

Strategic Goal Staffing: To improve Negaunee Public Library staffing levels, recruit and retain staff and assure staff safety at all times.

Objective	Action Step	Timeframe	Responsibility	Resources	Measure	Status
Retain quality NPL staff by improving wages and benefits	Develop a wage scale to attract staff and reward longevity	Over next three budget years 2019-2021	Advisory Board City Manager City Council	Library Budget	Wages and benefits are commensurate with City of Negaunee employees in similar positions Wages and benefits are above Class III Library average	
Maintain current Library Director with accredited MILS Degree	Develop a wage and benefit package that will retain current Library Director	Over next three budget years 2019-2021	Advisory Board City Manager City Council	Library Budget	Over next three years increase Library Director's salary to a level equal to the average salary received by Level I Library Director for a Michigan Class III library based on last completed State Aid data. Explore options to increase benefit package for Library Director to include family health insurance coverage and MERS pension.	
Develop a NPL position for a Youth Services Coordinator	Develop Job Description and wage and benefit package to attract a quality employee with experience working with youth	Year one hire part-time employee 20 hours per week Year two increase to 30 hours per week Year three increase to full time	Advisory Board Library Director City Manager City Council	Library Budget Grant funding	A Youth Services Coordinator will be in place by 2019 Number of youth and family related programs will increase by 10% in Year one, by 25% in year two and by 30% in year three.	
Increase Saturday Hours to Year-Round and insure that two employees will staff Saturday hours	Increase NPL budget to provide Saturday hours full year	Summer 2020	Advisory Board Library Director City Manager City Council	Grants Sponsorships Library Budget	Increase Saturday attendance by 10% in Year one, by 15% in year two and 20% by year three	
Insure NPL safety at all times	Explore options	June 2019	Advisory Board	Grants	Install surveillance cameras and review	

	for surveillance cameras and staff not working alone		Library Director City Manager City Council	Sponsorships Library Budget Friends of the Library	staff safety measures with Negaunee Police Department	

Strategic Goal Budget and Funding: To improve and increase Negaunee Public Library Funding

Objective	Action Steps	Timeframe	Responsibility	Resources	Measure	Status
Insure that NPL has adequate funding to provide quality programs, materials, services and staffing	Explore dedicated stream of funding for NPL through City of Negaunee millage	2019	Library Director Advisory Board City Manager City Council	Library of Michigan Superiorland Library Cooperative Friends of NPL Michigan Library Association	By 2020 assess community support for a dedicated millage for NPL	
Explore the possibility of funding from Negaunee Township in the form of a direct appropriation for NPL services	Share library statistics on use with Negaunee Township monthly Develop a Negaunee Township Advocacy Group	2019 2020	Library Director City Manager City Council Negaunee Township Board	Library of Michigan Superiorland Library Cooperative Friends of NPL Attorney	By 2020 secure direct funding from Negaunee Township or place a library millage on the Negaunee Township ballot.	

Strategic Goal Facility: To Expand the space available in the Negaunee Public Library to improve collection, programs and services.

Objectives	Action Steps	Timeframe	Responsibility	Resources	Measure	Status
Increase space for programming and services for youth and family	Perform space assessment and consider reorganization	2019 and 2020	Library Director Consultant	Library Budget City Budget	Develop a space assessment document that determines space needs and priorities	
Make use of underutilized space in Negaunee City Hall	Evaluate the benefits and barriers to use of this space	2019	Library Director Consultant City Manager	Library Budget City Budget Elevator needed	Develop a space assessment document that evaluates feasibility of using these spaces	
Expand space for programming, public meeting space and book sales	Perform space assessment and consider ways to reorganize existing space Evaluate other local resources for additional space	2020	Library Director Consultant City Manager Advisory Board	Partner with other downtown organizations with excess space Explore use of former Russo's Grocery Store Partner with Negaunee Public Schools	Locate and use space to increase the number of attendees at programs, identify additional space for public meeting-unused space behind billing office Locate book sale space that would allow for expanded hours and additional time for set-up	
Expand space for quiet study, comfortable seating, exhibits, displays	Reorganize existing space to allow for additional seating. Locate and implement exhibit and display space	2020 2021	Library Director City Manager NPL Staff Consultant	Purchase additional seating and study tables/chairs, Purchase display cases or mounting equipment.	Hold first exhibit/display 2020 Reorganize space and establish dedicated quiet study area	
Improve infrastructure for electrical outlets and computer wiring	Assess current needs and potential for new needs	2019	City of Negaunee staff Superiorland Library Cooperative	Purchase wire, equipment, jacks, etc. Labor costs	Increase number of functioning ethernet ports, improve electrical service and outlets in facility	

Strategic Goal Programming, Collection and Equipment: To maintain and improve the programming, collection and equipment provided by the Negaunee Public Library

Objective	Action Step	Timeframe	Responsibility	Resources	Measure	Status
Improve programming options for NPL customers by partnering with other agencies and organizations to provide programming	Identify potential partners and connect with them for programming	2019 2020	Library Director and NPL staff	Marquette Genealogy Society YMCA Northern Vegans Historical societies Schools, NMU, Friends of NPL Master Gardeners Arts groups, Sr. Center	Implement 5 programs with community partners in first year. Implement 10 programs with community partners in second year	
Expand Friends of NPL Used Book sales	Implement special book sales-monthly, ongoing, etc.	Immediately 2019, 2020, 2021	Library Director Friends of NPL	Friends of NPL Space for sales	Friends of NPL will increase number of sales Friends of NPL will increase sales receipts	
Expand programming for Teens-no City of Negaunee funding for youth programs	Establish a Teen Advisory Group Develop weekend programming	2019	Library Director	Negaunee Public Schools, JTAG City of Negaunee Budget	Five weekend programs will be held for teens in 2019 10 teen programs in 2020 20 teen programs in 2021	
Make use of outdoor space and City of Negaunee parks and facilities	Identify programs that can be held outdoors Coordinate with City of Negaunee for use of City space	2019 2020 2021	Library Director City Manager	City facilities NPL staff		