

**Orange County Library System
Board of Trustees Meeting**

Board Packet for June 2007



101 East Central Boulevard
Orlando, Florida 32801-2471
phone: 407.835.7611
fax: 407.835.7648
website: www.ocls.info

*Mary Anne Hodel,
Library Director, Chief Executive Officer*

June 8, 2007

To: Matthew Pardy, President
Sara Brady, Vice President
James B. Tyson, Trustee
Livia Rivera, Trustee
Gregory D. Lee, Trustee

cc: The Honorable Mayor Richard T. Crotty, Chairman of the Library Governing Board,
Members of the Governing Board, Commissioners Teresa Jacobs, Fred Brummer,
Mildred Fernandez, Linda Stewart, Bill Segal, Tiffany Moore, Orange County; and
Deborah Girard, City of Orlando.

From: Mary Anne Hodel, Director

Re: Library Board of Trustees Meeting

The next meeting of the Library Board of Trustees will be at 7:00 p.m. Thursday, June 14, 2007 at the **Orlando Public Library; 101 East Central Boulevard; Orlando, Florida 32801; 407.835.READ (7323).**

If any board member has an item to be brought up for discussion, please call Milinda Neusaenger prior to the meeting, 407.835.7611.

cc: Ronald Rogers, Liaison, Membership and Mission Review Board ~ Orange County
Nancy Jacobson, Liaison, Nominating Board ~ City of Orlando

AGENDA
ORANGE COUNTY LIBRARY SYSTEM BOARD OF TRUSTEES
June 14, 2007
Orlando Public Library
101 East Central Boulevard
Orlando, Florida 32801
407.835.READ (7323)

- 07-082 I. **Call to Order**
- 07-083 II. **Public Comment**
Public comments of items listed on the agenda will occur just prior to the Board's discussion and possible action of the agenda item. Public comments of items not listed on the agenda will occur at the end of the meeting agenda.
- If a request is made for written comments to be included in the official record of this meeting, it is helpful if the requestor is able to provide the comments in an electronic format. However, this is not required. This is to ensure the completion and accuracy of the official record when posted on the Library's website, www.ocls.info . For more information, contact Milinda Neusaenger at 407.835.7611 or neusaenger.milinda@ocls.info .
- 07-084 III. **Approval of Minutes: Library Board of Trustees Meeting ~ May 17, 2007**
- 07-085 IV. **Presentation: First Amendment Foundation ~ Government in the Sunshine Workshop**
- 07-086 **Staff Presentation: Mobile Gamma**
- 07-087 V. **Financial Statements and Summaries: May 2007**
- 07-088 VI. **Statistics and Summaries: May 2007**
- 07-089 VII. **Action Items**
- 07-090 III. **Discussion and Possible Action Items**
- 07-091 **Librarian Initiative Summary**
- 07-092 IX. **Information**
- 07-093 **Director's Report**
- 07-094 **OCLS as an Employer Survey**
- 07-095 **Public Comment: Non-Agenda Items**

X. Adjournment

Next Meeting Dates: June 14, 2007 ~ Orlando Public Library; 101 East Central Boulevard; Orlando, Florida 32801 --- July 12, 2007 ~ Windermere Branch Library; 530 Main Street; Windermere, Florida 34786.

If any person desires to appeal any decision with respect to any matter considered at a Library Board of Trustees meeting, such person will need a record of the proceedings; for this purpose, such person may need to ensure that a verbatim record of the proceedings is made to include the testimony and evidence upon which the appeal is to be based.

In accordance with the Americans with Disabilities Act, any person requiring special accommodations to participate in this proceeding due to a disability as defined by ADA may arrange for reasonable accommodations by contacting the Director's Office on the fifth floor of the Main Library in person or by phone at 407.835.7611 at least two days prior to the meeting.

**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

Call to Order

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Board of Trustees Meeting
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**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

**Approval of Minutes: Library
Board of Trustees Meeting
May 17, 2007**

MEETING MINUTES
ORANGE COUNTY LIBRARY SYSTEM BOARD OF TRUSTEES
May 17, 2007
Edgewater Branch Library
5049 Edgewater Drive
Orlando, Florida 32810
407.835.READ (7323)

- 07-068 I. **Call to Order**
Library Board Present: Matthew Pardy (5/0); Sara Brady; (5/1); James Tyson (5/2); Livia Rivera (5/0); Greg Lee (5/1)

Administration Present: Mary Anne Hodel; Debbie Moss; Robert Tessier; Carla Fountain; Eric Atkinson; Craig Wilkins; Sally Fry; Wendi Bost; Kathryn Robinson; Tracy Zampaglione; Milinda Neusaenger

President Pardy called the meeting to order at 7:00 p.m.
- 07-069 II. **Public Comment**
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- 07-070 III. **Approval of Minutes: Library Board of Trustees Meeting ~ April 12, 2007**
Trustee Tyson, seconded by Trustee Rivera, moved to approve the minutes for the April 12, 2007 Board of Trustees Meeting. Motion carried 4-0.
- 07-071 IV. **Staff Presentation: Balanced Scorecard ~ Lisa Stewart and Bobbie Gonzalez**
- 07-072 V. **Financial Statements and Summaries: April 2007**
- 07-073 VI. **Statistics and Summaries: April 2007**
- 07-074 VII. **Action Items**
- 07-075 **Authorization to Purchase Replacement Telecommunication Switches**
Trustee Tyson, seconded by Trustee Rivera, moved to approve the purchase and installation of sixteen additional Cisco telecommunications switches not to exceed \$60,000. Motion carried 4-0.

07-076 III. **Discussion and Possible Action Items**

Vice President Brady arrived at 7:30 p.m.

07-077 **Property Tax Reform Implications ~ FY 2008 Preliminary Budget**

Director Hodel stressed the importance of beginning discussions regarding the budgetary implications of property tax reform under consideration by the Florida State Legislature. It is still undetermined as to how deeply the OCLS budget could be reduced because of the property tax reform. Comptroller Tessier described possible scenarios that could include reduction in hours ^{and}/_{or} services, increases of fees and fines and suspending the branch expansion plans. Discussion ensued regarding the various avenues that could be taken as well as the importance of keeping customers and staff informed of the situation.

07-077.1 **Resolution to recognize the Walt Disney World Company for the *Disney's Helping Kids Shine Grant* awarded to the Orange County Library System**

Trustee Tyson, seconded by Trustee Lee, moved to recognize the Walt Disney World Company for their generous grant of \$5,000, awarded to the Orange County Library System as a part of the *2007 Disney's Helping Kids Shine Grant* program. The grant is awarded to OCLS to conduct a series of A.R.T. programs (Art Revolution for Teens). The series of programs will provide art-related interactive events for teens. We are grateful for the help from Disney to assist OCLS in igniting the imagination and interest in the arts in Orange County's teen population and to expose them to a wide array of visual and performing arts in a meaningful after-school environment. Motion carried 5-0.

07-078 **Librarian Initiative Summary**

07-079 IX. **Information**

07-080 **Director's Report**

The Orange County Public Schools, at the suggestion of School Board member Kat Gordon will recognize OCLS for its efforts at helping Orange County school children do their best on the FCAT at a coming meeting on 31 May.

The City has approved the permit for the Washington Park Branch exterior ADA work. The firm can then start work. This is the last of the ADA modifications that need to be made.

The Friend's luncheon last Saturday was a lovely event. The volunteers at all of our branches and at Main were invited. Quite a number came to hear Jay Boyar speak about the job of reviewing movies and his latest book. In his remarks, he complimented the library on its excellent collection of movies and our Books by MAYL service. Many thanks to Tracy Zampaglione, Kris Woodson, Sophie Pantelides and Ben Garcia.

The Preview Night for the Book Sale is tonight and the regular sale starts tomorrow. We are looking forward to a good sale. Sophie Pantelides and Ben Garcia dressed up the Book Shop for the sale, it looks great!

President Pardy reported on the Urban Libraries Council conference he attended in Cleveland, Ohio entitled "Partners for Success: The Changing Face of Cities." Some of the topics included were services for the immigrant population; and early childhood development. He also reported that a speaker from the Brookings Institution revealed that Orlando is considered one of the top emerging immigrant cities. President Pardy stated that OCLS is already providing some of the programs and services that other conference attendees talked about implementing. He also felt that OCLS should be included as a major marketing point when local area leaders pitch the Orlando area to big businesses that are considering relocation.

07-081

Public Comment: Non-Agenda Items

Trustee Lee left the room at 8:43 p.m.

X. Adjournment

President Pardy adjourned the meeting at 8:45 p.m.

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**Orange County Library System
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**Presentation: First Amendment
Foundation ~ Government in the
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Mobile Gamma**

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**Financial Statements and
Summaries: May 2007**

Orange County Library System

Financial Statement Highlights

Eight Months Ended May 31, 2007

Operating Fund Revenue and Expenditure Summaries

State Aid

The second and final check was received in May bringing the total revenue for the year to \$1,253,000.

Contributions- Others

Of the \$35,000 revenue received to date, about \$24,000 was received from a donation campaign through our MAYL program. The patrons who utilize this service were given the opportunity to contribute and they did in a big way. The \$24,000 is being used to partially fund our "Take Know for an Answer" advertising campaign.

Transfer to Branch Debt Service Fund

The purpose of this transfer is to cover the principal and interest (\$410,000) on an existing loan which was used to purchase and construct branch facilities and the principal and interest (\$292,000) for a future borrowing. The money for the future borrowing was included in the budget in case we found an appropriate site for a future branch. It is unlikely we will purchase such a site before the end of the fiscal year and thus, we should under spend this account by \$292,000.

Total Expenditures – The Big Picture

May 31 represents 2/3 or 66% of the fiscal year. The attached Expenditure Summary shows that actual expenditures through that same period equal 65% of our total budget. It doesn't get any closer than that.

Health Insurance Self Funding

Limited data has been received thus far but, the results for self funding have been encouraging. For the quarter ending March 31, 2007, revenue from premiums paid into the fund exceeded claims by about \$166,000. Further, after increasing for several years until peaking in May 2006, the claim trend line has largely been decreasing since then. Again, it is still early but so far, so good.

2006 Investment Summary

The attached Summary is provided to the Library Board on an annual basis. The intent is both full disclosure, and hopefully to give the Board assurance that public funds are being invested in appropriate manner. Since the primary concern is safety of principal, we take a conservative approach with respect to the investments in the Operating, Debt Service, and Capital Projects funds where much of the money comes from property taxes. On the other hand, the investments in the Defined Benefit Pension Plan are based on a long term strategy, and thus the asset allocation (60% equities / 40% fixed income) in the Investment Policy Statement is appropriate.

**ORANGE COUNTY LIBRARY DISTRICT
OPERATING FUND REVENUE SUMMARY
Eight Months Ended May 31, 2007**

| | ANNUAL BUDGET | YTD ACTUAL | (8 month=66%) |
|------------------------------------|--------------------------|--------------------------|----------------------|
| AD VALOREM TAXES | 35,374,813 | 33,959,340 | 96.0% |
| INTERGOVERNMENTAL | | | |
| Grants | 292,000 | 186,178 | 63.8% |
| State Aid | 1,300,000 | 1,252,782 | 96.4% |
| | <u>1,592,000</u> | <u>1,438,960</u> | <u>90.4%</u> |
| CHARGES FOR SERVICES | | | |
| Fee Cards | 7,000 | 7,129 | 101.8% |
| PC Pass | 33,000 | 18,373 | 55.7% |
| PC Express | 0 | 405 | |
| Classes | 2,000 | 1,580 | 79.0% |
| Copy & Vending, Value Card | 170,000 | 121,494 | 71.5% |
| Special Charges | 0 | 2,089 | |
| Fax | 0 | 1,745 | |
| Scanner | 0 | 221 | |
| Computer Booklets | 0 | 52 | |
| Reference Charges | 0 | 767 | |
| Tell Me More Program | 0 | 625 | |
| Webinars | 0 | 1,050 | |
| Online Book Sale | 0 | 40 | |
| Disk Sales | 2,500 | 1,807 | 72.3% |
| | <u>214,500</u> | <u>157,377</u> | <u>73.4%</u> |
| FINES | | | |
| Fines | 1,400,000 | 1,007,294 | 71.9% |
| Lost Materials | 120,000 | 68,232 | 56.9% |
| | <u>1,520,000</u> | <u>1,075,526</u> | <u>70.8%</u> |
| MISCELLANEOUS | | | |
| Interest Earnings | 625,000 | 652,657 | 104.4% |
| Rents | 7,000 | 4,829 | 69.0% |
| Sales of Fixed Assets | 0 | 1,743 | |
| Contributions - Friends of Library | 122,000 | 42,624 | 34.9% |
| Contributions - Fund Raiser | 0 | 905 | |
| Contributions - Others | 10,000 | 35,359 | 353.6% |
| Miscellaneous | 40,000 | 43,911 | 109.8% |
| Grants & Awards | 0 | 45,450 | |
| | <u>804,000</u> | <u>827,478</u> | <u>102.9%</u> |
| TRANSFER FM PROP APPRAISER | 35,000 | 0 | 0.0% |
| TRANSFER FM TAX COLLECTOR | 260,000 | 0 | 0.0% |
| TOTAL REVENUES | <u><u>39,800,313</u></u> | <u><u>37,458,681</u></u> | <u><u>94.1%</u></u> |

**ORANGE COUNTY LIBRARY DISTRICT
OPERATING FUND EXPENDITURE SUMMARY
Eight Months Ended May 31, 2007**

| | ANNUAL BUDGET | YTD ACTUAL | (8 month=66%) |
|---------------------------------------|--------------------------|--------------------------|----------------------|
| SALARIES & BENEFITS | | | |
| Salaries | 13,683,612 | 8,924,551 | 65.2% |
| Medicare Taxes | 198,412 | 129,150 | 65.1% |
| Defined Contribution Pension Plan | 1,026,271 | 691,412 | 67.4% |
| Defined Benefit Pension Plan | 1,109,530 | 657,401 | 59.3% |
| Money Purchase Pension Plan | 0 | 15,265 | |
| Life and Health Insurance (Employees) | 1,993,004 | 1,182,800 | 59.3% |
| Retiree Health Care (OPEB) | 2,000,000 | 1,082,949 | 54.1% |
| Worker's Compensation | 123,153 | 77,414 | 62.9% |
| Unemployment Compensation | 20,000 | 408 | 2.0% |
| Parking & Bus Passes | 132,720 | 81,005 | 61.0% |
| | <u>20,286,702</u> | <u>12,842,355</u> | <u>63.3%</u> |
| OPERATING | | | |
| Professional Services | 325,000 | 264,389 | 81.4% |
| Other Contractual Services | 1,007,000 | 554,359 | 55.1% |
| Other Contract. Serv.- Janitorial | 288,000 | 171,738 | 59.6% |
| Training and Travel | 125,000 | 77,226 | 61.8% |
| Telecommunication | 288,000 | 161,700 | 56.1% |
| Delivery and Postage | 1,283,000 | 815,820 | 63.6% |
| Utilities | 1,000,000 | 557,578 | 55.8% |
| Rentals and Leases | 968,000 | 635,781 | 65.7% |
| Insurance | 328,000 | 258,277 | 78.7% |
| Repair and Maintenance | 950,000 | 790,499 | 83.2% |
| Repair & Maint. - Hardware/Software | 385,000 | 338,190 | 87.8% |
| Copying/Printing | 292,000 | 164,164 | 56.2% |
| Property Appraiser's Fee | 300,000 | 294,623 | 98.2% |
| Tax Collector's Fee | 712,000 | 679,187 | 95.4% |
| Supplies | 924,000 | 707,763 | 76.6% |
| Supplies-Hardware/Software | 371,000 | 235,588 | 63.5% |
| Memberships | 20,000 | 14,422 | 72.1% |
| Contingency | 325,000 | 0 | 0.0% |
| | <u>9,891,000</u> | <u>6,721,304</u> | <u>68.0%</u> |
| CAPITAL OUTLAY | | | |
| Building and Improvements | 600,000 | 553,942 | 92.3% |
| Equipment and Furniture | 450,000 | 564,639 | 125.5% |
| Hardware/Software | 351,000 | 211,180 | 60.2% |
| | <u>1,401,000</u> | <u>1,329,761</u> | <u>94.9%</u> |
| LIBRARY MATERIALS | | | |
| Materials - Rest. Contributions | 30,000 | 9,904 | 33.0% |
| Materials - Chickasaw ODC | 500,000 | 0 | 0.0% |
| Materials - Other | 4,440,000 | 3,049,702 | 68.7% |
| | <u>4,970,000</u> | <u>3,059,606</u> | <u>61.6%</u> |
| TRANSFERS TO OTHER FUNDS | | | |
| Branch Debt Service Fund | 702,000 | 204,729 | 29.2% |
| Sinking Fund | 175,000 | 175,000 | 100.0% |
| Capital Projects Fund | 4,100,000 | 2,638,381 | 64.4% |
| | <u>4,977,000</u> | <u>3,018,110</u> | <u>60.6%</u> |
| TOTAL EXPENDITURES | <u>41,525,702</u> | <u>26,971,136</u> | <u>65.0%</u> |

**ORANGE COUNTY LIBRARY DISTRICT
MAIN DEBT SERVICE FUND
Eight Months Ended May 31, 2007**

| | <u>ANNUAL BUDGET</u> | <u>YTD ACTUAL</u> | <u>(8 month=66%)</u> |
|--------------------------------------|--------------------------|-----------------------|----------------------|
| REVENUES | | | |
| Interest | <u>1,000</u> | <u>599</u> | <u>59.9%</u> |
| TOTAL REVENUES | <u>1,000</u> | <u>599</u> | <u>59.9%</u> |
| EXPENDITURES | | | |
| Transfer to Branch Debt Service Fund | <u>75,000</u> | <u>53,434</u> | <u>71.2%</u> |
| TOTAL EXPENDITURES | <u>75,000</u> | <u>53,434</u> | <u>71.2%</u> |

**ORANGE COUNTY LIBRARY DISTRICT
BRANCH DEBT SERVICE FUND
Eight Months Ended May 31, 2007**

| | <u>ANNUAL BUDGET</u> | <u>YTD ACTUAL</u> | <u>(8 month=66%)</u> |
|--------------------------------------|--------------------------|-----------------------|----------------------|
| REVENUES | | | |
| Transfer From General Fund | 702,000 | 204,729 | 29.2% |
| Transfer From Main Debt Service Fund | 75,000 | 53,434 | 71.2% |
| Interest | 20,000 | 15,573 | 77.9% |
| TOTAL REVENUES | <u>797,000</u> | <u>273,736</u> | <u>34.3%</u> |
| EXPENDITURES | | | |
| <u>2003 NOTE</u> | | | |
| Principal | 362,176 | 179,606 | 49.6% |
| Interest | 47,283 | 25,123 | 53.1% |
| | <u>409,459</u> | <u>204,729</u> | <u>50.0%</u> |
| <u>FUTURE BORROWINGS</u> | | | |
| Principal | 200,000 | 0 | 0.0% |
| Interest | 100,000 | 0 | 0.0% |
| | <u>300,000</u> | <u>0</u> | <u>0.0%</u> |
| RESERVES | 87,541 | 0 | 0.0% |
| TOTAL EXPENDITURES | <u>797,000</u> | <u>204,729</u> | <u>25.7%</u> |

FUTURE DEBT SERVICE PAYMENTS FOR 2003 NOTE

| <u>DATE</u> | <u>PRINCIPAL</u> | <u>INTEREST</u> |
|----------------|-------------------------|----------------------|
| August 1, 2007 | 182,569 | 22,159 |
| 2008 | 374,226 | 35,233 |
| 2009 | 386,677 | 22,781 |
| 2010 | 399,542 | 9,916 |
| | <u>1,343,014</u> | <u>90,089</u> |

**ORANGE COUNTY LIBRARY DISTRICT
CAPITAL PROJECTS FUND
Eight Months Ended May 31, 2007**

| | <u>ANNUAL BUDGET</u> | <u>YTD ACTUAL</u> | <u>(8 month=66%)</u> |
|---------------------------------|--------------------------|-------------------------|----------------------|
| REVENUES | | | |
| Transfer From General Fund | 4,100,000 | 2,638,381 | 64.4% |
| Line of Credit Proceeds | 1,900,000 | 0 | 0.0% |
| Winter Garden Settlement | | 25,000 | |
| | <hr/> | <hr/> | <hr/> |
| TOTAL REVENUES | <u>6,000,000</u> | <u>2,663,381</u> | <u>44.4%</u> |
| | | | |
| EXPENDITURES | | | |
| <u>CHULUOTA & 50 BRANCH</u> | | | |
| Land | 1,500,000 | 0 | 0.0% |
| Architect/Engineer | 0 | 0 | |
| | <hr/> | <hr/> | <hr/> |
| | 1,500,000 | 0 | 0.0% |
| <u>CHICKASAW BRANCH</u> | | | |
| Land & Building | 2,550,000 | 2,550,000 | 100.0% |
| Architect / Engineer | 175,000 | 0 | 0.0% |
| Improvements | 1,775,000 | 0 | 0.0% |
| | <hr/> | <hr/> | <hr/> |
| | 4,500,000 | 2,550,000 | 56.7% |
| | | | |
| <u>WINTER GARDEN</u> | | | |
| Building | 0 | 4,248 | |
| TOTAL EXPENDITURES | <u>6,000,000</u> | <u>2,554,248</u> | <u>42.6%</u> |

**ORANGE COUNTY LIBRARY DISTRICT
SINKING FUND
Eight Months Ended May 31, 2007**

| | <u>ANNUAL BUDGET</u> | <u>YTD ACTUAL</u> | <u>(8 month=66%)</u> |
|------------------------------------|--------------------------|-----------------------|----------------------|
| REVENUES | | | |
| Transfer From General Fund | 175,000 | 175,000 | 100.0% |
| Interest | 0 | 13,500 | |
| TOTAL REVENUES | <u>175,000</u> | <u>188,500</u> | <u>107.7%</u> |
| RESERVES | | | |
| Reserves-Building and Improvements | 87,500 | 87,500 | 100.0% |
| Reserves-Technology | 87,500 | 87,500 | 100.0% |
| TOTAL RESERVES | <u>175,000</u> | <u>175,000</u> | <u>100.0%</u> |

ORANGE COUNTY LIBRARY DISTRICT
MONTHLY ROLLOVER
May 31, 2007

| | <u>BALANCE</u> <u>04-30-07</u> | <u>RECEIPTS</u> | <u>DISBURSE</u> | <u>BALANCE</u> <u>5-31-07</u> |
|--------------------------------|-----------------------------------|------------------|--------------------|----------------------------------|
| OPERATING | | | | |
| Checking | 634,569 | 5,320,470 | (5,139,378) | 815,661 |
| SBA Investments | 8,430,659 | 600,000 | (2,600,000) | 6,430,659 |
| CD Investments | 11,928,282 | 50,533 | | 11,978,815 |
| | 20,993,510 | 5,971,003 | (7,739,378) | 19,225,135 |
| BRANCH DEBT SERVICE | | | | |
| CD Investments | 492,079 | 2,049 | | 494,128 |
| SINKING | | | | |
| SBA Investments | 503,268 | | | 503,268 |

**ORANGE COUNTY LIBRARY DISTRICT
OPERATING FUND
BALANCE SHEET - ASSETS
May 31, 2007**

ASSETS

| | |
|-------------------------|---------------------------------|
| Certificates of Deposit | 11,978,815 |
| Cash on Hand | 8,095 |
| Equity in Pooled Cash | 816,661 |
| Accounts Receivable | 28,526 |
| Due From Other Funds | 90,690 |
| Inventory | 224,512 |
| Investments-SBA | 6,430,659 |
| Prepays | 91,853 |
| Other Assets-Deposits | <u>9,275</u> |
| TOTAL ASSETS | <u><u>19,679,086</u></u> |

ORANGE COUNTY LIBRARY DISTRICT
OPERATING FUND
BALANCE SHEET - LIABILITIES & FUND BALANCE
May 31, 2007

LIABILITIES

| | |
|----------------------------------|----------------|
| Accounts Payable | 0 |
| Unclaimed Disbursements | 1,073 |
| Retainage Payable | 19,113 |
| Due to Other Funds | 0 |
| Accrued Wages Payable | 185,777 |
| Accrued FIT Tax Payable | 51,303 |
| Accrued Med Tax Payable | 14,605 |
| Accrued Sales Tax | 16 |
| Due To FOL-Taxable Book Sales | 3,119 |
| Due To FOL-Nontaxable Book Sales | 4 |
| Due To FOL-Sales Tax | 209 |
| United Appeal | 412 |
| Bonds | 167 |
| Child Support | 55 |
| Def Comp Employees | 20,358 |
| Dental Insurance | 2,369 |
| Health Insurance | 11,143 |
| Union Dues | 862 |
| Union-Cope | 0 |
| Optional Life | 3,002 |
| Flex Spend Med | 5,580 |
| Flex Spend Dep | 0 |
| Ben-DCP | 39,013 |
| Ben-Money Purchase 401A | 2,491 |
| Miscellaneous | 133 |
| Daughters of American Revolution | 1,434 |
| Unclaimed Payroll | 0 |
| TOTAL LIABILITIES | 362,238 |

FUND BALANCE

| | |
|---|-------------------|
| Reserve for Walker | 4,000 |
| Reserve for Phillips | 100,000 |
| Reserve for Warner | 33,712 |
| Reserve for Gullett | 19,805 |
| Designated for Murray | 537,268 |
| Designated for Sondheim | 39,941 |
| Designated for Strategic Plan | 4,000,000 |
| Designated for Encumbrances | 197,437 |
| Unreserved/Undesignated | 3,897,140 |
| Current Year Excess of Revenues Over Expenditures | 10,487,545 |
| TOTAL FUND BALANCE | 19,316,848 |

TOTAL LIABILITIES & FUND BALANCE

19,679,086

ORANGE COUNTY LIBRARY SYSTEM

2006 INVESTMENT SUMMARY

The purpose of this summary is to provide the Library Board with an overview of the investment activity for calendar year 2006.

Background

The Orange County, California situation in the mid-nineties caused local governments across the country to take a hard look at their investments and the associated risks. Generally, there are three types of funds which local governments invest:

- Operating and Capital Projects
- Debt Service
- Pension and Similar Type Plans

After Orange County, California, the Florida Legislature adopted Florida Statute 218.415 to address the investment of surplus funds. The Statute required each local government to select one of the following for investments other than in pension plans:

1. Adopt a written investment policy which addresses 16 specific points outlined in the Statute **or**
2. Restrict the investment of surplus funds to a narrow list of options including the State Board of Administration Investment Pool (SBA), direct obligations of the U.S Treasury, and interest bearing and time deposits.

The Library Board had previously approved an investment policy in January 1993, which limited investments to those listed in # 2 above. Accordingly, we did not adopt a new policy but continued to restrict our investments to those listed in # 2. Furthermore, our own investment policy includes a guideline of no more than 60% in the SBA. Given the primary concern for these investments was safety of the principal; the intent was to maintain some diversity between SBA and certificates of deposit and treasury securities. As part of the Library's annual audit, our auditors are required to review our investments and report on compliance with Florida Statute 218.415. The most recent audit report indicated we were in compliance with the Statute.

The investment restrictions for debt service funds are normally found in the documents which authorized the debt.

In the late nineties, the Florida Legislature adopted Florida Statute 112.61, which required local governments to adopt written investment policy statements for their defined benefit pension plans. The Library Board approved the initial Investment Policy Statement for our defined benefit pension plan in September, 2000 and then approved revised Statements in April, 2004 and July 2005. This summer a completely new Investment Policy Statement based on the money manager approach will be brought to the Library Board for review and approval.

The following is organized according to the Library's fund accounting structure.

Operating and Capital Projects Fund Investments

The attached spreadsheet shows the types of investments and rates earned during the year.

Operating Fund Interest Revenues

The following summarizes the Operating Fund Interest Revenues since fiscal year 1999.

| Fiscal Year | Operating Fund Interest Revenues |
|--------------------|---|
| 1999 | \$594,000 |
| 2000 | \$827,000 |
| 2001 | \$858,000 |
| 2002 | \$345,000 |
| 2003 | \$238,000 |
| 2004 | \$191,000 |
| 2005 | \$397,000 |
| 2006 | \$763,000 |

Main Debt Service Fund

The purpose of this fund is to accumulate the resources to pay the principal and interest on the bonds issued to fund the Main Library expansion in the early eighties. The assets are invested in an AIM Treasury Institutional mutual fund. The Orange County Comptroller's Office also uses this same mutual fund for some of the County's debt service funds. The underlying assets of the mutual fund are U.S. Treasury securities. The balance in the Library's account at AIM ranged from a high of \$1,258,000 in July to a low of \$36,000 in August after the final debt service payment was made.

Branch Debt Service Fund

The purpose of this fund is to accumulate the resources to pay the principal and interest on the bank loan used to construct branch facilities and purchase the North Orange Branch. The Orange County's Comptroller's Office requested that we build reserves at least equal to the amount of one year's debt service, which is approximately \$410,000. These funds were invested in certificates of deposit during 2006. The rates for the \$426,000 certificates ranged from **4.07%** to **5.01%**.

Defined Benefit Pension Plan

The purpose of the Plan is to provide retirement benefits for long term, full time employees. The benefit for a particular employee is based on years of service and final average compensation. The Library is required to fund the actuarial determined contributions.

For 2006, plan assets, which totaled \$28,682,000 as of the end of the year, earned 10.85% whereas the benchmark in the Investment Policy Statement was 13.77%. A full copy of the 2006 Investment Review, which was prepared by our investment advisor, USI Advisor, Inc., was included in the February Board packet as information.

Defined Contribution Pension Plan

The Library established this Plan in lieu of participation in Social Security. All employees begin participating at their date of hire and the Library contributes an amount equal to 7.5% of each employee's compensation into the Plan.

Since the Plan was established in the early eighties, financial institutions invested the Plan assets based on broad parameters established by the Library. In essence, it was a one size fits all philosophy. In the summer of 2002, the Plan was converted to a self-directing concept through ICMA Retirement Corporation (ICMA RC). Self-directing allows each employee to make investment choices which suit their needs. ICMA RC offers a wide variety of mutual funds. Our ICMA RC representative, Steve

Brindle, comes to the Library monthly to meet with employees who want to discuss their investments in the Plan.

As of December 31, 2006, \$13,020,000 was in the Plan and the majority (74%) was invested in the Traditional Growth Model Portfolio Fund (60% equities / 40% fixed income).

457(b) Deferred Compensation Plan

This Plan allows employees to defer a portion of their gross wages and thus, defer federal income taxes. The taxes are paid when the funds are withdrawn, presumably during retirement when the employee should be in a lower tax bracket.

Similar to the Defined Contribution Pension Plan, the investments are self-directed through mutual funds offered by ICMA RC. The attached "Fund Performance" from ICMA RC shows the 2006 performance for each of the funds offered to our employees in both the Defined Contribution Pension and 457(f) Deferred Compensation Plans.

As of December 31, 2006, \$6,943,000 was invested in the Plan through various mutual funds.

457(f) Deferred Compensation Plan

This Plan, which was established when the Director was hired, requires annual contributions of \$4,600. The investments are self-directed. As of December 31, 2006, \$42,000 was invested in two Vanguard mutual funds.

**ORANGE COUNTY LIBRARY SYSTEM
OPERATING AND CAPITAL PROJECTS FUNDS
2006 INVESTMENT SUMMARY**

| | OPERATING FUND CD's | | | | | | | OPERATING FUND SBA* | | TOTAL OPERATING FUND INVEST | | | CAPITAL PROJECTS FUND SBA* | |
|-----------|---------------------|-------|-------------------|------|--------|----------|-------|---------------------|------|-----------------------------|--------|--------|----------------------------|------|
| | 3 mil | 5 mil | Rates .732 mil | | 4 mill | .735 mil | 7 mil | | RATE | | % CD'S | % SBA | | RATE |
| January | 8,732,000 | 4.29 | 4.33 | 4.14 | | | | 11,711,503 | 4.37 | 20,443,503 | 42.71% | 57.29% | 155,374 | 4.37 |
| February | 8,732,000 | 4.29 | 4.33 | 4.14 | | | | 12,252,386 | 4.56 | 20,984,386 | 41.61% | 58.39% | 155,918 | 4.56 |
| March | 8,732,000 | 4.29 | 4.33 | 4.14 | | | | 10,148,097 | 4.65 | 18,880,097 | 46.25% | 53.75% | 306,687 | 4.65 |
| April | 8,732,000 | 4.29 | 4.33 | 4.14 | | | | 10,188,562 | 4.85 | 18,920,562 | 46.15% | 53.85% | 307,910 | 4.85 |
| May | 8,732,000 | 4.29 | 4.33 | 4.14 | | | | 8,226,295 | 5.03 | 16,958,295 | 51.49% | 48.51% | 309,225 | 5.03 |
| June | 8,732,000 | 5.00 | 4.33 | 4.14 | | | | 6,256,883 | 5.17 | 14,988,883 | 58.26% | 41.74% | 310,540 | 5.17 |
| July | 7,732,000 | 5.00 | | 4.14 | 5.02 | | | 5,282,364 | 5.35 | 13,014,364 | 59.41% | 40.59% | 311,950 | 5.35 |
| August | 7,732,000 | 5.00 | | 4.14 | 5.02 | | | 3,301,985 | 5.39 | 11,033,985 | 70.07% | 29.93% | 313,380 | 5.39 |
| September | 3,732,000 | 5.00 | | 4.14 | | | | 4,717,182 | 5.39 | 8,449,182 | 44.17% | 55.83% | 314,769 | 5.39 |
| October | 735,000 | | | | | 5.01 | | 3,579,022 | 5.37 | 4,314,022 | 17.04% | 82.96% | 316,205 | 5.37 |
| November | 740,000 | | | | | 5.01 | | 2,338,807 | 5.38 | 3,078,807 | 24.04% | 75.96% | 317,604 | 5.38 |
| December | 11,753,000 | | | | 5.00 | 5.01 | 4.99 | 8,443,623 | 5.40 | 20,196,623 | 58.19% | 41.81% | 494,500 | 5.40 |

* SBA = State Board of Administration Investment Pool (available to local governments)



Fund Performance

Quarterly Report

Past performance does not guarantee future results. Investment returns and principal value will fluctuate, so that an investor's shares, when redeemed, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data illustrated. For performance data current to the most recent month end, contact ICMA-RC Employer Services at 1-800-326-7272.

Total Return Performance as of 12/29/2006

Stable Value/Money Market Funds

| Fund Name | Fund Code | YTD | 1 Year | 3 Year | 5 Year | 10 Year | Since Inception | Inception Date |
|---------------------------|-----------|-------|--------|--------|--------|---------|-----------------|----------------|
| <u>PLUS Fund(1)</u> | 71 | 4.57% | 4.57% | 4.35% | 4.39% | 5.13% | n/a | 01/01/1991 |
| <u>VP Money Market(2)</u> | MW | 4.51% | 4.51% | 2.67% | 1.98% | - | 3.00% | 03/01/1999 |

The 7-Day Yields below more closely reflect the current earnings of the Vantagepoint Money Market Fund than the returns above. Vantagepoint Money Market Fund for the period ending 12/29/2006

7 Day Current Yield: 4.59%
7 Day Effective Yield: 4.70%

1 - Because there is no trading market for investment contracts, PLUS Fund returns consist of yield only. Returns are annualized for ease of comparison with other stable value investments.

2 - All VP Funds invested through 401 or 457 plans are held through VantageTrust.

Bond Funds *

| Fund Name | Fund Code | YTD | 1 Year | 3 Year | 5 Year | 10 Year | Since Inception | Inception Date |
|---|-----------|-------|--------|--------|--------|---------|-----------------|----------------|
| <u>VP Core Bond Index Class II(3,4)</u> | WN | 4.11% | 4.11% | 3.50% | 4.82% | - | 5.98% | 04/05/1999 |
| <u>VT PIMCO Total Return(6)</u> | I8 | 3.74% | 3.74% | 3.74% | 5.26% | 6.57% | 7.10% | 09/07/1994 |
| <u>VP Inflation Prot. Securities(5,4)</u> | MT | 3.34% | 3.34% | 2.05% | 3.28% | 5.08% | n/a | 07/01/1992 |
| <u>VT PIMCO High Yield(6)</u> | L2 | 9.17% | 9.17% | 7.54% | 8.71% | 6.87% | 8.31% | 01/16/1995 |

3 - The performance shown for periods longer than five years is the performance an investor would have received had the funds of the VantageTrust charged the same asset-based fees and expenses as the Vantagepoint Index Funds. Those fees and expenses are set forth in the current Vantagepoint Funds prospectus. The VantageTrust's index funds offered a single class of shares. Actual performance of the Vantagepoint Index Funds may vary from that illustrated.

4 - All VP Funds invested through 401 or 457 plans are held through VantageTrust.

