



BOARD OF TRUSTEES

MEETING
INFORMATION PACKET

AUGUST 28, 2019



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FULTON COUNTY LIBRARY SYSTEM
BOARD OF TRUSTEES REGULAR MEETING
AUGUST 28, 2019



Revised
FULTON COUNTY LIBRARY SYSTEM
BOARD OF TRUSTEES MEETING
AUBURN AVENUE RESEARCH LIBRARY
AUGUST 28, 2019 – 4:00 P.M.
AGENDA

- I. Call to Order
- II. Meditation Moment
- III. Public Comments
- IV. Adoption of Agenda* Doc. #19-41
- V. Approval of Minutes – July 24, 2019* Doc. #19-40
- VI. Chairman’s Report
- VII. Construction/Renovation Report – Paul Kaplan
 - Contractor
 - Hogan** **Group 1:** Roswell
 - Evergreen** **Group 2:** Buckhead, Ocee, Northeast, Northside, Mechanicsville
 - CT Darnell Construction** **Group 3:** Adams Park, Adamsville, Cleveland, College Park, Ponce, East Atlanta

 - Albion Scaccia** Hapeville
 - Winter Johnson** Central
- VIII. Director’s Reports Doc. #19-44
 - Monthly Financial Report Doc. #19-42
 - Monthly Usage Summary Doc. #19-43
- IX. Committee Reports:
 - A. Library Visitation – D. Chip Joyner, Vice Chairman
 - B. Bylaws and Rules – Priscilla Border and Nina Radakovich
 - C. National and State Developments – Linda Jordan and Joe Piontek
- IX. Unfinished Business
 - A. 2020 Budget*
- X. New Business
 - A. Meeting Room Policy – Discussion
 - B. Policy for Friends of the Library – Discussion
- XI. Executive Session
- XII. Adjournment

*Action is anticipated on this item

Doc. #19-40



FULTON COUNTY LIBRARY SYSTEM

BOARD OF TRUSTEES MEETING

JULY 24, 2019 – 4:00 P.M.

**AUBURN AVENUE RESEARCH LIBRARY
ON AFRICAN AMERICAN CULTURAL AND HISTORY**

Jamison Professional Services, Inc.
East Point, Georgia 30344
Tel: 404.684.6008 x29 Fax: 404.684.0011
www.jps-online.com



Members Present	Bailey, Phyllis D., Chairman Borders, Priscilla Jordan, Linda Kaplan, Paul Piontek, Joe Radakovich, Nina
Members Absent	Joyner, D. Chip, Vice Chairman
Also In Attendance	Claxton, Zenobia – Assistant to Director's Office Holloman, Gayle H. – Division Manager Morley, Dr. Gabriel – Executive Director
Visitors Present	Frasier, Denise, Staff, Commissioner Liz Hausmann Stephens, Charles, Ponce De Leon Patron

Chairman Phyllis D. Bailey called the meeting to order at 4:00 p.m. at the Fulton County Library System.

Transcript Legend

--	Break in speech continuity
(sic)	Exactly as said
(phonetic)	Exact spelling unknown
**	Inaudible
	Quoted material is typed as spoken.
. . .	Trailing in thought. Incomplete sentence

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(MEETING BEGAN AT 4:00 P.M.)

CALL TO ORDER

CHAIRMAN PHYLLIS D. BAILEY: Great to see you all. Good evening ladies and gentlemen. I'll wait until Dr. Morley gets back. I'm going to call the meeting to order now that we do have a quorum. Thank you both for making it possible. Calling the meeting to order. We will have our inspiration of words that I will give for our meditation.

MEDITATION MOMENT

CHAIRMAN PHYLLIS D. BAILEY: If you could read the story of your life, would you be inspired? Amazed? Thankful? Or maybe a bit concern? As members of this Board, we are representatives of the citizens of the Atlanta Fulton County Metropolitan Area. We need to remember that. Our decisions and concerns should reflect the interest of the entire area, not just one political division.

As we move to another year, may we remember why we are here and that we are supported by the taxes of all citizens. Flexibility is our strength like the willow tree in a wind storm. We must remain grounded. Thank you.

19-34 ADOPTION OF AGENDA

If you will look over your agenda, I have two things I need to tell you to add if you would under New Business. The state grant requirements and Dr. Morley will explain that point when we get to it. We need to have a hold on that state grant requirements. And the second thing would be the renaming of the Ponce De Leon Library. With that as respective changes, I would like to have a motion, please, for adoption.

MOTION

MS. NINA RADAKOVICH: So moved.

CHAIRMAN PHYLLIS D. BAILEY: Thank you.

MS. LINDA JORDAN: Seconded.

CHAIRMAN PHYLLIS D. BAILEY: Judge Nina moved that the agenda be adopted with the revisions and Ms. Jordan seconded the motion. The minutes from May 22, 2019. We did not have a meeting in June, of course, and so we need to look at the May minutes for the adoption to go through the record.

DR. GABRIEL MORLEY: Did you vote on the other item?

CHAIRMAN PHYLLIS D. BAILEY: No.

DR. GABRIEL MORLEY: I'm assuming it was unanimous, right, to amend the agenda?

CHAIRMAN PHYLLIS D. BAILEY: No. We're going to do that under New Business instead. The State Grant Requirements and the Ponce De Leon because they need to have an explanation for each one of those.

DR. GABRIEL MORLEY: But you voted on Nina's motion to amend the agenda?

CHAIRMAN PHYLLIS D. BAILEY: Yes. Oh, I'm sorry. I know what you're saying.

DR. GABRIEL MORLEY: Okay.

CHAIRMAN PHYLLIS D. BAILEY: I didn't do that and that was my fault.

MS. LINDA JORDAN: She said so moved after you -

CHAIRMAN PHYLLIS D. BAILEY: And you second?

MS. LINDA JORDAN: Yes.

CHAIRMAN PHYLLIS D. BAILEY: All in favor of adopting the agenda as presented with the correction?

THE BOARD: Aye

CHAIRMAN PHYLLIS D. BAILEY: Opposition?

THE BOARD: (No response.)

DR. GABRIEL MORLEY: Perfect.

19-29 APPROVAL OF MINUTES - MAY 22, 2019

CHAIRMAN PHYLLIS D. BAILEY: Thank you, Dr. Morley. Now, the minutes from May.

MOTION

MR. PAUL KAPLAN: I move that we accept the minutes of May 22, 2019 in its entirety.

CHAIRMAN PHYLLIS D. BAILEY: Moved by Mr. Kaplan, seconded by Mrs. Borders that the minutes from May, 2019 be accepted. Are there questions?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: All in favor?

THE BOARD: Aye

CHAIRMAN PHYLLIS D. BAILEY: Opposition?

THE BOARD: (No response.)

CHAIRMAN'S REPORT

CHAIRMAN PHYLLIS D. BAILEY: Thank you. Motion passes. My report, July 24, 2019. Thank you for this first year of service. It has been an experience to remember. Today, we celebrate the opening of four -- reopening of four new libraries; West End; Evelyn Lowery formerly the Southwest Branch; Kirkwood; and Sandy Springs. It is has been a very enlightening program in most cases. It is interesting to note the particular Commissioners who attend each library. I would recommend that as many Board members as possible be at the opening -- reopening of the libraries. It does present an excellent picture of what we're working with.

One of the patrons of the Sandy Springs Library spoke with me concerning a parking issue at that site. I assured him that the matter would be presented and that the proper persons within the library system address the issue. Also Mrs. Birchette, President of the FRIENDS Group from East Point contacted many of us regarding her concerns at that library. Her suggestions have been sent to Dr. Roshell and to Mr. Anderson. Dr. Morley and I have discussed the matter and some resolution has been offered. She has been advised that many of her concerns will be addressed as soon as possible. At present, we are focused on the major

construction and renovation projects which must be completed within a specific timeframe.

After the major projects are covered, we can then return to complete additional necessities. The area has been unrelenting in its heat. We have been spared the intensity that has been in Midwest, in Atlanta, and Northeast. Within that frame work, I hope that your summer has been pleasant and fruitful. Thank you.

We did not recognize our Public Comments from the beginning and I'd like to do so at this point. If there is someone who would like to speak?

DR. GABRIEL MORLEY: We'll get to you when we do the renaming.

CHAIRMAN PHYLLIS D. BAILEY: Thank you. I did not mean to overlook you, sir. Construction renovation report, Mr. Kaplan.

CONSTRUCTION/RENOVATION REPORT

MR. PAUL KAPLAN: It's going along well. We're opening them up. The next one will be Washington Park but then Dogwood -- give me a date.

DR. GABRIEL MORLEY: August 8th and August 12th.

MR. PAUL KAPLAN: I'm at a point I can't up with -- August 8 and what's the other one?

DR. GABRIEL MORLEY: August 12th.

CHAIRMAN PHYLLIS D. BAILEY: Washington Park is the 8th?

DR. GABRIEL MORLEY: Yes, ma'am; Dogwood, August 12th.

MR. PAUL KAPLAN: You know what's happening now, it's going quick and things are getting turned over pretty quick. And if anybody was at the last one, which was at Sandy Springs, great turn out; the place looks terrific and people are now starting to get excited. They're starting to see things are happening. So the ones that are not done, we're talking to the FRIENDS of the groups where it's been completed when are we going to get it done? I've gotten three phone calls already in Roswell. I said, we just started, you know. We're getting the steel up; -- ; it's going along. Hopefully, October, November. He says, October and I'm questioning about that; but it's going well. As far as group II is concerned, they're all closed; Am I correct?

