

## **Mission Statement**

*The Hamilton Public Library unites people and ideas in a warm and welcoming environment. The library's staff, collections, and access to global electronic resources help to enrich the lives of individuals. The library actively champions literacy, access to information, and the joy of reading.*

## **Strategic Priorities**

*Empower Communities   Celebrate Diversity   Strengthen Our Organization*

## **HAMILTON PUBLIC LIBRARY BOARD**

**Regular Board Meeting  
Wednesday, April 18, 2007  
Central Library, Board Room**

5:30 p.m. Dinner  
6:00 p.m. Meeting

### **AGENDA**

1. **Discussion Period**
2. **Acceptance of the Agenda**
3. **Minutes of the Hamilton Public Library Board Meeting of Wednesday, March 21, 2007** Attachment #3
4. **Presentations**
  - 4.1 New Canadians Webpage – HB
5. **Consent Items**
6. **Business Arising**
  - 6.1 Facilities Issues – KR Attachment #6.1
    - Turner Park
    - Picton/NECHC
    - Lynden
    - Waterdown
    - Sherwood

**Suggested Action: Receive**
  - 6.2 2007 Operating Budget Status – WG Oral Report

**Suggested Action: Receive**
  - 6.3 Pay Equity Plan Posting – LF Attachment #6.3

**Suggested Action: Receive**

**7. Correspondence**

No correspondence.

**8. Reports**

8.1 Chief Librarian's Report

Attachment #8.1

**Suggested Action: Receive**

**9. New Business**

9.1 CLA Intellectual Freedom Position Statement – KR  
Material Selection Policy

Attachment #9.1

**Suggested Action: Discussion**

9.2 Horizon 8.0/Rome – KD

Attachment #9.2

**Suggested Action: Receive**

**10. Private and Confidential**

**11. Date of Next Meeting**

Wednesday, May 16, 2007

**Central Library, Board Room**

5:30 p.m. Dinner

6:00 p.m. Meeting

**12. Adjournment**



**HAMILTON PUBLIC LIBRARY**  
**LIBRARY BOARD**

**UPCOMING/OUTSTANDING ISSUES**

<b>Issue</b>	<b>Date Action Initiated</b>	<b>Admin Member/Staff Who Initiated</b>	<b>Month item will appear on Agenda</b>
Internet Use Policy		Ken Roberts	May 2007
Retention Schedule		Ken Roberts	May 2007

**HAMILTON PUBLIC LIBRARY BOARD  
Regular and Inaugural Meeting**

**Wednesday, March 21, 2007**

**Board Room**

**5:30 p.m. Dinner**

**6:30 p.m. Meeting**

**MINUTES**

**PRESENT:** Maureen McKeating, George Geczy, Mavis Adams,  
Santina Moccio, Jennifer Gautrey, Councillor Pearson,  
Doreen Horbach, Councillor Jackson, Krzysztof Gumieniak,  
Suzan Fawcett, Mary Ann Leach

**STAFF:** Ken Roberts, William Guise, Linda Foley, Maureen Sawa,  
Helen Benoit, Kit Darling, Beth Hovius, Karen Hartog

**1. DISCUSSION PERIOD**

- 1.1 Mr. Roberts and Ms McKeating reported on the recently held meeting with Mayor Eisenberger. A meeting with the Chief Librarian and Board Chair will be scheduled annually.
- 1.2 Board members thanked the Councillors for their work in relation to the Library's operating budget.
- 1.3 Mr. Roberts reported that Mr. Mac Carson was in hospital recently. Flowers have been sent on behalf of the Library Board.

**2. ACCEPTANCE OF THE AGENDA**

**MOVED** by Ms Horbach, seconded by Ms Moccio,

**THAT THE AGENDA BE APPROVED AS PRESENTED.**

**MOTION CARRIED.**

**3. MINUTES OF THE HAMILTON PUBLIC LIBRARY BOARD MEETING OF  
WEDNESDAY, FEBRUARY 21, 2007**

**MOVED** by Ms Moccio, seconded by Ms Adams,

**THAT THE HAMILTON PUBLIC LIBRARY BOARD MINUTES OF  
WEDNESDAY, FEBRUARY 21, 2007 BE ADOPTED AS PRESENTED.**

**MOTION CARRIED.**

4. **REPORT OF THE NOMINATING COMMITTEE MEETING OF WEDNESDAY,  
MARCH 21, 2007 AND ELECTIONS**

4.1 Presentation of Proposed Slate of Officers

Ms McKeating presented the proposed slate of officers for 2007 as provided by the Nominating Committee

Chairperson: George Geczy -  
Vice-Chairperson: Jennifer Gautrey

Executive Committee: Doreen Horbach  
Santina Moccio  
George Geczy  
Jennifer Gautrey

Audit Committee: Jennifer Gautrey  
Mavis Adams  
George Geczy

SOLS Representative: Suzan Fawcett

4.2 Nominations for the position of Chairperson

There were no nominations from the floor.

**Mr. Geczy was elected Chairperson of the Hamilton Public Library Board for the year 2007.**

4.3 Nominations for the position of Vice-Chair

There were no nominations from the floor.

**Ms Gautrey was elected Vice-Chairperson of the Hamilton Public Library Board for the year 2007.**

4.4 Nominations for the position of SOLS Representative

There were no nominations from the floor.

**Ms Fawcett was elected SOLS Representative for the year 2007.**

4.5 Nominations for the Executive Committee

There were no nominations from the floor.

**Ms Horbach, Ms Moccio, Mr. Geczy and Ms Gautrey were elected as members of the Executive Committee for the year 2007.**

4.6 Nominations for the Audit Committee

There were no nominations from the floor.

**Ms Gautrey, Ms Adams and Mr. Geczy were elected as members of the Audit Committee for the year 2007.**

5. **2007 BOARD CHAIRPERSON CALLS THE INAUGURAL MEETING TO ORDER.**

Mr. Geczy called the inaugural meeting to order at 7:30 p.m.

6. **BUSINESS ARISING**

6.1 2007 Operating Budget

Received for information. Following overall approval of the City's budget by Council, a budget transfer from City Corporate to the Library will occur. Budget meetings for Council are scheduled until the end of April so it is not anticipated that the overall budget will be approved until that time.

6.2 Picton/North End Community Health Center

Mr. Roberts reported on the recently held meeting with the Executive Director of the NECHC. The lawyer has contacted Mr. Roberts to review the partnership agreement. At this point, a copy of the partnership agreement has not been received by the Library.

6.3 Pay Equity

**MOVED** by Ms Horbach, seconded by Councillor Pearson,

**THAT THE CUPE 932 PAY EQUITY PLAN BE APPROVED AS AGREED TO BY THE JOINT JOB EVALUATION STEERING COMMITTEE FEBRUARY 28, 2007 AND BE EFFECTIVE RETROACTIVELY TO JANUARY 1, 2005.**

**MOTION CARRIED.**

7. **PRESENTATIONS**

No presentations.

8. **CONSENT ITEMS**

**MOVED** by Ms Moccio, seconded by Councillor Pearson,

**THAT CONSENT ITEMS 8.1 AND 8.2 BE APPROVED.**

**MOTION CARRIED.**

8.1 Received for information.

8.2 That \$10,000.00 be allocated from the Permanent Endowment trust funds (Deptid 125025) to cover the costs of 2 summer students to assist with the bookmobiles' children's summer reading program.

**9. CORRESPONDENCE**

No correspondence.