5 - The performance shown for periods longer than five years is the performance an investor would have received had the funds of the VantageTrust charged the same asset-based fees and expenses as the Vantagepoint Funds. Those fees and expenses are set forth in the current Vantagepoint Funds prospectus. Actual performance of the Vantagepoint Funds may vary from that illustrated.

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Balanced Funds

| Fund Name | Fund Code | YTD | 1 Year | 3 Year | 5 Year | 10 Year | Since Inception | Inception Date |
|-----------|-----------|-----|--------|--------|--------|---------|-----------------|----------------|
|-----------|-----------|-----|--------|--------|--------|---------|-----------------|----------------|

| | | | | | | | | |
|--|----|--------|--------|--------|-------|-------|--------|------------|
| <u>VP Milestone Retirement Income(8)</u> | 4E | 7.52% | 7.52% | - | - | - | 5.44% | 01/03/2005 |
| <u>VP Milestone 2010(8)</u> | CA | 8.95% | 8.95% | - | - | - | 6.78% | 01/03/2005 |
| <u>VP Milestone 2015(8)</u> | CH | 10.87% | 10.87% | - | - | - | 8.37% | 01/03/2005 |
| <u>VP Milestone 2020(8)</u> | CJ | 11.92% | 11.92% | - | - | - | 9.17% | 01/03/2005 |
| <u>VP Milestone 2025(8)</u> | CN | 12.70% | 12.70% | - | - | - | 9.91% | 01/03/2005 |
| <u>VP Milestone 2030(8)</u> | CR | 13.52% | 13.52% | - | - | - | 10.56% | 01/03/2005 |
| <u>VP Milestone 2035(8)</u> | CU | 14.00% | 14.00% | - | - | - | 11.03% | 01/03/2005 |
| <u>VP Milestone 2040(8)</u> | CX | 14.14% | 14.14% | - | - | - | 11.10% | 01/03/2005 |
| <u>VP Model Port Savings Oriented(7.8)</u> | SF | 6.90% | 6.90% | 5.24% | 4.79% | 5.87% | n/a | 02/09/1995 |
| <u>VP Model Port Conser Growth(7.8)</u> | SG | 8.38% | 8.38% | 6.46% | 5.25% | 6.60% | n/a | 04/01/1996 |
| <u>VP Model Port Tradit Growth(7.8)</u> | SL | 10.42% | 10.42% | 8.02% | 5.85% | 7.34% | n/a | 04/01/1996 |
| <u>VP Model Port Long-Term Growth(7.8)</u> | SM | 12.50% | 12.50% | 9.64% | 6.57% | 8.16% | n/a | 04/01/1996 |
| <u>VP Model Port All Eqty Growth(7.8)</u> | SP | 14.58% | 14.58% | 11.09% | 6.77% | - | 2.60% | 10/02/2000 |
| <u>VP Asset Allocation(9.8)</u> | MP | 15.51% | 15.51% | 10.13% | 7.22% | 8.25% | n/a | 12/01/1974 |
| <u>VT Fidelity Puritan(10)</u> | 24 | 14.78% | 14.78% | 9.50% | 8.12% | 8.74% | 11.27% | 04/16/1947 |

7 - The performance shown for periods longer than five years is the performance an investor would have received had the funds of the VantageTrust charged the same asset-based fees and expenses as the Vantagepoint Model Portfolio Funds. Those fees and expenses are set forth in the current Vantagepoint Funds prospectus. Actual performance of the Vantagepoint Model Portfolio Funds may vary from that illustrated.

8 - All VP Funds invested through 401 or 457 plans are held through VantageTrust.

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U.S. Stock Funds

| Fund Name | Fund Code | YTD | 1 Year | 3 Year | 5 Year | 10 Year | Since Inception | Inception Date |
|---|------------------|------------|---------------|---------------|---------------|----------------|------------------------|-----------------------|
| <u>VP Equity Income(13.12)</u> | MM | 18.73% | 18.73% | 12.96% | 10.28% | 10.88% | n/a | 04/01/1994 |
| <u>VT American Century Value(14)</u> | 39 | 18.51% | 18.51% | 12.49% | 9.91% | 10.88% | 12.80% | 09/01/1993 |
| <u>VT Lord Abbett Large Co Value(14)</u> | L1 | 17.61% | 17.61% | 11.02% | 7.78% | 9.95% | 11.26% | 05/18/1934 |
| <u>VT H&W Large Cap Value(14)</u> | K6 | 13.70% | 13.70% | 13.86% | 14.28% | 11.87% | 11.59% | 06/24/1987 |
| <u>VP 500 Stock Index Class II(11.12)</u> | WL | 15.60% | 15.60% | 10.16% | 5.94% | - | 6.95% | 04/05/1999 |

| | | | | | | | | |
|--|----|--------|--------|--------|--------|--------|--------|------------|
| <u>VP Growth & Income(13,12)</u> | MJ | 13.28% | 13.28% | 9.35% | 5.62% | - | 9.41% | 10/01/1998 |
| <u>VP Broad Market Index Class II(11,12)</u> | WH | 15.68% | 15.68% | 11.28% | 7.30% | - | n/a | 04/05/1999 |
| <u>VT Legg Mason Value FI(14)</u> | 9S | 6.57% | 6.57% | 8.38% | 8.49% | - | 6.82% | 03/23/2001 |
| <u>VP Growth(13,12)</u> | MG | 10.21% | 10.21% | 6.07% | 3.07% | 7.01% | n/a | 04/01/1983 |
| <u>VT Calvert Social Investment(14)</u> | L9 | 10.16% | 10.16% | 6.98% | 4.96% | 8.84% | 8.50% | 08/24/1987 |
| <u>VT TRPrice Growth Stock Adv(14)</u> | 5U | 13.79% | 13.79% | 10.01% | 6.03% | - | 6.03% | 12/31/2001 |
| <u>VT Fidelity Contrafund(14)</u> | 33 | 11.52% | 11.52% | 14.26% | 11.52% | 11.01% | 13.31% | 05/17/1967 |
| <u>VT Gold. Sachs Mid Cap Value(14)</u> | 5X | 15.61% | 15.61% | 17.68% | 14.55% | - | 11.57% | 08/15/1997 |
| <u>VP Mid /Small Co Inx Class II(11,12)</u> | WE | 15.24% | 15.24% | 14.31% | 11.70% | - | 8.95% | 04/05/1999 |
| <u>VT Third Avenue Value(14)</u> | J8 | 14.69% | 14.69% | 19.15% | 14.49% | 13.50% | 16.79% | 11/01/1990 |
| <u>VP Aggressive Opportunities(13,12)</u> | MA | 13.36% | 13.36% | 14.18% | 5.79% | 7.99% | n/a | 10/01/1994 |
| <u>VT Rainier Small/Mid Cap Eq(14)</u> | L7 | 14.67% | 14.67% | 16.51% | 13.09% | 11.79% | 14.99% | 05/10/1994 |
| <u>VT T. Rowe Price Small Cap Stk(14)</u> | T5 | 12.52% | 12.52% | 13.00% | 10.28% | - | 9.60% | 03/31/2000 |
| <u>VT Fidelity Sm Cap Retirement(14)</u> | 5K | 9.45% | 9.45% | 11.17% | 7.84% | - | 11.25% | 09/26/2000 |
| <u>VT Royce Premier(14)</u> | YN | 8.61% | 8.61% | 15.86% | - | - | 20.14% | 09/17/2002 |
| <u>VT T. Rowe Price Small Cap Val(14)</u> | K3 | 16.02% | 16.02% | 16.47% | 16.10% | - | 17.53% | 03/31/2000 |
| <u>VT American Cent Real Est Inv(14)</u> | 5A | 34.30% | 34.30% | 26.41% | 24.40% | 15.37% | 17.56% | 09/21/1995 |

11 - The performance shown for periods longer than five years is the performance an investor would have received had the funds of the VantageTrust charged the same asset-based fees and expenses as the Vantagepoint Index Funds. Those fees and expenses are set forth in the current Vantagepoint Funds prospectus. The VantageTrust's index funds offered a single class of shares. Actual performance of the Vantagepoint Index Funds may vary from that illustrated.

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International Stock Funds **

| Fund Name | Fund Code | YTD | 1 Year | 3 Year | 5 Year | 10 Year | Since Inception | Inception Date |
|--|-----------|--------|--------|--------|--------|---------|-----------------|----------------|
| <u>VT Templeton Growth A(18)</u> | J9 | 21.81% | 21.81% | 15.51% | 13.14% | 10.85% | 14.06% | 11/29/1954 |
| <u>VP Overseas Index Class II(15,16)</u> | WC | 25.64% | 25.64% | 19.46% | 14.41% | - | 6.89% | 04/05/1999 |
| <u>VP International(17,16)</u> | MD | 21.14% | 21.14% | 17.72% | 12.45% | 6.41% | n/a | 10/01/1994 |

**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

**Statistics and Summaries:
May 2007**

STATISTICAL SUMMARY

May 2007 Statistics for June 2007 meeting

Circulation and Door Count Trends

For the second month in a row we are seeing double digit increases in some of our figures. May brought a healthy increase in circulation of 11.80 % or 86,035 items! Thirty thousand of that increase is due to an increase in access to our locally created digital content. Other types of materials contributing to the increase are DVDs, Playaways, Game Tokens and, last but not least, BOOKS! Don't sell reading short, our customers are still fans of the printed word.

We have been in double digit increases for April and May of this year. The last double digit increase was in November 2005 when we had an 11.48% increase over the previous year.

Library Activity

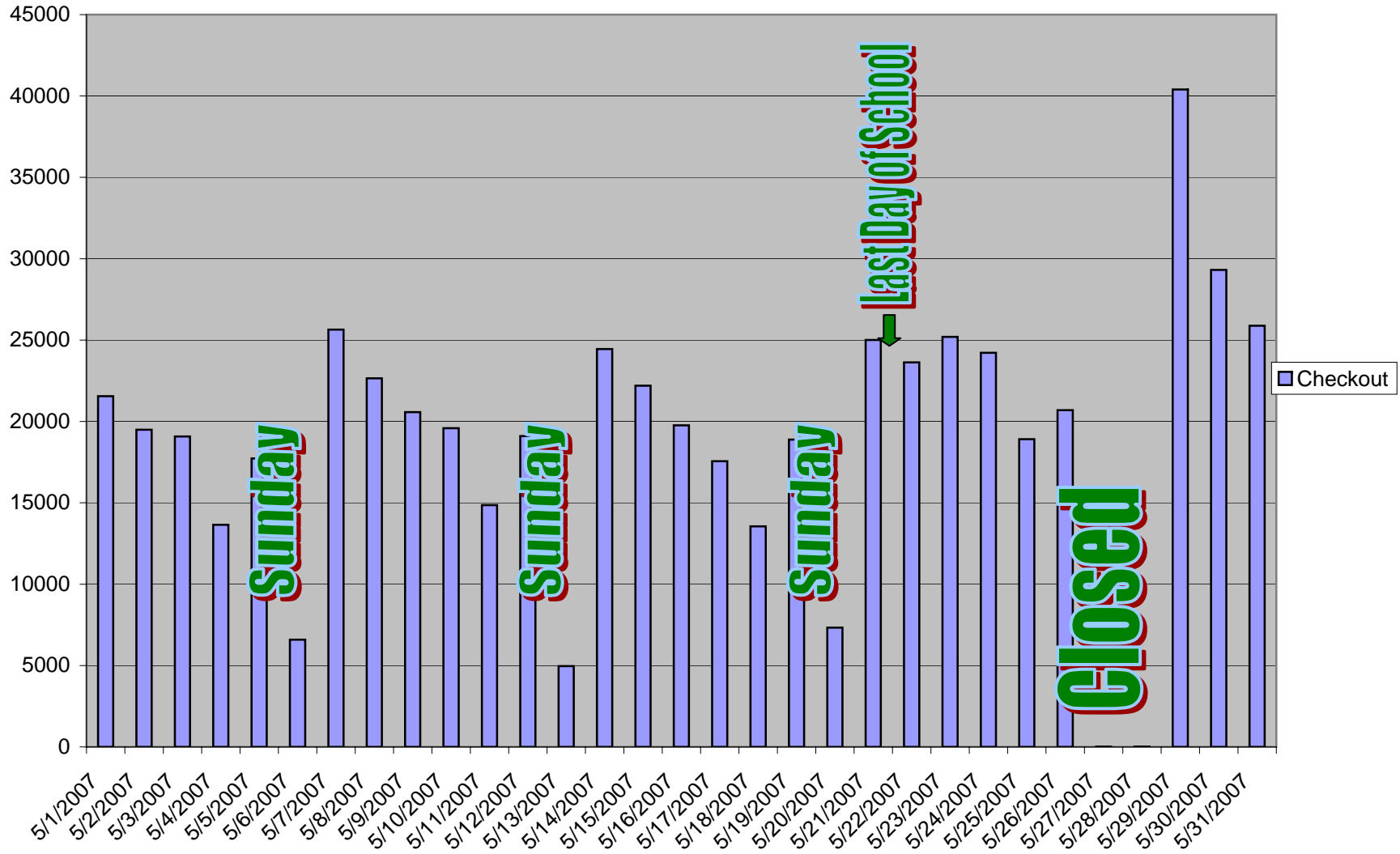
New registrations are up 17.53% over the same month last year. There are two contributing factors to identify in the increase. Our fourth grade "License to Learn" contest generated 651 library card applications from fourth grade students. These were continuing to be processed during May 2007.

The second factor is the Take Know for an Answer campaign which kicked off April 18, 2007. It's difficult to draw a direct line between the increase and the campaign but the timing certainly points to the campaign's contribution. April new registrations were up 11.85 %.

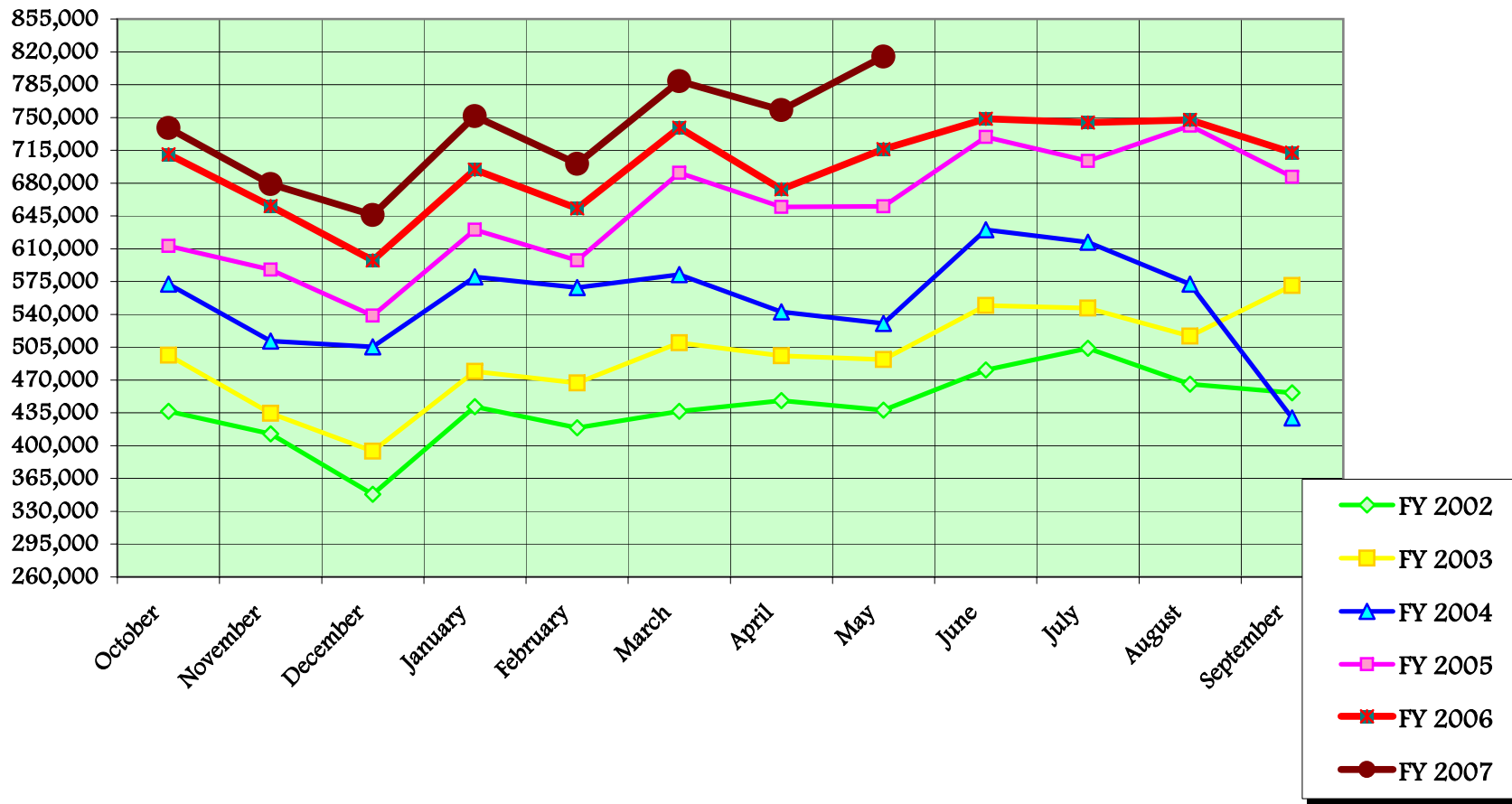
www.ocls.info

Online questions and Live Chat questions continue increased utilization since we have placed a link to them on each page of our online catalog. The total for these online queries increased from 137 last year to 535 for May 2007.

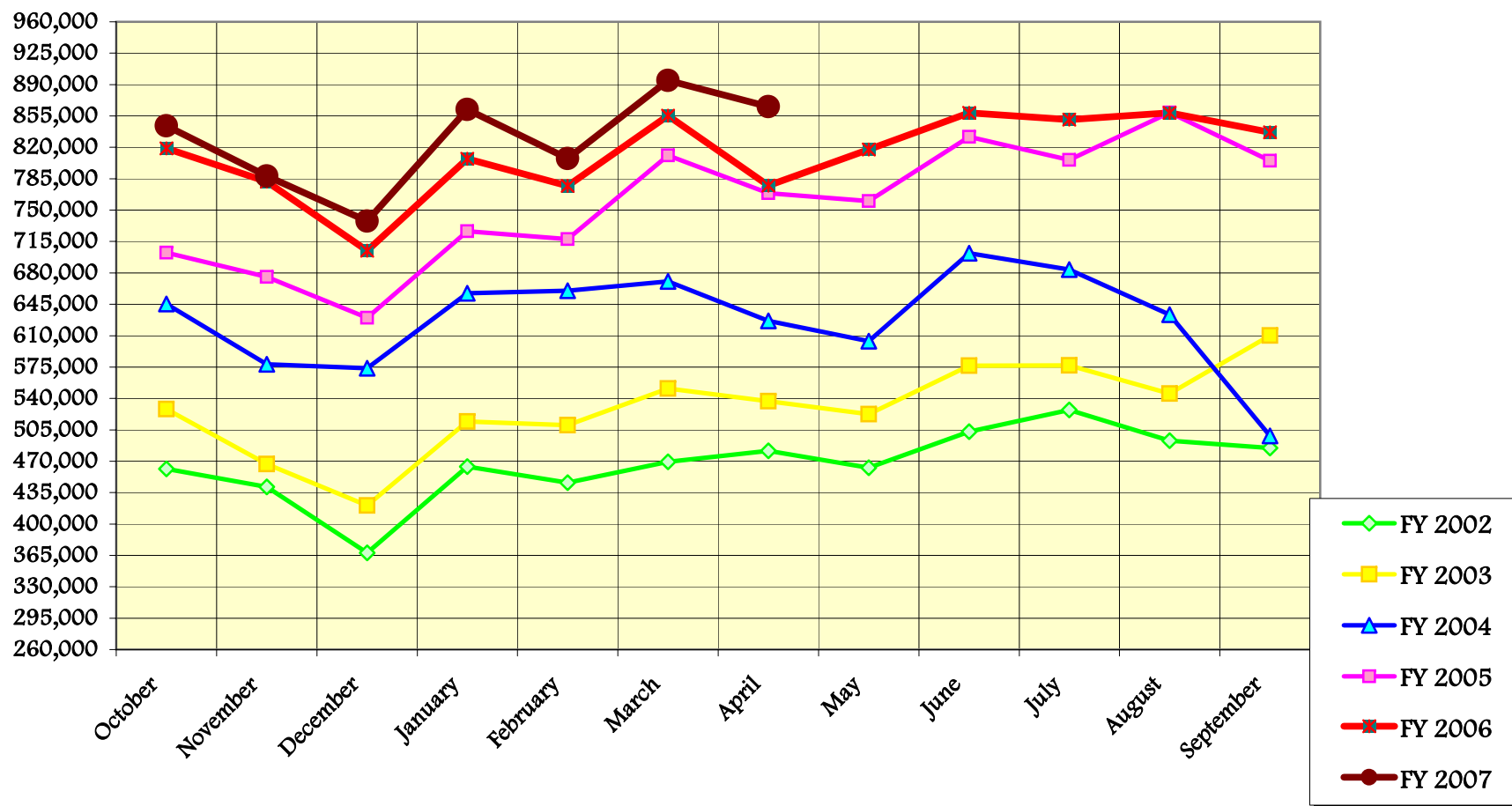
Checkouts in May



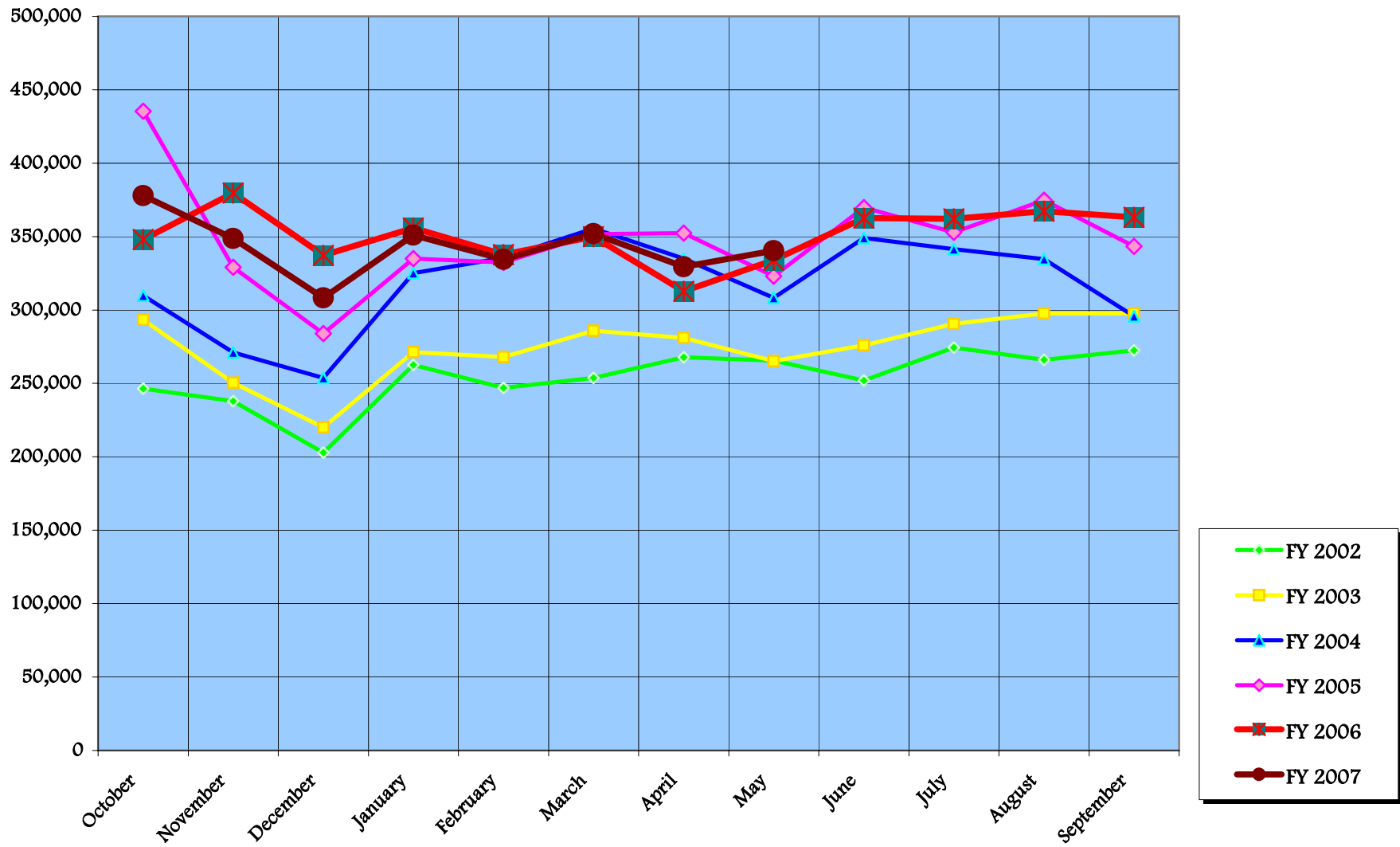
**ORANGE COUNTY LIBRARY SYSTEM
CIRCULATION**
Fiscal Year 2002 Through Fiscal Year 2007 TO Date



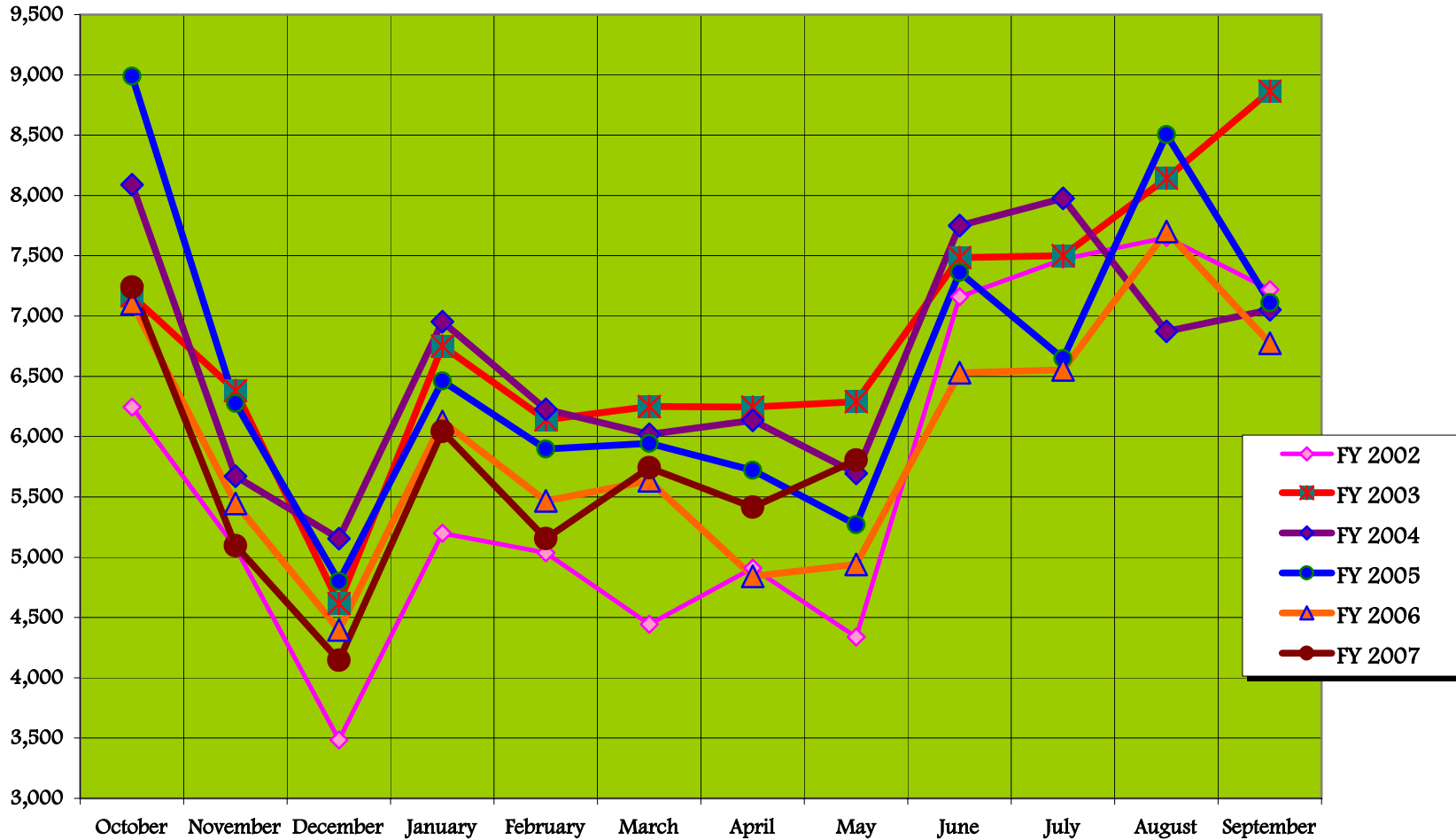
**ORANGE COUNTY LIBRARY SYSTEM
CIRCULATION WITH ELECTRONIC STATS**
(Circ Stats & Electronic Database Stats ~ 2 months previous)
Fiscal Year 2002 Through Fiscal Year 2007 TO Date



Orange County Library System
Door Counts
Fiscal Year 2002 through Fiscal Year 2007 To Date



Orange County Library System
 New Customer Registration
 Fiscal Year 2002 through Fiscal Year 2007 To Date



Circulation and Door Count
October - March

Orange County Library System: Report for FY 2007 YTD & FY 2006

| | Oct-06 | Oct-05 | Nov-06 | Nov-05 | Dec-06 | Dec-05 | Jan-07 | Jan-06 | Feb-07 | Feb-06 | Mar-07 | Mar-06 |
|--------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| Circulation | | | | | | | | | | | | |
| Main | 234,277 | 223,362 | 211,081 | 205,261 | 193,356 | 186,592 | 217,389 | 208,606 | 210,048 | 202,495 | 239,381 | 229,242 |
| Branches | 421,603 | 433,780 | 393,085 | 405,141 | 375,753 | 366,457 | 441,904 | 431,980 | 406,935 | 396,513 | 458,048 | 445,868 |
| MAYL | 54,998 | 49,789 | 49,729 | 41,659 | 45,918 | 40,549 | 61,668 | 49,931 | 52,988 | 50,267 | 60,392 | 59,724 |
| Digital Products | 23,968 | - | 21,525 | - | 27,330 | - | 30,471 | - | 38,276 | - | 36,482 | - |
| Talking Books | 3,916 | 3,650 | 3,508 | 3,587 | 3,642 | 4,007 | 3,903 | 3,825 | 3,573 | 3,779 | 4,093 | 4,271 |
| Total | 738,762 | 710,581 | 678,928 | 655,648 | 645,999 | 597,605 | 755,335 | 694,342 | 711,820 | 653,054 | 798,396 | 739,105 |
| | | | | | | | | | | | | |
| Door Count | | | | | | | | | | | | |
| Main | 57,887 | 55,768 | 50,362 | 47,303 | 48,123 | 44,632 | 54,861 | 50,091 | 52,197 | 50,001 | 57,450 | 54,986 |
| Branches | 382,554 | 292,293 | 298,364 | 296,053 | 260,088 | 292,663 | 296,157 | 305,733 | 282,301 | 268,963 | 294,846 | 294,931 |
| Talking Books | 12 | 17 | 10 | 14 | 7 | 10 | 15 | 17 | 17 | 14 | 14 | 18 |
| Total | 440,441 | 348,061 | 348,726 | 343,356 | 308,211 | 337,295 | 351,018 | 355,824 | 334,498 | 318,964 | 352,296 | 349,917 |

Circulation and Door Count
April - September

Orange County Library System: Report for FY 2007 YTD & FY 2006

| | Apr-07 | Apr-06 | May-07 | May-06 | % of Change | Jun-07 | Jun-06 | Jul-07 | Jul-06 | Aug-07 | Aug-06 | Sep-07 | Sep-06 | FY 2007 YTD | FY 2006 |
|--------------------|----------------|----------------|----------------|----------------|---------------|--------|----------------|--------|----------------|--------|----------------|--------|----------------|------------------|------------------|
| Circulation | | | | | | | | | | | | | | | |
| Main | 227,199 | 217,059 | 232,486 | 218,997 | 6.16% | | 220,906 | | 227,773 | | 227,896 | | 223,132 | 1,765,217 | 2,591,321 |
| Branches | 431,592 | 402,539 | 474,099 | 440,301 | 7.68% | | 471,490 | | 457,825 | | 454,820 | | 431,707 | 3,403,019 | 5,138,421 |
| MAYL | 55,854 | 50,065 | 59,172 | 52,863 | 11.93% | | 51,971 | | 55,502 | | 60,653 | | 53,940 | 440,719 | 616,913 |
| Digital Products* | 39,339 | | 44,921 | 12,706 | 253.54% | | 12,322 | | 11,515 | | 13,630 | | 17,309 | 262,312 | 67,482 |
| Talking Books | 3,931 | 3,662 | 4,225 | 4,001 | 5.60% | | 4,158 | | 3,677 | | 4,065 | | 3,674 | 30,791 | 46,356 |
| Total | 757,915 | 673,325 | 814,903 | 728,868 | 11.80% | | 760,847 | | 756,292 | | 761,064 | | 729,762 | 5,902,058 | 8,460,493 |
| Door Count | | | | | | | | | | | | | | | |
| Main | 55,349 | 52,259 | 55,653 | 48,595 | 14.52% | | 53,910 | | 56,485 | | 56,153 | | 55,268 | 431,882 | 625,451 |
| Branches | 274,094 | 260,498 | 284,798 | 285,442 | -0.23% | | 308,787 | | 305,700 | | 311,162 | | 307,818 | 2,373,202 | 3,530,043 |
| Talking Books | 11 | 15 | 8 | 12 | -33.33% | | 15 | | 20 | | 25 | | 20 | 94 | 197 |
| Total | 329,443 | 312,757 | 340,451 | 334,037 | 1.92% | | 362,697 | | 362,185 | | 367,315 | | 363,086 | 2,805,084 | 4,155,494 |

*Digital Products record the usage of library generated digital information such as Virtual Galleries, Videos, and Podcasts. The number of video podcasts (VODCast) recorded in May 2007 was unusually high. It rose from 566 in April to 7,198 in May. The reason for this is that our podcasts have been included into several podcast search engines. The process of cataloging our vodcasts by the search engines has increased our numbers.