DR. GABRIEL MORLEY: Yes.

MR. PAUL KAPLAN: They're all closed and I don't have any dates for opening on those yet. There's nothing; just started. And then on the Darnell Construction -- Ponce has not closed by the way and the reason that Ponce is not closed is because of landscaping. I guess somebody said something about the landscaping and that just stopped the entire process of getting the permit; and we're talking probably four to six weeks; four to six weeks is a lot of time.

CHAIRMAN PHYLLIS D. BAILEY: Well, the newspaper article mentioned that the removal of trees that's over there?

MR. PAUL KAPLAN: They don't want some of the trees remove, I guess, and I don't know. All I know, it's going to take a long time and what's happening is --

DR. GABRIEL MORLEY: I can give you a quick update.

MR. PAUL KAPLAN: Go ahead.

DR. GABRIEL MORLEY: So originally, we were going to remove seventeen (17) trees. We went back to the landscape architect; we asked them to revise that plan. Now, we are down to keeping all the things we wanted. We were getting four new parking places. Remember we have a drive through bookdrop around the side of the building that will drop feeds into the automated materials handler. Ponce is a very heavy circ branch. The material handler will be a big benefit to us. With the new plan, we are relocating two trees from the front of the building to a little bit further to the front so it's out of the way of everything we want to do. We are also cutting four other trees in order to make the driveway; and one of them is in the way in the parking lot.

We were adding six trees; we're planting six brand new shade trees. So there is a net gain of two additional trees even though we were cutting the four. So we hope that this will be a good plan. We've met with the City of Atlanta Archivist. He has given his verbal, you know, agreement with our new plan. We still have to go through the formal process with the City. They got to tag the trees and say, hey, these are going to be removed; take public comment from people and still go through their regular process. Trees Atlanta was at the meeting where we were. We showed the redesign. They were disappointed that we were losing some of the shade trees; but they understood; and the addition of two other trees, I think, went a long way toward making the situation a lot more palatable.

So we'll see how it goes. We will not be able -- it's going to be a little bit longer than your timeline. September 18th will be the earlier that we could potentially have some kind of indication whether are not we can move forward. So it's at least a two month delay because of these City processes; then you have a timeline from the time you tag the tree to give people enough time to make comments and then have a response; and they meet once a month, I think. So September 18th is sort of our goal. If we miss the September 18th, then it will be October something; third week of October before we could find out more. So we're doing everything we can to expedite it and get ready because we want to hit that September 18th date so that we can move forward and try to get this project going and wrap it up.

MR. PAUL KAPLAN: And the good thing is we didn't close the library?

DR. GABRIEL MORLEY: Correct.

MR. PAUL KAPLAN: Boy, we were close. Like in that one day, we were ready to close the library and it stopped. So it was good. So at least it still stays open.

As far as Group Three is concerned, we are where we are. The Hapeville -- when are we going to get the okay for the Hapeville? What is -- I thought everything is in place. We have not received the notice to proceed.

DR. GABRIEL MORLEY: We have a notice to proceed.

MR. PAUL KAPLAN: Yeah, but --

DR. GABRIEL MORLEY: The County would like us to get started. The project team and the contractor are working to try and procure some indication of insurance.

MR. PAUL KAPLAN: Oh.

DR. GABRIEL MORLEY: And so I think we may have resolved that. Al comes back tomorrow, I think. And it turns out the person in the County who handles those insurance things were retired so all emails that went to that person just sat unanswered for weeks until we realized that person was gone and now we've been able to clear that debris and we should be moving forward.

MR. PAUL KAPLAN: And Central is going along. It's moving. I'm planning getting over there. I have notice that --

DR. GABRIEL MORLEY: I was going to tell you we are giving Commissioner Hall a tour on August 12th after we reopen Dogwood in the afternoon. So if you want to go on an updated tour, just the people in this room, no one who reads the minutes.

CHAIRMAN PHYLLIS D. BAILEY: What day is this?

DR. GABRIEL MORLEY: August 12th, the same day we reopen Dogwood.

CHAIRMAN PHYLLIS D. BAILEY: I won't be here.

DR. GABRIEL MORLEY: But remember, she didn't get to come to the first one, which is in her district so we've set up another tour for her to come through and I think it's at 2:00 or 3:00 in the afternoon. Paul, if you want to come down on that day.

MR. PAUL KAPLAN: Okay.

DR. GABRIEL MORLEY: No, wait a minute; wait a minute; it's August 8th; it's Thursday, August 8th after we open Washington Park and it's at 3:00 in the afternoon.

MR. PAUL KAPLAN: Three o'clock.

DR. GABRIEL MORLEY: Right. So August 8th at 3:00 if you want to tour the Central Library with Commissioner Hall.

MR. PAUL KAPLAN: Okay.

MRS. PRISCILLA BORDERS: And is there parking? There's no parking?

MR. PAUL KAPLAN: No.

MRS. PRISCILLA BORDERS: Okay. Just making sure.

MR. PAUL KAPLAN: No, no parking at all.

DR. GABRIEL MORLEY: In Kirkwood?

MR. PAUL KAPLAN: Central, there's no parking. Again, I want to shout out and I want to thank Gayle and Gabe for all the work you guys are doing because I'm telling everybody the meetings

that we have and some of the crisis that go on. It happens every day. To get some of these libraries open, they're working on the weekends all the way up to the time that they're reopening. So it's always a fire drill at the end but everything construction job is a fire drill at the end. But I want to thank you, Gayle and Gabe; and I think you've been at every meeting. Every time I get a hold of you, you're at a meeting anyway.

DR. GABRIEL MORLEY: We had three and a half hours sign-me day this morning.

MR. PAUL KAPLAN: It's crazy.

CHAIRMAN PHYLLIS D. BAILEY: Amazing.

MR. PAUL KAPLAN: But this is what goes on.

DR. GABRIEL MORLEY: And just to build on what Paul is saying is it doesn't stop when we open, right. We're rushing these projecting to get them reopen to the public; but they're still small things that we're working on and we have a list at every library of the things that we're still trying to accomplish. And once we open, if you remember from the first phrase, we're not done with the contractor. We still have a 12-month period where they'll come out and fix the things, you know, like the air conditioner has gone out a couple of times at Cascade. So they come back out and they will work on that and then later on, we'll have an 11 or 12-month walk thru and, you know, as we narrow down and closer to them rolling off of the books. So if you hear about issues or if you have issues at some of these others, they're still in or under contract to fix those small little things; locks; hand dryers in bathrooms.

CHAIRMAN PHYLLIS D. BAILEY: All those things.

DR. GABRIEL MORLEY: Yeah. Any kinds of issues; if a sign falls off the wall; those kinds of things are covered, stain ceilings, and tiles. So don't think we're totally, totally done; but we are reopened to the public which was our goal.

CHAIRMAN PHYLLIS D. BAILEY: A lot of things are also under warranty; remain under warranty for a year and some three years.

MR. PAUL KAPLAN: I do want to put a shout out to both of you is that to make sure that you talk at your managers meeting that if they find a little bit of problem, tell somebody or tell -- however you work it. A lot of them don't say anything. It's just like Phase One; they don't say anything. The year is up; well, guess what, now it's going to cost us to bring somebody in. I don't care how small it is, they have to make sure that they tell whoever they need to tell whoever they need to tell, lots of little things. Well, it won't bother anything; it becomes into big things; so make sure they say something. I think some of the managers probably don't want to make any waves or anything but they have to do it.

CHAIRMAN PHYLLIS D. BAILEY: And it's not really making waves.

MR. PAUL KAPLAN: Well, but they don't want to bother and, you know, they're very busy what they're doing and little things like that, too. So anyway, that's my report.

CHAIRMAN PHYLLIS D. BAILEY: Thank you, sir. Are there any other comments or concerns?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: I'd like to add my congratulations to Gabe and to Gayle also because you really work extremely hard; and I know that the timeframe -- it looks like your whole life is dedicated to this. Hopefully, it will end soon. Anybody else? Gabe, Director's Report.

19-38 DIRECTOR'S REPORTS

19-35 MONTHLY FINANCIAL REPORT

19-36 MONTHLY USAGE REPORT

DR. GABRIEL MORLEY: Yeah. I'm skipping right through May. You all had plenty of time to look at May. I will tell you, we've submitted our midyear KPI statistics, remember our key performance indicators each year help dictate our bonus and also we're exceeding all of our goals. The two biggest virtual circulation remember was one of our KPI, we wanted to get somewhere around 600 something thousand CIRCS; and then we also had to stretch goal to try and really push and get up to 715,000, which would have been a nice increase for us. And you can see, you know, we're tracking to get very close to that. We had 66,000 just in June on digital books; audio books; you know, everything that you can download electronically. We will also hopefully get a little bit of a boost. The State got funding this year to start because every system is not as fortunate as us, right. So there are still some systems in the state that are struggling to have electronic books in digital downloads.

So the State had money this year, the Georgia Public Library Service to start a kid's ebook program; and so they have worked with a vendor and they're adding 15,000 kids' titles to the essentially the catalog of every library in the State. So we should see some big benefit from that. You may see some of their collateral marketing materials. It starts August 1st; so they're going to try and have a big thing about it. I suspect some of the legislators, maybe the Governor will want to push it and talk about literacy, and school be starting. It's a good sedway.