**10. REPORTS**

10.1 Chief Librarian's Report

Received for information. Board members were requested to contact Ms Hartog if interested in attending the YWCA Women of Distinction Award Dinner.

**11. NEW BUSINESS**

11.1 Reserves and Trust Funds

**MOVED** by Councillor Pearson, seconded by Ms Moccio,

**THAT THE REPORT ON TRUST ACCOUNTS AND RESERVE BALANCES AT DECEMBER 31, 2006 BE RECEIVED FOR INFORMATION, AND**

**THAT THE FUNDING OF PROJECTS APPROVED TO BE FUNDED FROM RESERVE FUNDS BUT PARTIALLY FUNDED FROM OPERATIONS IN 2006 BE APPROVED.**

**MOTION CARRIED.**

11.2 Free the Children and 2007 Summer Reading Club

**MOVED** by Ms Horbach, seconded by Ms Moccio,

**THAT AN AMOUNT NOT TO EXCEED \$5,000 BE ALLOCATED TO COVER THE COST OF ADOPTING A VILLAGE THROUGH THE FREE THE CHILDREN ORGANIZATION**

**MOTION CARRIED.**

11.3 Hamilton Community Foundation

**MOVED** by Ms Gautrey, seconded by Ms Adams,

**THAT THE HAMILTON COMMUNITY FOUNDATION BE REQUESTED TO TRANSFER \$90,000 TO THE HAMILTON PUBLIC LIBRARY FROM THE INCOME EARNED BY THE PERMANENT ENDOWMENT FUND HELD BY THE FOUNDATION ON BEHALF OF THE LIBRARY BOARD.**

**MOTION CARRIED.**

**12. PRIVATE AND CONFIDENTIAL**

No private and confidential items.

**13. DATE OF NEXT MEETING**

Wednesday, April 18, 2007

**Central Library, Board Room**

5:30 p.m. Dinner

6:00 p.m. Meeting

**14. ADJOURNMENT**

**MOVED** by Ms McKeating, seconded by Ms Gautrey,

**THAT THE HAMILTON PUBLIC LIBRARY BOARD MEETING OF  
WEDNESDAY, MARCH 21, 2007 BE ADJOURNED.**

The meeting was adjourned at 8:30 p.m.

Minutes recorded by Karen Hartog.





# Hamilton Public Library

**Date:** April 11, 2007

**To:** Chair and Members of the Board  
**From:** Ken Roberts, Chief Librarian  
**Subject:** Facilities Update

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## **Turner Park/South Mountain**

The responses to the RFP for construction have been opened and reviewed. We are waiting, now, for the Building Permit to be approved and for the partnership agreements to be completed and signed. The lowest bid does allow us to project that building completion will be approximately 20 months after construction is started. At the present time, there is little we can do except to wait for the appropriate permits and agreements to be completed and approved.

## **Picton/North End Community Health Centre**

I wrote to the lawyer representing the north End Community Health Centre on April 4<sup>th</sup> and asked about the status on the draft partnership agreement and draft lease agreement. He promptly replied and indicated that, pending approval by the Executive Director of the North End Community Health Centre, he expected to have the agreements ready for us to review within a week. I will let the Board know once they arrive.

## **Lynden**

I met with the Gerry Davis, Director of Capital Planning and Implementation for City of Hamilton, Public Works, in order to advance several projects. Mr. Davis has agreed to retain an outside firm to help us evaluate the former Credit Union building located on Lynden Road in order to determine if it is a suitable and affordable library location. This is one of two locations in Lynden that were deemed as acceptable at last Fall's public meeting.

## **Waterdown**

It appears, in my conversation with Mr. Davis, that there still may be a possibility of locating a new Waterdown Branch at Joe Sams Park on Centre Road. As you may remember, this is the preferred location for both an expanded arena and for a new library branch. The primary issues are related to the fact that this location is now part of the provincially legislated Greenbelt.

I told Mr. Davis that the library would still be interested in Joe Sams Park. I also mentioned that we would like to hold a public meeting (or several public meetings) in the Fall in order to consult with residents of Waterdown, Millgrove and Carlisle. It is important for us to have a proposed location in order to hold such a consultation.

## **Sherwood**

The City of Hamilton is moving to put together a meeting with Bill and I as well as the owner of the Sherwood property so that we can try to reach agreement on terms for a lease extension.

## **CIBC Building**

I have been told that the CIBC building on Herkimer Street is about to be listed. The proceeds from the sale will be given to the Board for improvements to the Locke Branch.

PAY EQUITY PLAN  
FOR  
HAMILTON PUBLIC LIBRARY  
AND  
CUPE LOCAL 932

The following Pay Equity Plan has been agreed upon by the Hamilton Public Library and CUPE Local 932.

**Establishment**

This plan covers all CUPE Local 932 employees of the Hamilton Public Library using the City of Hamilton as the establishment for Pay Equity purposes only.

**Method of Comparison**

A gender neutral job evaluation system was used to measure the value of each job class. Total points were assigned to each job class based upon the following factors and sub-factors.

<b><u>Factor</u></b>	<b><u>Sub-factor</u></b>
Skill (40%)	Education Experience Judgement
Effort (15%)	Mental Effort Physical Activity Dexterity
Responsibility (35%)	Accountability Work Related Direction Contacts Physical Safety of Others
Disagreeable Conditions (10%)	Disagreeable Conditions

All job evaluations were carried out by a Joint Job Evaluation Committee with equal representation of the Union and Management.



Jobs of equal or comparable value were determined by dividing the system into fixed point bands, 35 points wide (see Appendix "A")

A job-to-job method of comparison of female dominated positions within a band to the identified male dominated position \*(from the City) for Pay Equity purposes.

**Retroactivity**

Retroactivity for any adjustments to female dominated jobs shall be January 1, 2005.

\* It is recognized by the parties that the City of Hamilton male comparitors are under review. Any upward adjustments to the male dominated positions will also apply to the female dominated Library jobs.

Dated this 28 day of February, 2007 at Hamilton, Ontario.

For the Union

Louise Lee

Brian McLean

Quint

Joan Fletcher

Jan Fennell

For the Employer

Ken Smith

Beth Harris

ADDENDUM TO THE PAY EQUITY PLAN FOR

THE HAMILTON PUBLIC LIBRARY

AND

CUPE LOCAL 932

It is agreed by the parties that job number 4211 Library Assistant shall receive a pay equity increase equivalent to job number 4208 Library Assistant at \$28.784 per hour (January 1, 2005 Salary rates) retroactive to January 1, 2005.

Signed this 28<sup>th</sup> day of February, 2007 at Hamilton, Ontario

For the Union:

Louise  
Bill McCreary  
Donna  
Joan Fletcher  
Jan Fleen

For the Employer:

Ben Smith  
Beth Morris

**MEMORANDUM OF UNDERSTANDING FOR  
INTERNAL EQUITY NEGOTIATIONS**

**BETWEEN**

**CUPE LOCAL 932**

**AND THE**

**HAMILTON PUBLIC LIBRARY**

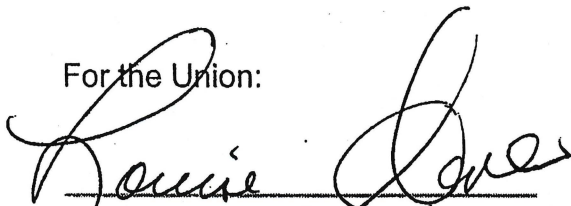

The parties have agreed to negotiate Internal Equity based upon the Internal Equity results from the City of Hamilton.