Website Report

| | Oct-06 | Oct-05 | Nov-06 | Nov-05 | Dec-06 | Dec-05 | Jan-07 | Jan-06 | Feb-07 | Feb-06 | Mar-07 | Mar-06 |
|----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hits to the Website | | | | | | | | | | | | |
| Inside | 4,773,449 | 3,510,648 | 4,562,952 | 3,465,026 | 4,523,894 | 3,090,526 | 5,123,216 | 3,628,805 | 5,162,308 | 4,051,328 | 5,329,565 | 4,325,221 |
| Outside | 4,177,185 | 2,710,018 | 4,089,059 | 2,323,331 | 3,931,882 | 1,570,032 | 4,701,691 | 2,261,183 | 4,270,514 | 2,771,534 | 4,637,463 | 3,145,267 |
| Total | 8,950,634 | 6,220,666 | 8,652,011 | 5,788,357 | 8,455,776 | 4,660,558 | 9,824,907 | 5,889,988 | 9,432,822 | 6,822,862 | 9,967,028 | 7,470,488 |
| Visits | | | | | | | | | | | | |
| Inside | 88,297 | 71,594 | 76,559 | 67,454 | 75,103 | 66,441 | 80,741 | 72,152 | 79,993 | 73,840 | 89,675 | 79,460 |
| Outside | 216,146 | 144,488 | 207,221 | 128,652 | 235,165 | 115,571 | 240,477 | 145,892 | 230,351 | 151,408 | 272,129 | 185,434 |
| Total | 304,443 | 216,082 | 283,780 | 196,106 | 310,268 | 182,012 | 321,218 | 218,044 | 310,344 | 225,248 | 361,804 | 264,894 |
| Unique Visitors | | | | | | | | | | | | |
| Inside | 1,049 | 943 | 1,074 | 959 | 1,049 | 1,603 | 1,152 | 1,003 | 1,128 | 1,005 | 1,150 | 1,062 |
| Outside | 62,360 | 39,180 | 60,691 | 37,254 | 70,574 | 34,309 | 73,597 | 41,898 | 72,562 | 42,481 | 77,096 | 44,262 |
| Total | 63,409 | 40,123 | 61,765 | 38,213 | 71,623 | 35,912 | 74,749 | 42,901 | 73,690 | 43,486 | 78,246 | 45,324 |
| Page Views | | | | | | | | | | | | |
| Inside | 1,301,906 | 927,149 | 1,187,174 | 912,106 | 1,177,277 | 717,327 | 1,402,342 | 914,262 | 1,594,702 | 1,452,487 | 1,467,667 | 1,370,508 |
| Outside | 1,063,999 | 622,173 | 943,229 | 318,710 | 904,271 | 366,306 | 1,132,779 | 402,549 | 1,028,603 | 806,280 | 1,153,659 | 963,843 |
| Total | 2,365,905 | 1,549,322 | 2,130,403 | 1,230,816 | 2,081,548 | 1,083,633 | 2,535,121 | 1,316,811 | 2,623,305 | 2,258,767 | 2,621,326 | 2,334,351 |

Website Report

| | Apr-07 | Apr-06 | May-07 | May-06 | % of Change | Jun-07 | Jun-06 | Jul-07 | Jul-06 | Aug-07 | Aug-06 | Sep-07 | Sep-06 | FY 2007 YTD |
|----------------------------|------------------|------------------|------------------|------------------|---------------|--------|------------------|--------|------------------|--------|------------------|--------|------------------|-------------------|
| Hits to the Website | | | | | | | | | | | | | | |
| Inside | 4,770,520 | 4,120,375 | 4,890,475 | 4,443,306 | 10.06% | | 4,167,081 | | 4,539,985 | | 4,681,001 | | 4,153,525 | 39,136,379 |
| Outside | 4,408,148 | 3,101,708 | 4,512,473 | 3,402,201 | 32.63% | | 3,656,191 | | 3,880,829 | | 4,125,356 | | 4,017,539 | 34,728,415 |
| Total | 9,178,668 | 7,222,083 | 9,402,948 | 7,845,507 | 19.85% | | 7,823,272 | | 8,420,814 | | 8,806,357 | | 8,171,064 | 73,864,794 |
| | | | | | | | | | | | | | | |
| Visits | | | | | | | | | | | | | | |
| Inside | 85,837 | 76,803 | 89,037 | 78,328 | 13.67% | | 83,869 | | 83,973 | | 85,040 | | 79,764 | 665,242 |
| Outside | 249,796 | 179,908 | 263,169 | 188,209 | 39.83% | | 206,150 | | 207,837 | | 198,319 | | 201,255 | 1,914,454 |
| Total | 335,633 | 256,711 | 352,206 | 266,537 | 32.14% | | 290,019 | | 291,810 | | 283,359 | | 281,019 | 2,579,696 |
| | | | | | | | | | | | | | | |
| Unique Visitors | | | | | | | | | | | | | | |
| Inside | 1,161 | 1,033 | 1,245 | 988 | 26.01% | | 1,010 | | 1,026 | | 1,049 | | 1,053 | 9,008 |
| Outside | 69,539 | 44,284 | 71,543 | 46,489 | 53.89% | | 55,680 | | 56,351 | | 61,297 | | 61,583 | 557,962 |
| Total | 70,700 | 45,317 | 72,788 | 47,477 | 53.31% | | 56,690 | | 57,377 | | 62,346 | | 62,636 | 566,970 |
| | | | | | | | | | | | | | | |
| Page Views | | | | | | | | | | | | | | |
| Inside | 1,273,702 | 1,200,997 | 1,300,761 | 1,168,557 | 11.31% | | 1,198,600 | | 1,225,447 | | 1,312,417 | | 1,160,716 | 10,705,531 |
| Outside | 1,134,327 | 900,138 | 1,157,842 | 909,923 | 27.25% | | 985,245 | | 1,025,020 | | 1,059,551 | | 1,184,283 | 8,518,709 |
| Total | 2,408,029 | 2,101,135 | 2,458,603 | 2,078,480 | 18.29% | | 2,183,845 | | 2,250,467 | | 2,371,968 | | 2,344,999 | 19,224,240 |

Library Activities
October - March

Orange County Library System: Report for FY 2007 YTD & FY 2006

| | Oct-06 | Oct-05 | Nov-06 | Nov-05 | Dec-06 | Dec-05 | Jan-07 | Jan-06 | Feb-07 | Feb-06 | Mar-07 | Mar-06 |
|--------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Program Attendance Total | 13,466 | 14,096 | 9,174 | 14,719 | 8,399 | 8,077 | 11,419 | 10,313 | 12,314 | 14,017 | 13,515 | 15,567 |
| Total # of Programs | 468 | 420 | 421 | 405 | 440 | 383 | 440 | 357 | 521 | 431 | 532 | 440 |
| Community Events Attendance Total | 1,459 | 1,760 | 826 | 2,060 | 778 | 506 | 5,421 | 493 | 1,877 | 986 | 1,081 | 1,466 |
| Total # of Community Events | 23 | 27 | 25 | 22 | 6 | 8 | 19 | 6 | 12 | 9 | 5 | 14 |
| Events Line | 3 | 12 | 2 | 16 | 5 | 5 | 18 | 4 | 27 | 9 | 9 | 13 |
| StoryLine | 62 | 141 | 96 | 150 | 86 | 92 | 121 | 99 | 162 | 109 | 111 | 194 |
| Class Attendance Total | 2,142 | 1,331 | 1,907 | 900 | 1,110 | 1,090 | 1,732 | 1,268 | 1,938 | 1,691 | 2,422 | 1,644 |
| Total # of Classes | 947 | 479 | 816 | 396 | 730 | 486 | 792 | 513 | 847 | 535 | 1,003 | 612 |
| QuestLine | 17,658 | 17,532 | 15,442 | 16,296 | 13,156 | 14,321 | 15,792 | 18,150 | 14,394 | 16,583 | 14,661 | 18,245 |
| P.C. Sessions | 73,975 | 62,244 | 64,072 | 59,609 | 62,767 | 57,206 | 68,485 | 62,245 | 65,848 | 58,945 | 73,671 | 68,696 |
| Number of Active Cards in the System | 441,638 | 358,336 | 447,566 | 365,466 | 452,460 | 371,147 | 459,020 | 378,417 | 464,505 | 384,601 | 470,636 | 391,066 |
| New Customer Registrations | 7,241 | 7,104 | 5,095 | 5,445 | 4,145 | 4,397 | 6,043 | 6,126 | 5,155 | 5,466 | 5,743 | 5,634 |
| Total Registered Borrowers | 893,132 | 825,839 | 898,011 | 831,207 | 902,007 | 834,813 | 907,033 | 840,468 | 911,919 | 845,734 | 917,446 | 851,379 |

Library Activities April - September

Orange County Library System: Report for FY 2007 YTD & FY 2006

| | Apr-07 | Apr-06 | May-07 | May-06 | % of Change | Jun-07 | Jun-06 | Jul-07 | Jul-06 | Aug-07 | Aug-06 | Sep-07 | Sep-06 | YTD FY 2007 | FY 2006 |
|--------------------------------------|---------|---------|---------|---------|-------------|--------|---------|--------|---------|--------|---------|--------|---------|-------------|---------|
| Program Attendance Total | 14,222 | 13,738 | 13,223 | 12,866 | 2.77% | | 16,632 | | 14,751 | | 11,661 | | 14,014 | 95732 | 160,451 |
| Total # of Programs | 476 | 395 | 516 | 397 | 29.97% | | 478 | | 453 | | 440 | | 447 | 3814 | 5,046 |
| Community Events Attendance Total | 3,917 | 2,800 | 266 | 3,175 | -91.62% | | 1,932 | | 7,644 | | 1,071 | | 1,111 | 15625 | 25,004 |
| Total # of Community Events | 20 | 20 | 1 | 22 | -95.45% | | 12 | | 11 | | 14 | | 22 | 111 | 187 |
| Events Line | 8 | 10 | 13 | 7 | 85.71% | | 9 | | 11 | | 10 | | 6 | 85 | 112 |
| StoryLine | 112 | 132 | 121 | 116 | 4.31% | | 122 | | 139 | | 318 | | 110 | 871 | 1,722 |
| Class Attendance Total | 2,152 | 1,714 | 2,450 | 1,639 | 49.48% | | 1,989 | | 2,280 | | 2,351 | | 1,789 | 15853 | 19,686 |
| Total # of Classes | 983 | 606 | 1,026 | 697 | 47.20% | | 676 | | 659 | | 988 | | 863 | 7144 | 7,510 |
| QuestLine | 14,130 | 16,968 | 14,136 | 17,160 | -17.62% | | 18,952 | | 18,429 | | 18,716 | | 17,124 | 119,369 | 208,476 |
| P.C. Sessions | 70,325 | 63,040 | 72,464 | 66,261 | 9.36% | | 70,171 | | 68,387 | | 71,288 | | 67,102 | 551,607 | 775,194 |
| Number of Active Cards in the System | 474,337 | 396,385 | 471,143 | 402,051 | 17.18% | | 409,821 | | 417,073 | | 425,631 | | 433,295 | 3,681,305 | |
| New Customer Registrations | 5,416 | 4,842 | 5,806 | 4,940 | 17.53% | | 6,530 | | 6,554 | | 7,702 | | 6,774 | 44644 | 71,514 |
| Total Registered Borrowers | 922,540 | 855,829 | 927,832 | 859,997 | 7.86% | | 866,565 | | 872,213 | | 880,029 | | 886,201 | 7279720 | |

www.ocls.info

Orange County Library System: Report for FY 2007 YTD & FY 2006
October ~ March

| | Oct-06 | Oct-05 | Nov-06 | Nov-05 | Dec-06 | Dec-05 | Jan-07 | Jan-06 | Feb-07 | Feb-06 | Mar-07 | Mar-06 |
|----------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Online Catalog Searches | 641,874 | 544,532 | 554,957 | 470,938 | 481,726 | 360,185 | 641,908 | 487,735 | 588,197 | 444,506 | 561,152 | 514,197 |
| Online Renewals | 126,197 | 113,507 | 116,022 | 106,202 | 110,932 | 98,035 | 115,544 | 103,153 | 113,861 | 103,675 | 130,036 | 118,682 |
| Electronic Reference Questions | 226 | 137 | 208 | 124 | 186 | 92 | 283 | 152 | 242 | 117 | 246 | 138 |
| Live Chat Questions | 279 | 52 | 206 | 33 | 160 | 22 | 248 | 22 | 301 | 32 | 313 | 37 |
| Total Online Reference Questions | 505 | 189 | 414 | 157 | 346 | 114 | 531 | 174 | 543 | 149 | 559 | 175 |
| Online Requests | 52,785 | 49,854 | 46,223 | 43,046 | 42,537 | 35,531 | 59,824 | 52,277 | 53,385 | 45,441 | 56,996 | 50,924 |
| Online Suggestions | 139 | 176 | 86 | 203 | 70 | 84 | 100 | 120 | 101 | 88 | 83 | 88 |

Orange County Library System: Report for FY 2007 YTD & FY 2006

April ~ September

| | Apr-07 | Apr-06 | May-07 | May-06 | % of Change | Jun-07 | Jun-06 | Jul-07 | Jul-06 | Aug-07 | Aug-06 | Sep-07 | Sep-06 | FY 2007 YTD | FY 2006 |
|----------------------------------|---------|---------|---------|---------|-------------|--------|---------|--------|---------|--------|---------|--------|---------|-------------|-----------|
| Online Catalog Searches | 560,947 | 468,781 | 555,291 | 481,271 | 15.38% | | 548,960 | | 615,487 | | 695,022 | | 634,209 | 4,586,052 | 6,265,823 |
| Online Renewals | 124,080 | 112,941 | 125,333 | 116,296 | 7.77% | | 109,244 | | 114,494 | | 116,450 | | 116,353 | 962,005 | 1,329,032 |
| Reference Questions | 288 | 121 | 273 | 105 | 160.00% | | 87 | | 120 | | 118 | | 91 | 1,952 | 1,402 |
| Live Chat Questions | 296 | 43 | 262 | 32 | 718.75% | | 17 | | 66 | | 74 | | 74 | 2,065 | 504 |
| Total Online Reference Questions | 584 | 164 | 535 | 137 | 290.51% | | 104 | | 186 | | 192 | | 165 | 4,017 | 1,906 |
| Online Requests | 56,038 | 49,726 | 63,429 | 56,889 | 11.50% | | 58,081 | | 57,123 | | 59,266 | | 51,322 | 431,217 | 609,480 |
| Online Suggestions | 95 | 64 | 108 | 68 | 58.82% | | 103 | | 86 | | 118 | | 102 | 782 | 1,300 |

Orange County Library System

Circulation Statistics

May 1, 2007 - May 31, 2007

| Location | Days Open | Circulation Total | % of Total | Year Ago | Gain - Loss | % Gain - Loss | Total Visits* | Visits Year Ago | Gain - Loss | % Gain - Loss |
|--------------------|------------|-------------------|-------------|----------------|---------------|---------------|----------------|-----------------|--------------|---------------|
| Main | 29 | 232,486 | 29% | 218,997 | 13,489 | 6.16% | 55,653 | 48,595 | 7,058 | 14.52% |
| MAYL | 22 | 59,172 | 7% | 52,863 | 6,309 | 11.93% | 56,192 | 50,568 | 5,624 | 11.12% |
| Digital Products** | | 44,921 | 6% | 12,706 | 32,215 | 253.54% | | | | |
| Talking Books | 29 | 4,225 | 1% | 4,001 | 224 | 5.60% | 8 | 12 | (4) | -33.33% |
| West Oaks | 29 | 39,802 | 5% | 38,895 | 907 | 2.33% | 21,580 | 19,657 | 1,923 | 9.78% |
| Herndon | 26 | 47,672 | 6% | 44,156 | 3,516 | 7.96% | 24,118 | 24,009 | 109 | 0.45% |
| Alafaya | 29 | 69,114 | 8% | 58,256 | 10,858 | 18.64% | 32,725 | 31,186 | 1,539 | 4.93% |
| Southeast | 26 | 39,742 | 5% | 41,355 | (1,613) | -3.90% | 25,560 | 32,879 | (7,319) | -22.26% |
| Hiwassee | 26 | 24,570 | 3% | 22,509 | 2,061 | 9.16% | 22,319 | 20,260 | 2,059 | 10.16% |
| Southwest | 26 | 44,541 | 5% | 42,841 | 1,700 | 3.97% | 16,470 | 23,762 | (7,292) | -30.69% |
| Edgewater | 26 | 28,722 | 4% | 27,556 | 1,166 | 4.23% | 19,372 | 19,214 | 158 | 0.82% |
| North Orange | 29 | 43,376 | 5% | 41,059 | 2,317 | 5.64% | 23,338 | 29,721 | (6,383) | -21.48% |
| South Creek | 29 | 52,570 | 6% | 48,580 | 3,990 | 8.21% | 27,878 | 28,902 | (1,024) | -3.54% |
| South Trail | 26 | 26,249 | 3% | 23,668 | 2,581 | 10.91% | 28,661 | 19,958 | 8,703 | 43.61% |
| Winter Garden | 26 | 29,114 | 4% | 26,064 | 3,050 | 11.70% | 15,252 | 11,652 | 3,600 | 30.90% |
| Windermere | 26 | 14,621 | 2% | 14,032 | 589 | 4.20% | 10,348 | 9,122 | 1,226 | 13.44% |
| Washington Park | 26 | 12,042 | 1% | 10,129 | 1,913 | 18.89% | 11,190 | 11,178 | 12 | 0.11% |
| Eatonville | 26 | 1,964 | 0% | 1,201 | 763 | 63.53% | 5,987 | 3,942 | 2,045 | 51.88% |
| Total | 456 | 814,903 | 100% | 728,868 | 86,035 | 11.80% | 340,451 | 334,037 | 6,414 | 1.92% |

*MAYL Visits ~ Customer Transactions

**Digital Products record the usage of library generated digital information such as Virtual Galleries, Videos, and Podcasts. The number of video podcasts (VODCast) recorded in May 2007 was unusually high. It rose from 566 in April to 7,198 in May. The reason for this is that our podcasts have been included into several podcast search engines. The process of cataloging our vodcasts by the search engines has increased our numbers.

**NUMBER OF SEARCHES
APRIL 2007**

| FISCAL YEAR 2006 | OCT 2006 | NOV | DEC | JAN 2007 | FEB | MAR | APR | MAY | JUNE | JULY | AUG | SEPT | YTD 2007 | YTD 2006 |
|--|----------------|----------------|---------------|----------------|----------------|----------------|----------------|-----|------|------|-----|------|----------------|----------------|
| African-American Song | | 24 | 9 | 21 | 14 | 9 | 4 | | | | | | 81 | N/A |
| Ancestry Library Edition | 225 | 200 | 186 | 192 | 166 | 140 | 148 | | | | | | 1,257 | 1,994 |
| Associations Unlimited | 518 | 380 | 213 | 260 | 196 | 249 | 114 | | | | | | 1,930 | 4,049 |
| Auto Repair Reference Center | 281 | 232 | 339 | 383 | 323 | 406 | 334 | | | | | | 2,298 | 1,626 |
| Biography & Genealogy Master Index | 467 | 448 | 226 | 309 | 184 | 181 | 211 | | | | | | 2,026 | 4,180 |
| Biography Resource Center | 3,359 | 2,926 | 1,948 | 5,263 | 4,994 | 3,102 | 2,812 | | | | | | 24,404 | 32,272 |
| Business & Company Resource Center | 1,042 | 1,342 | 945 | 1,189 | 1,503 | 1,214 | 2,035 | | | | | | 9,270 | 12,879 |
| Business Index ASAP | 58 | 75 | 78 | 60 | 68 | 62 | 65 | | | | | | 466 | 519 |
| Classical.com | 181 | 157 | 178 | 109 | 56 | 148 | 226 | | | | | | 1,055 | 216 |
| Computer Database | 420 | 463 | 174 | 248 | 158 | 179 | 23 | | | | | | 1,665 | 2,304 |
| Consulta | 64 | 101 | 67 | 53 | 24 | 29 | 1 | | | | | | 339 | 649 |
| Countrywatch | 1,247 | 3,649 | 520 | 2,825 | 2,459 | 2,244 | 1,462 | | | | | | 14,406 | 6,861 |
| DearReader.com Online Book Club (formerly Chapter-A-Day) | 57,380 | 57,620 | 58,200 | 58,720 | 59,060 | 60,320 | 61,460 | | | | | | 412,760 | 359,480 |
| Dun & Bradstreet International Business Locator | 49 | 53 | 47 | 43 | 45 | 57 | 47 | | | | | | 341 | 363 |
| Expanded Academic ASAP | 842 | 919 | 379 | 657 | 358 | 684 | 53 | | | | | | 3,892 | 11,068 |
| Ferguson's Career Guidance Center | 135 | 145 | 116 | 358 | 516 | 189 | 212 | | | | | | 1,671 | 2,557 |
| First Search | 1,288 | 1,199 | 1,123 | 1,481 | 1,487 | 1,505 | 2,091 | | | | | | 10,174 | 24,881 |
| Gale Virtual Reference Library e-books (FEL) | 112 | 250 | 195 | 188 | 137 | 156 | 24 | | | | | | 1,062 | 2,435 |
| General Business File ASAP | 328 | 509 | 152 | 227 | 166 | 185 | 166 | | | | | | 1,733 | 2,207 |
| General Reference Center Gold | 1,373 | 1,709 | 674 | 1,099 | 1,026 | 716 | 35 | | | | | | 6,632 | 39,908 |
| Health & Wellness Resource Center and Alternative Health Module | 1,444 | 1,366 | 580 | 728 | 642 | 1,003 | 750 | | | | | | 6,513 | 11,596 |
| Health Reference Center Academic | 650 | 736 | 229 | 311 | 223 | 323 | 43 | | | | | | 2,515 | 9,628 |
| HeritageQuest Online | 6,047 | 4,969 | 5,342 | 7,266 | 8,892 | 6,789 | 8,217 | | | | | | 47,522 | 47,178 |
| Info Trac OneFile | 2,369 | 2,767 | 1,570 | 1,976 | 1,756 | 1,535 | 132 | | | | | | 12,105 | 44,051 |
| Informe | 41 | 78 | 23 | 26 | 36 | 31 | 24 | | | | | | 259 | 395 |
| Junior Edition - K12 | 474 | 498 | 238 | 343 | 157 | 182 | 260 | | | | | | 2,152 | 1,886 |
| Kid's Edition - K12 | 325 | 387 | 134 | 381 | 490 | 113 | 137 | | | | | | 1,967 | 1,422 |
| Learnatest | 448 | 515 | 363 | 704 | 628 | 487 | 356 | | | | | | 3,501 | 2,741 |
| Lit Finder (formerly Essay/ Poem/ Storyfinder) | 777 | 423 | 274 | 307 | 223 | 190 | 789 | | | | | | 2,983 | 6,918 |
| Literature Resource Center | 3,804 | 5,372 | 1,449 | 2,974 | 2,216 | 3,256 | 6,730 | | | | | | 25,801 | 28,984 |
| Live Homework Help | 196 | 241 | 145 | 318 | 298 | 211 | 256 | | | | | | 1,665 | 1,971 |
| Mergent Online | 170 | 164 | 79 | 111 | 86 | 98 | 86 | | | | | | 794 | 1,908 |
| Morningstar | 203 | 94 | 337 | 124 | 155 | 144 | 136 | | | | | | 1,193 | 3,039 |
| NetLibrary eBooks | 84 | 142 | 64 | 121 | 87 | 99 | 76 | | | | | | 673 | 1,103 |
| NetLibrary eBooks - Shared Collection | 427 | 626 | 474 | 538 | 639 | 544 | 691 | | | | | | 3,939 | 2,686 |
| NetLibrary Downloadable Audiobooks | 727 | 770 | 705 | 993 | 806 | 805 | 726 | | | | | | 5,532 | 3,846 |
| Novelist | 809 | 914 | 484 | 912 | 756 | 932 | 623 | | | | | | 5,430 | 4,017 |
| Opposing Viewpoints Resource Center | 3,274 | 2,891 | 1,126 | 1,168 | 1,200 | 1,909 | 2,301 | | | | | | 13,869 | 19,179 |
| p4A Antiques Reference | 191 | 191 | 130 | 407 | 139 | 298 | 221 | | | | | | 1,577 | 2,486 |
| Personal and Business Forms | 53 | 144 | 109 | 144 | 180 | 116 | 111 | | | | | | 857 | N/A |
| Powermediaplus Streaming Videos | 202 | 147 | 90 | 224 | 226 | 164 | 187 | | | | | | 1,240 | 1,005 |
| Professional Collection | 100 | 198 | 133 | 204 | 134 | 118 | 34 | | | | | | 921 | 8,247 |
| ProQuest Newspapers | 2,301 | 2,374 | 1,975 | 2,287 | 1,870 | 2,095 | 1,782 | | | | | | 14,684 | 15,932 |
| Read the Books | | | | | 133 | 213 | 282 | | | | | | 628 | N/A |
| Reference USA | 3,283 | 3,982 | 3,716 | 4,467 | 4,247 | 3,856 | 3,768 | | | | | | 27,319 | 19,437 |
| Rosetta Stone | 3,070 | 2,823 | 3,652 | 4,591 | 4,470 | 4,763 | 4,292 | | | | | | 27,661 | 8,610 |
| Science Online | 647 | 209 | 415 | 2,447 | 1,161 | 787 | 324 | | | | | | 5,990 | 1,700 |
| SIRS Knowledge Source | 1,277 | 1,169 | 612 | 802 | 555 | 734 | 872 | | | | | | 6,021 | 10,550 |
| Smithsonian Global Sound | 20 | 17 | 37 | 46 | 17 | 17 | 3 | | | | | | 157 | 92 |
| Standard Deviants Video (formerly known as Cerebellum Online Videos) | 82 | 44 | 49 | 73 | 98 | 36 | 27 | | | | | | 409 | 545 |
| Standard & Poors NetAdvantage | 337 | 395 | 201 | 269 | 220 | 307 | 316 | | | | | | 2,045 | 1,087 |
| Student Edition - K12 | 345 | 380 | 183 | 254 | 206 | 261 | 169 | | | | | | 1,798 | 2,471 |
| The Street.com Ratings (formerly known as Weiss Ratings) | 76 | 46 | 48 | 24 | 95 | 300 | Not avail | | | | | | Not avail. | 56,355 |
| Tumblebooks | 561 | 660 | 498 | 721 | 412 | 737 | 292 | | | | | | 3,881 | 1,671 |
| What Do I Read Next? | 295 | 339 | 155 | 128 | 126 | 145 | 108 | | | | | | 1,296 | 3,352 |
| Worldbook Online | 859 | 753 | 429 | 815 | 479 | 671 | 738 | | | | | | 4,744 | 3,337 |
| TOTAL NUMBER OF SEARCHES | 105,337 | 109,225 | 91,817 | 110,889 | 106,998 | 106,044 | 107,382 | | | | | | 737,103 | 839,873 |

**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

Action Items

**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

**Discussion and Possible Action
Items**

**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

Librarian Initiative Summary

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Orange County Library System

Librarian Initiative Summary

Prepared for the Board of Trustees

June 8, 2007

The previous report date for the Librarian Initiative was May 9, 2007. There has been one *All Librarians Meeting* since the previous report, and the two task forces have continued their work.

- *All Librarians Meeting...* the Scheduling Task Force led a discussion centered around using measurable ways to ensure that the recent addition of new Librarians is truly producing the results intended. All Librarians were asked to submit their ideas on how these staffing increases should be adding value, so the effect can be tracked over time. Mary Anne Hodel initiated a discussion about the changing role of reference work in all libraries. The group spent time analyzing changing customer demands in this context.
- *Communications Task Force...* conducted its first “dry run” of the workshop. A second run-through is scheduled for their next meeting. This will be followed by presentation of the finished product to a focus group for input and final adjustments.
- *Scheduling Task Force...* initiated a new tool for use in analysis of the results of adding staffing, which tracks the activities performed, the anticipated outcome, and the actual results.

Overall direction remains positive. The next *All Librarians Meeting* is scheduled for June 8.

**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

Information

**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

Director's Report

Director's Report June 2007

□The Orange County Library System was named the winner of the 2007 LAMA Best of Show competition in Young Adult Reading Club Materials. More than 420 entries were submitted for this competition from across the U.S. and Canada. OCLS will be officially recognized at the Best of Show Awards Ceremonies on Sunday, June 24 at the Washington Convention Center.

□Thanks to the hard work of the Technical Services staff, our customers can now access information about our Summer Reading Programs through the OCLS catalog! They just type "SRP" or "Summer Reading Program" in the catalog to access the information about the events and lists of books!

□ We've been invited by the Orange County Public Schools to participate in a summer program which is a part of the 21st Century Community Learning for children in poverty areas. At the schools at which they represent OCLS for the Children's Initiative, Edward Booker (Collection Development), Alice Grace (South Trail), and Crystal Sullivan (Children's) will be presenting the program developed by Jane Tracy (Questline): "*The OCLS Advantage Program*." The program will be presented at Palmetto, Pineloch, and Washington Shores Elementary Schools. *The OCLS Advantage Program* was designed to give students "an edge" by using OCLS resources for academic enrichment:

- 🚩 *Introduce students in a computer class setting to www.ocls.info*
- 🚩 *Show students how to find and request a book.*
- 🚩 *Present our outstanding databases with a hands-on practice (i.e. **Countrywatch, Science Online, World Book**)*
- 🚩 *Offer a demo of **Live Homework Help** or **eBooks***

□The DVD check out limit increased from 10 to 15 on Friday, June 1, 2007. When DVDs were first added to our collection in 2002 the limit was 3! Our collection now contains over 100,000 individual DVDs and continues to be one of our most popular services. The volume of materials available on shelves in all locations indicates that the collection is healthy enough to support the increased check out limit while still making a large selection of DVDs available to our browsing borrowers. Fines will remain \$1.00 per day. We have ensured that all locations have the fine signs and a supply of fine/fee bookmarks. Communication is our best tool to make sure that borrowers are well informed BEFORE they incur fines! We now put notices in all DVD cases that say "Overdue fines are \$1.00 per day. 7 day checkout." We hope that this effort also helps to keep the public well informed of the potential consequences of overdue materials.

We currently have 572 customers who have between 11 and 15 videos checked out. We have a total of 21,547 customers with any DVDs checked out.

□For the sixth year, the Library conducted the OCLS as an Employer survey for all staff. A second smaller survey incorporated questions on the individual work and now comprise the "My Work Location" mini-survey, which provides upward feedback in response to statements that concern individual work location. 380 employees participated in the survey, which represents 89% of our entire workforce.

□Over 314 employees are participating in our Learning 2.0 effort, which involves utilizing various digital skills. Employees are having a great time learning new skills and stretching their "technology" muscles.

□The Friends of the Library Spring book sale was a great success with earnings of \$4,400 and over 580 transactions which translate to more than 1,000 people visiting the store over a three-day period.

□The Admin Team and staff participating in Executive Edge program received formal training from professional media trainer Dr. Joe Trahan on June 8. Trahan discussed the do's and don'ts of Media Relations, how to develop professional relationships with reporters, how to develop command messages, how to bridge to your messages and the need to get organizational messages out often and early.

□Over 150 employees attended the annual Health, Safety, & Wellness Fair. Employees received much health and wellness information from vendors including United Healthcare, Blue Cross Blue Shield Dental, American Cancer Society, and American Heart Association. In addition, employees were treated to free massages from students at Keiser College and blood pressure checks from Valencia Community College student nurses, and were able to attend a hand washing demonstration. There were healthy and yummy food treats on hand, too.

This terrific event was the result of much effort on the part of Yvonne Pierre and other members of the Health, Safety, and Wellness Committee: Leila Higgins, Jane Tracy, Tonia Hinkle, Jim Baker, Christina Adelman, Debora Gillette, Pam Sogge and Carla Fountain. Special thanks also go to the IS Department and Custodial Maintenance Department who helped with set up and break down for this event.

□This month we inaugurated a new Typing Master resource that we acquired through one of the grants. It has been up only 18 days. We are still examining what reports can be pulled, but what we know thus far:

A total of 79 customers have set up accounts. They have used the product for 29+ hours. The longest use was for 3 hours, 24 minutes. (a remote account) We will demo at the upcoming system-wide Technical and Customer Support Staff meeting so they can market to customers and plan to promote it in a number of other ways.

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□We have put up notices on our website and at all our facilities about the impending property tax reform. The text of our message is:

“How Will Property Tax Reform Affect Library Service?”

That’s a good question but impossible to answer since there is no way to predict the outcome of the upcoming special legislative session in June. Like other tax supported services throughout Florida, the Orange County Library System is uncertain whether or how it will be impacted by any changes in the property taxes.

The Orange County Library System is primarily funded from property taxes, and 85% of the current year's budget comes from this source. Further, the Library has limited options to raise significant revenues from other sources.

Although the size of the reduction in tax revenues is unknown, we must prepare for a variety of possible scenarios and potential impacts that is very likely to result in a reduced budget for the Library. We have initially considered the following areas for budget cuts:

- *No funding for purchasing land and constructing new branches*
- *Suspending plans to open a recently purchased facility*
- *Substantial reduction in funding for capital needs*
- *No increase in funding for books, CDs & DVDs for all Library locations*

Additional cuts may be required such as reduced hours and days of operation, a reduction of funding for books, CDs & DVDs, and possibly charging for our home delivery service.

Our intent here is to inform, not alarm.

We want to hear from you. Please let us know the services and programs you value most so we can make informed decisions as we plan for a future with reduced funding. Please leave your comments.

To date we have had 26 customers fill out the form to provide feedback. We are also gathering paper forms in the branches.

□ Admin Team members will participate in the Annual "Side-by-Side" on Tuesday, June 12. This day is a chance for them to work at alternate locations and gain an enlightened view of operations outside their normal scope of work. Admin Team members will work at the following locations:

- Mary Anne Hodel – South Creek
- Debbie Moss – Children's
- Kathryn Robinson – Technical Services
- Wendi Bost – QuestLine
- Tracy Zampaglione – Circulation
- Sally Fry – Custodial Maintenance
- Craig Wilkins – Special Services
- Bob Tessier – Computer Resource Center
- Eric Atkinson – Alafaya
- Carla Fountain – Herndon

□ Director Hodel and select members of Admin Team and staff participated in a system-wide, all-librarian meeting on Thursday, May 17. The next all-librarian meeting is scheduled for Thursday, June 28.

The Communications Task Force met for a regular meeting on Thursday, May 31. The group is continuing to work on preparing a communications workshop and training session that can ultimately be shared system wide.

Programs and Events

□ *Orlando Sentinel* Consumer Reporter and Columnist Greg Dawson spoke at the Orlando Public Library on Saturday, May 5. His talk *Buyer Beware! How to Be a Savvy Consumer* was attended by 15 people.

□ A science and learning community event called “Animal Babies” on May 12 at Main attracted 266 people to the library to see live animals and learn all about cute little critters.

□ A hip-hop dance performance offered May 6 in Library Central as part of the celebration of National Music Week was well received and attended by 73 people.

□ *Art After Hours* on May 11 was the opening reception for an Asian Art Exhibit called *To the East: An Evening of Asian Inspiration*. It was enjoyed by 325 attendees.

□ A talk by Neil Connolly, chef at Doc’s Restaurant and author of the just-released *In the Kennedy Kitchen* was enjoyed by 42 people on Saturday, May 19 at the Main Library. Connolly is the former personal chef to the Kennedy family and shared recipes and recollections during the book talk.

□ The final installment of the Jazz Discussion Series (funded by a grant from the National Endowment for the Humanities) on May 8 focused on jazz singers and was attended by 52 people. In total, 340 people participated in jazz discussions and performances offered as a six-week series.

□ *At World’s End*, a Pirates-themed program at West Oaks on May 30 attracted more than 50 kids and 30 adults plus a few teens. The treasure hunt was a big hit and the kids loved it. They also enjoyed the storyteller and the pirate-like refreshments. The craft was one that combined the efforts of the parents and kids, and even the parents had fun making the treasure chest craft. The timing couldn’t have been better to coincide with the opening of *Pirates of the Caribbean 3* and some of the attendees came dressed as Captain Jack Sparrow – complete with dreadlocks and beads. Other kids donned bandanas, pirate hats and eye patches.

□ On Monday, May 21, Hiawasse hosted their second monthly Teen Gaming Nights, and it was just as successful the first one in April. For the month of May, we had 21 teens eating, gaming, and dancing their way around the meeting room for two solid hours. A good time was had by all, and, once again, we were told that they would be back next month!

□ South Creek hosted the Orange County Fire Department which trained 30 adults in CPR and basic first aid. Thank you to the Orange County Fire Department!

□ The South Creek Spanish Book Club is up to 19 members, and growing every month!

□ Our South Creek branch Mothers’ Day celebration had 25 in attendance.

□ The Central Florida Accordion Club rocked 29 attendees at the South Creek branch!

□ The Alafaya Branch received a “facelift” and was repainted with vibrant colors throughout the branch. The lobby was tiled and bright cheery carpet squares were laid out in the middle area of the branch. Staff and customers have enjoyed the changes and we’ve heard many positive comments from our customers. The new look has really been a wonderful enhancement to the atmosphere and hospitality of the branch.

☐Alafaya hosted its first Bedtime Stories program on May 7 presented by Branch Circulation Clerk Jennifer Baker. 35 children in their pj's attended and really enjoyed it!

☐Music in the Library was celebrated at Alafaya on 4 nights During National Music Week. Acoustic music, Opera, Jazz and Rock and Roll were featured. Over 800 customers enjoyed music on these nights.

☐33 teens enjoyed Alafaya's Teen Gaming Night on May 15.

☐Branch Manager Renae Bennett is enrolled in Class 73 of Leadership Orlando. She will be attending 2 orientation days in June and looks forward to participating in all the meetings and activities to come.

☐Camelot Elementary school teachers set up a large paper mushroom garden display in a part of the branch lobby. Large and small mushrooms, butterflies, a frog and a humorous "Keep off the Grass" sign have brought smiles to the faces of many customers!

☐For National Music Week, the Eatonville Branch hosted the Macedonia Missionary Baptist Church Youth Choir on the evening of May 10th. A total 65 children and adults participated in the program. Those in attendance enjoyed an evening of song and dance. We were proud to host such a great program!

☐Gaming Night May 16th at the Eatonville Branch was earmarked by 8 teens jiving to the Dance Revolution and a selection of PS2 games. Those in attendance are looking forward to June's Gaming Night!

☐The Edgewater Branch hosted the OCLS Alphabet Bites series for kindergarten readiness. At the final program on May 17, there were 71 attendees.

☐To celebrate Cinco de Mayo, the Edgewater Branch hosted Latin Dancing @ The Library. Salsa dancers gave a demonstration and a brief lesson. There were 20 participants.

☐North Orange hosted several programs in May, including "Just Ducky," featuring live ducklings which delighted our 13 guests and "Mother's Day Tea" also with 13 attendees.

☐North Orange featured the kickoff event for National Music Week with a fine acoustic guitar performance by Christopher Peters. Many customers commented how pleasant it was to have instrumental background music in the building.