Our Outreach program is another one of our KPI. It's going well. One of our goals was to have 400 Outreach programs and I think we're over 300 already and we still have, you know, the rest of the year to go. So we will get to that goal very easily. Our third goal is customer service. Claudia is finalizing that survey. We'll be ready to send it out maybe this month. And remember we had the most success two years ago when we were able to make it the landing page on all of the computers in the libraries. Someone would sit down; log in for

a computer library session and they would have to complete the survey to move on. And we had like 16,000 responses that year. And then last year, we dialed it back down again. I think we were 6 or 7,000 responses, which was a little bit higher than it had been; but we just don't have the opportunity that we did when Central was open and all these other libraries were open and we were face-to-face with people at the computer. But she will send that out. We have a small Facebook advertising budget where we can get this to people and get it in front of people and we should get a healthy number of responses. And then our last KPI is the Early Literacy Program of Grady; and so we may end up having to change that one. Remember we partnered with a doctor over there who really got the grant and we were working with her to develop the program with her grant dollars. And so she has a little more control of the program than we do. And so we're at her mercy in some respects about how much she wanted to implement, when she wants to implement and so we may have to change that KPI and change it to something else where we have more ability to influence what we're doing and because I don't think they have any results from the first half of the year. So that's not going to be good for us; and we have time to make some correct. I meet with the County, I think, the first week of August for our mid-year review. So if we want to make some adjustments, we have time to do that. I don't have anything else in the statistics, but I do want to tell you Paul may have overheard one of our conversations. Our Finance Manager, Ed Robinson is retiring. Ed has been here for 16 years and with the County even longer than that. I think he was in the Tax Commissioner's office. His last day is August 6th. Our budget is due August 30th. So I'm going to try and put the hurry-up on what we can do before Ed leaves. He's making a list of things that the staff who works for him can follow through on. All of your here know the cumbersome hiring process at Fulton County; so it's not like we will have somebody the day after or the week after. So we need to ensure we can stay on top of this; get somebody as quickly as possible because we're also needing to close out the year and we'll need all of our regular end of year close out procedures and the new person will have to be able to do that.

So I had some conversations with the County CFO. I'm going to meet with the County Budget Officer. She's assured me they have some people they can loan us if we need -- you know, if we get into a bind that we need to get some things through after Ed is gone. And so I don't think we'll have any big issues but you do need to decided today if you want to have a finance committee or if you just want me to come and present and say, hey, here is our pre-scenarios; because remember, I think -- were you here last year, Linda, for the budget?

MS. LINDA JORDAN: I'm not sure.

DR. GABRIEL MORLEY: Fulton County process -- remember, as we have our base budget, which is really just our rollover budget, exactly the same from the year before; then we have to do a scenario with a five percent reduction and then we have a scenario where we ask for enhancements. We had intended to ask for several significant enhancements this year and I think we probably still will; security enhancements. We need to ask for some personnel enhancements because Central Library is going to reopen in the middle of the year. We have some new features there. We need people who can accommodate those new features and we may have a few other things related to all of this new technology we bought that may be rolling off of its maintenance agreements.

So we were talking before this meeting about trying to get all those things together so we will be prepared. But if you want to have your committee, then I suggest you do that committee today because we're going to have to move quickly because this Board, as a whole, will need to approve our budget at the August meeting, the next meeting so that you approve it; we can then put it into the Fulton County system before August 30. So we got a tight window out here that kind of snuck up on us.

CHAIRMAN PHYLLIS D. BAILEY: Now, you're saying it has been approved before August what?

DR. GABRIEL MORLEY: We have to submit the budget to Fulton County by August 30th.

CHAIRMAN PHYLLIS D. BAILEY: August 30th.

DR. GABRIEL MORLEY: So your next meeting will be August 20 something. And so this Board will need to say, at that meeting, yes, we approve this -- submitted this budget; and then everybody knows Fulton County is going to do what they want to do with the budget. Preliminarily, I can tell you, just like I've told you for the last four years, that the County does not want us to ask for a lot of enhancements. We did, though, get the nice enhancement last year, you know, that we wanted for the digital materials. So there is some precedent. Dick knows that our Outreach program is growing; he's been to all these re-openings; he knows these buildings need to be maintained. But like I said, every year, the County has a lot of priorities, not just the library. They are looking at Justice Reform; they're looking at the airport; so they have some issues, too. But I feel like our obligations to ask for what we need and then, you know, have them tell us no and then negotiate a middle ground in there somewhere.

So if you want to have that committee, we'll need to know who is on the committee. After I meet with our staff and figure out where we are, we can set up a meeting with that committee and then we should between those two meetings be ready to present at the next official Board of Trustees meeting to all of you what we want to submit because Zenobia says it's August 28th. So we have a very short turnaround time.

MS. LINDA JORDAN: Madam Chair. My recommendation would be to keep the process as it is. That would be my recommendation.

CHAIRMAN PHYLLIS D. BAILEY: Any other Board members have any input you would like to say?

MR. PAUL KAPLAN: Well, you know, I've been here four years and that's how we did it. We got his input and then we discussed it at that meeting.

CHAIRMAN PHYLLIS D. BAILEY: That's the way I remember.

MR. PAUL KAPLAN: If we want to make changes, it had to be done pretty quick.

CHAIRMAN PHYLLIS D. BAILEY: Well, I, too, agree with both of you. Nina you have any input?

MS. NINA RADAKOVICH: Having only been here a year, I don't have enough information to suggest a different process.

CHAIRMAN PHYLLIS D. BAILEY: I would agree with the consensus that was the way it was done. And at this point, with the compressed time, I think it would be to our advantage to stay where we are and if we choose to make a change, to make it next year early on.

DR. GABRIEL MORLEY: And, too, remember, I mean, I'm going to go meeting with the County and they all know the situation we're in. So we will be asked for leeway, you know. We don't know what's going to happen when Central reopens, you know. We don't know what some of these things are really going to look like. And I think we'll have some flexibility in there, you know, if we need to, just like this year, you know, when we took on the Cooperative Extension, you know. We needed a little flexibility there with Cooperative Extension and we didn't get a lot of push-backs; so I think we'll be okay. Everybody understands we're in a weird position with trying to reopen all of these libraries and get everything going.

MR. PAUL KAPLAN: My question to you and I know the answer. Dream is going to take care of the maintenance of the libraries. It's not going to be in our budget. That's theirs, right? It will never fall into our budget?

DR. GABRIEL MORLEY: After the warranties expire.

MR. PAUL KAPLAN: After the warranties expire, right. Okay.

DR. GABRIEL MORLEY: And their doing the cleaning crew, you know. We -- Gayle and I have both asked each place we've opened monitor, you know, the way the building is being cleaned and maintained. If we need to increase that activity, we need to know that now so we can tell Dream and they can plan for that. And I think, you know, the other things are mostly technology related, you know, understanding all of the new technology; when those bills are going to come due, you know. When they have to be paid and processed and some of them are down the road and some -- like Wolf Creek has already rolled off. Their three years was up in 2017, 2018ish. So as, you know, we reopen Southeast in 2016. So it's almost ready to come off. So we need to be cognizance of those things especially if we continue

down this path with the County saying just use your rollover budget because our rollover budget doesn't take those into account; and if they're going to be strict about it then you all know our only flexibility is personnel. So we're going to look at it and see. We need a few more people for some of these things and we need a few more dollars for the technology related stuff and, you know, if we have to make a few concessions somewhere else, then we'll have to make those concessions.

MS. NINA RADAKOVICH: I think there are examples of things that have been improved in the renovated and new libraries that will increase the maintenance budget such as landscaping. So have they built in a percentage increase in the landscaping? But that's their budget, not yours. So...

MR. PAUL KAPLAN: I think we went through three landscapers last year and some of the ones that are existing. Landscapers come and go. They're there a couple of months, three months, do a lousy job; they're gone and the next one comes in; and we can't control it. All we can do is get a work order out and that's it.

DR. GABRIEL MORLEY: Well, we've tried to control by minimal.

MR. PAUL KAPLAN: Right.

DR. GABRIEL MORLEY: And if you've been to the new ones, you see there's a lot of pine straw. That's easy to take care of, you know. We've tried not to create problems down the road, you know. We've tried not to say, hey, we want to have all these bushes. They have to be watered all the time. It just hadn't worked well in the past. So we've tried to really minimize the amount of landscaping while still making it look nice.

CHAIRMAN PHYLLIS D. BAILEY: Any other concerns or comments, concerning the existing procedures that we have for maintaining the libraries?

MR. JOE PIONTEK: Well, you just made me think of thing and I don't know, it struck my mind. Did we buy the computers or are we leasing them?

DR. GABRIEL MORLEY: They buy them. IT buys them.

MR. JOE PIONTEK: Okay. Because I just think that would be some other way to have somebody else keep track of maintenance and replacing them what they have gotten old.

DR. GABRIEL MORLEY: The public gets all new computers in the renovations; the staff is getting new to used computers, you know. We've taken the ones that still have some life and giving them to the staff. So as those give out, then they'll be replaced. But all that's the IT budget, too. They budget for all that separately in their own department.

MR. JOE PIONTEK: Okay.

CHAIRMAN PHYLLIS D. BAILEY: So that doesn't affect us?

DR. GABRIEL MORLEY: It only affects us if they run out of pending authority or money but they have a good idea now; for the renovation piece, they know where we are and we've met with them long before the renovation started on all the other piece.