The parties further agree to continue negotiations regarding salaries, red-circling, retroactivity, etc. based upon the issues tabled and discussed at the February 12, 2007 meeting.

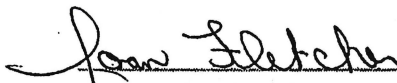
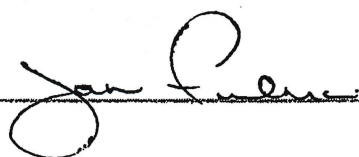
The parties will agree to meet as soon as possible after May 1, 2007 to continue negotiations.

Dated this 28<sup>th</sup> of February, 2007 at Hamilton, Ontario

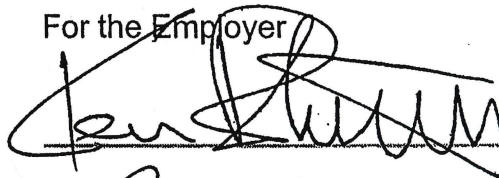

For the Union:

  
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For the Employer

  
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**APPENDIX A:**  
**Hamilton Public Library CUPE Hierarchy with 35 pt. Bands**

					Job	Pay Equity	
Job #	Jan 1/05 Rate	Apr 1/05 Rate	April 1/06 Rate	Title	Gender	Grade	Adj.
GRADE 1 = UP TO 190 POINTS							
890	18.399	18.813	19.236	MALE - LABOURER PARKS*		1	
9999	20.782	21.198	21.675	Collections-Clerical Support	F	1	
4992	20.782	21.198	21.675	Mail Serv-Clerical Support	M	1	
4175	20.782	21.198	21.675	Mail Srvc Support Clk	F	1	
4156	20.054	20.455	20.915	Mail/Shipping Rec. Clerk PT	F	1	
GRADE 2 = 191 - 225 POINTS							
308	17.152	17.495	17.889	Cleaner	F	2	PE
4122	22.236	22.681	23.191	Clerical Support Blocks	F	2	
5060	21.510	21.94	22.434	Custodian	M	2	
827	21.510	21.94	22.434	Custodian Branches	M	2	
6024	17.152	17.495	17.889	Daytime Cleaner	F	2	PE
1811b	18.601	18.973	19.400	Departmental Clerk	F	2	PE
1811	18.601	18.973	19.400	Departmental Clerk	F	2	PE
1822a	18.601	18.973	19.400	Dept Clerk Central NF PT	F	2	PE
1822b	18.601	18.973	19.400	Dept Clerk Central VLS PT	F	2	PE
888	19.200	19.632	20.074	MALE - LABOURER DISTRICT		2	
5404	20.054	20.455	20.915	Shipping/Del/Circ Clerk PT	F	2	
GRADE 3 = 226 - 260 POINTS							
4155	20.054	20.455	20.915	Circ Clerk PT Cust Serv	F	3	PE
4218	20.054	20.455	20.915	Circ. Clerk - Terrberry	F	3	PE
474	20.782	21.198	21.675	Circ. Clerk Central	F	3	PE
5121	20.054	20.455	20.915	Circ./Mail Clerk	F	3	PE
468	24.418	24.906	25.466	Custodian Central	M	3	
5458	21.510	21.94	22.434	Custodian Central	M	3	
4181	22.963	23.422	23.949	Financial Clerk Business Off.	F	3	

4217k	23.712	24.186	24.730	Lib. Tech. Child - Picton PT	F	4	PE
4217l	23.692	24.166	24.710	Lib. Tech. Child - Red Hill PT	F	4	PE
4217e	23.692	24.166	24.710	Lib. Tech. Child - St.Crk. PT	F	4	PE
4217f	23.692	24.166	24.710	Lib. Tech. Child - VallPrk PT	F	4	PE
4217c	23.692	24.166	24.710	Lib. Tech. Child - Westdale PT	F	4	PE
4184	23.692	24.166	24.710	Lib. Tech. Child DNC F/T	F	4	PE
4217h	23.692	24.166	24.710	Lib. Tech. Child -Waterdown PT	F	4	PE
4190	25.145	25.648	26.225	Lib. Tech. Child-Book	F	4	
4185b	23.692	24.166	24.710	Lib. Tech. Neigh. PT - multi	F	4	PE
4185a	23.692	24.166	24.710	Lib. Tech. Neigh. PT - multi	F	4	PE
5029	22.963	23.422	23.949	Lib. Tech. QUIC	F	4	PE
4192	25.145	25.648	26.225	Lib. Tech. Technical Serv.	F	4	
5083	23.692	24.166	24.710	Library Tech. Community PT	F	4	PE
1361	<b>24.443</b>	<b>24.993</b>	<b>25.555</b>	<b>MALE - RODPERSON</b>		4	
1895	26.601	27.133	27.743	Program Coordinator	F	4	

**GRADE 5 = 296 - 330 POINTS**

4191	25.145	25.648	26.225	Lib. Tech. Sched. QUIC	F	5	PE
1804	28.057	28.618	29.262	Bookmobile Driver/Clerk	M	5	
2001	29.511	30.101	30.778	Dynix Mtce/Sup Tech.	F	5	
1798	27.329	27.876	28.503	Electronic Serv. Technician	M	5	
4121	27.329	27.876	28.503	Electronic Serv. Technician	M	5	
5370	23.692	24.166	24.710	Information Counsellor	F	5	PE
5055	28.784	29.36	30.021	Lib Asst Bookmobiles	F	5	
6026	26.601	27.133	27.743	Lib Asst CE & CCD PT	F	5	PE
4195	26.601	27.133	27.743	Lib Asst CE PT	F	5	PE
4211a	28.057	28.618	29.262	Lib Asst D/C FT	F	5	
4211c	28.057	28.618	29.262	Lib Asst D/C Terryberry	F	5	
4210	28.057	28.618	29.262	Lib Asst Outreach	F	5	
287	28.784	29.36	30.021	Lib Techn Cas Staff Spvr.	F	5	
5481	25.145	25.648	26.225	Lib Techn Scheduler/Cust Serv	F	5	PE
4208a	28.784	29.36	30.021	Library Assistant CE FT	F	5	
4208b	28.784	29.36	30.021	Library Assistant Youth Services	F	5	
4194	25.875	26.393	26.987	Library Asst.- D&C PT	F	5	
4211b	28.057	28.618	29.262	Library Asst. D/C Terryberry#2	F	5	
221	<b>27.540</b>	<b>28.160</b>	28.793	<b>MALE - MUN. LAW ENF. OFFICER</b>		5	
4205	30.239	30.844	31.538	Volunteer Coord. PT	F	5	



<b>GRADE 6 = 331 - 365 POINTS</b>						
6041	29.511	30.101	30.778	ESL Supervisor- Grant Position	F	6
5085	27.330	27.8766	28.504	Lib Asst Neigh PT	F	6 PE
4212d	28.057	28.618	29.262	Lib Asst.- Valley Park	F	6 PE
4212e	28.057	28.618	29.262	Library Asst. - Waterdown	F	6 PE
4212a	28.057	28.618	29.262	Library Asst.- Barton	F	6 PE
4212b	28.057	28.618	29.262	Library Asst.- Locke	F	6 PE
4212c	28.057	28.618	29.262	Library Asst.- Stoney Creek	F	6 PE
1290	<b>28.314</b>	<b>28.951</b>	29.602	<b>MALE - RADIO TECHNICIAN*</b>		6

