happens anyway when they go out to smoke or go to their cars, and this allows anyone access to the building. If it's someone just thinking the library is open, the second set of locked doors will stop them (currently); however, as you pointed out, a person could also hide in the restroom looking to spend the weekend or to try to gain access to the library itself. I am one of the people who sometimes comes back to check the building, but that's only because I live five minutes away.

Here are some questions regarding requiring two staff persons to be in the building during events taking place past operating hours. Is working these hours going to be voluntary or mandatory? What about evenings during the week? (We do occasionally have events staying past 8 pm on week nights.) What if it's a library sponsored event? Staff running the event may not be able to monitor what attendees are doing when they leave the meeting room. (I'm thinking of after the remodel).

If working is voluntary, there may be a few staff people who will volunteer regularly but there will also be staff people who never volunteer. This will be noticed by other staff members and probably cause resentment. And what happens when there are no volunteers to work on a particular day? Will Dawn have to line up volunteers to provide "security" before she schedules an after-hours event? How easy will it be for Danielle to keep track of whose working these hours and making sure they're getting the time and a half pay?

Making it mandatory to work these times will cause an issue with staff morale (I believe) and scheduling nightmares. How will it be decided which staff stays? It cannot just be front desk staff that works after hours; Reference and Children's Room staff (and Admin?) will also need to be required to work their fair share. What if a staff person needs to trade a Saturday or evening but can't get anyone to trade with because no one wants to work the after-closing hours? What if a person scheduled to work the after-closing hours calls in sick and no one will stay/come in to replace them? Currently, our schedules are made out months in advance. So it would definitely be possible that a particular Saturday (or evening) would not have any after-hours events planned when the schedule is made out. But then two or three weeks before that particular Saturday, some event gets booked and now those staff people are going to be required to stay. Is this really fair to the staff to make their schedules be unpredictable?

Event patrons are always coming in to the front desk (when we're open) to ask for supplies (tape, scissors, paper, pens, ladders, etc.). They often come in to do library business (check out materials, pick up holds, pay fines, etc.). They will often come in just to look around or take

their restless children back to the Childrens Room to occupy them for awhile. Currently, these patrons have no access to the library itself or staff once the library is closed. Even with the doors locked, if there are staff sitting at the front desk, event patrons are going to be requesting assistance. They are not going to care that staff is there just to monitor the building. After the remodel when the meeting rooms will be opening directly into the library, this will become even more of an issue. How mean is staff going to look when we won't help someone with a library issue or let them roam around the building? Yes, it may be in the meeting room rental agreement that staff is for security only and patrons will not be allowed to roam the building, but we've seen that patrons don't always abide by the meeting room rules. And some patrons will think that it's ok (or mandatory) to make an exception for them. If I'm at the desk obviously doing work on the computer, why can't I look up their account or check out those movies for them? Staff will most likely also spend a lot of time monitoring the doors, telling people that "No we're not open to the public now" even as we're letting event patrons back in.

Meeting rooms will still be available to the public to rent; they will just have to do it when we're open. I realize that the library is looking to present itself as a community gathering place, but does that mean that we're required to become an "event center" for private parties? Raising the rental price of a room may help offset the cost of paying for "security" staff, but it won't help with possible staff morale or scheduling issues.

Thank you for allowing me to express my thoughts/concerns regarding this issue.