They have an ongoing list and they're trying to refresh as they go and it's a never-ending story though for computers.

CHAIRMAN PHYLLIS D. BAILEY: Anything else? Anymore concerns?

MS. NINA RADAKOVICH: I would say as soon as you have a pretty good draft of that budget, if we could see it a few days ahead of the meeting, then we can be familiar with it.

DR. GABRIEL MORLEY: That's what I was telling the staff before this is the faster the better, you know; to make a list of all the things they foresee; all the things they know coming; and truly, you know, from your own work-life -- and Ed has been here sixteen years -- he knows some things just in his head that are going to happen next year that aren't written down anywhere; so we're trying to get all those on paper, too, so we're prepared for all of those things.

CHAIRMAN PHYLLIS D. BAILEY: And please let us know -- each one of us so we can have some intelligent kind of comments and concerns.

DR. GABRIEL MORLEY: Sure, sure.

CHAIRMAN PHYLLIS D. BAILEY: Anything else?

THE BOARD: (No response.)

COMMITTEE REPORTS

LIBRARY VISITATIONS

CHAIRMAN PHYLLIS D. BAILEY: With that, we'll move to Committee Reports, Library Visitation and Chip is not here. I understand he's not feeling too well. Anybody else have anything in the way of visitation?

THE BOARD: (No response.)

MR. JOE PIONTEK: No, I ruined my bike again. It was so terrible when I exercise and people -- if I sit down, people just stop on the record and ask if they could help me.

CHAIRMAN PHYLLIS D. BAILEY: Are you serious about this?

MR. JOE PIONTEK: Oh, I'm serious.

CHAIRMAN PHYLLIS D. BAILEY: I thought you were joking.

MR. JOE PIONTEK: No -- can I help you? I'm fine.

CHAIRMAN PHYLLIS D. BAILEY: Oh dear.

MR. JOE PIONTEK: Just really don't look it.

CHAIRMAN PHYLLIS D. BAILEY: As far as the library visitation, I think that our visits to the libraries when they are reopened should make a difference, and again, I would encourage all members to be present in as many as possible. However, I know if you're working, I understand that; can't take off a job and just go visit a library; that doesn't quite work. But for the rest of us who are retired and/or whatever, we can be there and we'll be the representatives that you need. If there are any concerns or questions, we certainly would like to entertain them here at the Board meeting so we can be aware when visiting.

BYLAWS AND RULES

CHAIRMAN PHYLLIS D. BAILEY: Okay. Bylaws and Rules, anything?

MS. NINA RADAKOVICH: Nothing today.

NATIONAL AND STATE DEVELOPMENTS

CHAIRMAN PHYLLIS D. BAILEY: National and State Development?

MS. LINDA JORDAN: Nothing.

MR. JOE PIONTEK: I would suggest that if we don't handle it now, I mean, we can put it on next month's agenda.

MS. LINDA JORDAN: I think it should go on --

MR. JOE PIONTEK: The email, I'm sorry. I thought I had sent it out much earlier but I just got it out to you at about 3 o'clock. The only other thing, it would be nice if we had a nice clear policy; because when I got to watching the videos, our people were outstanding. But there were some loopholes in where employees don't have to fill out a form and so that somebody thought maybe they were pulling the wool over their eyes by saying, no, no; yeah, we had that. We just don't have to fill out our new forms. So I think maybe if we tighten up that policy, that's certainly something that we could handle. But I was going to ask you, Judge --

CHAIRMAN PHYLLIS D. BAILEY: That was where I was going.

MR. JOE PIONTEK: We always fall into the weeds about, is this problem with the First Amendment?

CHAIRMAN PHYLLIS D. BAILEY: Yes.

MR. JOE PIONTEK: It's not about that. It's really about how we manage our facilities; because this group was fine; but what if we get a group that we really -- They are the public and they want to come in and they want to speak.

CHAIRMAN PHYLLIS D. BAILEY: How you determine when you're crossing the line?

MR. JOE PIONTEK: Yes.

MS. NINA RADAKOVICH: I think this is -- because it is -- it involves controversy, we need to have the Law Department involved in anything we do because -- if we -- I think the policy we have now is vague in some places; but I think that that maybe necessary or was necessary when it was written and if we're going to change it, I think we need to have the County advise us because the County is what defend us if we get sued over a new policy and that's a possibility, getting sued.

MR. JOE PIONTEK: My Commissioner and I have been discussing this and how -- kind of through in our laps and said it's your issue.

MS. NINA RADAKOVICH: Well, we do the policies for the library.

MR. JOE PIONTEK: And that's what we're talking about, library property; who can use it; when they can use it.

CHAIRMAN PHYLLIS D. BAILEY: But then you get back to the legal aspect of First Amendment again; because people will use First Amendment against you in determining whether or not they can do things; and they will point to the fact that you allow some groups and don't allow the others; so it's -- so it's a really difficult spot to be in and I think that as a Board, we don't want to take on something that's a little bigger than we are. That's just my feeling.

MS. NINA RADAKOVICH: And there are articles -- American Library Association has written about Meeting Room use policy and I will get those.

MR. JOE PIONTEK: And I will look them up.

MS. NINA RADAKOVICH: If you could go on the Website and find them. Google Meeting Room Policy, ALA.

MR. JOE PIONTEK: Okay.

MR. PAUL KAPLAN: Maybe this is something we could put on the future agenda and we can discuss it.

DR. GABRIEL MORLEY: I was going to say we could get Nicole and Dominique to come and participate in that discussion and at least have them set you on a path; and whether it gets resolved or not, at least you're in the right direction. So I'll send her an email mail right now for August 28th.

MS. NINA RADAKOVICH: You know, there's another area of -- and I think the past that this library system has erred on the side of being permissive, so as not to be accused of censorship. There are commercial groups that use the libraries and they will give an introduction, you know, how to get the most out of your Social Security but they're really selling investments; and people get a postcard saying you're invited to this free Social Security seminar at the library and they think it's endorsed and it's not; and they don't charge to go in there; but what they do is they give you a sells pitch when you get in there. And there is commercial free speech but it's much for limited than regular First Amendment. So that is something, too, we could ask the library about.

MR. JOE PIONTEK: Right. For the point of upsetting -- what's upsetting here it's not upsetting there; but, you know, if we had some really -- I was using the word vile because -- and I'm thinking about others hate speech groups; we know who they are but do we have to let them in just because they're in the public? Or can we just say, you know, you all are all about hate speech --

MRS. PRISCILLA BORDERS: But we won't know any of that stuff until the event is actually --

MR. JOE PIONTEK: Well, they had to fill out a form.

MRS. PRISCILLA BORDERS: Right, but filling out the form and actually the event taking place is two different things and that runs into another problematic. Once it stops -- once it starts, how do you stop it? What's the process of removal? I mean, we do definitely need legal in here because you're asking not only the Board of Trustees to make the policy, but the library employees to actually effectuate it and they become personally liable as well. So I think there's too many things here that we definitely fall upon.

CHAIRMAN PHYLLIS D. BAILEY: I agree.

MR. PAUL KAPLAN: I have been working on this for about the last forty or fifty days. I've been reaching out across the United States and adding all the information with other policies that

other people had in other library systems -- and I'll present that at that meet -- and some of it is, you know -- I want to make it simple -- but it's a tough deal. And I had went out and reached into another Board of Trustees who end up getting sued and that was not a happy time.

CHAIRMAN PHYLLIS D. BAILEY: I'm sure it wasn't.

MR. PAUL KAPLAN: Each one individually, not only just the Board; each one individually. And I'll tell you something, it's tough especially if yourself a volunteer.

MR. JOE PIONTEK: That could be happening to us and that was your suggestion.

MR. PAUL KAPLAN: That's right. You really have to be protected; but we'll talk about it while attorneys are here.

MR. JOE PIONTEK: Sounds good.

CHAIRMAN PHYLLIS D. BAILEY: You know, I do feel that the opinion of an attorney, of the attorneys from the County being here is almost a must because we don't want to put ourselves in the position where we're making decisions that get us sued as a Board or individual. I frankly don't envision that for me at all at this age.

Any other comments or concerns about that particular issue?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: Okay. Then we'll move on and we will include that in our next meeting discussion so that can be discussed with the legal authorities from the County. Any other unfinished business?

UNFINISHED BUSINESS

MR. PAUL KAPLAN: Any unfinished business that we'll be talking about, we're working on a policy for the FRIENDS.

CHAIRMAN PHYLLIS D. BAILEY: Yes. How's that going?

MR. PAUL KAPLAN: We've been working together and I present that. It's going to be a long meeting.

CHAIRMAN PHYLLIS D. BAILEY: Yeah, that's true.

MR. PAUL KAPLAN: And we got it pretty much down what we want and we want to discuss it among the Board of Trustees.

CHAIRMAN PHYLLIS D. BAILEY: Very good. Anybody want to make additions that they will talk with Mr. Kaplan, Judge Nina, about the input that you have concerning what they're doing with the FRIENDS Group?

MR. PAUL KAPLAN: Well, we're bringing it out here and we can discuss it.

CHAIRMAN PHYLLIS D. BAILEY: Okay. New Business.

NEW BUSINESS

19-39 FULTON COUNTY LIBRARY SYSTEM 2019 HOLIDAY/CLOSING CALENDAR - REVISED

CHAIRMAN PHYLLIS D. BAILEY: Let's look at the calendar and then we're going to look at the two issues that we have added to the agenda. The calendar is in the back of your booklet so that we can look at that and just go over that and see what we need to do, if anything.