<b>GRADE 7 = 366 - 400 POINTS</b>						
129	30.966	31.585	32.296	Archivist	F	7 PE
4203	30.239	30.844	31.538	Br. Librarian	F	7 PE
4204	30.239	30.844	31.538	Cataloguing Librarian	F	7 PE
4202	30.239	30.844	31.538	Collection Librarian	F	7 PE
5467	<b>31.412</b>	<b>32.119</b>	32.841	<b>MALE -INFO TECHNOLOGIST WWW*</b>		7
611	28.057	28.618	29.262	Network Administrator ALS	M	7
1799	29.511	30.101	30.778	Software Technician	M	7

<b>GRADE 8 = 401 - 435 POINTS</b>						
4201	30.239	30.844	31.538	Central Librarian	F	8 PE
6028	33.147	33.81	34.571	Ext Serv Lib Bookmobiles	F	8
2708	<b>32.186</b>	<b>32.910</b>	33.651	<b>MALE - SENIOR PLANS EXAMINER*</b>		8
2002	31.605	32.237	32.962	Systems Administrator	F	8 PE
6027	32.421	33.069	33.813	Youth Services Librarian	F	8

**GRADE 90 = 436 - 470 POINTS**

NO JOBS AT THIS LEVEL

\* MALE COMPARATOR RATES UNDER REVIEW



# Hamilton Public Library

**Date:** April 18<sup>th</sup> 2007  
**To:** Chair and Members of the Board  
**c.c.** Ken Roberts, Chief Librarian  
**From:** William Guise, Director, Finance and Facilities  
**Subject:** Land Leases for South Mountain Branch

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## **RECOMMENDATION:**

That the Chair and Chief Librarian be authorized to sign a lease between the City of Hamilton as lessor and the Hamilton Public Library Board as lessee for the rental of land located at 352 Rymal Road East for a period of seventy-five (75) years to be used for the establishment of a new library branch; and

That the Chair and Chief Librarian be authorized to sign a lease between the City of Hamilton as lessee and the Hamilton/Burlington Young Men's Christian Association (YMCA) and the Hamilton Public Library Board as lessees for the rental of land located adjacent to 352 Rymal Road East for a period of seventy-five (75) years which will serve as the entrances, reception and common areas for the new library branch and YMCA facility.

## **FINANCIAL/STAFFING/LEGAL IMPLICATIONS:**

There is a nominal rent of One Dollar (\$1.00) per annum for the term of the lease.

## **BACKGROUND:**

Since the South Mountain complex is a joint project between the City of Hamilton and the Hamilton Public Library Board and the YMCA there is a requirement to formalize the provision of land to this project by the City of Hamilton by way of a legal agreement.

## **Programs for Newcomer Families Hamilton Public Library**

The Hamilton Public Library offers special programs and services for newcomer families that are rooted in family literacy and early learning. Our focus has been on purchasing and promoting dual language materials and making newcomer families feel welcome. These innovative programs offered to newcomer families all involve a wide range of community partnerships. Partnerships are crucial to all library projects but especially to programs intended to reach newcomer families.

- **Family Language Kits (FLAG Kits)** contain accessible, culturally sensitive, dual language materials. FLAG was developed by the Hamilton Public Library to promote reading, language development and library use by new immigrants. FLAG is a family literacy initiative designed to help immigrant families break down language and cultural barriers. Over several years, with the support of many partners, the Library has created approximately 150 dual language kits in 17 languages that contain a variety of print and non-print materials that are fun to share and promote language use and play. The kits are now available at many of our branch locations. The picture books in the kits are dual language (home language and English). By providing dual language materials, we make it possible for families to learn English together.

Our partnerships with the Community Action Program for Children, the Parents Helping Parents Program and the City of Hamilton Social and Public Health Services were essential to the success of the project. Public Health Services hires and trains Resource Parents (family home visitors) to reach out to newcomer families and introduce them to community resources. The Library involved these Resource Parents to test, translate and promote the kit materials. They are active literacy partners and have incorporated a visit to the local library as part of their community orientation program for newcomer families.

- **Multicultural Early Learning Development (MELD)** is a family literacy project that focuses on newcomer families and is designed to promote school readiness, early literacy and library use. This multi-year project was funded by an Early Years Challenge grant. The Hamilton Public Library worked with the two area school boards and many community partners: Community Action Program for Children (CAPC), Community Access to Child Health (CATCH), the Centre de santé communautaire (CSC) and the Settlement and Integration Services Organization (SISO).

MELD is supported by 12 dual language family workbooks, accessible dual language collections and family programs. Although the formal three year grant period of this project ended in 2006, the Hamilton Public Library continues to offer the MELD program to Hamilton schools. The popularity of the dual language collections is ever increasing and all 12 of the dual language workbooks are available for downloading from the Library's website. MELD continues to be an



exciting initiative connecting children, parents and families to their local library branch as well as helping to make school readiness, early literacy and the Kindergarten curriculum fun!

- **Newcomer Story Time** incorporates some of the MELD books and activities in a special preschool program for newcomer families at our Red Hill Branch and the Dominic Agostino Riverdale Recreation Centre. This story time is offered in partnership and with funding support from CAPC (the Community Action Program for Children).
- **Enjoy Summer Learning** provides young newcomers, ages seven and up with an opportunity to practise their English, strengthen their language and learning skills and have fun at their local library. This eight week program is offered at four of our library branches in partnership with Settlement and Integration Services Organization (SISO) and Frontier College.
- **After School Homework Help** continues providing support to newcomer youth during the school year. This program is offered at our Central Branch in partnership with Settlement and Integration Services Organization (SISO), Frontier College and Friends of the Hamilton Public Library.
- **SWISH (Settlement Workers in Schools in Hamilton)** provides direct settlement service information to new immigrants and builds bridges to link them with the resources in the city of Hamilton. SWISH workers are available for consultation during July and August at five locations of the Hamilton Public Library as well as other community sites in the city. This past summer was our fifth year of participation in this program funded by Citizenship and Immigration Canada. The SWISH program helps to deliver six key messages for newcomers about library service:
  - Help your child do well in school
  - Learn about services for newcomers
  - Get information about finding a job
  - Borrow books, CDs and videos in many languages
  - Use computers and access the Internet
  - Have fun with your family
- **Library- SISO Settlement Partnership (LSSP)** is a partnership with the Library, SISO and and Citizenship and Immigration Canada (CIC) that provides year-round settlement services to newcomers at selected branches of the Hamilton Public Library. The focus of the program is to provide settlement services to youth and their families by connecting them to the resources in the community that support their settlement and lifelong learning needs and to facilitate the introduction of newcomer youth and their families to the library's programs, services and collections.
- **Newcomer Stories** is a multiyear initiative that began in the summer of 2005 in partnership with the Immigrant Culture and Art Association and SISO. Working

together we hope to make traditional stories (in a number of home languages) available on the Library's website. Storytellers from our community will be videotaped/recorded telling traditional tales. As part of the story experience, newcomer youth in our ESL program will create illustrations/visuals to accompany these traditional tales.