☐The Washington Park Branch and Washington Shores Elementary joined together to present a "Summer Reading Kickoff". This event was held May 17th at Washington Park with 31 children, 7 parents, and the school's media specialist in attendance. A storyteller shared one of her famous international tales, which held everyone's attention until the very end. The children and parents watched a demonstration of the Library's online catalog and they were fascinated to learn the many facets of "Kids Connect" along with our many other services and products. One of the highlights of the evening was that six children and two parents received their first library cards. The school's media specialist expressed great interest in presenting more programs of this nature for their next school year.

☐May was a busy month for South Trail. The Southwood Dance Team performed on Saturday May 12 with an attendance of 30. Jose Zuniga and Dianneson Doranzil hosted Teen Gaming. They had 21

teens attend. The Dance Dance Revolution was the big hit of the night. On Saturday, May 19 Sharon Payton hosted Crafty Gifts. 21 children had fun making their choice of several crafts. On Saturday, May 26 Tiahna Mebane presented the Shrek program: "Ogres, Dragons & Donkeys oh my!" with 56 attendees.

Upcoming Events

Friends Membership Drive

Show your love for the Orange County Library System by joining the Friends of the Library! Benefits include discounts at the Friends of the Library Bookstore and the Gifts & Greetings gift shop, receipt of the Books and Beyond newsletter each month by mail, and more! Join the Friends of the Library in the month of June for a chance to win an autographed copy of one of several bestsellers.

The Sweet Side of Soul Food

Orlando Public Library, Library Central

Saturday, June 16, 2 p.m.

Ever wondered how the sweet potato pie became a part of the Southern dessert tradition? Well, wonder no more...representatives from PK's Famous Sweet Potato Pie Company will share insights on the famous pie and provide luscious lip-smacking tasty treats for all to sample. One taste not enough? Whole pies will be available for purchase following the program.

South Trail Has the Whole World in Its Hand

South Trail Branch

Wednesday, June 20, 6 to 7:30 p.m.

Show your cultural pride! Sing a song, do a dance, recite a poem or present artwork from or about your country or culture, or just come to enjoy the show. Please register your talent with an OCLS staff member or by calling 407.835.7323. No registration required for the audience.

Discover Soul Food Cooking with Mama Nems'

West Oaks Branch

Saturday, June 23, 11 a.m.

June is "Soul Food Month." Discover recipe tips and enjoy tasty samples from Mama Nems' Restaurant.

Music in the Library

Orlando Public Library, Library Central

Friday, June 22, noon

Prepare to be swept away by the magnificent music of concert pianist Denis Plutalov. This is presented in partnership with the Rachmaninoff Society.

Art After Hours

Orlando Public Library, Library Central

Friday, July 13, 7 p.m.

Meet artist/sculptor Stefan Alexandres and view his sculptures (inspired by history, mythologies, folktales and real life) at this fascinating *Art After Hours* complemented by music and light refreshments! Attendees will have the opportunity to enter a drawing to take part in a special repousse workshop at the Library, 'Good Luck Heart,' presented by the artist. Participants will learn about repoussé, the art of embossing designs on metal by hand, and design a copper piece to take home.

Reservations are required for *Art After Hours*, call 407.835.7481.

Friends Family Frolic

Orlando Public Library, Library Central

Saturday, July 14, 11:30 a.m.

Get in the pink and discover Old Orlando with games, food and more at Flamingo Park! Fun for the whole family with the Friends of the Library: complete with pink cotton candy, pink lemonade, face painting, hula hoop contests and flamingo putt putt!

Upcoming Community Events

| | |
|-------------|---|
| June 2 | Nathaniel's Hope – Make 'm Smile Event |
| June 9 | Day of Giving Event at Maxey Community Center |
| July 28 | New Destiny Family of Wellness Summit |
| September 8 | Annual Caribbean Health Fair |

**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

OCLS as an Employer Survey

OCLS as an EMPLOYER Survey

Since 2002, OCLS has conducted the “OCLS as an Employer” survey annually. We view the survey as one way to gauge employee satisfaction and our effectiveness as an organization.

Administration of the Survey

The survey is administered electronically. A link to the survey is posted on the staff intranet (the *Orange Peel*) and employees are provided with “key codes” that enable them to take the survey and post their responses anonymously. Taking the survey is voluntary. In announcing the annual survey, however, we stress to employees that their input is extraordinarily important to our continued success as a team of 400 + people who share the common goal of being the best we can be. Employees are provided the opportunity to complete the survey on work time.

About the Survey

A total of 37 survey statements focus on five major areas of an employee’s work life:

- Opportunity
- Leadership
- Work Team
- Job Quality
- Overall Satisfaction

Employees respond to statements that focus on each of these areas and are asked to rate their level of agreement using the following scale:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

To gain a deeper understanding of survey responses, the survey asks employees to identify themselves by work group and work status:

Work Group

- Librarian
- Manager
- Other (i.e., all others, not in management and not librarians)

Work Status

- Part Time
- Full time

Last year we added an additional smaller survey that addressed more local issues entitled, “Work Location Survey.” This survey asked questions specifically related to the employee’s work location offering an additional component to

explore employee satisfaction with a more distinct perspective. We expanded that survey this year by transferring a section from the main survey, "My Supervisor," and making that a part of the Work Location survey.

Survey Results

We are pleased to report that 89% of our 423 employees took the time to take the survey, a three percent increase from last year's participation. Companies conducting employee surveys report average response rates from 41% to 75%* and so we are pleased once again that our employees took the time to provide us with their feedback.

Overall

OCLS employees as a whole are a satisfied group. Positive responses, reflected by answers in the Agree/Strongly Agree categories, increased over last year in 27 of the 37 survey statements. We are pleased to report that staff satisfaction was at 80% or higher in 65% of the survey. Satisfaction in this case is considered any response of Agree or Strongly Agree. The most prominent increases are reflected in the Leadership section where, for example, there was an increase from 79% to 87% of those who Agreed/Strongly Agreed with the statement, "The leaders in this organization communicate a vision for OCLS."

Work Groups

Employees are asked to identify themselves as part of one of three work groups: Librarian; Manager; and Other (all other employees). The Manager and Other work groups reflect results similar to the overall results – strong satisfaction with working conditions. Those completing the survey as librarians did not provide as positive responses.

Librarian (24 of 31 in work group responded)

The results of the 2006 OCLS as an Employer Survey revealed the start of some positive response improvements. In each of six categories surveyed, the percent of positive (Agree/Strongly Agree) responses increased over the 2005 survey. We attributed these results to efforts made during that year in addressing some of the issues identified by the librarians during monthly meetings.

The 2007 survey results, unfortunately, are not as promising. In comparison to the 2006 survey, this group's responses in the Agree/Strongly Agree categories decreased in 23 of 37 statements. In some cases, the decreases are minimal (1%). However, in several areas the differences from 2006 to 2007 are more dramatic. For example, in response to the statement, "My job is challenging" the responses in the

Agree/Strongly Agree categories moved from 90% in 2006 to 79% in 2007. In response to the statement, "The leadership in this organization holds people accountable for their behavior", 54% responded in the Agree/Strongly Agree categories in 2007, down from 68% in 2006. Interestingly, this group's responses to other questions regarding leadership increased in the Agree/Strongly Agree categories: "The leadership is committed to attracting and recruiting talented people, regardless of race, color, religious creed, pregnancy, gender, sexual orientation, national origin, ancestry, marital status, veteran status, age, or physical or mental disability" rose from 54% in 2006 to 79% in 2007 in the Agree/Strongly Agree categories. "The leadership demonstrates and encourages OCLS values" increased from 50% in 2006 to 54% in 2007 in the Agree/Strongly Agree categories. In the section, "Opportunity," the group decreased from 68% in 2006 to 50% in 2007 in the Agree/Strongly Agree categories in response to the statement, "The efforts I make to improve my knowledge and skills help me achieve my career goals," yet increased from 61% to 71% in the same time frame and response categories to the statement, "I get the training I need to do my job." Other responses in the "Opportunity" section point to dissatisfaction with opportunities for advancement. Results to each specific statement on the survey are provided in detail on the following pages, with associated graphic representation.

We are certainly disappointed with the results from this group. Over the course of the past year, we have put much effort into increasing the satisfaction of the librarians. We have hired seven new librarians and now have librarians at all but our three smallest branches. Librarians no longer are required to plan and present programs and classes to the expressed relief of many within that work group. Following a meeting with Board Trustees in August 2006, members of the union leadership meet monthly with the Director and members of the administrative team. In addition, the chief union representative, John Henkle, and Director Hodel meet periodically with Trustee Lee to discuss pending issues and continue an open dialogue. We have also continued the monthly meetings with the entire librarian group, facilitated by Mr. Case. From the monthly meetings, task forces are appointed to work on issues identified by the group at large as needing improvement. Currently, there are two working task forces, Communications and Scheduling & Staffing. We clearly see that much more effort must be made to reach out to the OCLS librarian work group. We must continue to seek opportunities for communication and exchange of ideas. As stated previously, one of the areas this work group identified as a source of dissatisfaction was with regard to opportunities for advancement. To that end, we will be addressing this issue with a goal of creating a staff development and skill enhancement initiative. This, of course, will be an initiative that will be designed for staff at large. However, we will certainly dedicate effort toward providing librarians with

the increased skill and development opportunities to help them realize a higher level of job and employment satisfaction.

Manager (54 of 55 in work group responded)

Survey responses continue to reveal a management work group that is satisfied and feels a sense of ownership and investment in what happens at OCLS. Over 75% of the statements received responses at 90% or above in the Agree/Strongly Agree categories.

Other (300 of 337 in work group responded)

This group is comprised of any employee not included in either of the other two work groups. This group reflects a similar pattern to the results of the total employee population. The percentage of ratings continues to increase (as they did in 2006 compared to the 2005 results), and, as with the total population, 65% of the responses were at 80% or above in the agree/strongly agree categories.

Work Status

Full Time/Part Time (Full Time: 245 of 273 responded; Part Time: 135 of 150 responded)

This year's survey was the second time we asked employees in the "Other" work group to identify themselves as either full time or part time. These responses reveal, in general, that employees in both of these work status groups responded with a similar percentage of high positive ratings.

Overall

Overall, we are gratified that the majority of our employees have expressed such a high level of satisfaction with their jobs and with OCLS as an employer. We remain cognizant of the challenges ahead and will continue to reach out to all employees. To realize our goal of increasing and maximizing our value to the community we serve, we count on a dynamic, motivated, and dedicated staff to deliver our message, our products, and the ultimate in customer service.

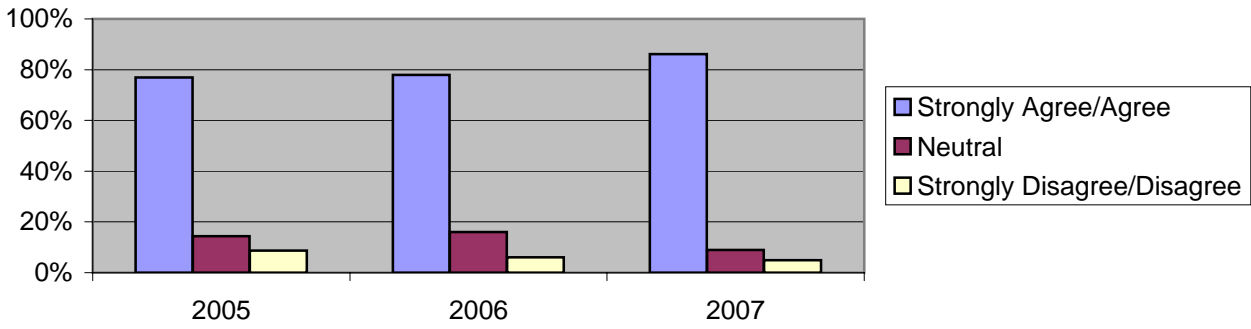
*SuperSurvey Online Surveys (www.supersurvey.com)
The Business Research Lab (www.busreslab.com)

OCLS as an Employer Survey 2007

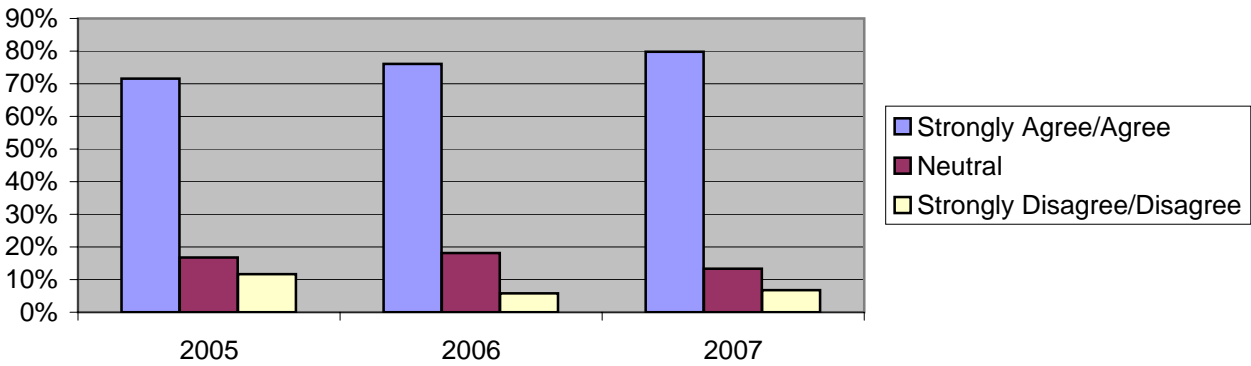
Work Group: All Staff

| Leadership | 2005 | 2006 | 2007 |
|--|------|------|------|
| The leaders in this organization encourage everyone to contribute all they can in their jobs. | | | |
| Strongly Agree/Agree | 77% | 78% | 86% |
| Neutral | 14% | 16% | 9% |
| Strongly Disagree/Disagree | 9% | 6% | 5% |
| | | | |
| They hold people accountable for their behavior. | | | |
| Strongly Agree/Agree | 72% | 76% | 80% |
| Neutral | 17% | 18% | 13% |
| Strongly Disagree/Disagree | 12% | 6% | 7% |
| | | | |
| They act the way they expect others to act. | | | |
| Strongly Agree/Agree | 63% | 67% | 72% |
| Neutral | 20% | 19% | 16% |
| Strongly Disagree/Disagree | 17% | 13% | 12% |
| | | | |
| They communicate a vision for OCLS. | | | |
| Strongly Agree/Agree | 79% | 79% | 87% |
| Neutral | 15% | 14% | 9% |
| Strongly Disagree/Disagree | 6% | 7% | 4% |
| | | | |
| They encourage ideas and participation. | | | |
| Strongly Agree/Agree | 77% | 80% | 84% |
| Neutral | 14% | 13% | 9% |
| Strongly Disagree/Disagree | 9% | 7% | 7% |
| | | | |
| They are committed to attracting and recruiting talented people, regardless of race, color, religious creed, pregnancy, gender, sexual orientation, national origin, ancestry, marital status, veteran status, age, or physical or mental disability. | | | |
| Strongly Agree/Agree | 78% | 78% | 89% |
| Neutral | 13% | 17% | 8% |
| Strongly Disagree/Disagree | 10% | 6% | 3% |
| | | | |
| They demonstrate that employees are important to the success of OCLS. | | | |
| Strongly Agree/Agree | 72% | 77% | 81% |
| Neutral | 15% | 15% | 12% |
| Strongly Disagree/Disagree | 12% | 8% | 8% |
| | | | |
| They demonstrate and encourage OCLS values. | | | |
| Strongly Agree/Agree | 77% | 78% | 85% |
| Neutral | 13% | 16% | 10% |
| Strongly Disagree/Disagree | 10% | 6% | 5% |

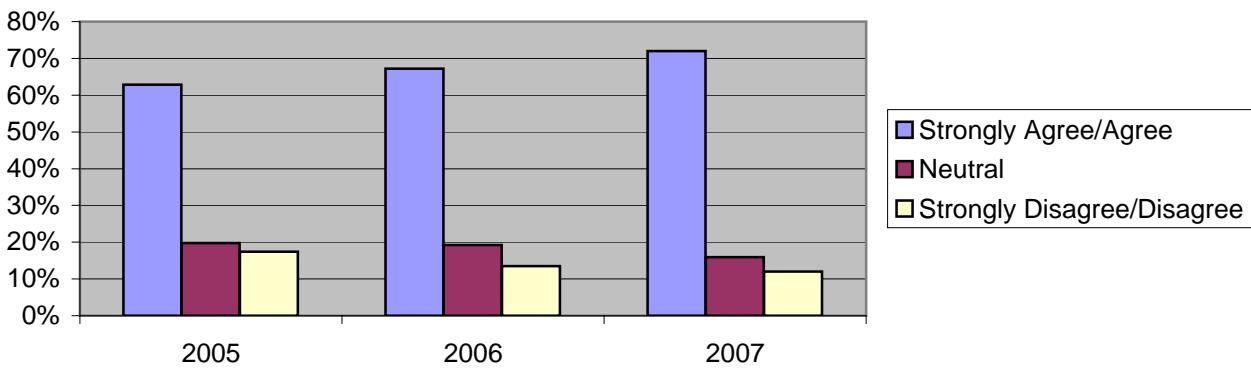
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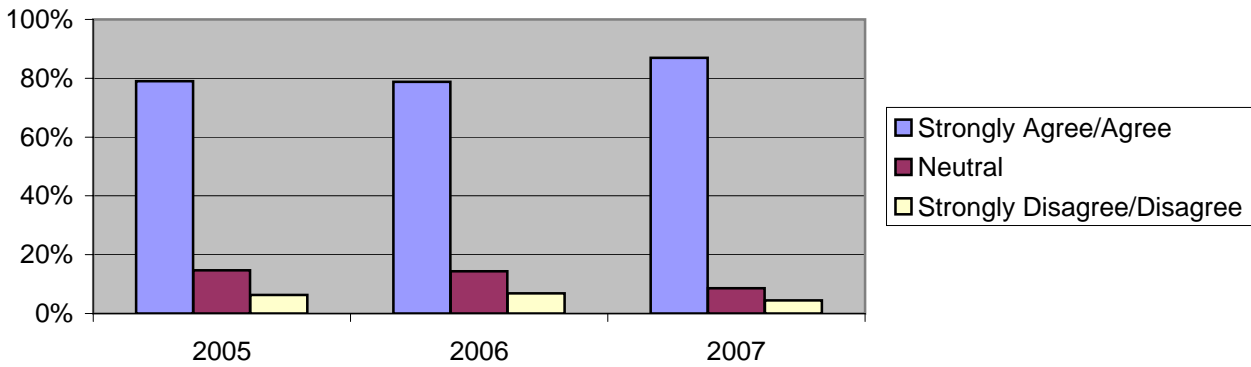
They hold people accountable for their behavior



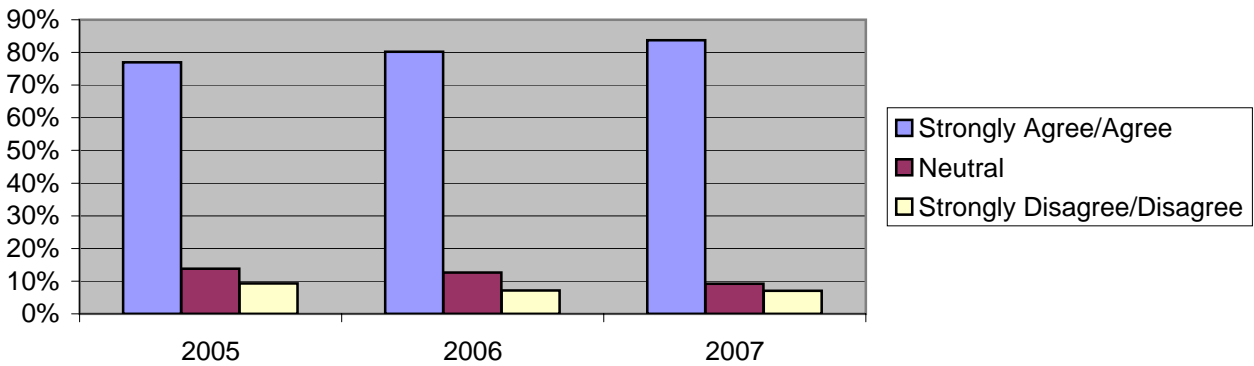
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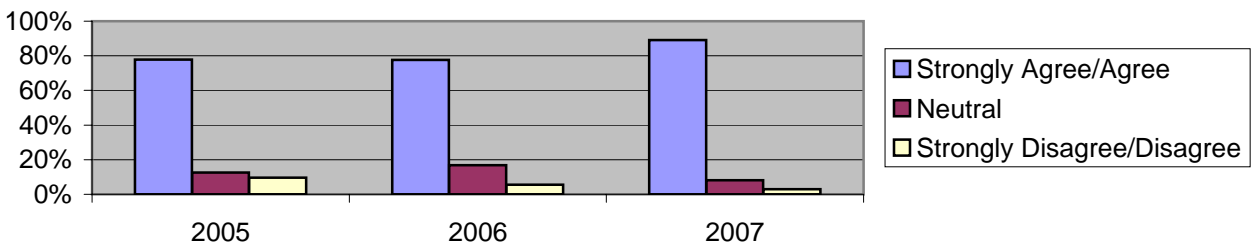
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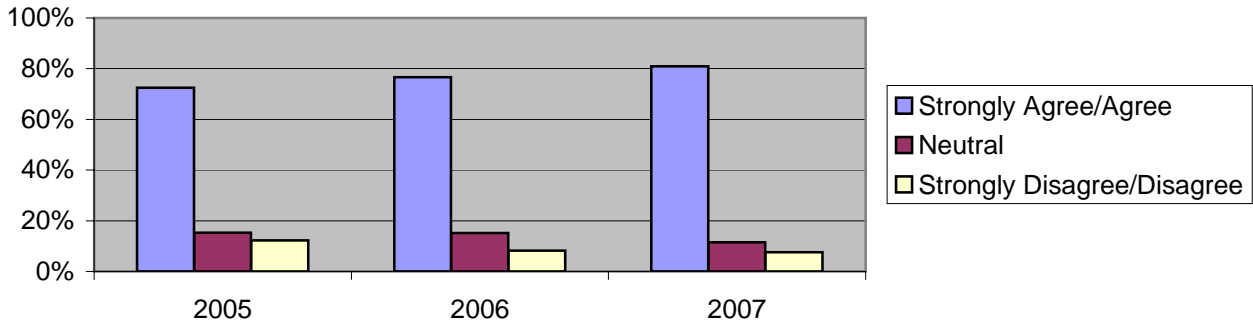
They encourage ideas and participation



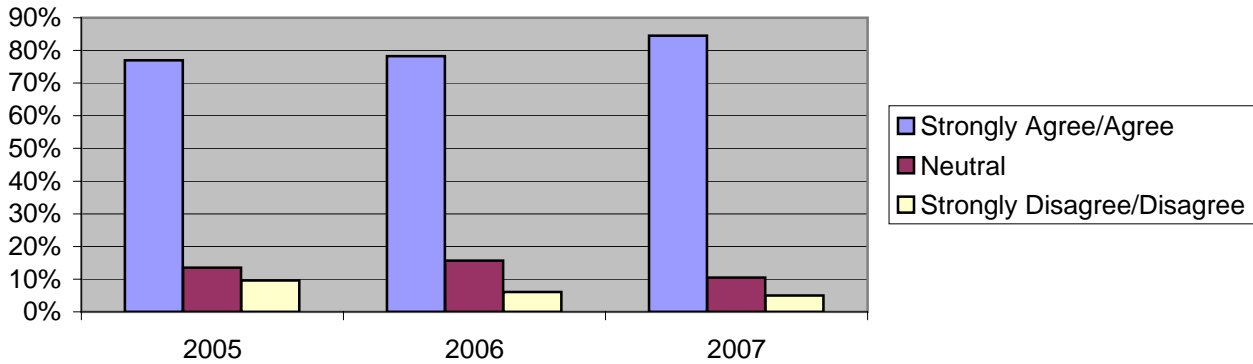
They are committed to attracting and recruiting talented people, regardless of race, color, religious creed, pregnancy, gender, sexual orientation, national origin, ancestry, marital status, veteran status, age, or physical or mental disability



They demonstrate that employees are important to the success of OCLS

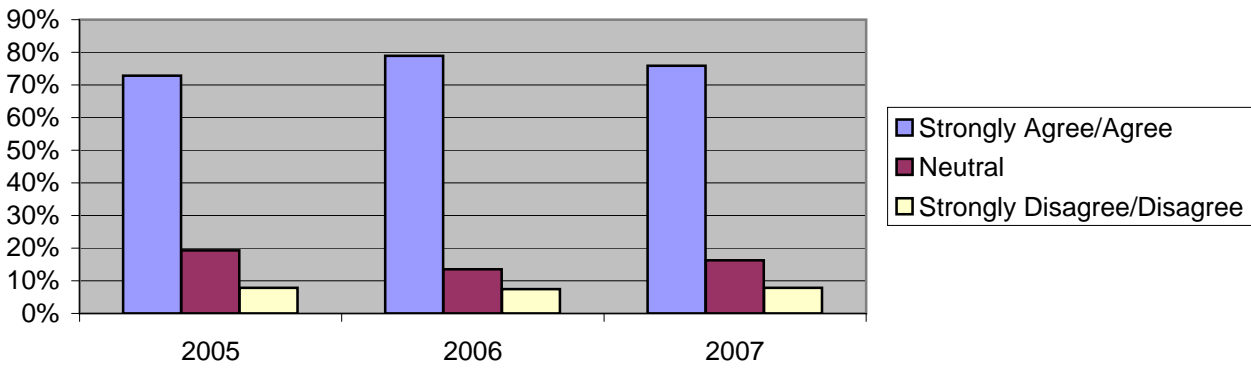


They demonstrate and encourage OCLS values

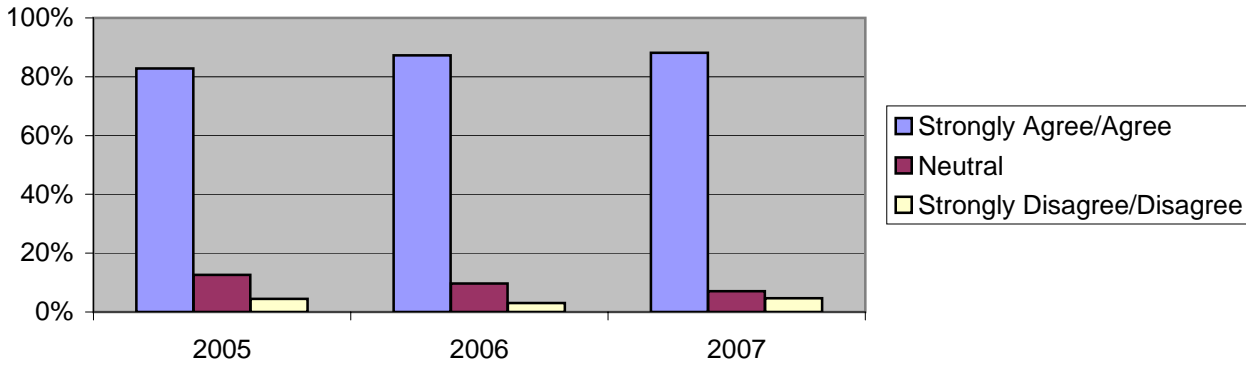


| Job Quality | 2005 | 2006 | 2007 |
|---|-------------|-------------|-------------|
| My job is challenging. | | | |
| Strongly Agree/Agree | 73% | 79% | 76% |
| Neutral | 19% | 14% | 16% |
| Strongly Disagree/Disagree | 8% | 7% | 8% |
| | | | |
| My job provides opportunities for learning. | | | |
| Strongly Agree/Agree | 83% | 87% | 88% |
| Neutral | 13% | 10% | 7% |
| Strongly Disagree/Disagree | 5% | 3% | 5% |
| | | | |
| The work I do makes a difference. | | | |
| Strongly Agree/Agree | 92% | 93% | 92% |
| Neutral | 8% | 7% | 7% |
| Strongly Disagree/Disagree | 1% | 1% | 1% |
| | | | |
| The work I do contributes to the success of the Library. | | | |
| Strongly Agree/Agree | 94% | 96% | 96% |
| Neutral | 5% | 4% | 3% |
| Strongly Disagree/Disagree | 1% | 1% | 1% |
| | | | |
| My job utilizes my talents and skills. | | | |
| Strongly Agree/Agree | 77% | 78% | 78% |
| Neutral | 16% | 15% | 13% |
| Strongly Disagree/Disagree | 7% | 7% | 9% |
| | | | |
| I receive appropriate rewards and compensation for my contributions. | | | |
| Strongly Agree/Agree | 59% | 61% | 63% |
| Neutral | 25% | 26% | 25% |
| Strongly Disagree/Disagree | 16% | 14% | 13% |
| | | | |
| OCLS provides an appropriate benefits package. | | | |
| Strongly Agree/Agree | 72% | 79% | 78% |
| Neutral | 19% | 15% | 17% |
| Strongly Disagree/Disagree | 9% | 6% | 4% |
| | | | |
| I believe my workload is reasonable. | | | |
| Strongly Agree/Agree | 65% | 74% | 75% |
| Neutral | 18% | 15% | 15% |
| Strongly Disagree/Disagree | 17% | 11% | 10% |

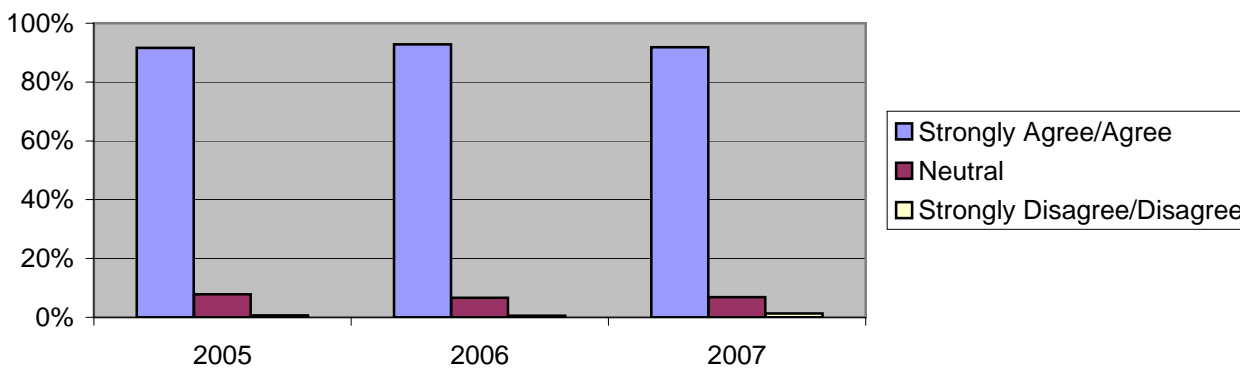
My job is challenging



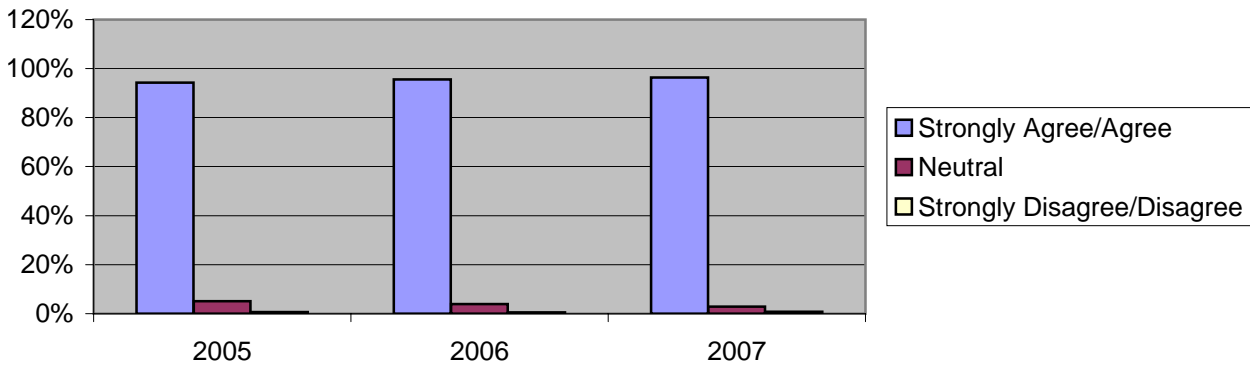
My job provides opportunities for learning



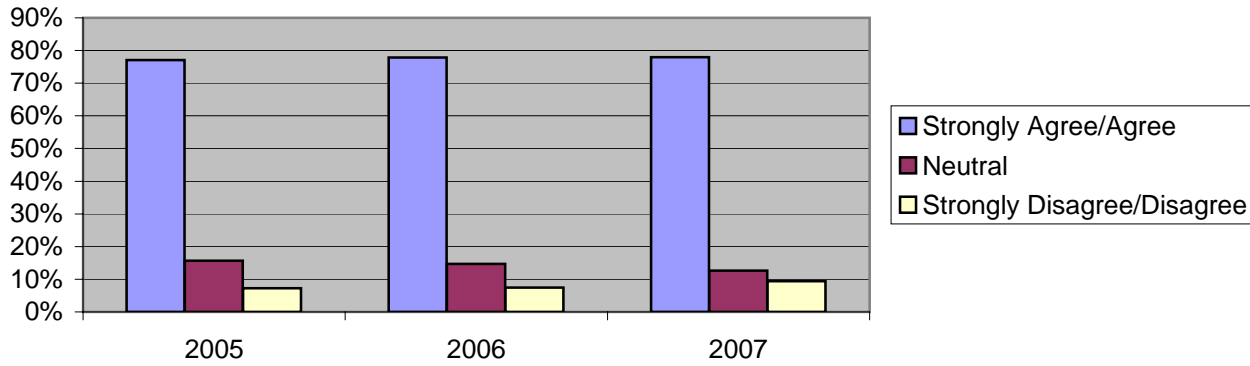
The work I do makes a difference



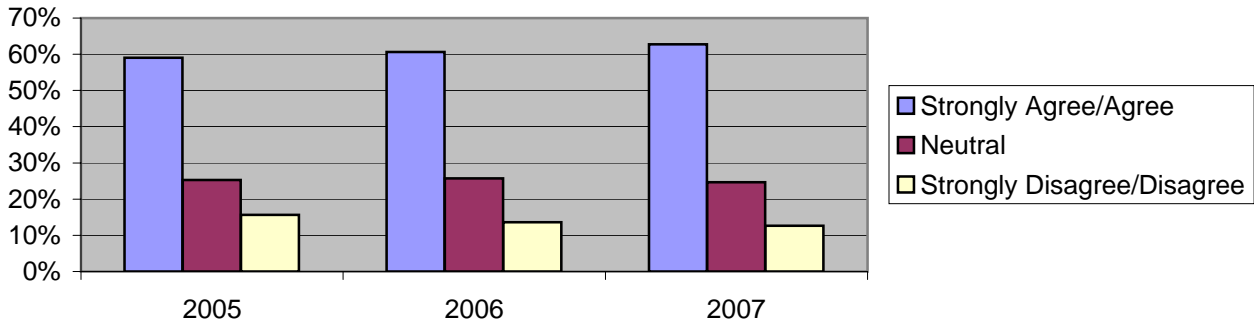
The work I do contributes to the success of the Library