DR. GABRIEL MORLEY: Yeah. We're just changing the one that -- we moved Staff Development day from a Monday to a Tuesday; so we just pushed it back to September 24th; that's it. We just need a motion. Technically, you approve the calendar so we need a motion that approves the amended calendar that changed to that date.

MOTION

MR. JOE PIONTEK: I move that we approve this amended calendar.

CHAIRMAN PHYLLIS D. BAILEY: Move by Mr. Piontek, add this calendar to amend -- accept the amended calendar. Do I have a second?

MS. LINDA JORDAN: Second.

CHAIRMAN PHYLLIS D. BAILEY: Seconded by Ms. Jordan. All in favor?

THE BOARD: Aye

CHAIRMAN PHYLLIS D. BAILEY: Opposition?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: Share thank you, motion passes.

STATE GRANT REQUIREMENTS

State Grant Requirements: Now, let's look at the two that I think so we added to the agenda. The State grant requirements. Now, Dr. Morley is going to talk with us about that, first of all, before we go into it.

DR. GABRIEL MORLEY: Yes. And I'll be brief. We should do this as part of the budget. And you remember the State's budget runs from July to June. Ours is a calendar year. So we're always mixed up because they're working into their 2020 budget right now and we're still 2019. Anyway, they have a new requirement that says each year; the Board of Trustees minutes must reflect approval of the director's salary including the local supplement and benefits as a separate action item. So if you remember, we get about a million and a half dollars a year from the State in different forms of grants. The majority of that is a grant to help fund professional positions. Whether a rural State, it's hard to attract professional librarians to certain Counties and so the State incentivizes those jobs by saying, hey, we will pay up to \$74,000 to help you attract professional librarians. We're big, you know, it's a formula based on population and some other things. So we benefit, you know, accordingly just like anybody else.

It allows us to pay for a number of our top level librarians. It helps reduce our contribution; and so what we end up with is, for example, you know, the State supplemental pay a portion of Gayle's and then we pay a portion of Gayle's. We pay a portion of Joe's; the State pay a portion of Joe's. And then once the moneys run out, then we just pay the rest for everybody else because we have more than the money covers. We have 70 something professional librarians.

So in that million and a half, though, the director's position is also in there. The director's position also includes a

supplement for \$9,298. So technically, the director one can go to \$83,551. So the State is paying \$83,551 of my salary. The local supplement is \$65,799 and then the benefits is \$45,290, which is one hundred percent Fulton County benefits; no State supplement for the benefits.

So what you have to do, because of this requirement, you have to reflect in your minutes that you are approving those figures that I just said, the State reimbursed salary of \$83,551, which is the \$74,253 plus the director's supplement \$9,298, plus the local paid salary of \$65,799, plus the local benefits \$45,290 for total salary and benefits \$194,640.

So someone just have to make a motion that that is part of our 2019 budget and then the rest of you vote on that and then we send those minutes to the State and we've met that requirement. Then in years going forward, what we can do is when we approve the 2020 budget next month, we just include this as part of that budget so then it's not a separate item going forward. Does that make sense?

CHAIRMAN PHYLLIS D. BAILEY: Yes.

DR. GABRIEL MORLEY: Because we didn't get to do it last year when we approved 2019. We got to do it as a separate item. But going forward, we can include it in the regular budget as we approve it.

MRS. PRISCILLA BORDERS: (**) for this year 2019?

DR. GABRIEL MORLEY: Yes.

MRS. PRISCILLA BORDERS: Okay.

DR. GABRIEL MORLEY: I don't know what to tell you. It's a State requirement. They also send us a form that we got to fill out that says we've been audited. We're compliant with the audit for 2018 because their fiscal year is different. So we have the six-month difference window where we have to fill in this gap. So we need a motion and a second and approval of that. You're not doing anything. This is already in the budget; we're already paying this out. This is exactly what it is now.

MOTION

MR. JOE PIONTEK: As long as we don't have to do all eighty of those. I make a motion we approve the State's contribution plus the supplemental plus the healthcare from Fulton County for Dr. Morley.

CHAIRMAN PHYLLIS D. BAILEY: Moved by Mr. Piontek.

MR. PAUL KAPLAN: I'll second.

CHAIRMAN PHYLLIS D. BAILEY: Seconded by Mr. Kaplan that the State budget that is already in place will be approved by this Board. All in favor?

THE BOARD: Aye

CHAIRMAN PHYLLIS D. BAILEY: Opposition?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: Motion carries. The next issue has to do with the renaming of the Ponce de Leon Library. The

library proposal is to rename the library in honor of the former Commissioner Joan Garner. We need a discussion first of all.

RENAMING OF PONCE DE LEON LIBRARY

DR. GABRIEL MORLEY: Yes, you should have all the information. I emailed you the signatures yesterday; I emailed you a copy of her resume sort of that was contained in this article. The committee met; Gayle was there; it was a unanimous decision. Charles Stephens initiated this; he's the citizen who made the initial request to name library after -- he set this ball in motion; he was a member to have committee. He confirmed with her partner that the family is okay with this and you see we had 300 or so signatures from online and from in-person at the Ponce Library. And remember that's our process. We've done this several times and all of you should remember. It comes to us first based on a committee recommendation. If you approve, then it goes to the BOC and then if they approve, it becomes ratified. If you disagree, then it stops here; if BOC disagrees, it stops there.

I checked with Fulton County Legal. There's no prohibition against naming a building after a former Commissioner. There's no timeline that you have to wait to name a building after a former Commissioner; so there's no prohibition for doing this as far as Fulton County is concerned. So it really is just your pleasure if you want to move forward this recommendation. I think the committee was very favorable. I think they've talked about the well-roundedness of who she was as a person. It wasn't just one thing; and some people were very emotional about it. So it seems like a worthwhile appointment. I can tell you just unofficially, I talked to the two Commissioners. This is in Marvin Arrington's district. But Natalie Hall was the Chief of Staff for Joan Garner. So I did unofficially ask both of them ahead of time before we got embroiled if they felt like that was a good idea; if they would be supportive and they seemed to have indicated, yeah.

MS. LINDA JORDAN: So Madam Chair, with that being said, I would like to -

CHAIRMAN PHYLLIS D. BAILEY: Before you go that, let me see if there's any decision among member here.

MS. LINDA JORDAN: We have the vote.

CHAIRMAN PHYLLIS D. BAILEY: I know, but I wanted to hear any input.

MS. LINDA JORDAN: But I'm saying, I make the motion that we discuss it.

CHAIRMAN PHYLLIS D. BAILEY: Okay.

MOTION

MS. LINDA JORDAN: So my motion would be that we rename the Ponce de Leon Library in honor of Former Commissioner Joan P. Garner and I just want to add this to that I use to do work with her on the Fulton County Recreation Authority Board and she was

very well respected and did a lot of great work. That's my motion.

CHAIRMAN PHYLLIS D. BAILEY: Motion by Ms. Jordan that we approve the renaming of the library for Former Commissioner Joan Garner. Do I have a second?

MR. PAUL KAPLAN: I'll second it.

CHAIRMAN PHYLLIS D. BAILEY: Seconded by Mr. Kaplan. All in favor -- anymore discussion? Discussion, okay. Well, now let's hear the discussion.

MRS. PRISCILLA BORDERS: I am in total support of it. Joan is the person who nominated me. I know her personally. She was my neighbor. I know her partner very very well; we keep in touch. I have known her for many years. I know her work. She is involved in anything and everything and she was truly loved. I'm in full support of this.

MS. NINA RADAKOVICH: I remember her being on the Atlanta License Review Board that had to do with liquor licenses and other permits; and a lot of people on that Board were kind of perfunctory and just wanted to get out of there and she was always very patient and she listened to everybody. I was a young lawyer and not sure of what I was doing and she was always very patient and supportive of me and open-minded; listened to what everybody had to say and she was a pleasure. She never took her authority anything but seriously.

CHAIRMAN PHYLLIS D. BAILEY: Anybody else?

MR. PAUL KAPLAN: I never -- I met her once. It was at an executive meeting. It was kind of a rough one; not for me; it was some other people. And I've read about her and she's done fantastic stuff. You know, you wish a lot of the other Commissioners would do about the same. They probably do but I don't know them as well; but I think it was just terrific. What a great tribute to a lady that really help the people who were underprivileged; didn't have job. She really helped out. But I think it's terrific.

CHAIRMAN PHYLLIS D. BAILEY: I would agree with all that you said because I met her several times, too. And I found her to be quite open and very welcoming to me. Whatever you had to say, she was there to listen. She may not have agreed with you but she was so opened that she would actually listen to you and make you feel that your view was important. So I, too, would support it.

MR. JOE PIONTEK: I never met Joan and it was very unfortunate because my Commissioner just spoke so highly of her. I think all of the Commissioners really did. But even outside of just being a Commissioner; the things that she did in the community. This is great; this is great idea.

CHAIRMAN PHYLLIS D. BAILEY: I would agree. Well, with that being said as the discussion, the motion has been made and seconded. All in favor?

THE BOARD: Aye

CHAIRMAN PHYLLIS D. BAILEY: Any opposition?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: Thank you. The motion passes unanimously. Thank you very much. So this will be sent on to the BOC.

MR. PAUL KAPLAN: What agenda will it be on?