- **Play Corners** have been installed at nine of our branches to create a rich learning environment, an informal meeting place and a destination for families. Our library locations provide a safe and welcoming atmosphere to families who are new to the country and the library. Many families face barriers such as low literacy, low income and social isolation. The public library is free and accessible and can become an important support.
- **myHamilton Portal ([myhamilton.on.ca](http://myhamilton.on.ca))** provides ESL services, resources and links for newcomer families. The Kids' page features "For Newcomer Families" where MELD workbooks as well as information on library basics and borrower application forms can be found in twelve languages including: Arabic, Chinese, Farsi, French, Korean, Portuguese, Punjabi, Somali, Spanish, Turkish, Urdu and Vietnamese. Families can read books together online in many languages using the TumbleBooks program or the International Children's Digital Library. Families can also view Settlement.org's DVD about the library in many languages.
- **Welcome to Canada – New Arrivals Program** is new and exciting. The Library is working with SISO (Settlement and Integration Services Ontario) to introduce new arrivals to the library and its many collections and programs. These families spend their initial ten days in Hamilton at a hotel where there is little to see or do. During these first ten days, new arrivals are connected with the library in the following ways:
  - Each child receives a M.E.L.D. (Multilingual Early Learning Development) workbook based on the kindergarten curriculum that includes activities, basic information about the library and a library card application form. M.E.L.D. workbooks are dual language – English plus one of 12 languages.
  - They are registered for a free library card. The application process and the identification requirements are facilitated by a translator.
  - A tour of the Central Library is scheduled. Small groups visit the library accompanied by a translator. Parents are shown the materials available for borrowing (books, DVDs, FLAG Kits) or for use in-house (computers, reference materials). The children are told a story, spend some time in the Play Corner and participate in a craft. Each child has their picture taken which is put into a frame they decorate and can then take home.

Helen Benoit  
Director, Children and Young Adult Services  
Hamilton Public Library  
April 2007

**APPENDIX A:**  
**Hamilton Public Library CUPE Hierarchy with 35 pt. Bands**

Job #	Jan 1/05 Rate	Apr 1/05 Rate	April 1/06 Rate	Title	Gender	Grade	Pay Equity Adj.
<b>GRADE 7 = 366 - 400 POINTS</b>							
129	30.966	31.585	32.296	Archivist	F	7	PE
4203	30.239	30.844	31.538	Br. Librarian	F	7	PE
4204	30.239	30.844	31.538	Cataloguing Librarian	F	7	PE
4202	30.239	30.844	31.538	Collection Librarian	F	7	PE
5467	<b>31.412</b>	<b>32.119</b>	32.841	<b>MALE -INFO TECHNOLOGIST WWW*</b>		7	
611	28.057	28.618	29.262	Network Administrator ALS	M	7	
1799	29.511	30.101	30.778	Software Technician	M	7	
<b>GRADE 8 = 401 - 435 POINTS</b>							
4201	30.239	30.844	31.538	Central Librarian	F	8	PE
6028	33.147	33.81	34.571	Ext Serv Lib Bookmobiles	F	8	
2708	<b>32.186</b>	<b>32.910</b>	33.651	<b>MALE - SENIOR PLANS EXAMINER*</b>		8	
2002	31.605	32.237	32.962	Systems Administrator	F	8	PE
6027	32.421	33.069	33.813	Youth Services Librarian	F	8	

**GRADE 90 = 436 - 470 POINTS**

NO JOBS AT THIS LEVEL

\* MALE COMPARATOR RATES UNDER REVIEW

CUPE & HPL  
FEB 28 2007



## **Chief Librarian's Report April, 2007**

### **Central Library 5<sup>th</sup> Floor Renovations**

The Central Library renovations, which include the construction of a new Board Room, have begun. The entire project will be complete early in the Spring. Furniture has not yet been ordered for the new Board Room and we do not anticipate that Board meetings will be held there until September.

### **Central Library First Floor Capital Project**

Board members may have read, in the *Hamilton Spectator*, the lengthy article on the planned renovations to the Hamilton Farmers Market. Ideally, the renovations to the Farmers Market and to library will be done at the same time. These are extensive renovations that impact on York Blvd. Maureen Sawa, Bill Guise, and I are involved in meetings with multiple partners to try to ensure a smooth renovation process. York Blvd's current status as a one-way street is under review. Parking needs are under review. The fact that the library, Farmers Market and Copps Coliseum all want a stronger street presence is also being discussed.

### **RFID Pilot Projects**

The three RFID pilot locations are Westdale, Dundas, and Ancaster. The equipment will be installed the end of April/Beginning of May. We hope to start the pilot project near the middle of May. The June Board meeting will be held at the Ancaster Branch and we will demonstrate RFID at that meeting.

### **Pay Equity/Internal Equity**

CUPE 932 held its Pay Equity meeting on Friday, March 23<sup>rd</sup>. While we have heard that many staff welcomed the Pay Equity Plan, any job re-evaluation process brings with it feelings that the new plan under-appreciates certain positions or is not "fair." Unfortunately, this sentiment can be heightened by the fact that pay equity is a legal requirement with specific outcomes that have little to do with Internal Equity issues.

Our signed Pay Equity agreement with CUPE 932 included a commitment to begin negotiating a possible Internal Equity agreement. We plan to start these negotiations in late May and will bring, to the Library Board, suggestions for our negotiation mandate.

### **Learning 2.0**

We are investigating the possibility of introducing "Learning 2.0" at the Hamilton Public Library. Learning 2.0 is a concept that was initiated by the Charlotte-Mecklenburg Public Library and is now being used at a number of libraries. (McMaster University started using Learning 2.0 in February and Mohawk College is planning to introduce it this Spring).

Basically, Learning 2.0 is an initiative to encourage staff to enhance their ability to use many of the newer Internet-based technologies. Staff that participate construct their own blogs, contribute Wiki articles, use Flickr and Facebook and are exposed to other technologies. At some libraries, staff that complete the self-directed program receive an MP3 player as well as a chance to win a laptop.

Here is a quote from Charlotte-Mecklenburg about the program "This is a self-discovery program which encourages staff to take control of their own learning and to utilize their lifelong learning skills through exploration and PLAY. There will be no classes or workshops

offered to support this program. Instead, staff are encouraged to work together and share with each other their discoveries, techniques and "how to's" both in person and through their blogs."

#### **CLA Pre-Conference: Creating a Positive Organizational Culture**

Daphne Wood and I are participating in a CLA pre-conference session on Creating a Positive Organizational Culture. The other participants are Ken Haycock, Dean of the San Jose State University School of Library and Information Studies Graduate School as well as Catherine Steeves and Helen Salmon, both Associate University Librarians at the University of Guelph. We are presenting a Case Study that is based on the issues and problems Hamilton Public Library faced at amalgamation and the impact of the merger. We have received word that registration for the pre-conference is strong and the session has been approved.

#### **Canadian Best Employer Survey**

We have decided to participate in this year's "Canadian Best Employer survey." All staff may, if we participate, fill out an on-line survey. We know that, as a newly amalgamated library system, we still have organizational gaps to fill. The advantage of participating in this survey is that we receive the survey results for our own organization, with all personal information removed. This will allow us to compare what we are trying to do with staff perceptions

#### **Hamilton Libraries Agreement**

McMaster University's library system and Mohawk College's library are interested in pursuing formal a written agreement that list areas of cooperation. I have sent each organization copies of our agreements with the local school boards and we are talking about issues and areas that might be covered in such a written agreement.

#### **Second Life**

McMaster University's library and Mohawk College's library are working with the Hamilton Public Library on a potential Second Life site (tentatively called Steel City Island) where in-life meetings and training sessions can be held.

#### **Kenilworth Library – Doors Open Hamilton**

Kenilworth Library is celebrating its 75<sup>th</sup> anniversary by participating in the Doors Open Hamilton tour on May 5<sup>th</sup> and 6<sup>th</sup>, 2007. On Sunday, May 6<sup>th</sup>, Margaret Houghton, Special Collections will present a local history program. The Library will operate normally on Saturday, but on Sunday will open only for viewing.