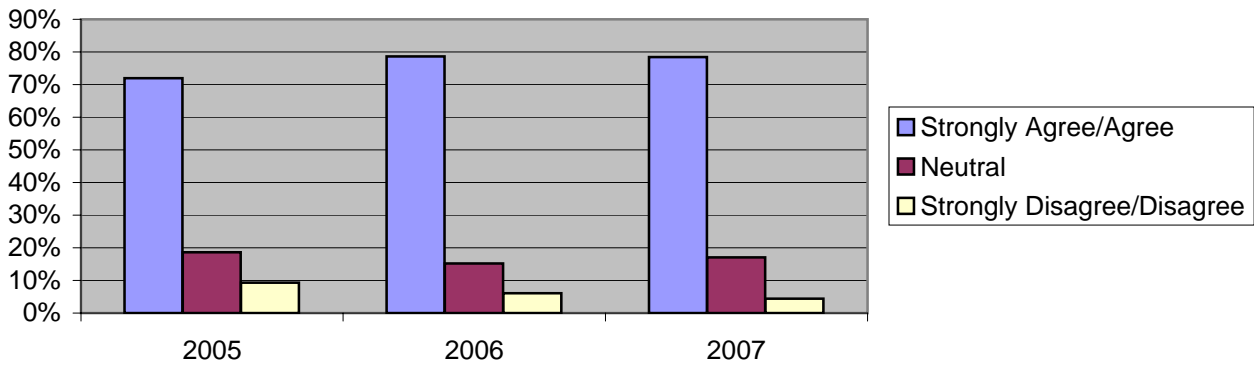
My job utilizes my talents and skills



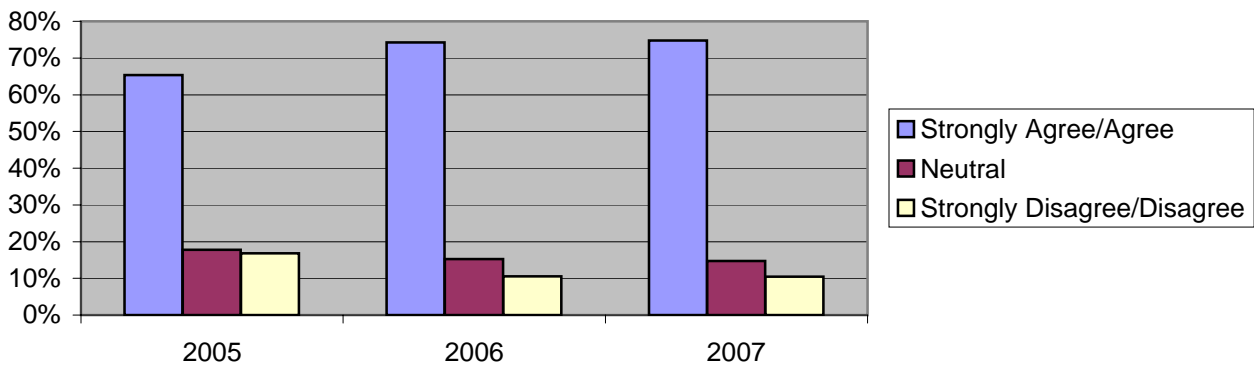
I receive appropriate rewards and compensation for my contributions



OCLS provides an appropriate benefits package

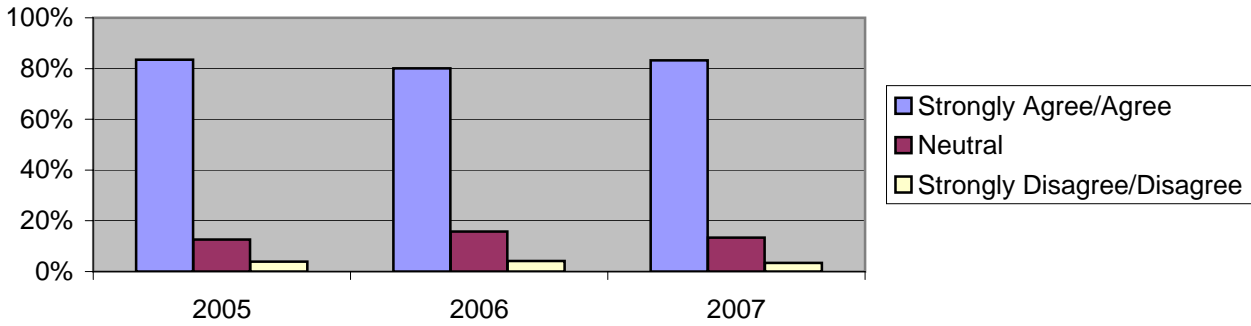


I believe my workload is reasonable

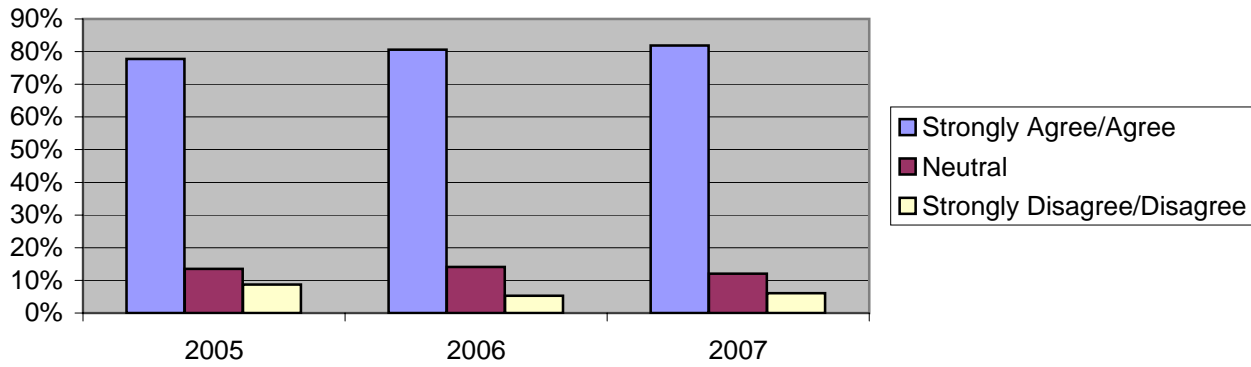


| Opportunity | 2005 | 2006 | 2007 |
|---|-------------|-------------|-------------|
| The efforts I make to improve my knowledge and skills help me achieve my career goals. | | | |
| Strongly Agree/Agree | 83% | 80% | 83% |
| Neutral | 13% | 16% | 13% |
| Strongly Disagree/Disagree | 4% | 4% | 3% |
| | | | |
| I get the training I need to do my job. | | | |
| Strongly Agree/Agree | 78% | 81% | 82% |
| Neutral | 14% | 14% | 12% |
| Strongly Disagree/Disagree | 9% | 5% | 6% |
| | | | |
| My race, gender or other diversity factors are not an impediment to achieving my career goals at OCLS. | | | |
| Strongly Agree/Agree | 84% | 85% | 90% |
| Neutral | 13% | 12% | 8% |
| Strongly Disagree/Disagree | 3% | 3% | 2% |
| | | | |
| There are sufficient opportunities for advancement at OCLS. | | | |
| Strongly Agree/Agree | 54% | 58% | 60% |
| Neutral | 24% | 21% | 20% |
| Strongly Disagree/Disagree | 22% | 21% | 20% |
| | | | |
| By and large, promotions go to the most qualified people at OCLS. | | | |
| Strongly Agree/Agree | 52% | 52% | 54% |
| Neutral | 29% | 29% | 29% |
| Strongly Disagree/Disagree | 20% | 19% | 16% |
| | | | |
| I have access to other job opportunities at OCLS. | | | |
| Strongly Agree/Agree | 63% | 69% | 69% |
| Neutral | 25% | 20% | 19% |
| Strongly Disagree/Disagree | 12% | 11% | 12% |
| | | | |
| I am encouraged to demonstrate initiative and creativity in my work. | | | |
| Strongly Agree/Agree | 83% | 82% | 84% |
| Neutral | 11% | 14% | 11% |
| Strongly Disagree/Disagree | 6% | 4% | 6% |

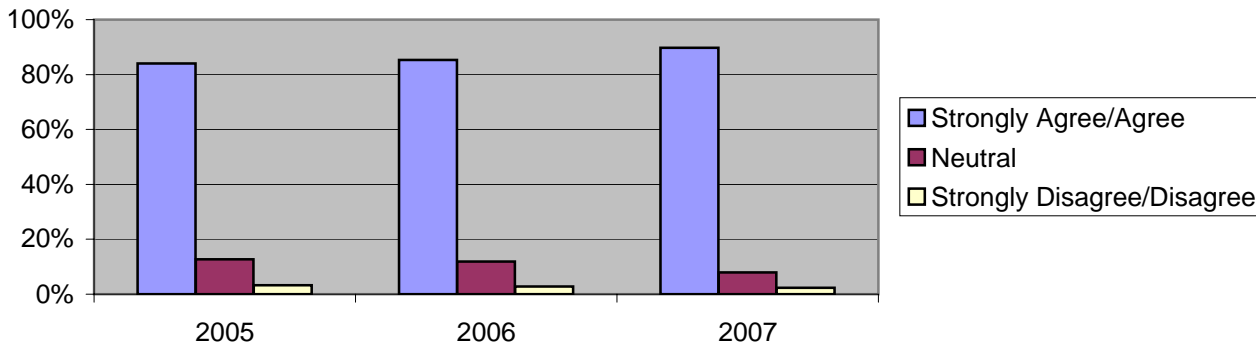
The efforts I make to improve my knowledge and skills help me achieve my career goals



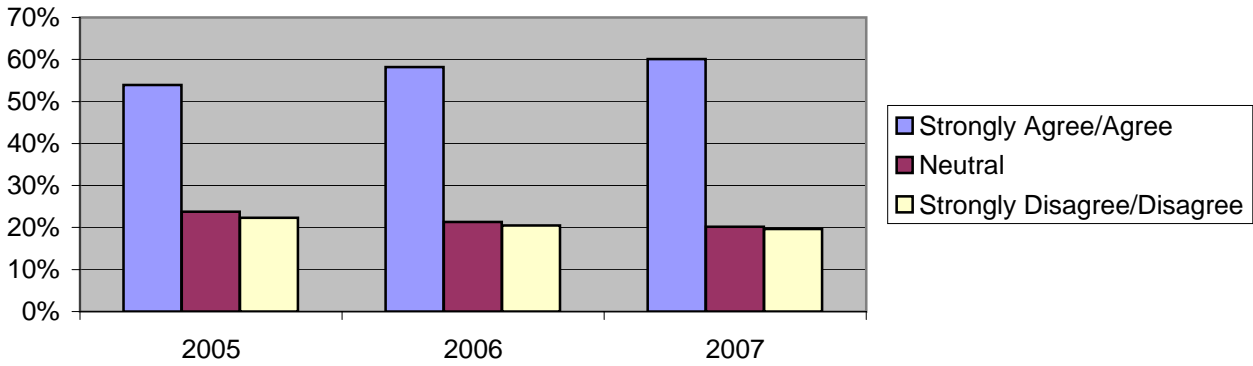
I get the training I need to do my job



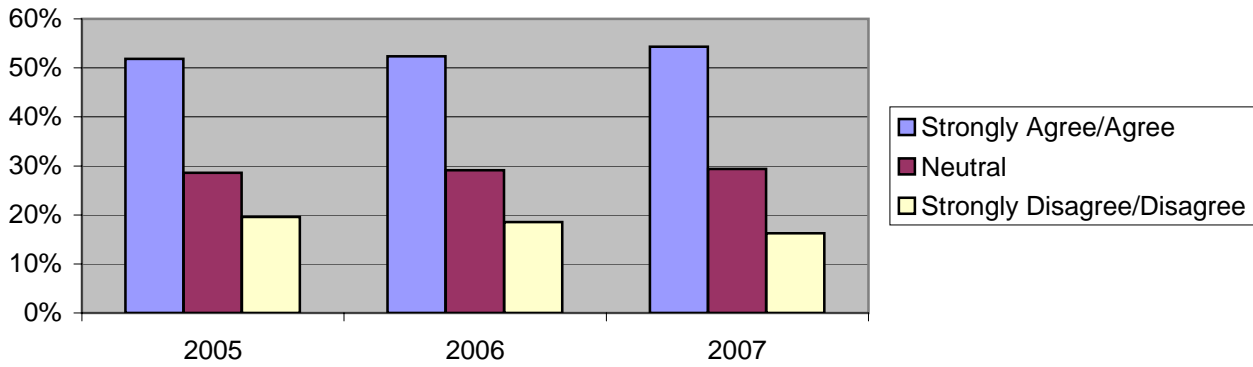
My race, gender or other diversity factors are not an impediment to achieving my career goals at OCLS



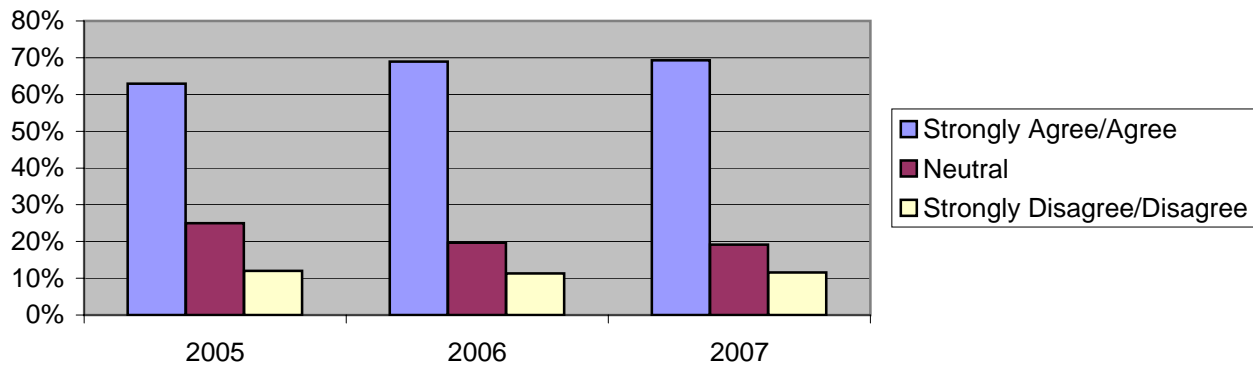
There are sufficient opportunities for advancement at OCLS



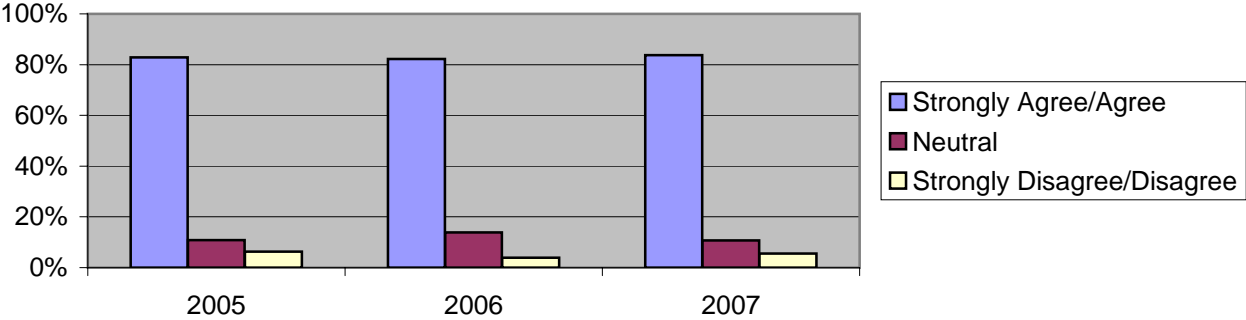
By and large, promotions go to the most qualified people at OCLS



I have access to other job opportunities at OCLS



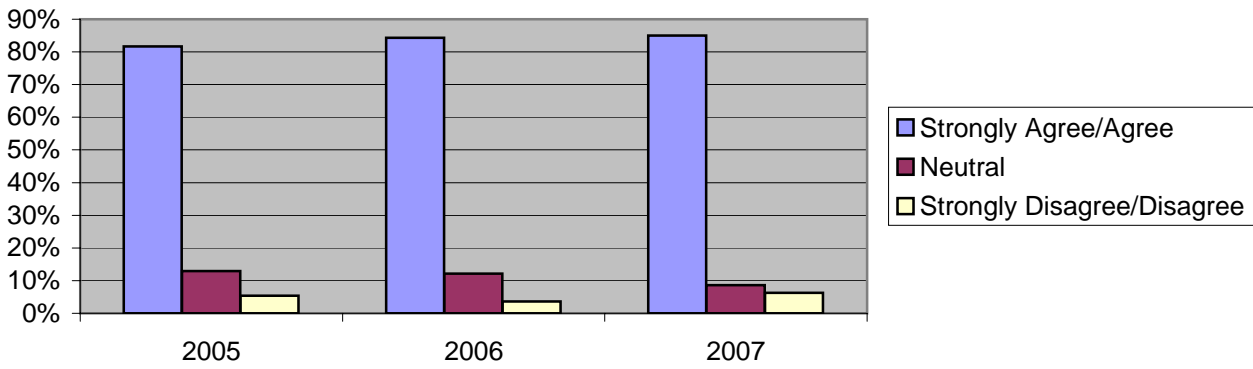
I am encouraged to demonstrate initiative and creativity in my work



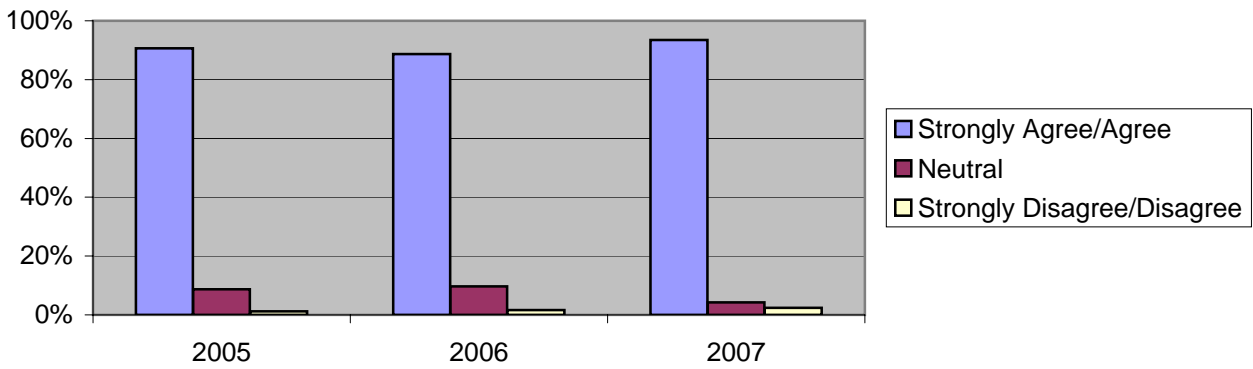
| Work Team | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| I am comfortable offering ideas and suggestions in my department. | | | |
| Strongly Agree/Agree | 82% | 84% | 85% |
| Neutral | 13% | 12% | 9% |
| Strongly Disagree/Disagree | 5% | 4% | 6% |
| My department has an environment that welcomes new people. | | | |
| Strongly Agree/Agree | 91% | 89% | 93% |
| Neutral | 9% | 10% | 4% |
| Strongly Disagree/Disagree | 1% | 2% | 2% |
| People in my department value and respect each other for their diversity. | | | |
| Strongly Agree/Agree | 84% | 83% | 85% |
| Neutral | 11% | 13% | 9% |
| Strongly Disagree/Disagree | 4% | 4% | 6% |
| My department works well as a team. | | | |
| Strongly Agree/Agree | 82% | 81% | 83% |
| Neutral | 11% | 14% | 10% |
| Strongly Disagree/Disagree | 8% | 5% | 7% |
| Differences among people in the department are addressed and resolved constructively. | | | |
| Strongly Agree/Agree | 69% | 71% | 72% |
| Neutral | 21% | 20% | 19% |
| Strongly Disagree/Disagree | 10% | 9% | 9% |
| We operate in an open and honest way | | | |
| Strongly Agree/Agree | 76% | 78% | 78% |
| Neutral | 14% | 15% | 15% |
| Strongly Disagree/Disagree | 10% | 6% | 7% |
| I understand how my work contributes to my department's objectives. | | | |
| Strongly Agree/Agree | 94% | 94% | 93% |
| Neutral | 4% | 4% | 4% |
| Strongly Disagree/Disagree | 2% | 2% | 3% |
| I understand my department's role and value to OCLS overall. | | | |
| Strongly Agree/Agree | 95% | 95% | 96% |
| Neutral | 4% | 4% | 3% |
| Strongly Disagree/Disagree | 1% | 0% | 1% |
| We are open to new ideas about how we can improve the way we work. | | | |
| Strongly Agree/Agree | 85% | 85% | 86% |
| Neutral | 11% | 11% | 9% |
| Strongly Disagree/Disagree | 4% | 4% | 6% |

Workgroup: All Staff – Work Team Comparison 2005-2007

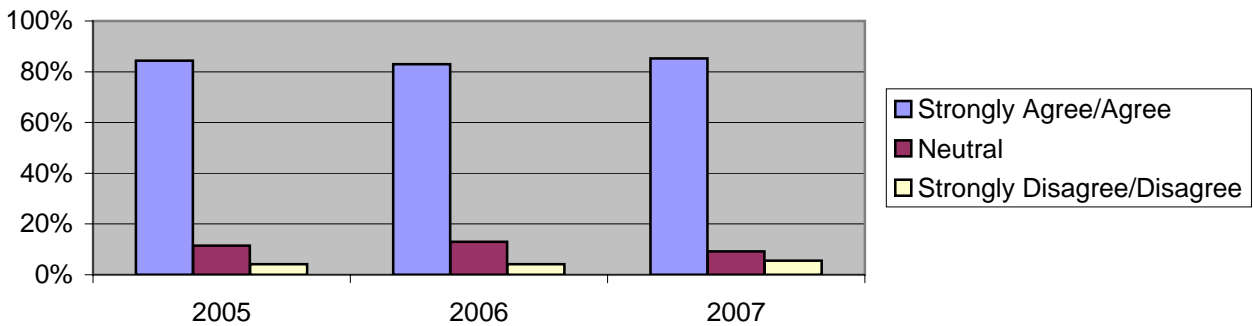
I am comfortable offering ideas and suggestions in my department



My department has an environment that welcomes new people

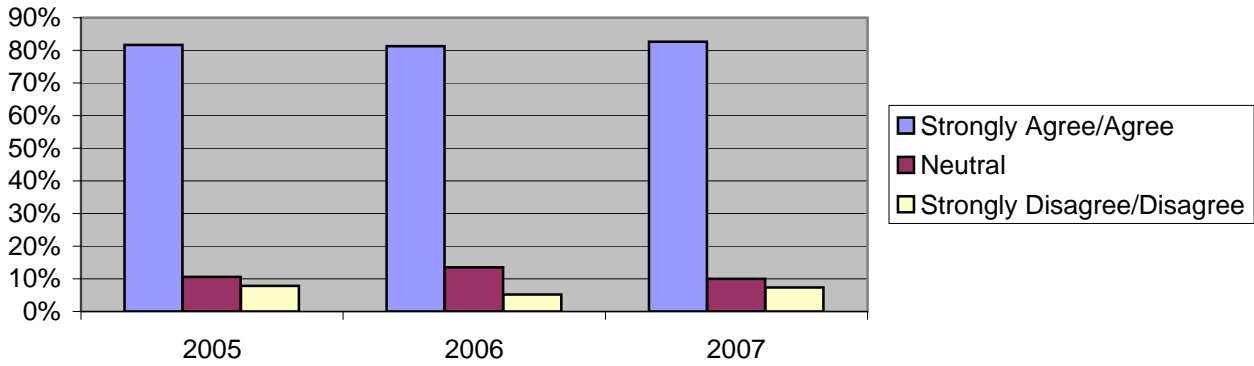


People in my department value and respect each other for their diversity

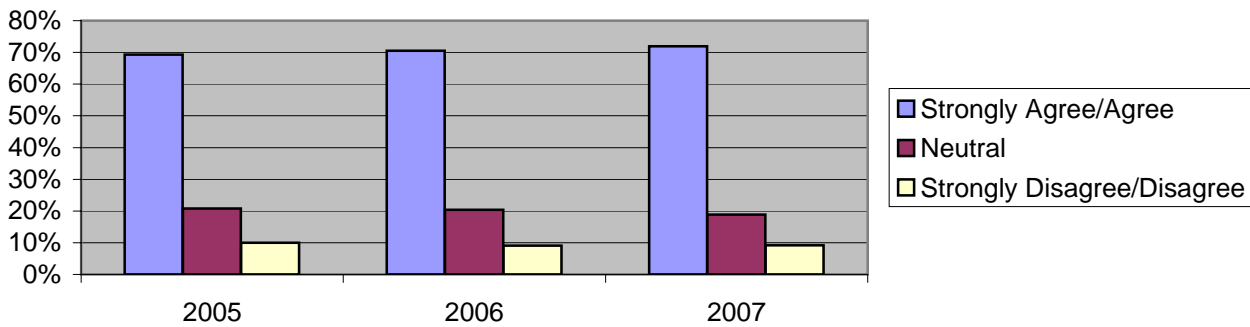


Workgroup: All Staff – Work Team Comparison 2005-2007

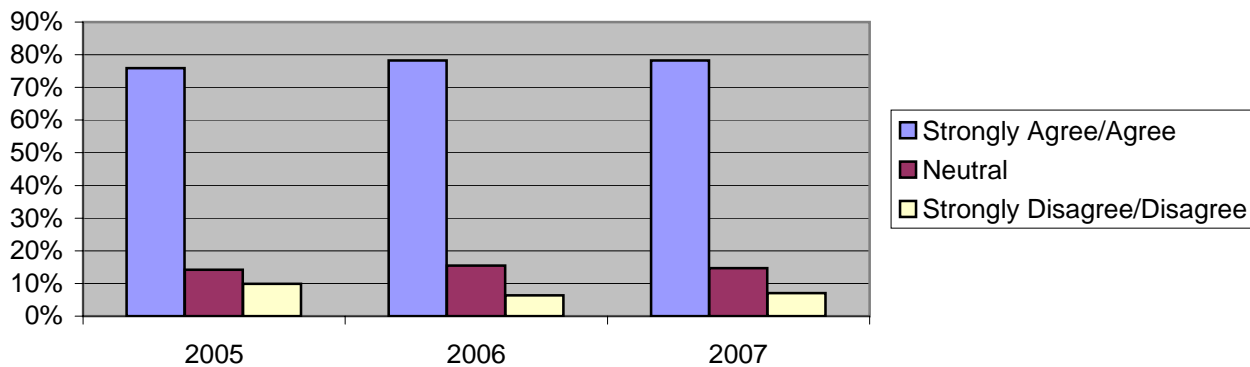
My department works well as a team



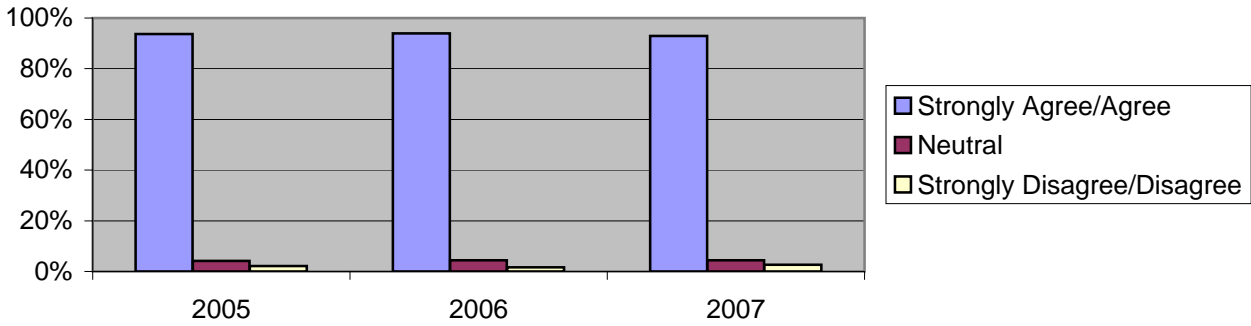
Differences among people in the department are addressed and resolved constructively



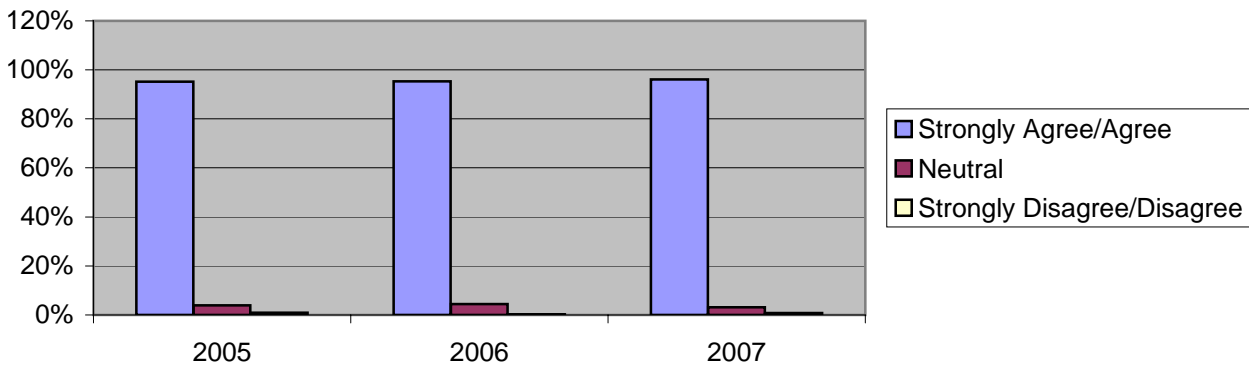
We operate in an open and honest way



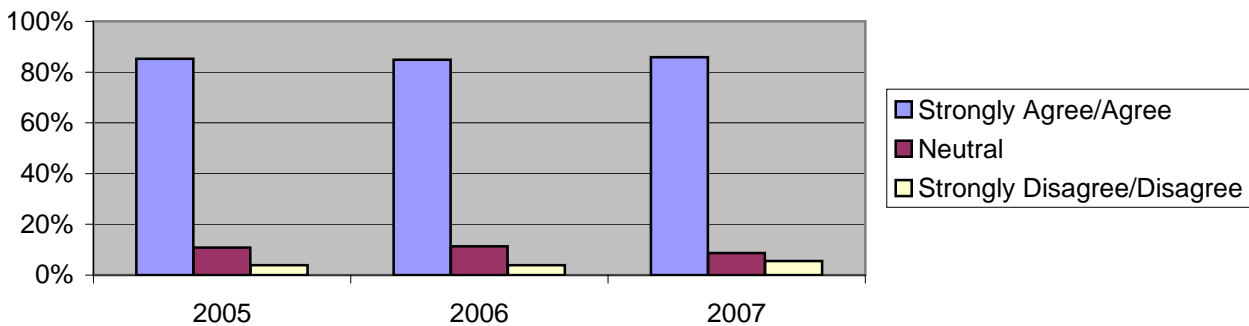
I understand how my work contributes to my department's objectives



I understand my department's role and value to OCLS overall

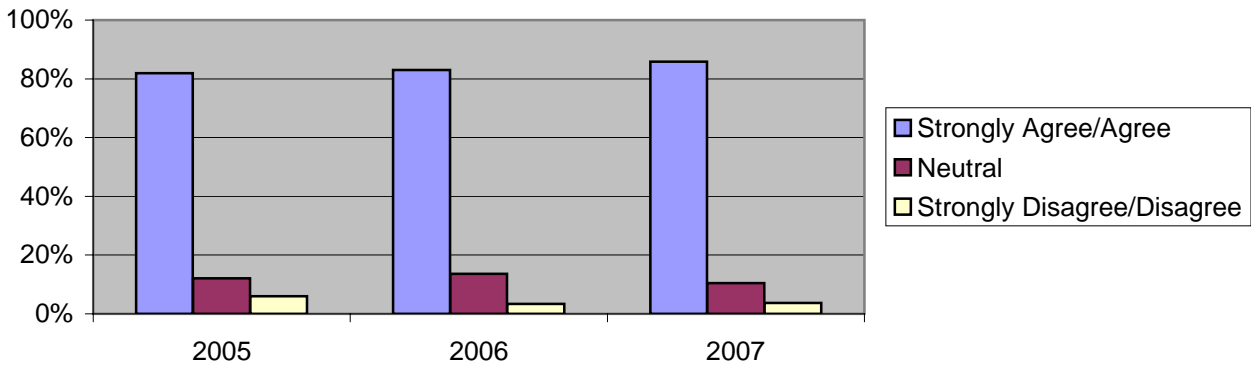


We are open to new ideas about how we can improve the way we work

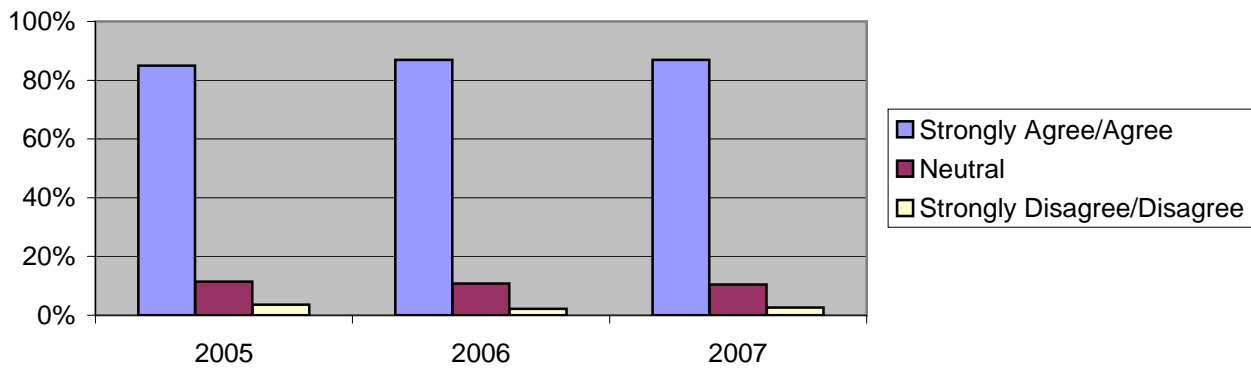


| OCLS as an Employer Overall | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| OCLS is a great place to work. | | | |
| Strongly Agree/Agree | 82% | 83% | 86% |
| Neutral | 12% | 14% | 11% |
| Strongly Disagree/Disagree | 6% | 3% | 4% |
| | | | |
| I am proud to work for OCLS. | | | |
| Strongly Agree/Agree | 85% | 87% | 87% |
| Neutral | 11% | 11% | 11% |
| Strongly Disagree/Disagree | 4% | 2% | 3% |
| | | | |
| I feel a sense of ownership and investment in what happens at OCLS. | | | |
| Strongly Agree/Agree | 69% | 72% | 76% |
| Neutral | 20% | 20% | 17% |
| Strongly Disagree/Disagree | 10% | 8% | 7% |
| | | | |
| I can have a work/life balance that meets my needs and can still be successful at OCLS. | | | |
| Strongly Agree/Agree | 77% | 76% | 83% |
| Neutral | 18% | 19% | 13% |
| Strongly Disagree/Disagree | 5% | 4% | 4% |
| | | | |
| I would recommend working here to other talented friends. | | | |
| Strongly Agree/Agree | 80% | 78% | 81% |
| Neutral | 12% | 15% | 14% |
| Strongly Disagree/Disagree | 8% | 7% | 5% |

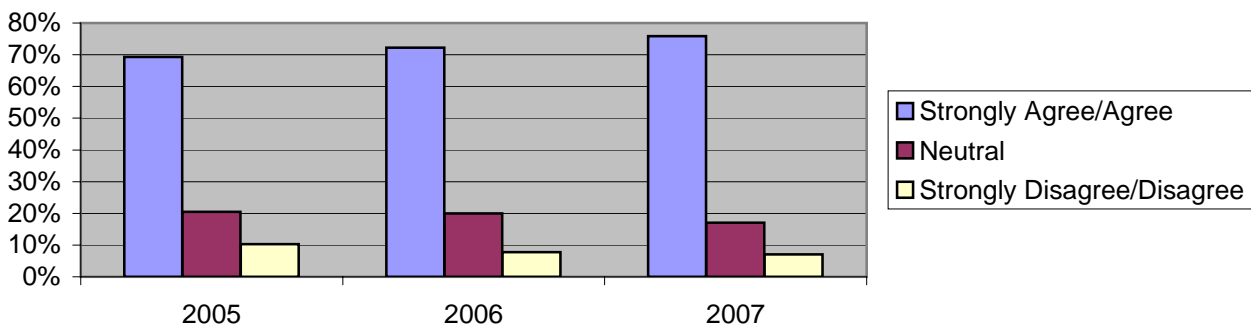
OCLS is a great place to work



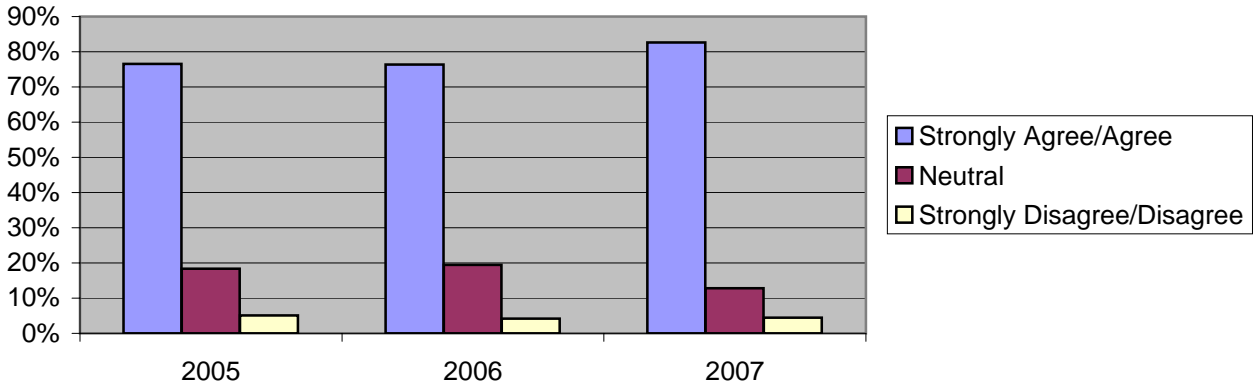
I am proud to work for OCLS



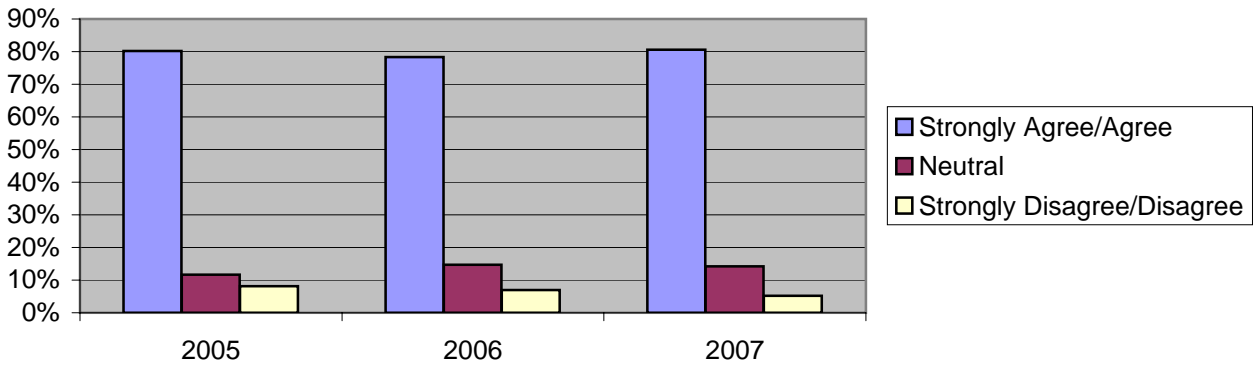
I feel a sense of ownership and investment in what happens at OCLS