DR. GABRIEL MORLEY: I'm going to enter it tomorrow and then we'll just see how forward we can move it.

CHAIRMAN PHYLLIS D. BAILEY: Okay. Very good. So we've taken care of that. Okay. Election of Officers.

**ELECTION OF OFFICERS - CHAIRMAN
MOTION**

MR. PAUL KAPLAN: Can I make the first motion of this? I make a motion that our Chairman is doing such a great job that you continue for another year in the same position you're in.

MS. LINDA JORDAN: I'll second it.

CHAIRMAN PHYLLIS D. BAILEY: Our Vice Chair is not here. I'll have to hand it to somebody.

MR. PAUL KAPLAN: Okay. I made the motion. Is there a second? Any other discussion? All those in favor say aye

THE BOARD: Aye.

MR. PAUL KAPLAN: Opposed?

THE BOARD: (No response.)

MR. PAUL KAPLAN: Carried.

CHAIRMAN PHYLLIS D. BAILEY: Thank you. I will do the very best that I can. And as I've done this first year, I will give it my best always. I will listen and I will do the very best I can in resolving any issues that come to me. I thank you for your respect and for your trust. I will certainly try to live up to what you have expected of me. Thank you.

MR. PAUL KAPLAN: I do want to add something. I'm not going to let this go by. I don't know if you know that Phyllis took ten people teenagers down to the U.N. Anybody read about this in the paper? That's fantastic. I think it was great what you did; and doing something like that, you paid for the whole expense; you paid over \$10,000 that these kids come out there; and they got to see the U. N. and they gave you an award, an Advocacy Award; and also I believe you're getting an award from the City of Atlanta.

CHAIRMAN PHYLLIS D. BAILEY: Yes.

MR. PAUL KAPLAN: So I think it's a tribute to what you do. You're quiet; you're soft spoken but we keep -- I keep tabs on what you do just so you'll know. I'm very nosey when it comes to certain things; so if I could just -- I just want to thank you very much.

CHAIRMAN PHYLLIS D. BAILEY: Thank you. And all I can say is that I spent 43 years teaching and I guess I haven't stopped. I've been retired 17 so it just doesn't seem like there's an end to you. When I see young people who need the exposure, I cannot

turn my back on them. So as long as I'm living -- 82 years doesn't seem to stop me.

MS. NINA RADAKOVICH: To take a group of teenagers to New York City, you know, most of us wouldn't have that kind of energy.

MS. LINDA JORDAN: Exactly.

MS. NINA RADAKOVICH: Zenobia does; she takes Girl Scouts on trips; but it takes a very special person to do that.

CHAIRMAN PHYLLIS D. BAILEY: Amen. Thank you. I just never thought of it as anything other than what I need to do; and I asked a number of people -- and I won't name groups but everybody told me, no; some people told me I wasn't on their budget; all sorts of thing. So one morning, I woke up and I said, well, if they don't do it, I guess I'll do it myself. So that's what I decided to do. And sometimes that's what it takes, I guess, because you have to say this has to be done and you can't stand here and wait for somebody else to believe in you. And the kids loved it. It was wonderful, just wonderful. We talked with one of the ambassadors; visited every place in the United Nations; had lunch at the Ford Foundation; we went to the 911 Memorial. We saw a Broadway play; took the girls down on Fifth Avenue and let them try on dresses; it was amazing. And we stayed in a hotel in Midtown and they got to ride New York Subway. They enjoyed it; they really did; seven girls and three boys; it was just wonderful -- and Joe is shaking his head.

MR. JOE PIONTEK: I'm serious, I wouldn't take my own.

CHAIRMAN PHYLLIS D. BAILEY: But the boys were wonderful. Three of them were seniors in high school and they had never been outside of Georgia. Some of them had never been on an airplane; and in 2019, doing that is almost -- it's striking, let's put it that way.

MRS. PRISCILLA BORDERS: That's quite common; quite common for a lot of kids. Some kids haven't been on Marta; kids haven't been on Marta.

CHAIRMAN PHYLLIS D. BAILEY: Really. They wanted to go get hamburgers and hotdogs; oh, no. We went to restaurants so you can understand a culture. Went to Indian, Iranian; Peruvian, what have you. We needed for them to absorb not only what they saw, but you to understand that they're people in this world who do things quite differently and that they have different foods. You may like them. You can't say you don't like it if you've never tried it. But they enjoyed themselves and Southwest Airlines was great. They gave us a discount. I enjoyed it, too. Felt like I was back in the classroom again. But thank you, thank you very much. So I'll have to remember you're watching.

MR. PAUL KAPLAN: I'm watching you.

CHAIRMAN PHYLLIS D. BAILEY: But the U.N. is going to see to it that that program becomes yearly. Okay. We need to go into Executive -

DR. GABRIEL MORLEY: You need to do Vice Chair; you need a Vice Chair for election of officers.

CHAIRMAN PHYLLIS D. BAILEY: Okay. We need a Vice Chair. I'm going to leave that to you.

MR. JOE PIONTEK: Chip is not here.

ELECTION OF OFFICERS - VICE CHAIRMAN MOTION

MS. LINDA JORDAN: I move that Chip remains as the Vice Chair for the next term.

MR. JOE PIONTEK: I'll second that.

CHAIRMAN PHYLLIS D. BAILEY: It would be moved by Ms. Jordan and seconded by Mr. Piontek that Chip Joyner remain as Vice Chair of the Library Board of Trustees. All in favor?

THE BOARD: Aye

CHAIRMAN PHYLLIS D. BAILEY: Questions or concerns?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: Those opposed?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: Motion carries. Thank you. Okay. We will go into Executive Session.

EXECUTIVE SESSION

MS. LINDA JORDAN: She gets to stay in here?

DR. GABRIEL MORLEY: No.

CHAIRMAN PHYLLIS D. BAILEY: No.

DR. GABRIEL MORLEY: We're going and so you need me back; then I come back -- then they can come back after that.

CHAIRMAN PHYLLIS D. BAILEY: Everybody leaves except Members of the Board.

MOTION

MR. PAUL KAPLAN: I'll make a motion that we go into Executive Session.

MS. LINDA JORDAN: And I second that.

CHAIRMAN PHYLLIS D. BAILEY: Moved by Mr. Kaplan, seconded by Ms. Jordan that we go into Executive Session.

CHAIRMAN PHYLLIS D. BAILEY: All in favor?

THE BOARD: Aye

CHAIRMAN PHYLLIS D. BAILEY: Those opposed?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: Motion carries. Thank you all.

(Whereupon Executive Session begins.)

(Whereupon Execution Session concludes back on record.)

CHAIRMAN PHYLLIS D. BAILEY: It was seconded by Mr. Paul -- Paul Kaplan seconded the motion and it was a unanimous vote to do so.

DR. GABRIEL MORLEY: Now it's 5:51.

(Whereupon, the Regular Session of the Board of Trustees Meeting concluded for the Executive Session at 5:03 p.m.)

(Whereupon, the Regular Session of the Board of Trustee Meeting resumed at 5:51 p.m.)

CHAIRMAN PHYLLIS D. BAILEY: In the Executive meeting, we discussed personnel issues which are still pending and we will have final discussion on that particular issue at our next meeting.

ADJOURNMENT

MOTION

MR. PAUL KAPLAN: If there's no further discussion, I'll make a motion to adjourn.

CHAIRMAN PHYLLIS D. BAILEY: Motioned by Mr. Kaplan and seconded by Mr. Piontek that this meeting is adjourn. Thank you, sir. All in favor?

THE BOARD: Aye.

CHAIRMAN PHYLLIS D. BAILEY: Opposition?

THE BOARD: (No response.)

CHAIRMAN PHYLLIS D. BAILEY: Motion carries.

(Whereupon, the Regular Session of the Board of Trustees Meeting concluded at 5:55 p.m.)

Fulton County Library System

Director's Report

Dr. Gabriel Morley, Executive Director

August 2019

Summary of July 2019 Activities

Personnel

- Richard Coleman, the current branch manager of the MLK branch, has been selected as the new manager for the Cascade library. Richard has done an excellent job at MLK and brings a new outlook to the renovated Cascade library.
- Applications are being accepted now for several Librarian Senior positions, which will fill branch manager openings at Mechanicsville, College Park, and MLK.

Bond Update

- Central Library – We had another visit to the building and all is well. The panels where the windows will be installed are being removed from the library this week.
- Group 1 (Roswell, Sandy Springs, Kirkwood, Southwest, Dogwood, Washington Park, West End) – All of these libraries have re-opened except Roswell. Work will continue at Roswell for about another two months. If all goes as planned, we hope to move in and be ready for a re-opening ceremony before Thanksgiving.
- Group 2 (Ocee, NESO, Northside, Mechanicsville, Buckhead) – All of these libraries are closed.
- Group 3 (Adams Park, Adamsville, Cleveland Ave., Ponce, College Park, East Atlanta) – Adams Park, College Park, Cleveland Avenue and Adamsville-Collier Heights are closed. The Ponce landscape plan is under review by the City of Atlanta. East Atlanta will close next month.
- The Hapeville project is ready to go as soon as we get the word to proceed.

VOLUNTEER SERVICES

- Volunteer Services recorded 435 volunteers who served 3,417 hours at 29 locations including outreach events.
- 156 volunteers assisted with shelving tasks and 123 volunteers assisted with programs across the system.
- 23 Friends and volunteers assisted at three grand re-openings.
- Branches with top hours included Milton with 549, Alpharetta with 503 and Wolf Creek with 194.