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**tourismhamilton.com**

- City of Hamilton Councillors
- Glanbrook Heritage Society
- Stoney Creek Historical Society

Doors Open Ontario is a community-based celebration that builds pride in our architectural heritage for residents and visitors alike. Events run across the province from April until October.  
[www.doorsopenontario.on.ca](http://www.doorsopenontario.on.ca)



PRESENTED IN PARTNERSHIP WITH

The Hamilton Region Branch of the Architectural Conservancy of Ontario (ACO) is a charitable organization that promotes, preserves and interprets the architectural heritage of the Hamilton region.  
Visit [www.architecturehamilton.com](http://www.architecturehamilton.com) for event and tour information.

Hamilton Wentworth Heritage Association produces the annual *Who's Who in Hamilton Heritage* directory and presents the annual Heritage Volunteer Awards on Heritage Day for the City of Hamilton.

Tourism Hamilton is dedicated to creating and delivering a positive tourism experience for visitors and residents alike.

**WANT TO BE PART OF  
DOORS OPEN HAMILTON 2008?**

The Doors Open Organizing Committee selects participating sites in the fall of 2007. If you are interested in opening your building or if you would like to be a volunteer, please

e mail to [doorsopenhamilton@sympatico.ca](mailto:doorsopenhamilton@sympatico.ca)

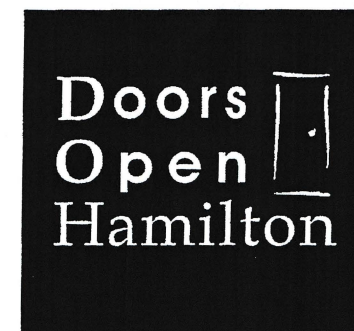
or mail your suggestion to:

Doors Open Hamilton, c/o Tourism Hamilton  
34 James Street South, Hamilton ON L8P 2X8

**Kenilworth Library**

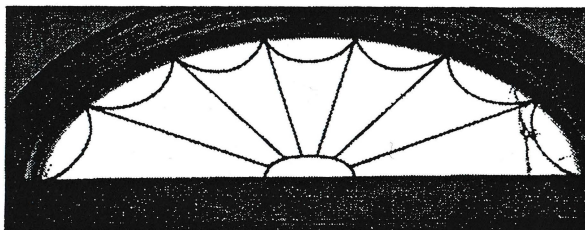


103 Kenilworth Ave N.  
Hamilton





## Kenilworth Library



*Arched "spider-web" transom above doorway at Kenilworth Library*

Kenilworth Library was a public works centrepiece for East Hamilton when it opened in 1932. The Georgian design was highlighted by oak interiors, bay window reading seats, fireplaces in the reading areas and originally, candlelight reading tables. Excepting the last, which have disappeared, all of these features create a warm and hospitable feel to the library.

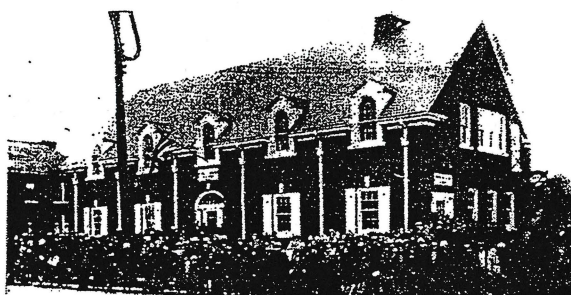
### History of the Building/Site:

The building cost \$27 000 to build and opened on Jan 15, 1932 with 8000 books in circulation. A large crowd, including future mayor Sam Lawrence (then Controller), W.H. Lovering, chairman of the Library Board, and E Herbert, acting provincial inspector of public libraries, witnessed the official program.

In the first seven hours of the library's existence, 1377 books were checked out, necessitating an emergency replenishment of books

from the Main Library, hastily transported to Kenilworth in Chief Librarian Lyle's car. In the first two weeks, the figure grew to 7998, and in February (the first full month of operation) it was over 13 000.

The library loaned 450 books to the Normanhurst Community Centre during WW II, as part of an effort to make books available to the war industry workers in that area.



*Opening Day at Kenilworth Library, 1932*

The library was lauded in 1932 for dedicating one of its two floors entirely to children's books, a tradition that continues today.

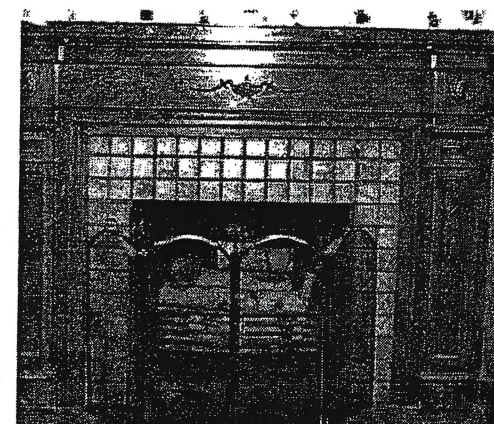
### Architectural Highlights

Kenilworth Library was designed by architect George T Evans. Evans was the architect for the Public Library board at the time. He based his design on the Boy's and Girl's House in Toronto, the first dedicated children's library in Canada, constructed in 1922.

The contractor was T.R. Hawkins.

The new library featured a five bay Georgian design, centred on the fireplaces, and highlighted by six over six sash windows. Simple, symmetrical, and solid: the three aspirations of this type of design.

Fireplaces on each floor were a novel feature of the Kenilworth Library branch and were described as a feminine touch. This was not surprising considering the fact the library was a product of advocacy by the Women's Institutes. Mrs J. Nicholson, representing the Fairfield Women's Institute, was one of the dignitaries speaking at the 1932 opening ceremony.



*Fireplace at Kenilworth Library*

### Heritage Significance:

Kenilworth Library is one of the oldest active libraries in Hamilton still in its original building. This year, it marks its 75<sup>th</sup> anniversary.



# Hamilton Public Library

**Date:** April 13, 2007  
**To:** Chair and Members of the Board  
**From:** Ken Roberts, Chief Librarian  
**Subject:** Intellectual Freedom

---

I mentioned, at the Board orientation, that it may be a good idea to discuss Intellectual Freedom issues at a time when there are no complaints. The two relevant Board policy directives have been attached for you to review.

We do have a set process for handling a request that an item be removed from our collections or moved to another area within the collection. Our process is that any challenge to library material must be made in writing. We form a committee that reviews the challenge and responds to the complaint. The person may then appeal to the Chief Librarian. I review the item and the policies and respond as well. If a person is not satisfied with my response, they may appeal to the Library Board. The Board has three options. It may decide that staff interpreted and applied the policy correctly. It may decide that staff did not interpret or apply the policy correctly. It may decide that there is a problem with the policy itself and change the policy.

The Hamilton Public Library has not had a major Intellectual Freedom challenge in the past thirteen years. (I hope that I do not jinx this string of good fortune by writing this note on Friday 13<sup>th</sup>). The last challenge, however, was the topic of a six-month media story, was divisive for staff and for the Board, and was debated within a framework of emotional responses to the specific material being discussed.

To me, the best assurance that any future challenge will be handled with a minimum of emotional and personal reactions is a good discussion about policy.



# 1-7 INTELLECTUAL FREEDOM POLICY

Policy Level: Library Board

Date: May 16, 2001

Date of Formal Board Approval: March 19, 2003

## **POLICY**

The Hamilton Public Library Board endorses the *Statement on Intellectual Freedom* as set out by the Canadian Library Association.

