

Organizational Restructuring for the new Foley Community Library

Consider a resolution amending the City's Pay Classification Plan to support the organizational restructuring of positions within the Foley Community Library in preparation for the opening of the new library facility. The proposed changes update position titles, classifications, and reporting relationships to better align with the Library's evolving operational needs, expanded public services, enhanced technology resources, collection management, and organizational structure. The restructuring is intended to improve operational efficiency, strengthen leadership and supervisory responsibilities, and ensure the pay classifications accurately reflects the scope of work performed by library staff. The proposed organizational changes are illustrated in the organizational chart provided by the Library Director.

Head Cataloger → Collection Development & Systems Librarian

Grade 90 → Grade 120

Reclassify the **Head Cataloger** position to **Collection Development & Systems Librarian** and reassign the position from **Grade 90 to Grade 120**. The reclassification reflects the expansion of responsibilities beyond traditional cataloging functions to include collection development, integrated library system administration, technical services, electronic resources management, and library technology support. The revised classification more accurately reflects the position's current responsibilities and its role in supporting the operational needs of the new Foley Community Library.

Stacks Maintenance Coordinator → Collections Maintenance Coordinator

Title Change Only

Amend the title of **Stacks Maintenance Coordinator** to **Collections Maintenance Coordinator**. This change modernizes the position title to better reflect the responsibilities associated with maintaining and managing the Library's physical collections. No changes are proposed to the position's classification, pay grade, or essential duties.

Head of Collection Management → Head of Library Operations

Title Change Only

Amend the title of **Head of Collection Management** to **Head of Library Operations**. The revised title reflects the position's expanded leadership responsibilities overseeing both collection management and library facility operations. This change strengthens the Library's organizational structure by consolidating operational oversight under a single leadership position while maintaining the current **Grade 150** classification.

Children's Librarian → Head of Programming

Grade 120 → Grade 150

Reclassify the **Children's Librarian** position to **Head of Programming** and assign the position to **Grade 150**. The reclassification reflects expanded supervisory responsibility for the Children's Assistant, Teen Librarian, Outreach & Programming Librarian, and Outreach & Programming Library Assistant, while providing leadership for the Library's public programming and community engagement initiatives. The revised classification aligns the position with its broader management responsibilities and supports the Library's evolving service model.

Library Technical Assistant → Head of Computer Lab

Grade 60 → Grade 120

Reclassify the **Library Technical Assistant** position to **Head of Computer Lab** and assign the position to **Grade 120**. The reclassification recognizes the expansion of responsibilities to include management of the computer lab and staff, coordination of technology services, and leadership of business outreach and technology training initiatives. The revised classification aligns the position with its enhanced operational and supervisory responsibilities in support of the new Foley Community Library.