ADAMS PARK

- Vickie Been joined with planetary geologist R. Scott Harris of the Fernbank Science Center at the Cascade library to present two programs—Earth’s Greatest Hits: Meteorites and Head to the Sky: Notable African Americans at NASA. A total of twenty-four people were in attendance for the mid-afternoon programs.
- Vickie Beene enhanced Hopewell science teacher & NASA Ambassador Stephen Jones’ presentation on the Apollo space missions by bringing the NASA Lunar kit to a crowd of forty+ people at the Milton library. The last showing of the lunar material was at South Fulton during a NASA webcast.
- Edwin Simmons’ Garage Band program has been ongoing and the teens have been creating music on their own. By the second week of August, we look forward to hearing all of the pieces the teens created.

ADMASVILLE-COLLIER HEIGHTS

- Lingual Kids did a Spanish performance for the young patrons. A parent in the library that is paying to have his kids learn Spanish overheard the program and was amazed that it was being offered in the library. The patron was introduced to the Mango Languages database. He began to ask other questions about financial databases and library staff was able to assist him. He mentioned, “he was trying to get in contact with his alma mater to get access to GALILEO” and when he was advised he had access to GALILEO with his library card, he left a happy patron.

ALPHARETTA

- Since the closing of Northeast/Spruill Oaks and Ocee, as expected, Alpharetta’s patronage has gone up significantly. A comparison between some of May and July’s usage statistics illustrates this point:

Category	May	July	% Increase
Library visits	18,508	30,375	64
Self-Checkouts	10,869	15,940	47
Computer usage	1,671	2,470	46

FULTON COUNTY PUBLIC LIBRARY
MONTHLY FINANCIAL REPORT - TOTAL LIBRARY

AS OF JULY 31, 2019

Doc. #17-42

SERVICE	2019 BUDGET	JULY	2019 YTD	2019 YTD	2019 YTD	2019 YTD	BUDGET
DESCRIPTION	ALLOCATION	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	COMMITTED	% COMMITTED	BALANCE
REG SALARY	14,581,075	1,075,499	8,293,412	-	8,293,412	57%	6,287,663
PART TIME SALARY	524,440	29,819	272,590	-	272,590	52%	251,850
BENEFITS	7,501,107	534,196	3,872,031	-	3,872,031	52%	3,629,076
BOOKS	2,590,836	541,898	1,311,595	889,937	2,201,532	85%	1,279,241
OFFICE EQUIP. REPAIR	10,260	-	480	4,291	4,771	47%	9,780
EQUIPMENT	40,791	2,105	19,756	13,699	33,455	82%	21,035
OFFICE FURNITURE	3,082	80	593	-	593	19%	2,489
PROFESSIONAL SERV	234,306	5,490	20,051	22,436	42,487	18%	214,255
COPIER MACHINE LEASE	159,824	-	64,164	-	64,164	40%	95,660
COPIER PAPER	18,000	2,045	14,263	-	14,263	79%	3,737
SUPPLIES	174,340	12,302	59,315	36,080	95,395	55%	115,025
SOFTWARE MAINTENANCE	555,392	-	-	1,500	1,500	0%	555,392
BUILDING RENT	203,641	15,875	106,018	97,359	203,376	100%	97,623
LYRISIS CHARGES	200	-	-	21	21	11%	200
OTHER SERVICES	222,103	5,508	85,040	45,513	130,553	59%	137,063
SECURITY SERVICES	349,000	68,351	318,196	13,804	332,000	95%	30,804
TRAVEL	40,000	371	3,314	-	3,314	8%	36,686
VEHICLE MAINTENANCE	13,850	2,303	3,637	-	3,637	26%	10,213
GENERAL INSURANCE	585,361	40,463	333,143	-	333,143	57%	252,218
CONTINGENCY	8,720	-	-	-	-	0%	8,720
TOTAL	27,816,328	2,336,302	14,777,595	1,124,641	15,902,236	57%	13,038,733

FULTON COUNTY PUBLIC LIBRARY SYSTEM
MONTHLY FINANCIAL REPORT - ORG TYPE

AS OF JULY 31, 2019

ORGANIZATION	SERVICE	2019 BUDGET	2019 JULY	2019 YTD	2019 YTD	2019 YTD	2019 YTD	BUDGET
TYPE	DESCRIPTION	ALLOCATION	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	COMMITTED	% COMMITTED	BALANCE
PUBLIC SERVICE	REG SALARY	12,310,377	921,930	7,058,998	-	7,058,998	57%	5,251,379
	PART TIME SALARY	524,440	29,819	272,590	-	272,590	52%	251,850
	BENEFITS	6,314,582	458,378	3,300,569	-	3,300,569	52%	3,014,013
	BOOKS	2,590,836	541,898	1,311,595	889,937	2,201,532	85%	389,304
	OFFICE EQUIP. REPAIR	1,000	-	-	560	560	56%	440
	EQUIPMENT	37,500	2,105	19,756	13,314	33,070	88%	4,430
	OFFICE FURNITURE	2,785	80	593	-	593	21%	2,192
	PROFESSIONAL SERV	206,564	5,490	11,536	11,090	22,626	11%	183,938
	COPIER MACHINE LEASE	141,524	-	60,557	-	60,557	43%	80,967
	SUPPLIES	92,945	9,342	34,696	30,010	64,706	70%	28,239
	BUILDING RENT	203,641	15,875	106,018	97,359	203,376	100%	265
	OTHER SERVICES	46,926	2,372	7,794	5,466	13,260	28%	33,666
	SECURITY SERVICES	349,000	68,351	318,196	13,804	332,000	95%	17,000
	VEHICLE MAINTENANCE	2,000	862	862	-	862	43%	1,138
	GENERAL INSURANCE	400,866	25,088	225,521	-	225,521	56%	175,345
	CONTINGENCY	4,420	-	-	-	-	0%	4,420
TOTAL		23,229,406	2,081,588	12,729,280	1,061,540	13,790,820	59%	9,438,586

FULTON COUNTY PUBLIC LIBRARY SYSTEM
MONTHLY FINANCIAL REPORT - ORG TYPE

AS OF JULY 31, 2019

ORGANIZATION	SERVICE	2019 BUDGET	2019 JULY	2019 YTD	2019 YTD	2019 YTD	2019 YTD	BUDGET
TYPE	DESCRIPTION	ALLOCATION	EXPENDITURES	EXPENDITURES	ENCUMBRANCES	COMMITTED	% COMMITTED	BALANCE
SUPPORT SERVICES	REG SALARY	2,270,698	153,569	1,234,414	-	1,234,414	54%	1,036,284
	BENEFITS	1,186,525	75,818	571,462	-	571,462	48%	615,063
	OFFICE EQUIP. REPAIR	9,260	-	480	3,731	4,211	45%	5,049
	EQUIPMENT	3,291	-	-	385	385	12%	2,906
	OFFICE FURNITURE	297	-	-	-	-	0%	297
	PROFESSIONAL SERV	27,742	-	8,515	11,347	19,862	72%	7,880
	COPIER MACHINE LEASE	18,300	-	3,607	-	3,607	20%	14,693
	COPIER PAPER	18,000	2,045	14,263	-	14,263	79%	3,737
	SUPPLIES	81,395	2,959	24,619	6,070	30,688	38%	50,707
	SOFTWARE MAINTENANCE	555,392	-	-	1,500	1,500	0%	553,892
	LYRASIS CHARGES	200	-	-	21	21	11%	179
	OTHER SERVICES	175,177	3,136	77,246	40,048	117,293	67%	57,884
	TRAVEL	40,000	371	3,314	-	3,314	8%	36,686
	VEHICLE MAINTENANCE	11,850	1,441	2,775	-	2,775	23%	9,075
	GENERAL INSURANCE	184,495	15,375	107,622	-	107,622	58%	76,873
	CONTINGENCY	4,300	-	-	-	-	0%	4,300
TOTAL		4,586,922	254,713	2,048,315	63,101	2,111,416	46%	2,475,506

Fulton County Public Library System July 2019

Activity and Description	2019		2018		YTD
	July	YTD	July	YTD	
Circulation					
Total number of items checked out of the library	277,202	1,718,953	284,842	1,894,193	-9%
Holds					
Number of requests by patrons	42,968	312,802	52,077	349,101	-10%
Inter-Library Loans					
Number of items lent to or borrowed from another library system	391	2,938	107	3,088	-5%
Visits					
Number of people entering a library for any reason	272,611	1,719,886	325,715	2,281,466	-25%
Computer/Internet Usage					
Number of computer sessions (Internet access and office software)	44,673	266,752	58,032	503,829	-47%
Number of hours of computer use	28,991	268,998	34,590	286,223	-6%
Web hits					
Number of times people have visited the library's website	730,201	4,601,052	758,758	4,859,936	-5.3%
Online Resources					
Number of times a resource is logged into or a searched performed	172,303	1,403,906	125,113	1,051,581	34%
Computer Classes					
Number of classes	3	59	0	98	-40%
Number of attendees	30	406	0	861	-53%
Virtual Circulation					
Number of e-books and e-audiobooks checked out	69,664	433,832	53,061	314,578	38%
Children's programs					
Library sponsored programs offered for children (birth - 12)	408	2,312	441	2,763	-16%
Number of people attending programs	11,483	81,577	14,947	91,536	-11%
Teen Programs					
Library sponsored programs offered for teens (13 - 17)	65	492	85	561	-12%
Number of people attending programs	65	10,102	1,170	9,488	6%
Adult Programs					
Library sponsored programs offered for adults (18 +)	400	3,280	337	3,150	4%
Number of people attending programs	11,153	71,158	6,507	48,159	48%
Programs - Total					
Library sponsored programs offered - total of all programs	873	6,021	863	6,494	-7%
Number of people attending programs	25,218	161,772	22,624	149,183	8%
Meeting Rooms					
Non-library sponsored meetings or activities scheduled	242	2,443	335	3,174	-23%
Number of people attending meetings or activities	5,998	42,246	8,679	52,708	-20%