### **Statement on Intellectual Freedom**

All persons in Canada have the fundamental right, as embodied in the nation's Bill of Rights and the Canadian Charter of Rights and Freedoms, to have access to all expressions of knowledge, creativity and intellectual activity, and to express their thoughts publicly. This right to intellectual freedom, under the law, is essential to the health and development of Canadian society.

Libraries have a basic responsibility for the development and maintenance of intellectual freedom.

It is the responsibility of libraries to guarantee and facilitate access to all expressions of knowledge and intellectual activity, including those which some elements of society may consider to be unconventional, unpopular or unacceptable. To this end, libraries shall acquire and make available the widest variety of materials.

It is the responsibility of libraries to guarantee the right of free expression by making available all the library's public facilities and services to all individuals and groups who need them.

Libraries should resist all efforts to limit the exercise of these responsibilities while recognizing the right of criticism by individuals and groups.

Both employees and employers in libraries have a duty, in addition to their institutional responsibilities, to uphold these principles.

*Approved by the Canadian Library Association June 27, 1974; amended November 17, 1983 and November 18, 1985.*

**NOTE:** Copies of this statement shall be hung at all Hamilton Public Library branches.

The Ontario Library Association has also affirmed its support of the principle of intellectual freedom.

### **Statement on the Intellectual Rights of the Individual**

In affirming its commitment to the fundamental rights of intellectual freedom, the freedom to read and the freedom of the press, as embodied in the Canadian Charter of Rights and

Freedoms, the Ontario Library Association declares its acceptance of the following propositions:

- 1) That the provision of library service to the public is based upon the right of the citizen, under the protection of the law, to judge individually on questions of politics, religion and morality.
- 2) That intellectual freedom requires freedom to examine other ideas and other interpretations of life than those currently approved by the local community or by society in general, and including those ideas and interpretations which may be unconventional or unpopular.
- 2) That freedom of expression includes freedom for a creator to depict what is ugly, shocking and unedifying in life.
- 3) That free traffic in ideas and opinions is essential to the health and growth of a free society and that the freedom to read, listen and view is fundamental to such free traffic.
- 4) That it is the responsibility of libraries to maintain the right of intellectual freedom and to implement it consistently in their selection of books, films, recordings, other materials, and in the provision of access to electronic sources of information, including access to the internet.
- 5) That it is therefore part of the library's service to its public to resist any attempt by an individual or group within the community it serves to abrogate or curtail access to information, the freedom to read, view and listen by demanding the removal, or restrictions to library information sources in any format.
- 6) That it is equally part of the library's responsibility to its public to ensure that its selection of materials is not unduly influenced by the personal opinions of the selectors, but determined by the application of generally accepted standards of accuracy, style and presentation.

*Approved by the Ontario Library Association, November 7, 1998.*

## 3-2 MATERIALS SELECTION POLICY

Policy Level: Library Board  
Author: B. Hovius  
Revision Date: November 2001  
Date of Formal Board Approval: March 19, 2003  
First Approved: January 4, 1995

### PURPOSE

- To provide a statement of philosophy and identify key objectives respecting the selection of material which will reflect the Mission Statement and Goals of the Hamilton Public Library System.
- To define responsibility for selection and identify the delegation of selection responsibility.
- To establish procedures to deal with recommendations for purchase and objections lodged against particular materials by community residents.

### POLICY

The ultimate responsibility for the selection of all materials lies with the Chief Librarian acting according to the general policies established by the Library Board. In practice, this authority is delegated to professional staff.

The Hamilton Public Library endorses the Statement on Intellectual Freedom adopted by the Canadian Library Association in 1985 and the Statement on the Intellectual Rights of the Individual adopted by the Ontario Library Association in 1998. These statements are reproduced in 1-7 Intellectual Freedom Policy.

The Library Board, in establishing a *Materials Selection Policy*, was cognizant of the *Constitution Act, 1982, Part 1, Canadian Charter of Rights and Freedoms, Section 2b*, which guarantees "everyone the following fundamental freedoms... b) freedom of thought, belief, opinion and expression, including freedom of the press and other media of communication."

### Criteria for Materials Selection

Materials are selected:

- to satisfy the need for recreational reading, listening and viewing materials for customers of differing tastes, interests, purposes and reading skills;
- to enrich human understanding by dealing informatively with social, personal, racial, multicultural, religious and scientific issues;
- to educate by providing basic factual information in as broad a base as possible.

Specific criteria:

- 1) suitability of physical form for library use;
- 2) relation to existing collections and other material on the subject;



- 3) accessibility of material in other libraries;
- 4) interests and composition of the community and region;
- 5) popular demand and current trends;
- 6) attention of critics, reviewers, and public;
- 7) quality of writing and/or visual art;
- 8) reputation, skill, competence and purpose of the originator of the work;
- 9) special value as a contribution to social questions and problems of continuing or topical interest;
- 10) timeliness or permanence of the work;
- 11) availability of funds and space;
- 12) comprehensiveness and depth of treatment;
- 13) clarity, accuracy and logic of presentation;
- 14) balance of viewpoints in the collection (challenging though extreme or minority points of view are often represented, though quantity may be limited).

An item need not meet all of the above criteria in order to be acceptable. Materials that do not meet these criteria may be purchased to satisfy demand.

While people have the right to reject for themselves material of which they do not approve, they do not have the right to restrict the freedom of others.

If there is considerable topical interest in the subject and a manifest public desire to read and judge the book first-hand, a title may be included which is not considered accurate, according to expert opinion.

The Library does not buy textbooks specifically related to courses of study in the community. However, textbooks may be purchased if the subject information is not available in any other form.

The Library acquires materials not only for its present customers but also for those who have not traditionally been Library customers.

### **Controversial Issues**

The Hamilton Public Library is a resource where many points of view and modes of expression can be examined without hindrance. No ideas and opinions have universal acceptance or condemnation in a pluralistic society. The use of language, either descriptive or expressive, can in itself stimulate controversy.

The Hamilton Public Library, therefore, recognizes the right of individuals to express opposition to authors' ideas or to their creative exercise of language in materials selected for the library. However, the Hamilton Public Library will not engage to satisfy customers by removing items purchased in compliance with the principles of this policy. Selection of material cannot be influenced by any anticipated approval or disapproval of its intellectual content by sectors of the community.

The Hamilton Public Library complies with any law enacted at the federal, provincial or municipal level, and therefore does not collect or maintain material which has been

adjudged obscene or pornographic, or has been banned by the courts. The relevant sections of the *Criminal Code of Canada* are: sedition, hate propaganda and obscenity.

The presence of an item in the collection does not indicate an endorsement of its contents by the Hamilton Public Library, but rather is an affirmation of the principle of intellectual freedom as embodied in the Canadian Library Association *Statement on Intellectual Freedom*.

The following will not cause an item to be automatically included or excluded from the collection:

- race, religion, nationality or political views of an author;
- frankness or coarseness of language;
- controversial content;
- endorsement or disapproval of an individual or group;
- language of the text.

The Library will neither undertake to mark items to show approval or disapproval nor expurgate any materials.

Physical access to materials will not be restricted except for the express purpose of protecting an item from damage or theft. As per *3-1 Access to Materials Policy*, Library customers have open access to all the Library's collections with certain limited exceptions.

### **Handling Challenged Material**

In the event of an objection or complaint by a Library customer, the steps for resolution are outlined in *4-2 Request for Reconsideration of Materials*.

### **Recommendations for Purchase and Gifts**

**Purchases:** Suggestions from the public for the purchase of books and other materials not in the Library's collection are referred to appropriate staff and are considered according to the Library's selection policies.