I can have a work/life balance that meets my needs and can still be successful at OCLS

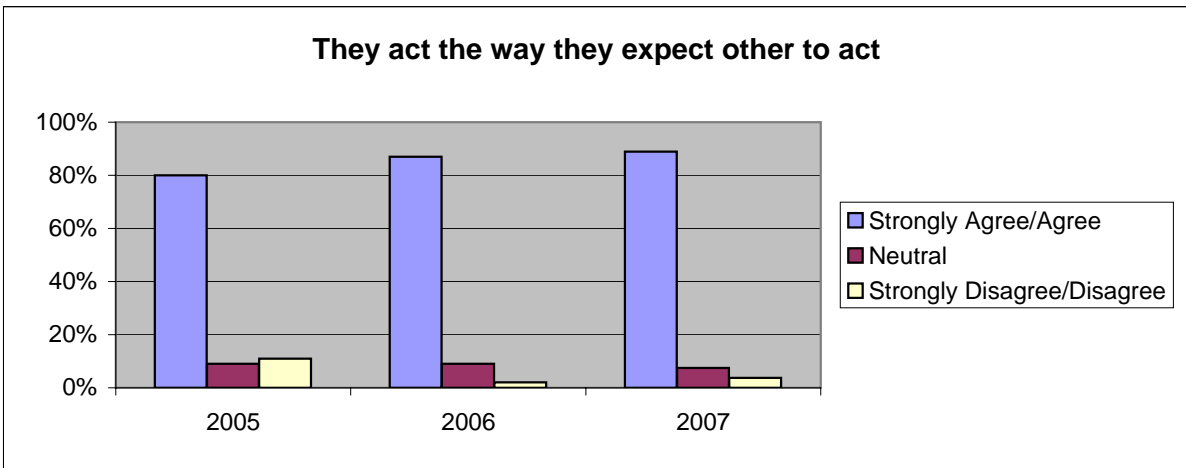
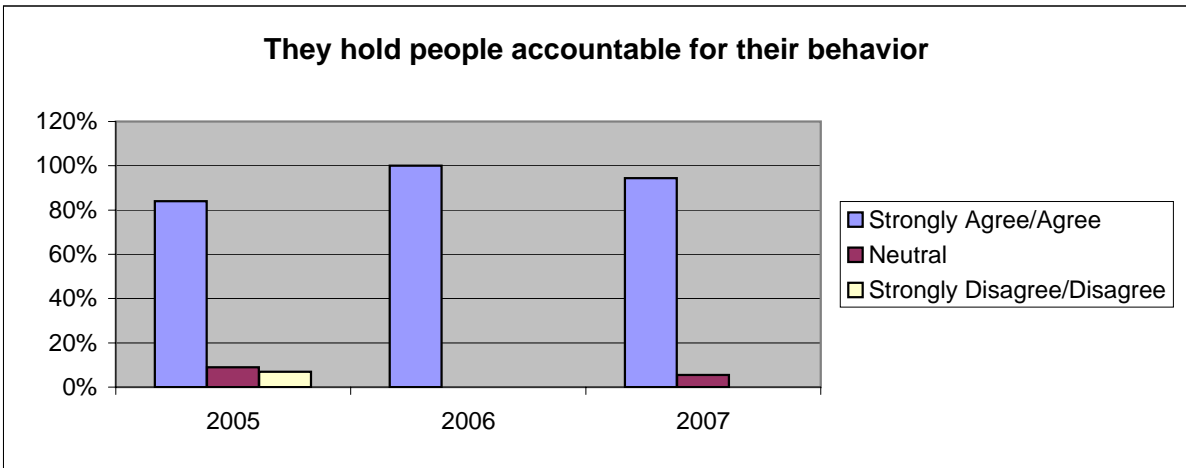
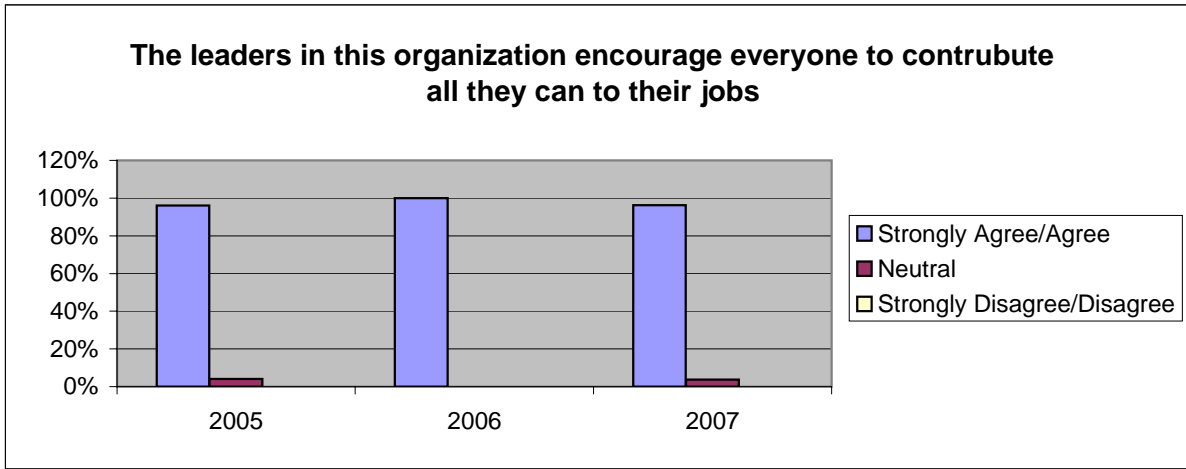


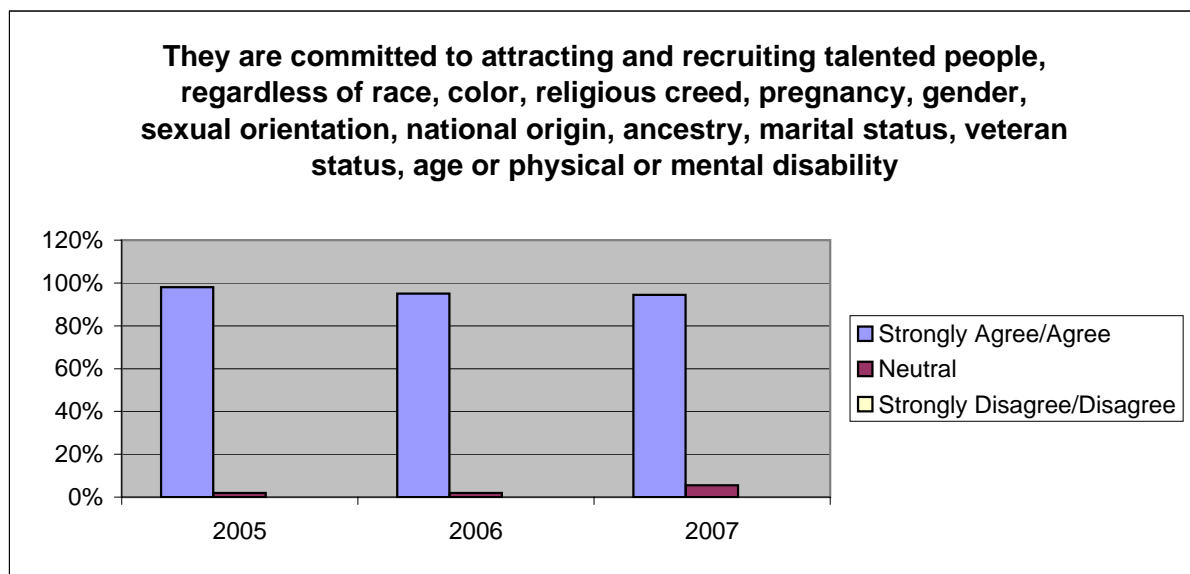
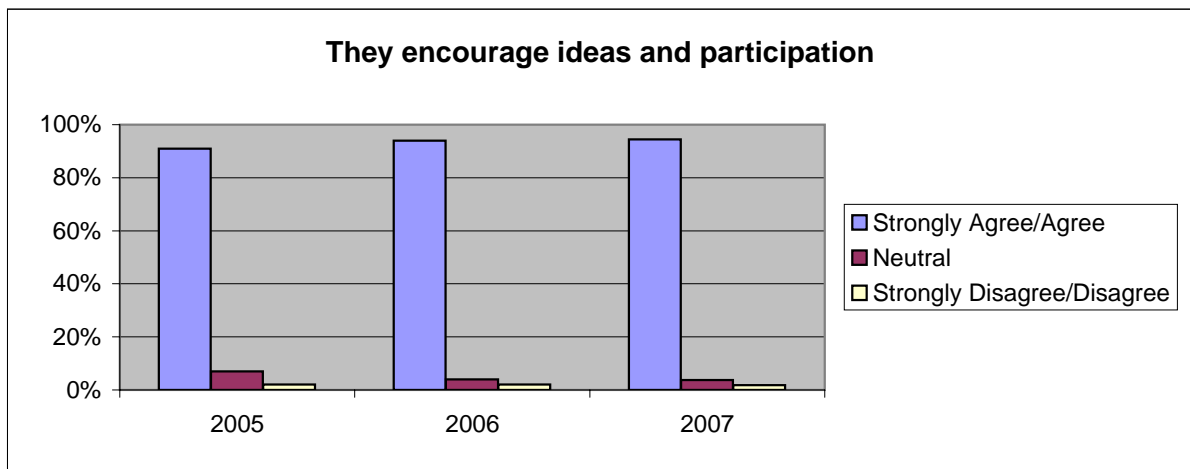
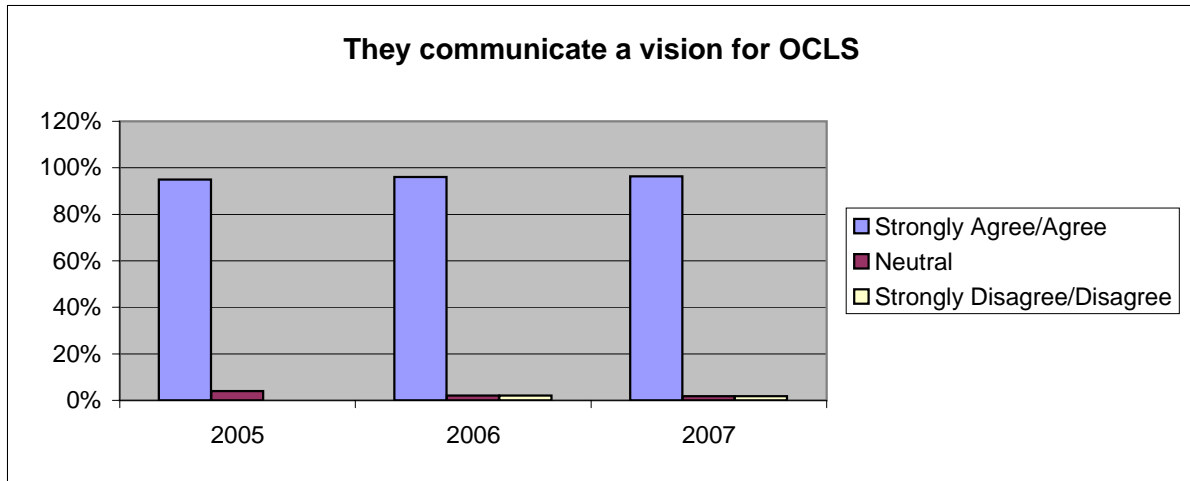
I would recommend working here to other talented friends

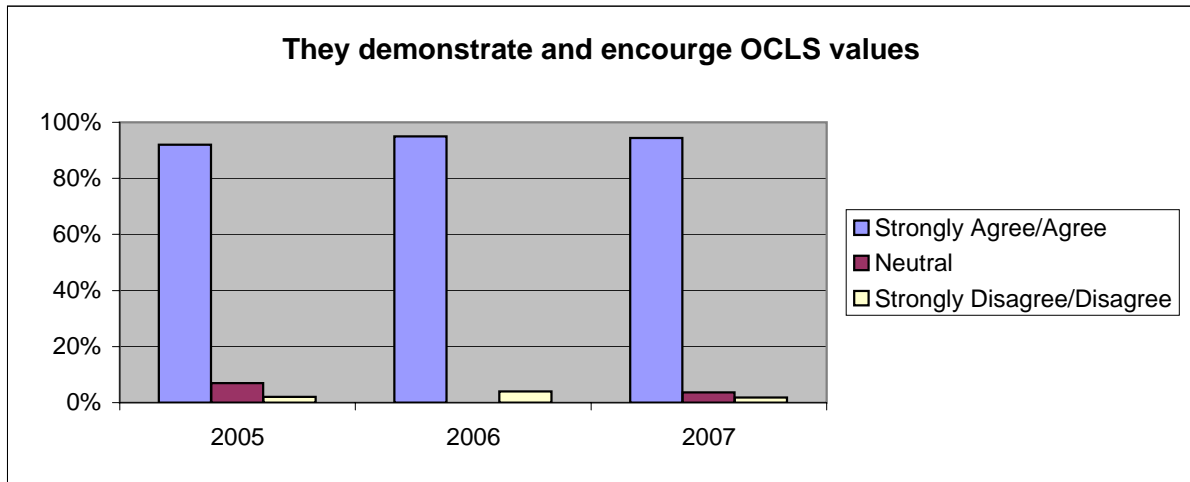
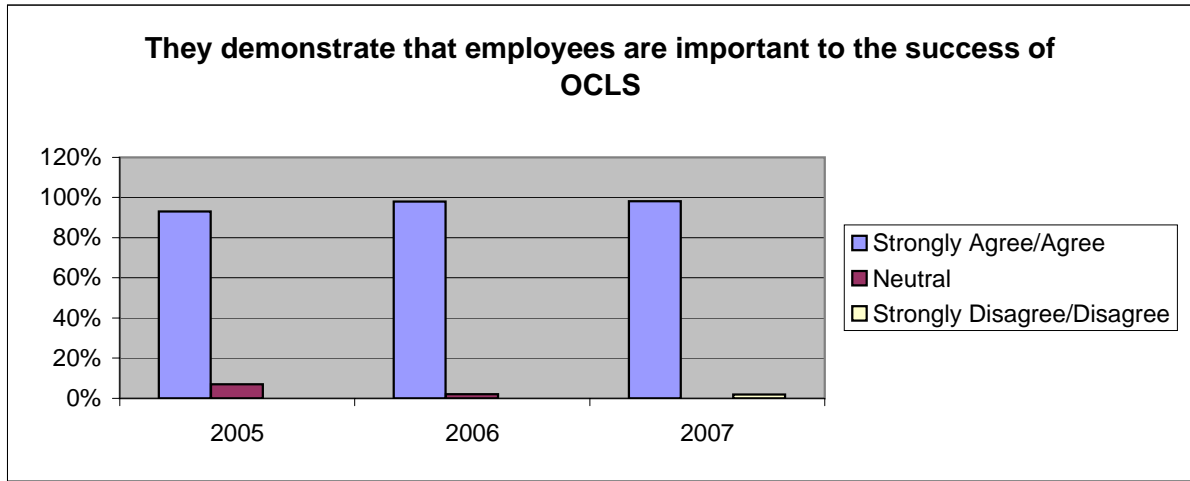


OCLS as an Employer Survey 2007
Work Group: Managers

| LEADERSHIP | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| The leaders in this organization encourage everyone to contribute all they can in their jobs. | | | |
| Strongly Agree/Agree | 96% | 100% | 96% |
| Neutral | 4% | 0% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| They hold people accountable for their behavior. | | | |
| Strongly Agree/Agree | 84% | 100% | 94% |
| Neutral | 9% | 0% | 6% |
| Strongly Disagree/Disagree | 7% | 0% | 0% |
| They act the way they expect others to act. | | | |
| Strongly Agree/Agree | 80% | 87% | 89% |
| Neutral | 9% | 9% | 7% |
| Strongly Disagree/Disagree | 11% | 2% | 4% |
| They communicate a vision for OCLS. | | | |
| Strongly Agree/Agree | 95% | 96% | 96% |
| Neutral | 4% | 2% | 2% |
| Strongly Disagree/Disagree | 0% | 2% | 2% |
| They encourage ideas and participation. | | | |
| Strongly Agree/Agree | 91% | 94% | 94% |
| Neutral | 7% | 4% | 4% |
| Strongly Disagree/Disagree | 2% | 2% | 2% |
| They are committed to attracting and recruiting talented people, regardless of race, color, religious creed, pregnancy, gender, sexual orientation, national origin, ancestry, marital status, veteran status, age, or physical or mental disability. | | | |
| Strongly Agree/Agree | 98% | 95% | 94% |
| Neutral | 2% | 2% | 6% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| They demonstrate that employees are important to the success of OCLS. | | | |
| Strongly Agree/Agree | 93% | 98% | 98% |
| Neutral | 7% | 2% | 0% |
| Strongly Disagree/Disagree | 0% | 0% | 2% |
| They demonstrate and encourage OCLS values. | | | |
| Strongly Agree/Agree | 92% | 95% | 94% |
| Neutral | 7% | 0% | 4% |
| Strongly Disagree/Disagree | 2% | 4% | 2% |



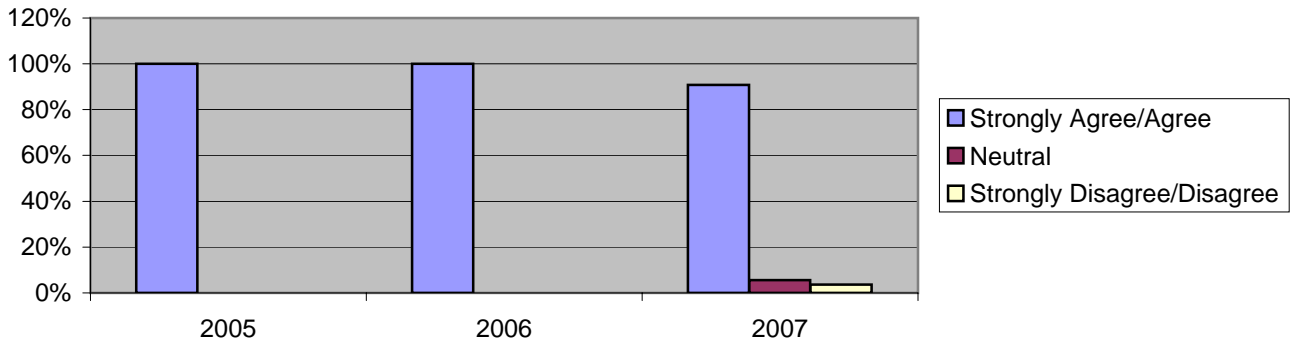




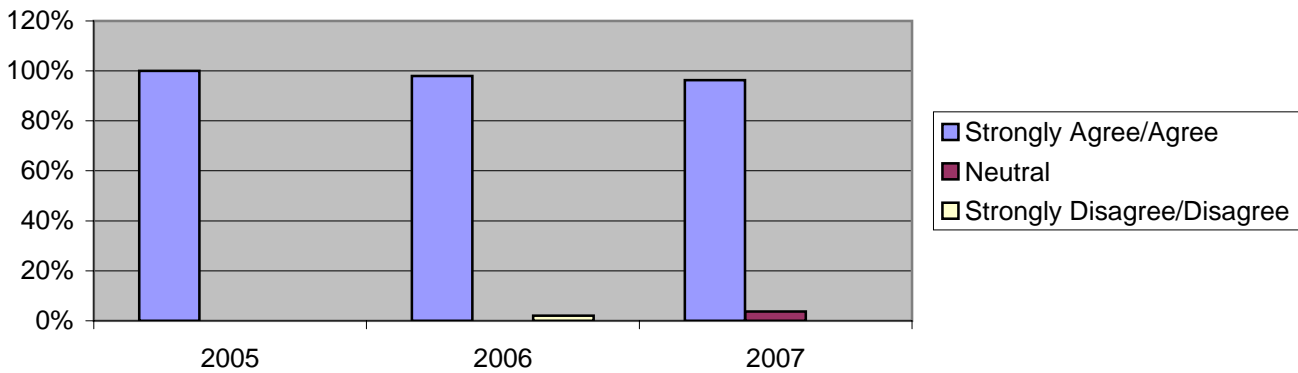
| JOB QUALITY | 2005 | 2006 | 2007 |
|---|-------------|-------------|-------------|
| My job is challenging. | | | |
| Strongly Agree/Agree | 100% | 100% | 91% |
| Neutral | 0% | 0% | 6% |
| Strongly Disagree/Disagree | 0% | 0% | 4% |
| My job provides opportunities for learning. | | | |
| Strongly Agree/Agree | 100% | 98% | 96% |
| Neutral | 0% | 0% | 4% |
| Strongly Disagree/Disagree | 0% | 2% | 0% |
| The work I do makes a difference. | | | |
| Strongly Agree/Agree | 98% | 100% | 96% |
| Neutral | 2% | 0% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| The work I do contributes to the success of the Library. | | | |
| Strongly Agree/Agree | 100% | 100% | 96% |
| Neutral | 0% | 0% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| My job utilizes my talents and skills. | | | |
| Strongly Agree/Agree | 100% | 100% | 94% |
| Neutral | 0% | 0% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 2% |
| I receive appropriate rewards and compensation for my contributions. | | | |
| Strongly Agree/Agree | 89% | 91% | 89% |
| Neutral | 9% | 7% | 9% |
| Strongly Disagree/Disagree | 2% | 2% | 2% |
| OCLS provides an appropriate benefits package. | | | |
| Strongly Agree/Agree | 91% | 95% | 91% |
| Neutral | 9% | 1% | 9% |
| Strongly Disagree/Disagree | 0% | 1% | 0% |
| I believe my workload is reasonable. | | | |
| Strongly Agree/Agree | 66% | 73% | 74% |
| Neutral | 18% | 7% | 13% |
| Strongly Disagree/Disagree | 16% | 2% | 13% |

Workgroup: Managers – Job Quality Category Comparison 2005-2007

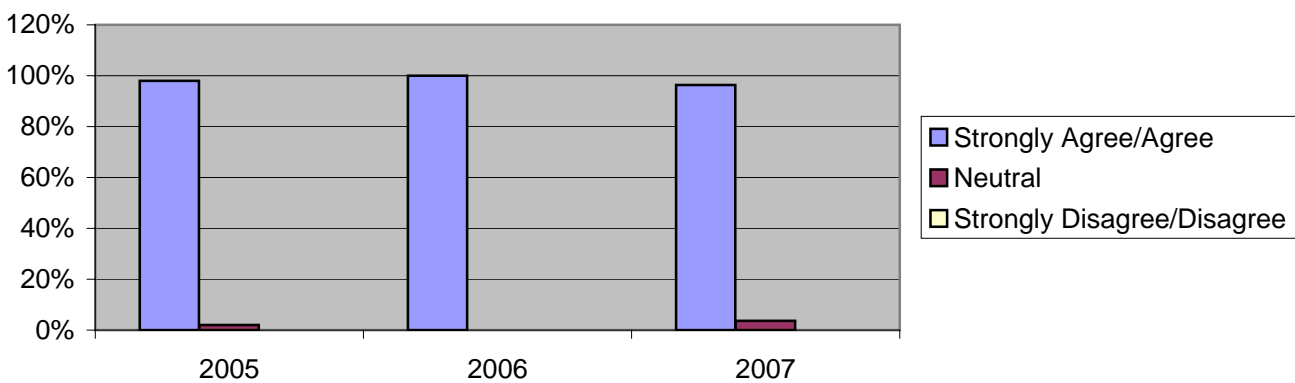
My job is challenging



My job provides opportunities for learning

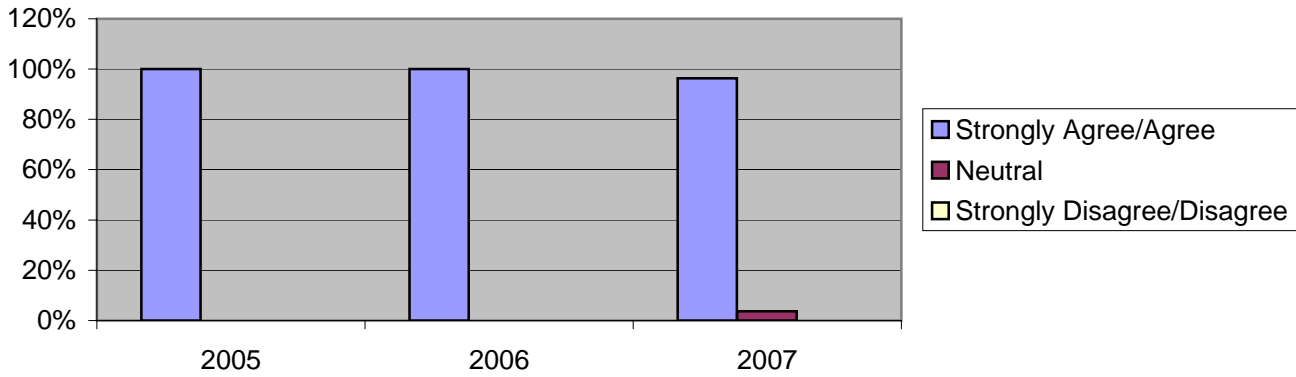


The work I do makes a difference

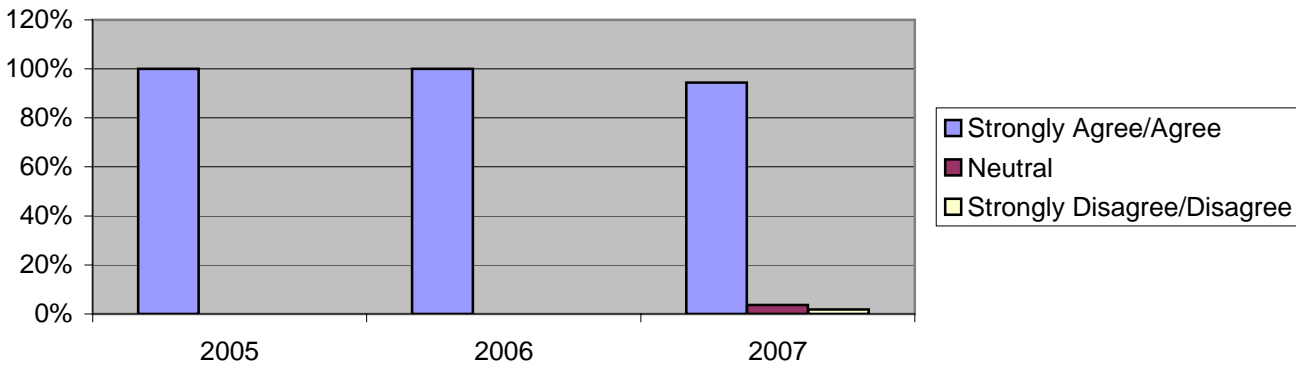


Workgroup: Managers – Job Quality Category Comparison 2005-2007

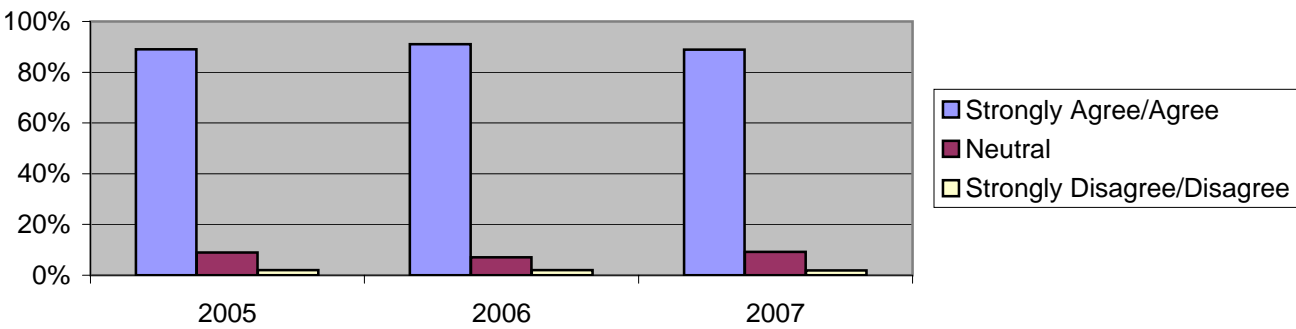
The work I do contributes to the success of the Library



My job utilizes my talents and skills

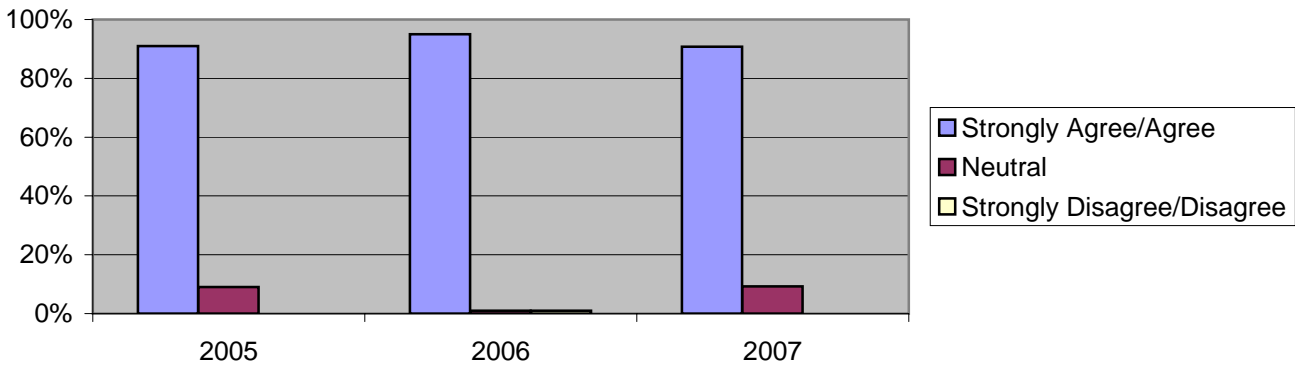


I receive appropriate rewards and compensation for my contributions

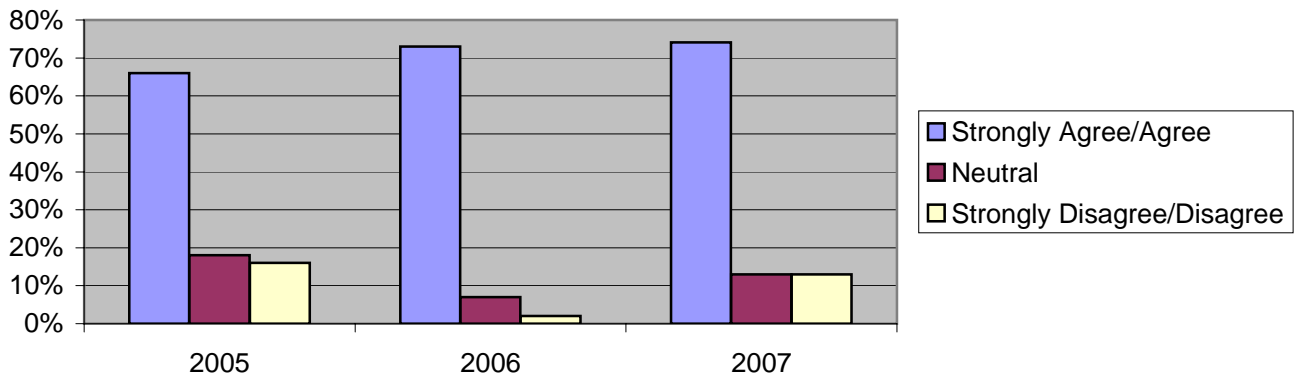


Workgroup: Managers – Job Quality Category Comparison 2005-2007

OCLS provides an appropriate benefits package

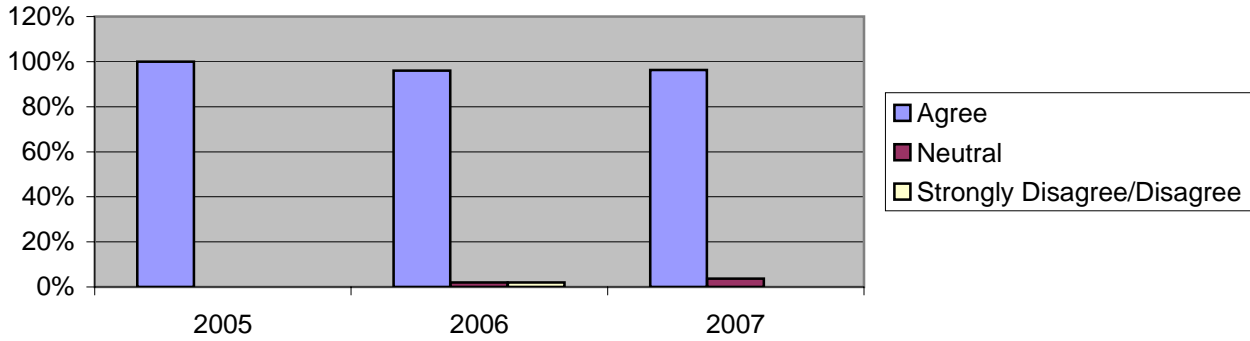


I believe my workload is reasonable

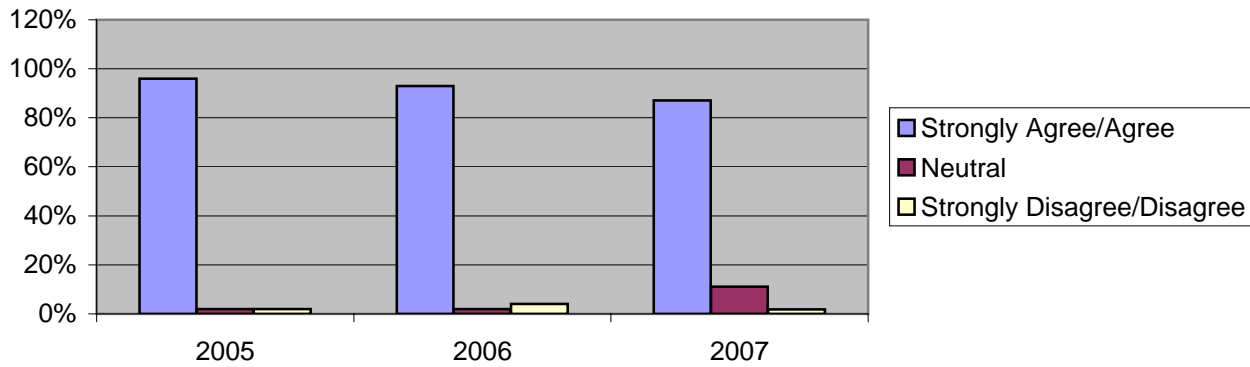


| OPPORTUNITY | 2005 | 2006 | 2007 |
|---|-------------|-------------|-------------|
| The efforts I make to improve my knowledge and skills help me achieve my career goals. | | | |
| Agree | 100% | 96% | 96% |
| Neutral | 0% | 2% | 4% |
| Strongly Disagree/Disagree | 0% | 2% | 0% |
| I get the training I need to do my job. | | | |
| Strongly Agree/Agree | 96% | 93% | 87% |
| Neutral | 2% | 2% | 11% |
| Strongly Disagree/Disagree | 2% | 4% | 2% |
| My race, gender or other diversity factors are not an impediment to achieving my career goals at OCLS. | | | |
| Strongly Agree/Agree | 96% | 97% | 93% |
| Neutral | 2% | 0% | 7% |
| Strongly Disagree/Disagree | 2% | 2% | 0% |
| There are sufficient opportunities for advancement at OCLS. | | | |
| Strongly Agree/Agree | 75% | 80% | 78% |
| Neutral | 20% | 11% | 15% |
| Strongly Disagree/Disagree | 4% | 4% | 7% |
| By and large, promotions go to the most qualified people at OCLS. | | | |
| Strongly Agree/Agree | 87% | 91% | 85% |
| Neutral | 11% | 7% | 13% |
| Strongly Disagree/Disagree | 2% | 2% | 2% |
| I have access to other job opportunities at OCLS. | | | |
| Strongly Agree/Agree | 74% | 80% | 80% |
| Neutral | 24% | 13% | 19% |
| Strongly Disagree/Disagree | 2% | 7% | 2% |
| I am encouraged to demonstrate initiative and creativity in my work. | | | |
| Strongly Agree/Agree | 95% | 96% | 94% |
| Neutral | 4% | 4% | 6% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |

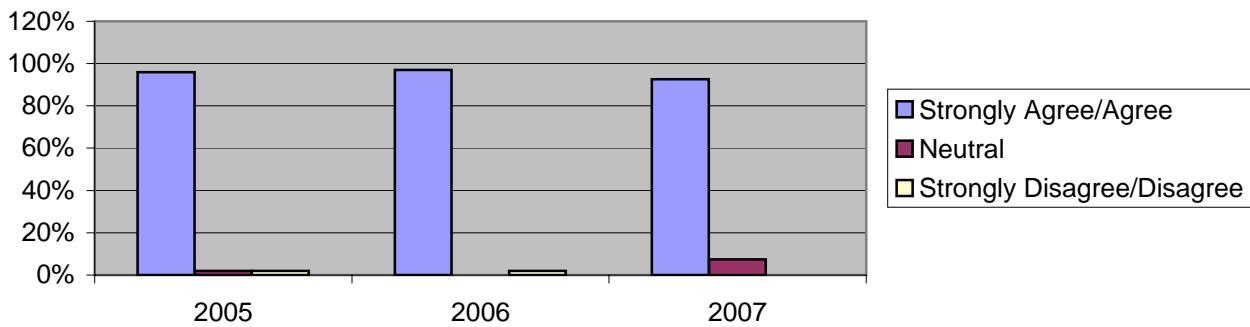
The efforts I make to improve my knowledge and skills help me achieve my career goals



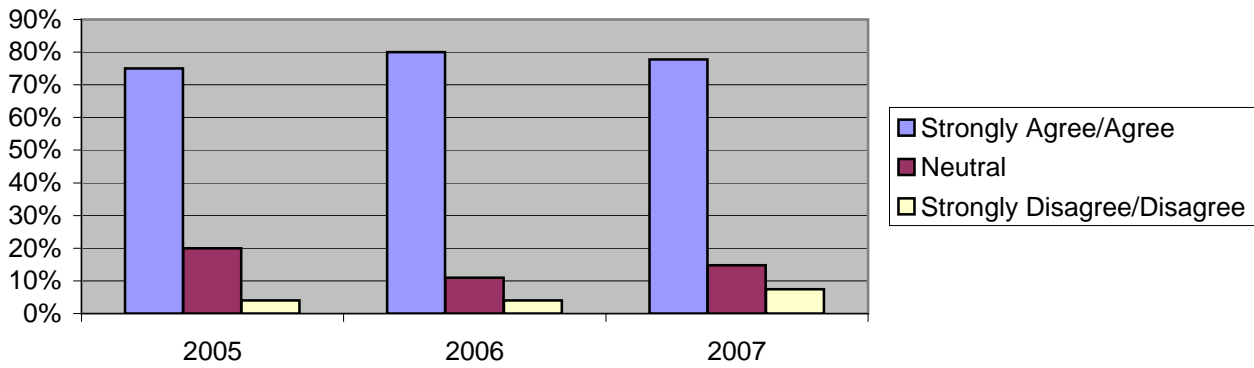
I get the training I need to do my job



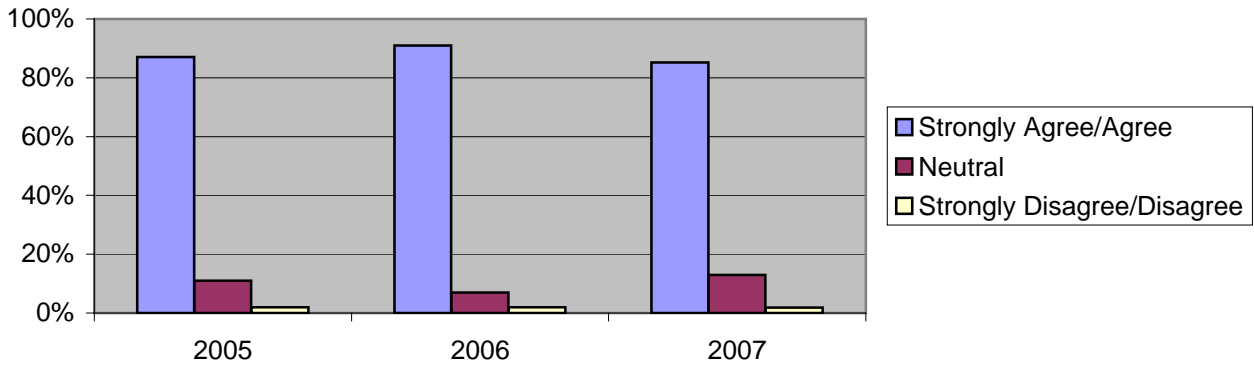
My race, gender or other diversity factors are not an impediment to achieving my career goals at OCLS



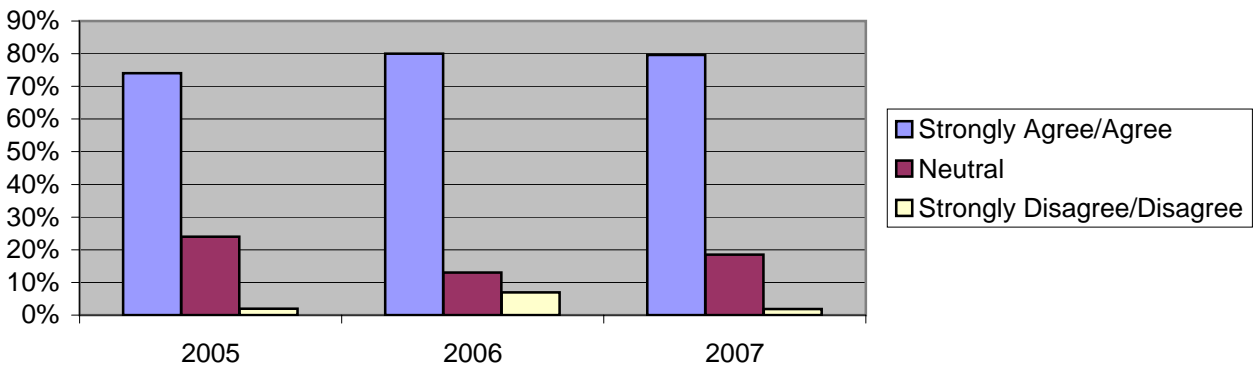
There are sufficient opportunities for advancement at OCLS



By and large, promotions go to the most qualified people at OCLS

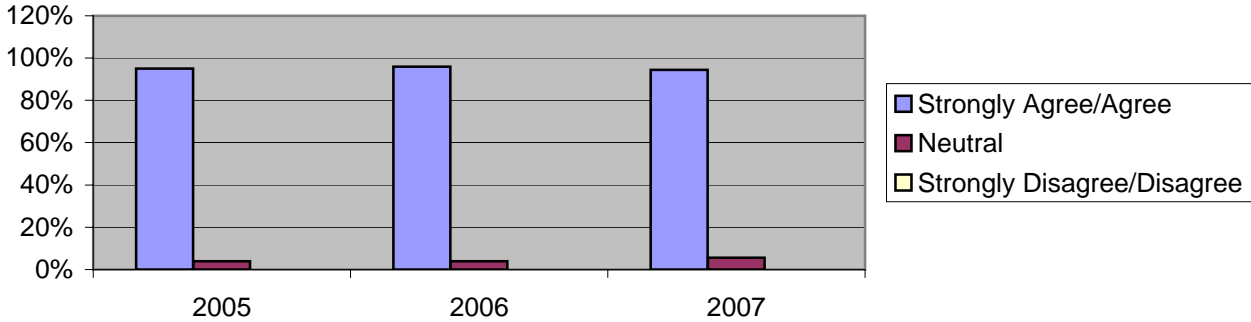


I have access to other job opportunities at OCLS



Workgroup: Managers – Opportunity Category Comparison 2005-2007

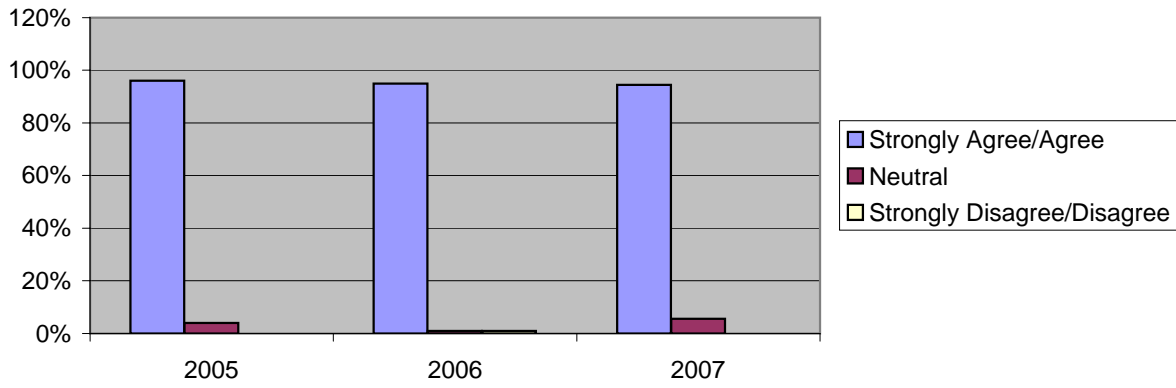
I am encouraged to demonstrate initiative and creativity in my work



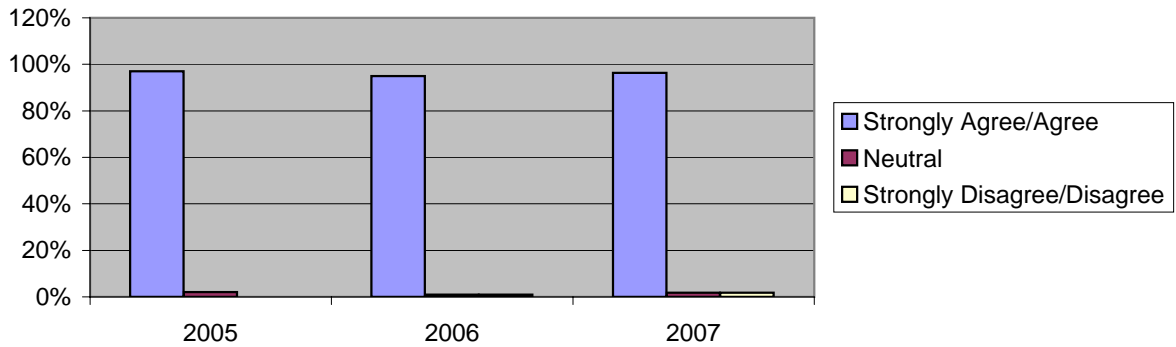
| WORK TEAM | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| I am comfortable offering ideas and suggestions in my department. | | | |
| Strongly Agree/Agree | 96% | 95% | 94% |
| Neutral | 4% | 1% | 6% |
| Strongly Disagree/Disagree | 0% | 1% | 0% |
| My department has an environment that welcomes new people. | | | |
| Strongly Agree/Agree | 97% | 95% | 96% |
| Neutral | 2% | 1% | 2% |
| Strongly Disagree/Disagree | 0% | 1% | 2% |
| People in my department value and respect each other for their diversity. | | | |
| Strongly Agree/Agree | 95% | 98% | 96% |
| Neutral | 4% | 2% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| My department works well as a team. | | | |
| Strongly Agree/Agree | 98% | 100% | 98% |
| Neutral | 2% | 0% | 2% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| Differences among people in the department are addressed and resolved constructively. | | | |
| Strongly Agree/Agree | 98% | 94% | 96% |
| Neutral | 2% | 2% | 4% |
| Strongly Disagree/Disagree | 0% | 1% | 0% |
| We operate in an open and honest way | | | |
| Strongly Agree/Agree | 94% | 91% | 96% |
| Neutral | 4% | 7% | 4% |
| Strongly Disagree/Disagree | 2% | 2% | 0% |
| I understand how my work contributes to my department's objectives. | | | |
| Strongly Agree/Agree | 100% | 100% | 96% |
| Neutral | 0% | 0% | 2% |
| Strongly Disagree/Disagree | 0% | 0% | 2% |
| I understand my department's role and value to OCLS overall. | | | |
| Strongly Agree/Agree | 100% | 100% | 96% |
| Neutral | 0% | 0% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| We are open to new ideas about how we can improve the way we work. | | | |
| Strongly Agree/Agree | 97% | 98% | 96% |
| Neutral | 2% | 0% | 4% |
| Strongly Disagree/Disagree | 0% | 2% | 0% |

Workgroup: Managers – Work Team Category Comparison 2005-2007

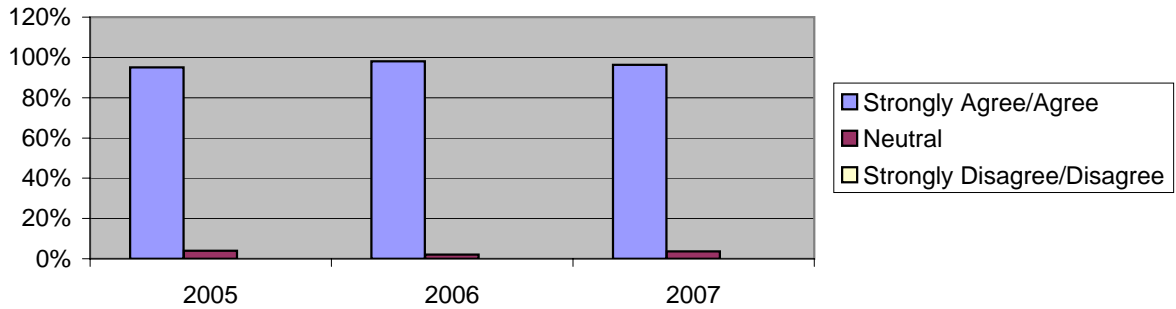
I am comfortable offering ideas and suggestions in my department



My department has an environment that welcomes new people

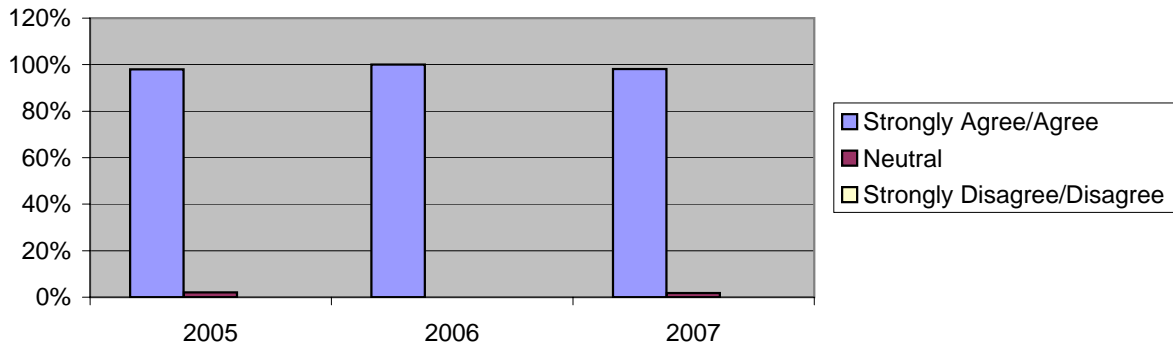


People in my department value and respect each other for their diversity

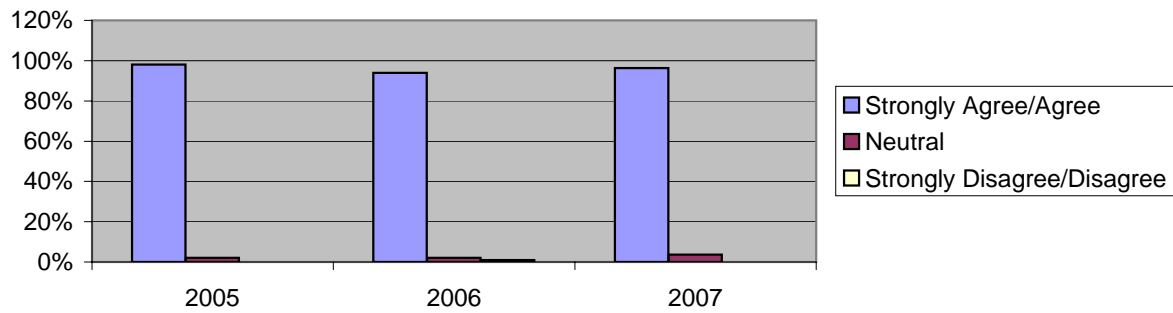


Workgroup: Managers – Work Team Category Comparison 2005-2007

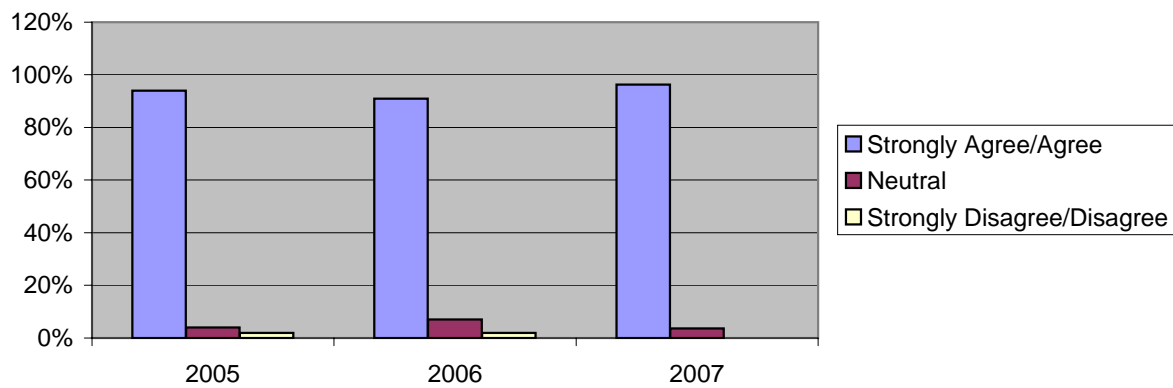
My department works well as a team



Differences among people in the department are addressed and resolved constructively

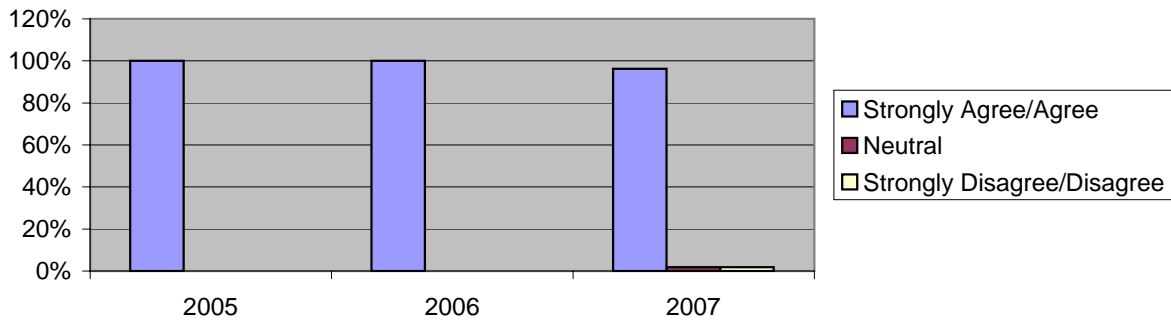


We operate in an open and honest way

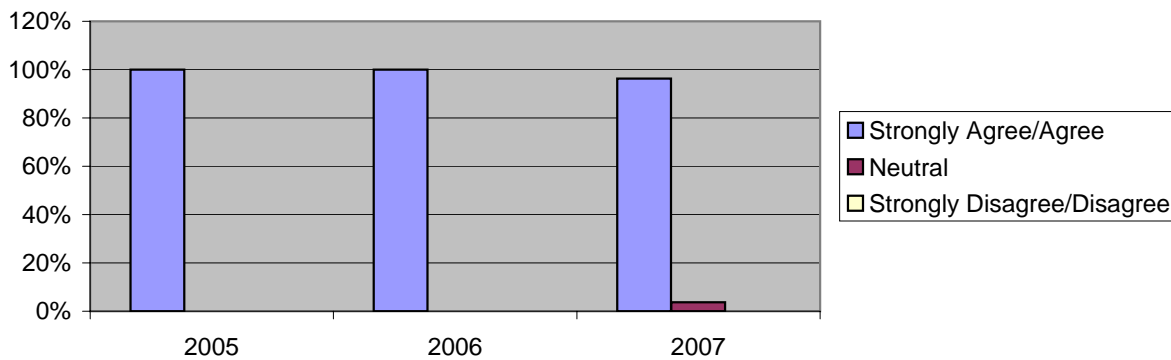


Workgroup: Managers – Work Team Category Comparison 2005-2007

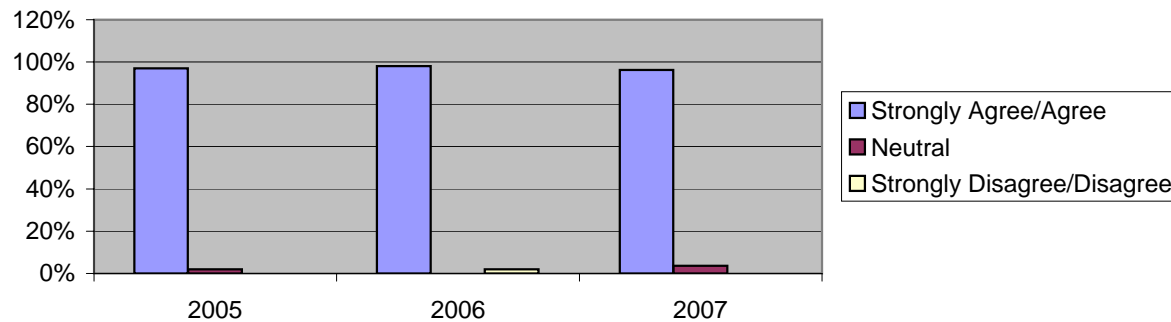
I understand how my work contributes to my department's objectives



I understand my department's role and value to OCLS overall

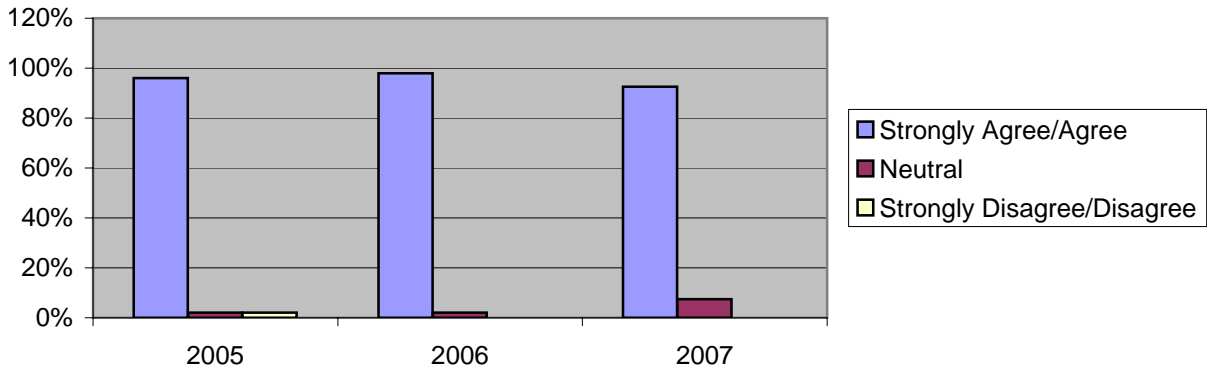


We are open to new ideas about how we can improve the way we work

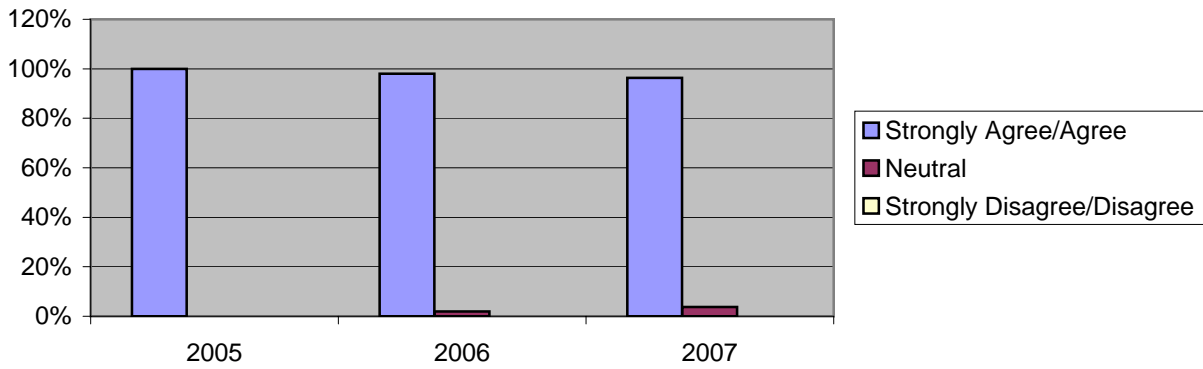


| OCLS as an employer overall | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| OCLS is a great place to work. | | | |
| Strongly Agree/Agree | 96% | 98% | 93% |
| Neutral | 2% | 2% | 7% |
| Strongly Disagree/Disagree | 2% | 0% | 0% |
| I am proud to work for OCLS. | | | |
| Strongly Agree/Agree | 100% | 98% | 96% |
| Neutral | 0% | 2% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| I feel a sense of ownership and investment in what happens at OCLS. | | | |
| Strongly Agree/Agree | 96% | 81% | 93% |
| Neutral | 4% | 7% | 6% |
| Strongly Disagree/Disagree | 0% | 2% | 2% |
| I can have a work/life balance that meets my needs and can still be successful at OCLS. | | | |
| Strongly Agree/Agree | 66% | 64% | 76% |
| Neutral | 24% | 27% | 13% |
| Strongly Disagree/Disagree | 9% | 9% | 11% |
| I would recommend working here to other talented friends. | | | |
| Strongly Agree/Agree | 91% | 93% | 89% |
| Neutral | 4% | 4% | 9% |
| Strongly Disagree/Disagree | 4% | 2% | 2% |

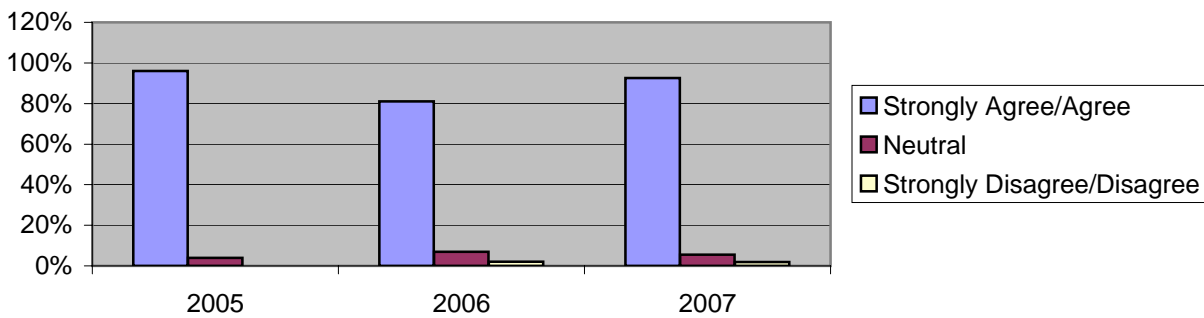
OCLS is a great place to work



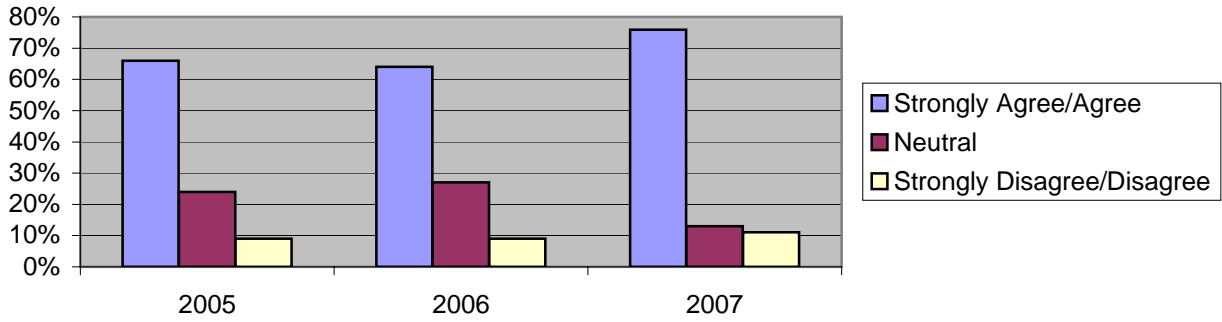
I am proud to work for OCLS



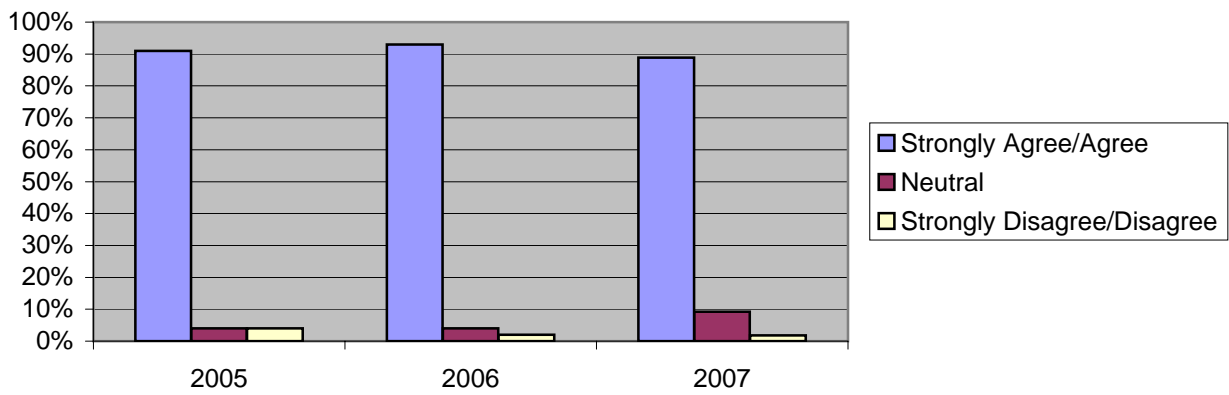
I feel a sense of ownership and investment in what happens at OCLS



I can have a work/life balance that meets my needs and can still be successful at OCLS



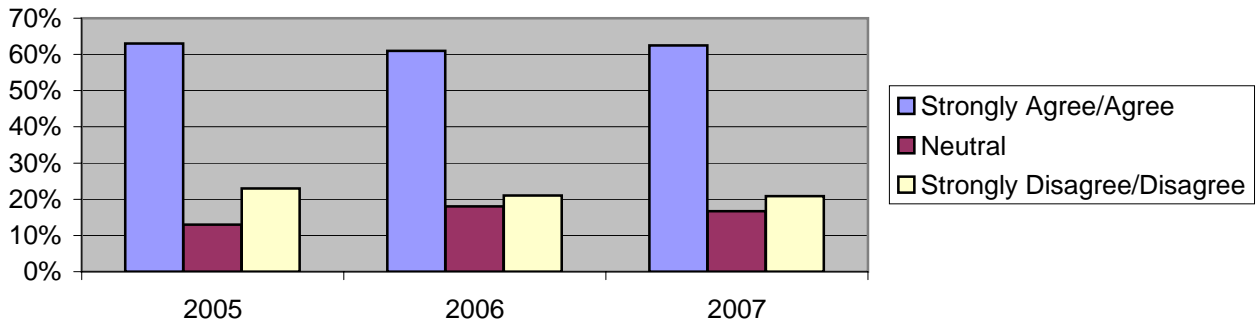
I would recommend working here to other talented friends



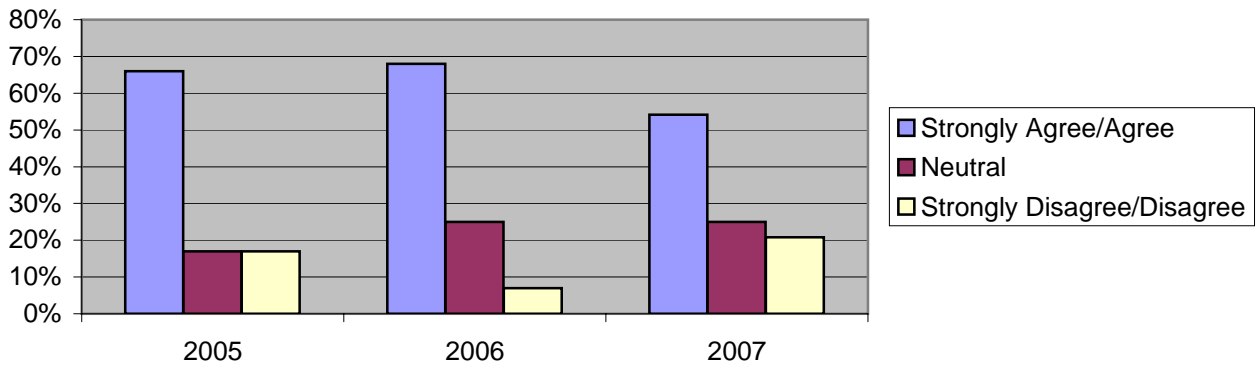
OCLS as an Employer Survey 2007
Work Group: Librarians

| LEADERSHIP | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| The leaders in this organization encourage everyone to contribute all they can in their jobs. | | | |
| Strongly Agree/Agree | 63% | 61% | 63% |
| Neutral | 13% | 18% | 17% |
| Strongly Disagree/Disagree | 23% | 21% | 21% |
| They hold people accountable for their behavior. | | | |
| Strongly Agree/Agree | 66% | 68% | 54% |
| Neutral | 17% | 25% | 25% |
| Strongly Disagree/Disagree | 17% | 7% | 21% |
| They act the way they expect others to act. | | | |
| Strongly Agree/Agree | 34% | 39% | 38% |
| Neutral | 13% | 21% | 21% |
| Strongly Disagree/Disagree | 54% | 39% | 42% |
| They communicate a vision for OCLS. | | | |
| Strongly Agree/Agree | 57% | 58% | 63% |
| Neutral | 23% | 11% | 8% |
| Strongly Disagree/Disagree | 20% | 33% | 29% |
| They encourage ideas and participation. | | | |
| Strongly Agree/Agree | 44% | 54% | 58% |
| Neutral | 20% | 21% | 13% |
| Strongly Disagree/Disagree | 36% | 25% | 29% |
| They are committed to attracting and recruiting talented people, regardless of race, color, religious creed, pregnancy, gender, sexual orientation, national origin, ancestry, marital status, veteran status, age, or physical or mental disability. | | | |
| Strongly Agree/Agree | 54% | 54% | 79% |
| Neutral | 13% | 39% | 17% |
| Strongly Disagree/Disagree | 34% | 8% | 4% |
| They demonstrate that employees are important to the success of OCLS. | | | |
| Strongly Agree/Agree | 34% | 46% | 50% |
| Neutral | 27% | 25% | 21% |
| Strongly Disagree/Disagree | 40% | 28% | 29% |
| They demonstrate and encourage OCLS values. | | | |
| Strongly Agree/Agree | 44% | 50% | 54% |
| Neutral | 20% | 25% | 17% |
| Strongly Disagree/Disagree | 37% | 25% | 29% |