FULTON COUNTY PUBLIC LIBRARY SYSTEM
CIRCULATION REPORT
JULY 2019

ORGANIZATION NAME	ADULT	JUVENILE	Y/A	OTHER	JULY 2019 DATA	JULY 2018 DATA	INCREASE/ DECREASE	PERCENT CHANGE	YTD 2019 CIRC	YTD 2018 CIRC	INCREASE/ DECREASE	PERCENT CHANGE
ADAMS PARK	31	64	1		96	2,039	(1,943)	-95%	13,895	12,932	963	7%
HEIGHTS	1,644	978	185	3	2,810	1,648	1,162	71%	12,901	34,120	(21,219)	-62%
ALPHARETTA	16,304	33,492	2,074	99	51,969	28,847	23,122	80%	248,115	154,808	93,307	60%
BUCKHEAD	1,238	2,387	138	6	3,769	20,550	(16,781)	-82%	82,937	103,540	(20,603)	-20%
CLEVELAND AVENUE	130	170	23	0	323	2,066	(1,743)	-84%	9,856	11,845	(1,989)	-17%
COLLEGE PARK	110	90	11	0	211	3,283	(3,072)	-94%	13,616	15,202	(1,586)	-10%
DOGWOOD	9	4		0	13	2,610	(2,597)	-100%	139	13,978	(13,839)	-99%
EAST ATLANTA	3,105	5,962	317	29	9,413	6,172	3,241	53%	55,985	39,185	16,800	43%
EAST POINT	2,581	2,104	195	10	4,890	344	4,546	1322%	9,938	19,434	(9,496)	-49%
EAST ROSWELL	13,763	19,282	962	52	34,059	15,785	18,274	116%	183,599	102,716	80,883	79%
FAIRBURN	1,111	1,327	151	1	2,590	294	2,296	781%	6,621	10,480	(3,859)	-37%
HAPEVILLE	473	352	38	0	863	1,490	(627)	-42%	7,654	8,466	(812)	-10%
KIRKWOOD	467	1,497	69	8	2,041	2,626	(585)	-22%	3,046	20,269	(17,223)	-85%
MARTIN LUTHER KING, JR	1,149	1,051	136	15	2,351	1,021	1,330	130%	12,791	5,751	7,040	122%
MECHANICSVILLE	238	233	18	0	489	1,783	(1,294)	-73%	7,165	14,519	(7,354)	-51%
METROPOLITAN	4,626	5,041	362	22	10,051	7,259	2,792	38%	63,972	43,777	20,195	46%
MILTON	10,538	23,632	1,230	46	35,446	22,059	13,387	61%	196,988	129,099	67,889	53%
NORTHEAST/SPRUILL OAKS	1,320	3,949	326	8	5,603	18,909	(13,306)	-70%	94,839	140,767	(45,928)	-33%
NORTHSIDE	989	2,134	171	8	3,302	12,351	(9,049)	-73%	72,375	78,670	(6,295)	-8%
NORTHWEST	4,157	7,441	350	13	11,961	6,282	5,679	90%	58,107	36,366	21,741	60%
OCEE	2,378	6,120	560	35	9,093	26,403	(17,310)	-66%	148,546	191,005	(42,459)	-22%
PALMETTO	1,015	1,286	53	0	2,354	2,164	190	9%	17,310	12,973	4,337	33%
PEACHTREE	6,706	7,259	326	114	14,405	7,908	6,497	82%	68,924	51,433	17,491	34%
PONCE DE LEON	5,871	5,453	440	36	11,800	12,531	(731)	-6%	82,371	81,690	681	1%
ROSWELL	1,117	923	93	3	2,136	21,580	(19,444)	-90%	12,676	147,173	(134,497)	-91%
SANDY SPRINGS	4,123	6,441	400	24	10,988	22,198	(11,210)	-51%	32,455	147,160	(114,705)	-78%
SOUTHEAST	1,976	3,537	161	7	5,681	3,650	2,031	56%	30,399	21,821	8,578	39%
SOUTH FULTON	3,532	4,625	385	8	8,550	7,756	794	10%	52,229	46,600	5,629	12%
SOUTHWEST	1,591	1,709	184	2	3,486	3,324	162	5%	4,923	26,559	(21,636)	-81%
WASHINGTON PARK	35	21		0	56	1,869	(1,813)	-97%	505	12,867	(12,362)	-96%
WEST END	1,325	1,255	146	5	2,731	2,094	637	30%	3,749	11,800	(8,051)	-68%
WOLFCREEK	5,650	7,749	811	49	14,259	9,673	4,586	47%	81,383	61,735	19,648	32%
BRANCHES TOTAL	99,302	157,568	10,316	603	267,789	278,568	(10,779)	-4%	1,690,009	1,808,740	(118,731)	-7%
CENTRAL	705	225	35	8	973	3,930	(2,957)	-75%	6,181	61,609	(55,428)	-90%
OUTREACH SERVICES	77	105	30	0	212	60	152	253%	1,088	1,865	(777)	-42%
AUBURN AVENUE	7,816	364	46	2	8,228	2,284	5,944	260%	21,675	21,979	(304)	-1%
SYSTEM TOTAL	107,900	158,262	10,427	613	277,202	284,842	-7,640	-3%	1,718,953	1,894,193	-174,936	-9%

FULTON COUNTY PUBLIC LIBRARY SYSTEM
SYSTEM STATS AT A GLANCE
JULY 2019

AGENCY NAME	JULY *CIRCULATION	TOTAL REGISTRATIONS	COMPUTER USAGE	LIBRARY VISITS	NUMBER OF PROGRAMS	PROGRAM ATTENDANCE	NUMBER OF MEETINGS	MEETING ATTENDANCE	VOTER REGISTRATIONS
ADAMS PARK	96	32	0	0	0	0	0	0	0
ADAMSVILLE/COLLIER HEIGHTS	2,810	113	1,595	8,083	9	124	6	54	0
ALPHARETTA	51,969	956	2,470	30,375	95	2,484	24	637	7
BUCKHEAD	3,769	195	0	0	0	0	0	0	0
CLEVELAND AVE	323	42	0	0	11	365	0	0	0
COLLEGE PARK	211	64	0	0	0	0	0	0	0
DOGWOOD	13	21	0	0	13	418	0	0	0
EAST ATLANTA	9,413	293	1,295	6,605	15	404	0	0	13
EAST POINT	4,890	347	1,698	22,928	30	753	15	182	74
EAST ROSWELL	34,059	530	1,986	14,281	74	1,471	21	168	7
FAIRBURN	2,590	187	2,004	2,246	0	0	0	0	5
HAPEVILLE	863	31	0	0	36	1,248	0	0	0
KIRKWOOD	2,041	248	385	3,385	8	199	1	6	9
MARTIN LUTHER KING, JR	2,351	97	2,059	10,507	9	149	0	0	0
MECHANICSVILLE	489	30	0	0	0	0	0	0	0
METROPOLITAN	10,051	219	5,219	13,289	33	596	63	1,211	0
MILTON	35,446	631	935	13,481	96	1,581	8	59	37
NORTHEAST/SPRUILL OAKS	5,603	192	0	0	0	0	0	0	0
NORTHSIDE	3,302	124	0	0	9	166	0	0	0
NORTHWEST	11,961	225	7,191	38,531	21	583	13	685	23
OCEE	9,093	180	0	0	38	659	0	0	0
PALMETTO	2,354	75	827	4,380	24	771	8	530	0
PEACHTREE	14,405	392	2,153	15,845	0	0	16	187	3
PONCE DE LEON	11,800	453	2,033	18,880	21	405	7	64	0
ROSWELL	2,136	353	0	0	19	212	0	0	0
SANDY SPRINGS	10,988	993	0	14,766	69	3,415	1	17	5
SOUTHEAST	5,681	111	2,726	14,052	52	1,240	25	291	0
SOUTH FULTON	8,550	433	4,318	11,674	16	872	0	0	1
SOUTH WEST	3,486	465	3,280	12,332	20	651	20	626	0
WASHINGTON PARK	56	37	0	0	5	251	0	0	0
WEST END	2,731	165	0	0	0	0	0	0	0
WOLFCREEK	14,259	340	2,135	14,078	41	719	28	1,220	13
BRANCHES TOTAL	267,789	8,574	44,309	269,718	764	19,736	256	5,937	197
CENTRAL	973	276	0	0	9	151	0	0	0
OUTREACH SERVICES	212	33	0	0	62	4,064	0	0	0
AUBURN AVENUE RESEARCH	8,228	10	364	2,893	37	1,267	10	61	0
SYSTEM TOTAL	277,202	8,893	44,673	272,611	872	25,218	266	5,998	197