**Gifts:** The same principles of selection that are applied to purchases are applied to gifts. No condition may be imposed relating to any book or other item after its acceptance. Donations that are not added to the collection are discarded or sold at the annual book sale.

### **Maintenance of the Collection**

The Library maintains a policy of ongoing discarding of materials as per *3-3 Materials De-selection Policy*.

If the material is regularly subject to loss or damage, the Library may protect it by various precautionary measures such as transferring it to the Reference Collection. In some cases, no replacement will be bought.



**DATE:** April 11, 2007

**REPORT TO:** Chair and Members of the Board

**C.C.:** Ken Roberts, Chief Librarian

**FROM:** Kit Darling, Director of Information Technology and  
Bibliographic Services

**SUBJECT:** Change Affecting the Integrated Library System

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**RECOMMENDATION:**

That the following memo be received for information.

**FINANCIAL/STAFFING/LEGAL IMPLICATIONS:**

**Financial** Unknown at this time

**Staffing** Unknown at this time

**Legal**

**BACKGROUND:**

The current Integrated Library System (Horizon) is our main "business" application. It is a complex application that includes our database of holdings; our patron database; our circulation transactions (i.e. who has what and when is it due back?); our on-line catalogue; our telephone and e-mail notification system; and many other functions. The ILS also provides the link for our remote users to a rich range of online resources including magazine and newspaper databases, eBooks and other web resources.

For several years we have been planning to move to a new generation of Horizon that promised greater functionality, a more stable technology in a technical environment with which our IT and application support staff are familiar and expert. We had planned to make this move by September 2008. We had anticipated the costs of doing so and included these in our budget forecasts. While a great deal of effort from Electronic Services staff, Technical Services staff and staff from across the library would have been required to make the transition, it would not have been as involved or costly a process as moving to an entirely new system.

As you can see from the attached press release, this has all changed. SirsiDynix has decided to abandon all development on other platforms and will focus all development on the Unicorn platform, incorporating some of the features planned for





Horizon 8. This new product, code named 'Rome' is due to be released by the end of 2007.

We are currently reviewing information as it is released about the features, functionalities and system requirements of 'Rome'. We are sharing information with other large urban libraries in Canada, as well as with colleagues in North America and Europe. We are in better shape than in many, since we can stay on the current version and we have extended our maintenance agreement on our current database/application server for another year – to September 2008.

We will be preparing specifications and features lists to evaluate 'Rome' and to develop into an RFP if we feel that is necessary. Clearly this will be a more involved process than we had planned.

We will continue to provide updates to the Board as we have more information. We hope to have enough information by the end of June to determine whether we will need to prepare and issue an RFP or whether we are going to Rome. In order to have a new ILS in place by September 2008, the RFP would have to be issued in September 2007.

We are placing this on your agenda now, in order to alert you to the potential impact on strategic priorities.

**FOR IMMEDIATE RELEASE****FOR FURTHER INFORMATION:**

Lebron Miles  
Corporate Communications Director  
1.256.704.7152  
lebron.miles@sirsidynix.com

**SirsiDynix Introduces New Integrated Technology Platform with Powerful Features**

**Code-named "Rome," platform blends proven architecture with new capabilities for libraries**

**HUNTSVILLE, Ala., March 13, 2007** – SirsiDynix, the global leader in strategic technology solutions for libraries, announced today a new, versatile technology platform that blends the best features from its flagship solution suites to serve the demanding needs of public, academic, K-12 and special libraries, as well as consortia. Code-named "Rome," this platform will integrate solutions for library/consortia management, the user experience and content management.

The platform is built on the proven, scalable and extensible architecture of the industry-standard SirsiDynix Unicorn® Library Management System and will include an impressive set of new solutions created as part of SirsiDynix Horizon 8.0/Corinthian development.

Rome, however, is much more than a traditional integrated library system (ILS). It offers integrated technology building blocks for today's libraries and consortia, including cost-saving software-as-a-service (SaaS) hosted options, state-of-the-art portal and search solutions, new and easy-to-manage Web-based library staff software, electronic content management and presentation solutions, the broadest suite of library management and productivity solutions – and more. The first version of Rome, with many of these important features included, will be released later this year. A subsequent version will be released in late 2008.

"Today's technology environment for libraries and consortia is complex, demanding and fluid," said Bill Davison, SirsiDynix chief sales officer. "We extensively evaluated SirsiDynix's current solutions and listened to our customers' requirements. We came to understand that the best and fastest way to help libraries meet their objectives is to create a blended technology platform that takes advantage of great technologies already in our product suite. In turn, this will enable us to focus our unparalleled research-and-development resources on delivering new solutions for the 'user experience,' library staff productivity and more – and to do so more quickly and effectively than ever before."

Talin Bingham, SirsiDynix chief technology officer, said: "Neither Unicorn nor Horizon systems are being eliminated. Instead, SirsiDynix is blending features, capabilities, user interfaces, modules and more as the foundation of a single, new platform featuring best-of-breed solutions from both product families. The result will be a technology platform that can grow and evolve along with libraries and consortia."



Bingham said there are numerous major features and benefits of Rome, including:

- SaaS delivery options – hosted software, SirsiDynix-managed upgrades, built-in disaster recovery and dedicated, secure server capacity and more – to ensure lower cost of ownership in a time of constrained budgets and limited technical staff
- New, Web-based library staff software, to allow easy, affordable distribution of software throughout library facilities via standard browsers – plus a full suite of Java-based staff software
- Advanced user experience solutions – including enterprise search and discovery portals, faceted and visual search, federated search and digital asset management – to help libraries meet the demands of information consumers
- Comprehensive, integrated functions for all public and technical services, including electronic resources management, to better assist libraries in effectively and efficiently managing their operations and resources
- Add-on solutions from SirsiDynix and strategic partners – such as business intelligence and reporting tools, PC/print management, RFID/self-check/automated materials and more – to provide the broadest suite of productivity solutions available today

“Rome will include capabilities developed as part of our Horizon 8.0/Corinthian efforts,” Bingham said.

“These new capabilities – such as expanded record ownership capabilities and hierarchical structures for consortia, additional international features and record manipulation functions that enable batch changes to records – will be incrementally incorporated into the Rome platform. Capitalizing on the power, breadth and versatility of the Unicorn and Horizon product families, plus new solutions that we will develop down the road, Rome will provide our customers with an impressive collection of features and capabilities built on a stable, scalable and full-featured platform. This will make Rome a firm technology foundation for the future – both for us as a company and, especially, for our customers.”

Bingham added that SirsiDynix will continue to maintain and support Horizon 7.3/7.4 and Unicorn GL3.1, and will work with customers to plan optimal upgrade paths to Rome.

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### **About SirsiDynix**

SirsiDynix is the global leader in strategic technology solutions for libraries – vital institutions whose primary mission is to make sense of the vast world of information for people and communities. This is an exciting role as libraries assist people in discovering and using knowledge, resources and other valuable content for their educations, jobs and entertainment. In concert with key industry partners, SirsiDynix supports this strategic role for libraries by offering a comprehensive integrated suite of technology solutions for improving the internal productivity of libraries and enhancing their capabilities for meeting the needs of people and communities. SirsiDynix has approximately 4,000 library and consortia clients, serving more than 300 million people through more than 20,000 library outlets in the Americas, Europe, Africa, the Middle East and Asia-Pacific. For more information, please see [www.sirsidynix.com](http://www.sirsidynix.com).