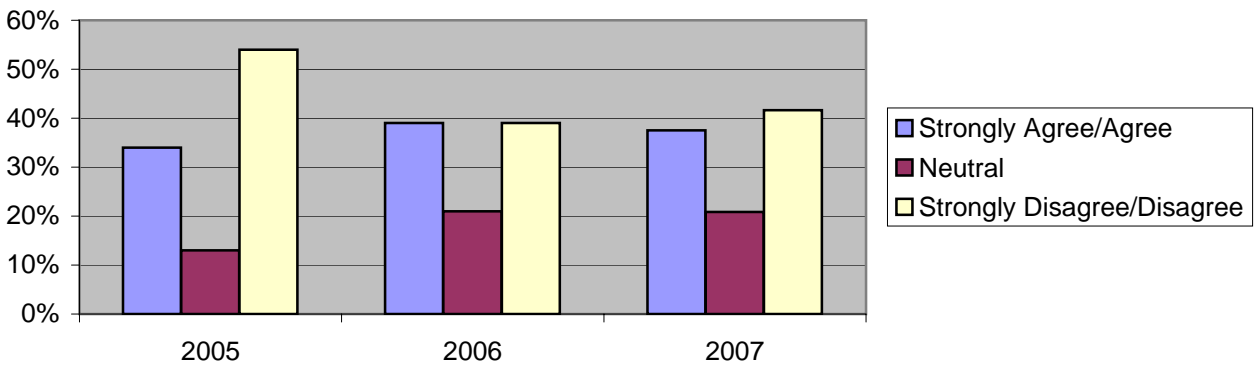
The leaders in this organization encourage everyone to contribute all the can in their jobs



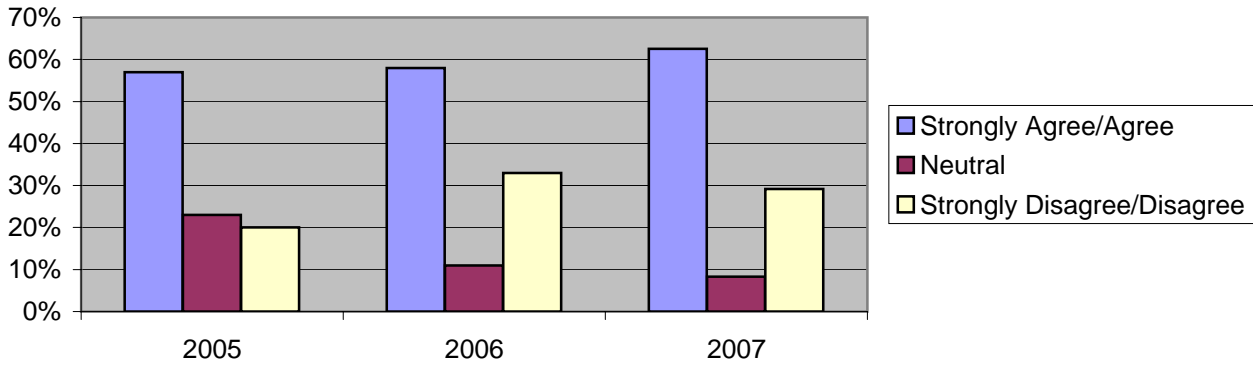
They hold people accountable for their behavior



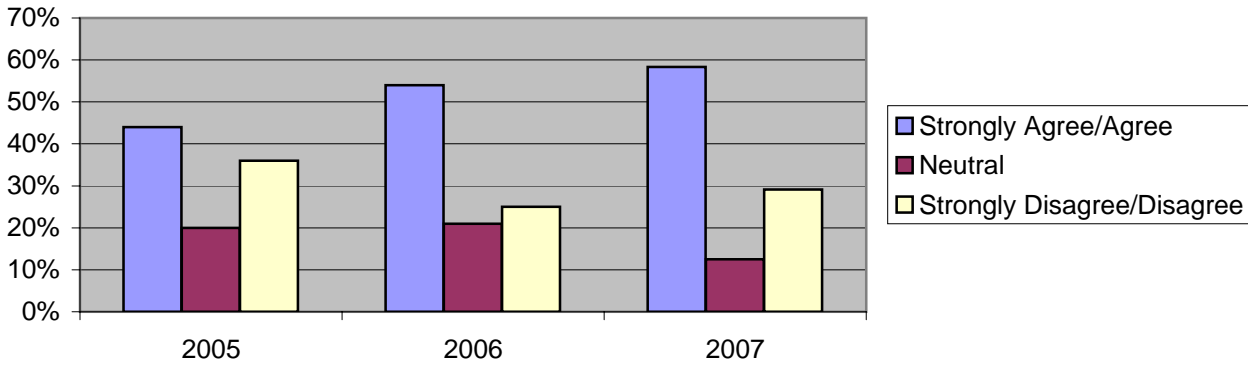
The act the way they expect others to act



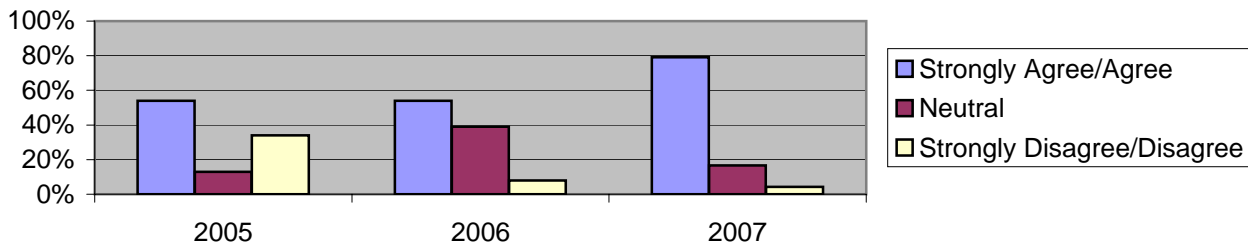
The communicate a vision for OCLS



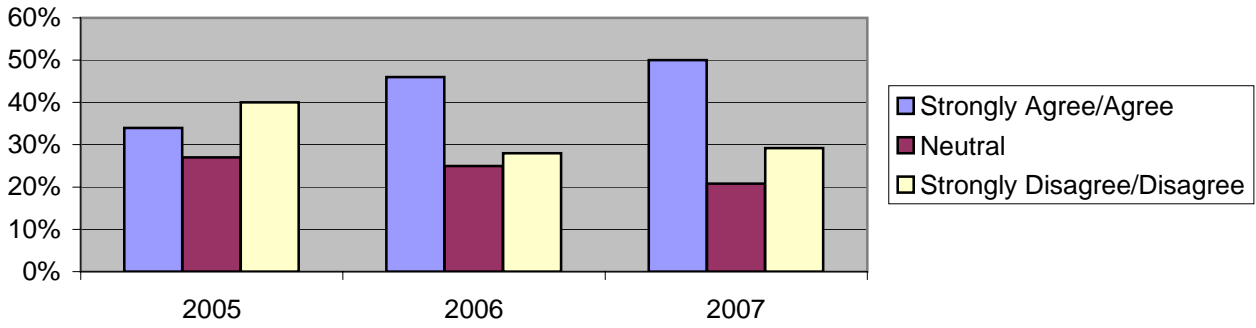
They encourage ideas and participation



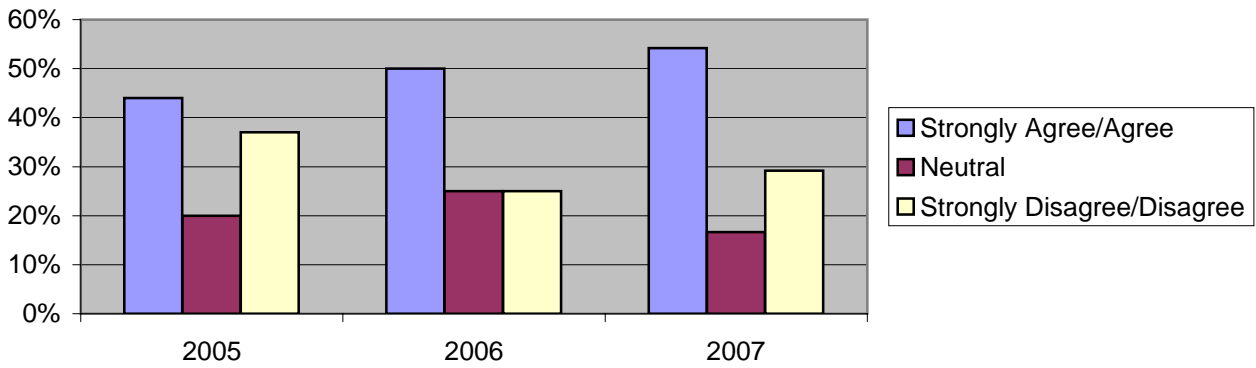
They are committed to attracting and recruiting talented people, regardless of race, color, religious creed, pregnancy, gender, sexual orientation, national origin, ancestry, marital status, veteran status, age or physical or mental disability



They demonstrate that employees are important to the success of OCLS



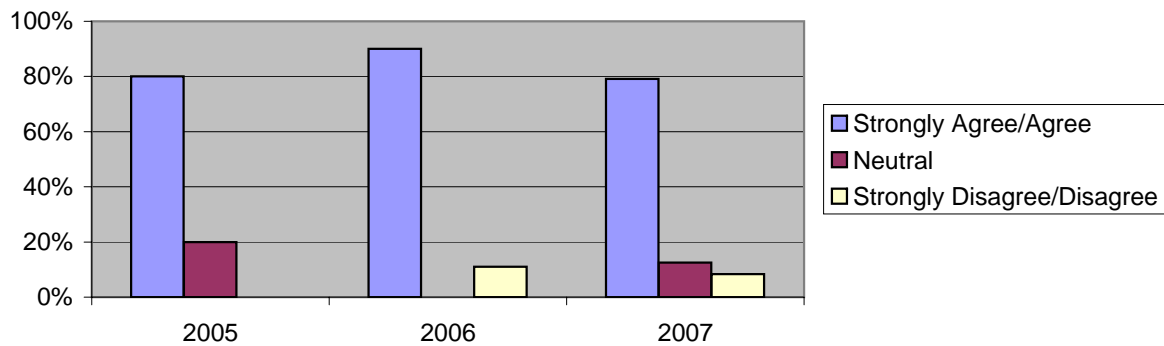
They demonstrate and encourage OCLS values



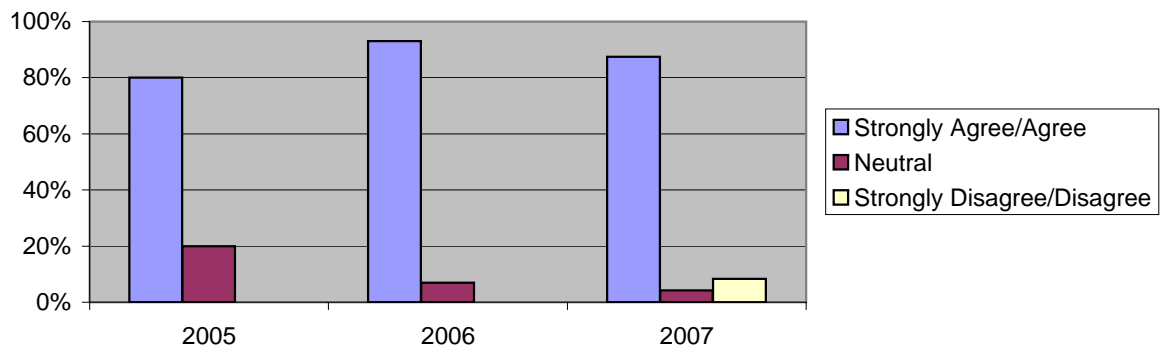
| JOB QUALITY | 2005 | 2006 | 2007 |
|---|-------------|-------------|-------------|
| My job is challenging. | | | |
| Strongly Agree/Agree | 80% | 90% | 79% |
| Neutral | 20% | 0% | 13% |
| Strongly Disagree/Disagree | 0% | 11% | 8% |
| My job provides opportunities for learning. | | | |
| Strongly Agree/Agree | 80% | 93% | 88% |
| Neutral | 20% | 7% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 8% |
| The work I do makes a difference. | | | |
| Strongly Agree/Agree | 80% | 82% | 83% |
| Neutral | 20% | 18% | 13% |
| Strongly Disagree/Disagree | 0% | 0% | 4% |
| The work I do contributes to the success of the Library. | | | |
| Strongly Agree/Agree | 90% | 89% | 88% |
| Neutral | 7% | 11% | 8% |
| Strongly Disagree/Disagree | 3% | 0% | 4% |
| My job utilizes my talents and skills. | | | |
| Strongly Agree/Agree | 70% | 78% | 75% |
| Neutral | 13% | 7% | 13% |
| Strongly Disagree/Disagree | 16% | 14% | 13% |
| I receive appropriate rewards and compensation for my contributions. | | | |
| Strongly Agree/Agree | 33% | 43% | 38% |
| Neutral | 33% | 25% | 33% |
| Strongly Disagree/Disagree | 34% | 32% | 29% |
| OCLS provides an appropriate benefits package. | | | |
| Strongly Agree/Agree | 67% | 82% | 83% |
| Neutral | 20% | 11% | 8% |
| Strongly Disagree/Disagree | 13% | 7% | 8% |
| I believe my workload is reasonable. | | | |
| Strongly Agree/Agree | 54% | 61% | 58% |
| Neutral | 20% | 25% | 21% |
| Strongly Disagree/Disagree | 27% | 14% | 21% |

Workgroup: Librarians – Job Quality Category Comparison 2005-2007

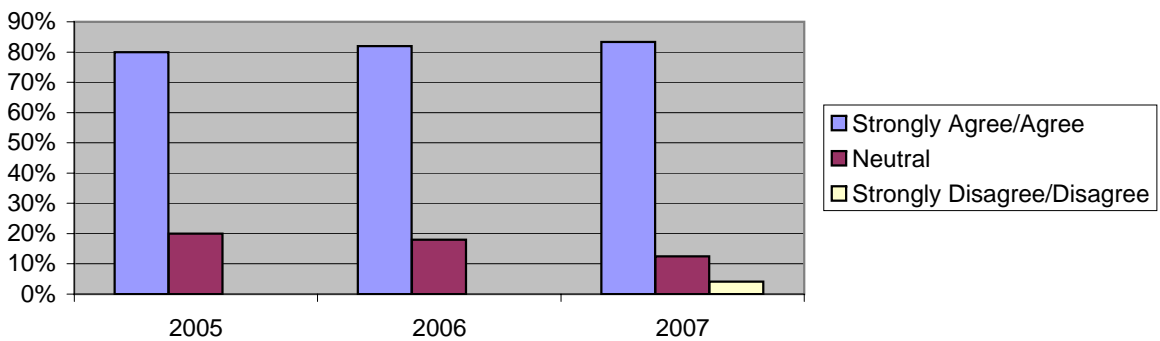
My job is challenging



My job provides opportunities for learning

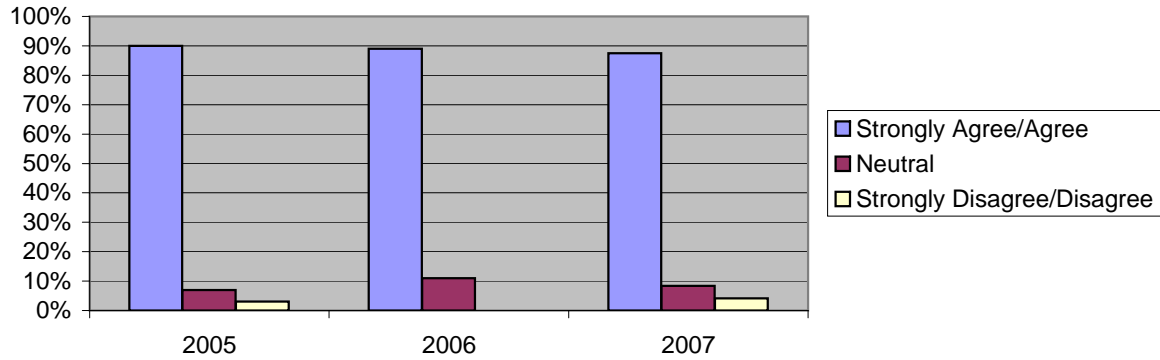


The work I do makes a difference

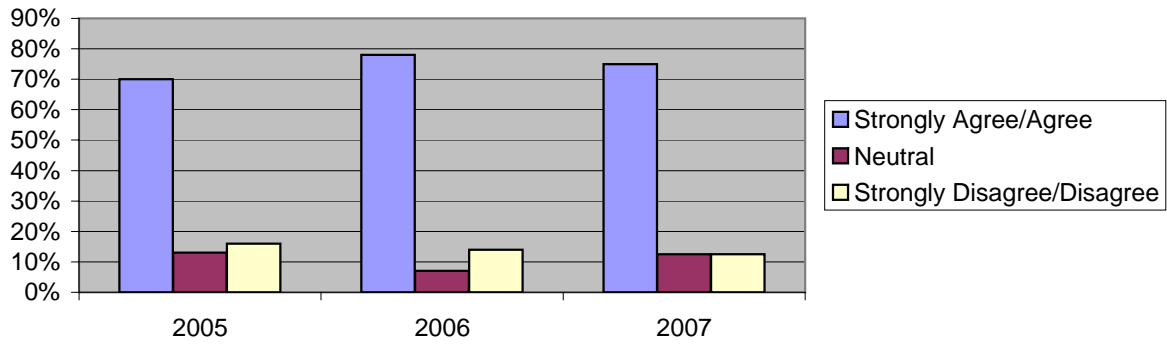


Workgroup: Librarians – Job Quality Category Comparison 2005-2007

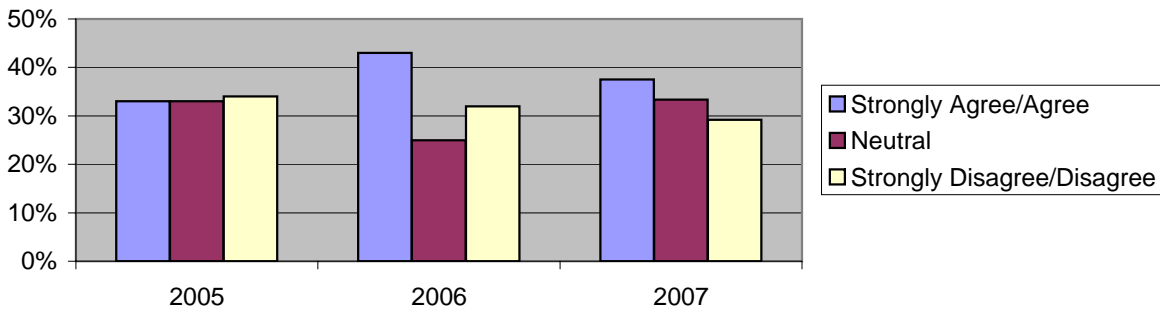
The work I do contributes to the success of the Library



My job utilizes my talents and skills

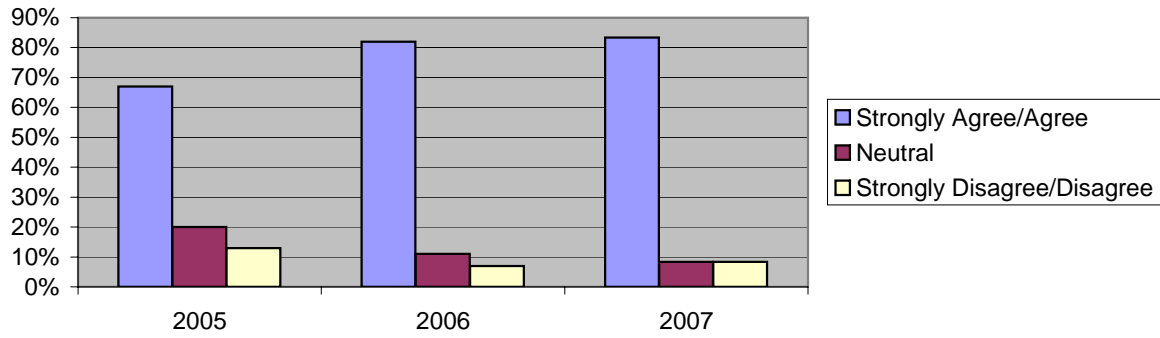


I receive appropriate rewards and compensation for my contributions

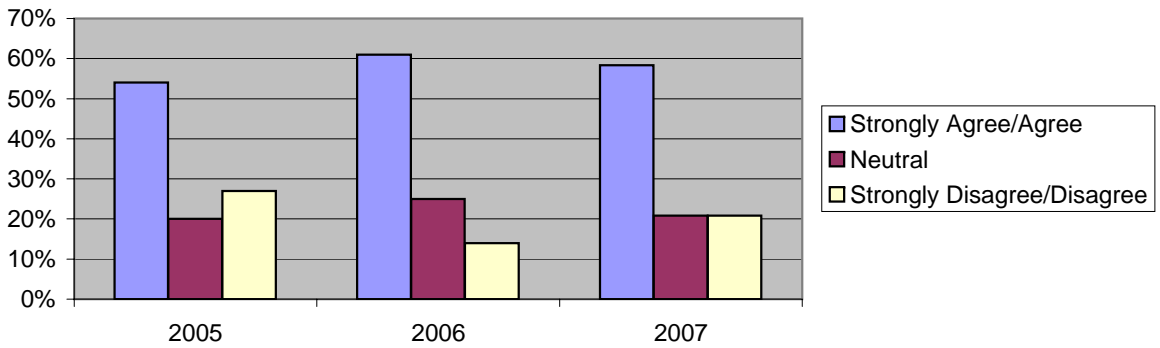


Workgroup: Librarians – Job Quality Category Comparison 2005-2007

OCLS provides an appropriate benefits package

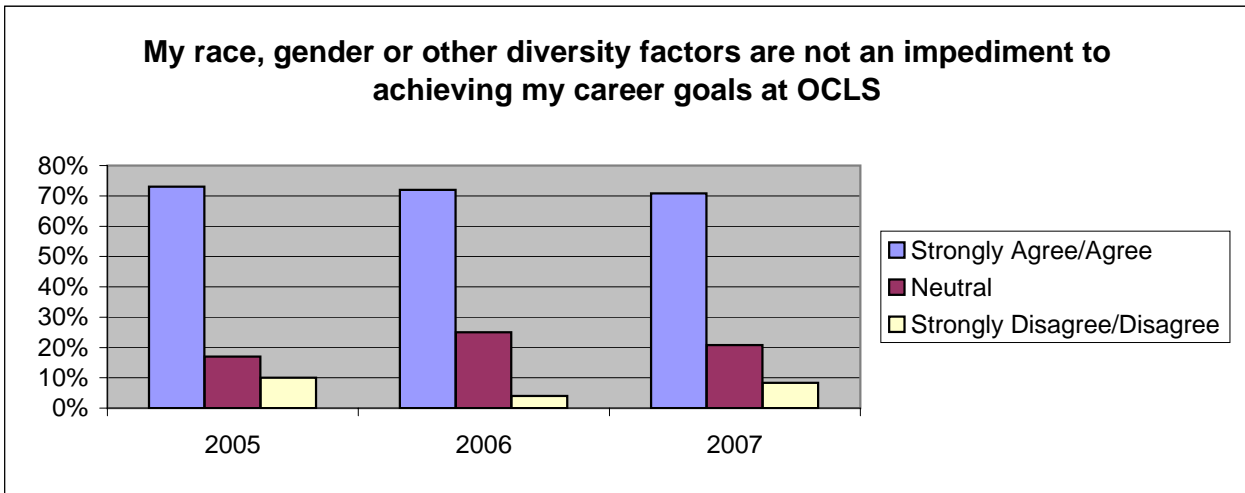
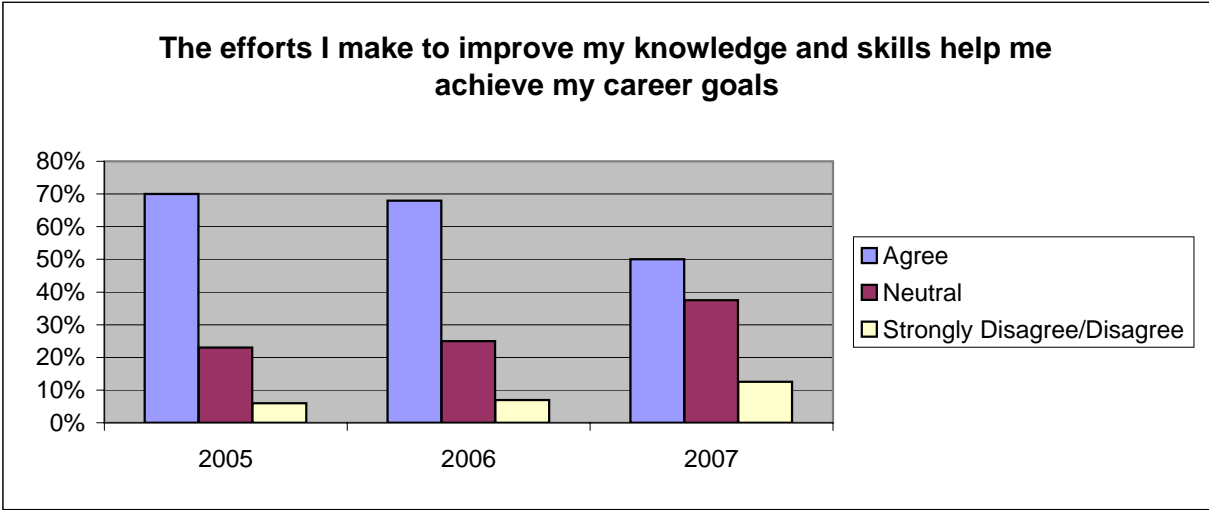


I believe my workload is reasonable

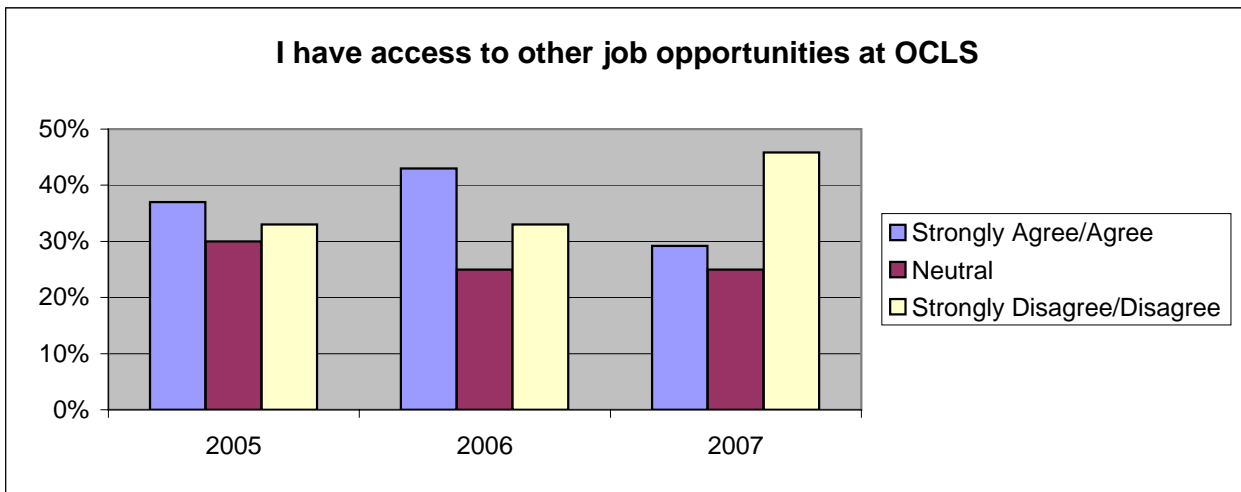
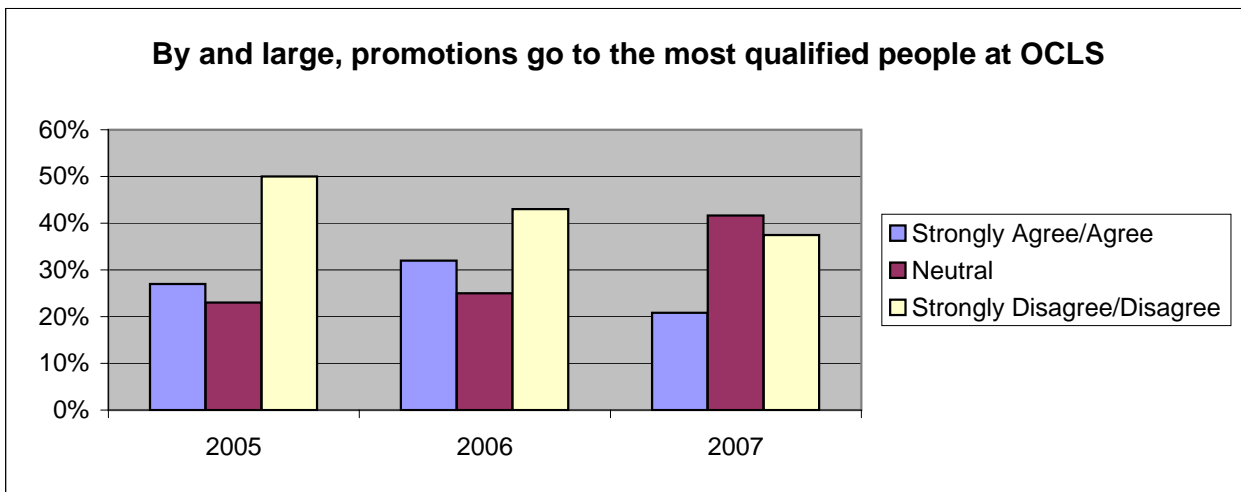
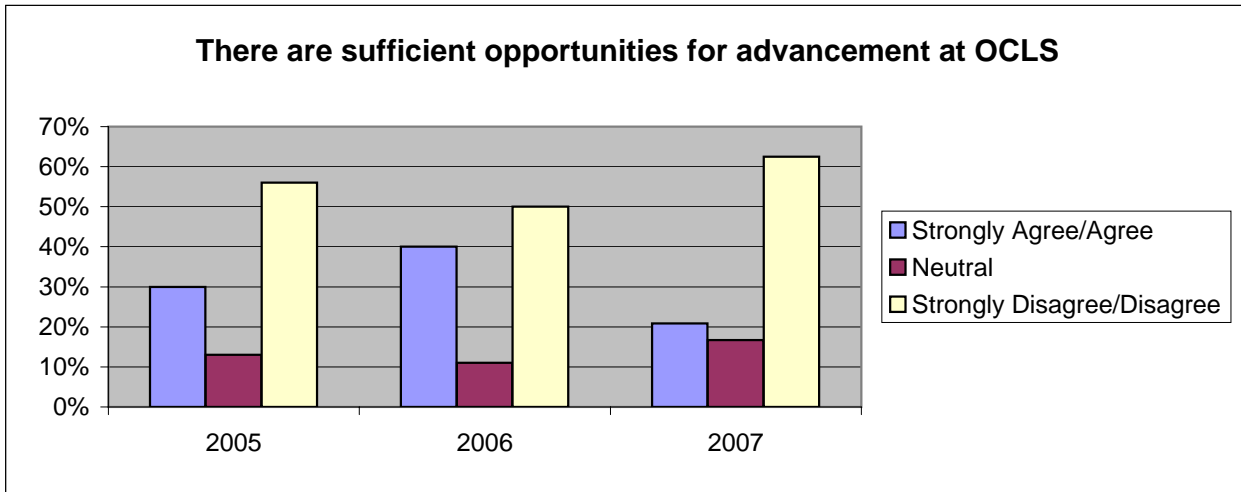


| OPPORTUNITY | 2005 | 2006 | 2007 |
|---|-------------|-------------|-------------|
| The efforts I make to improve my knowledge and skills help me achieve my career goals. | | | |
| Agree | 70% | 68% | 50% |
| Neutral | 23% | 25% | 38% |
| Strongly Disagree/Disagree | 6% | 7% | 13% |
| I get the training I need to do my job. | | | |
| Strongly Agree/Agree | 60% | 61% | 71% |
| Neutral | 27% | 29% | 13% |
| Strongly Disagree/Disagree | 14% | 11% | 17% |
| My race, gender or other diversity factors are not an impediment to achieving my career goals at OCLS. | | | |
| Strongly Agree/Agree | 73% | 72% | 71% |
| Neutral | 17% | 25% | 21% |
| Strongly Disagree/Disagree | 10% | 4% | 8% |
| There are sufficient opportunities for advancement at OCLS. | | | |
| Strongly Agree/Agree | 30% | 40% | 21% |
| Neutral | 13% | 11% | 17% |
| Strongly Disagree/Disagree | 56% | 50% | 63% |
| By and large, promotions go to the most qualified people at OCLS. | | | |
| Strongly Agree/Agree | 27% | 32% | 21% |
| Neutral | 23% | 25% | 42% |
| Strongly Disagree/Disagree | 50% | 43% | 38% |
| I have access to other job opportunities at OCLS. | | | |
| Strongly Agree/Agree | 37% | 43% | 29% |
| Neutral | 30% | 25% | 25% |
| Strongly Disagree/Disagree | 33% | 33% | 46% |
| I am encouraged to demonstrate initiative and creativity in my work. | | | |
| Strongly Agree/Agree | 67% | 71% | 71% |
| Neutral | 10% | 21% | 4% |
| Strongly Disagree/Disagree | 23% | 7% | 25% |

Workgroup: Librarians – Opportunity Category Comparison 2005-2007

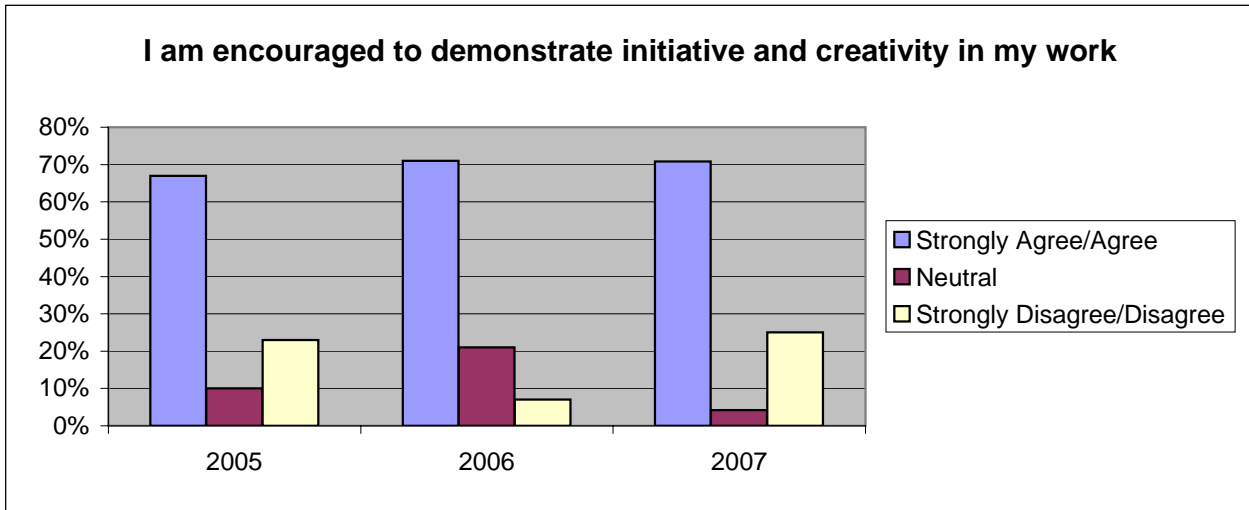


Workgroup: Librarians – Opportunity Category Comparison 2005-2007



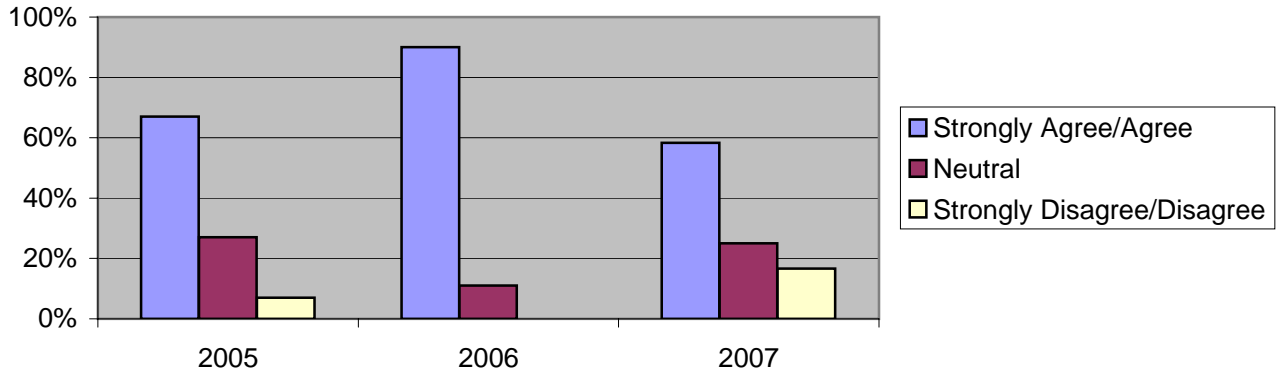
Workgroup: Librarians – Opportunity Category

Comparison 2005-2007

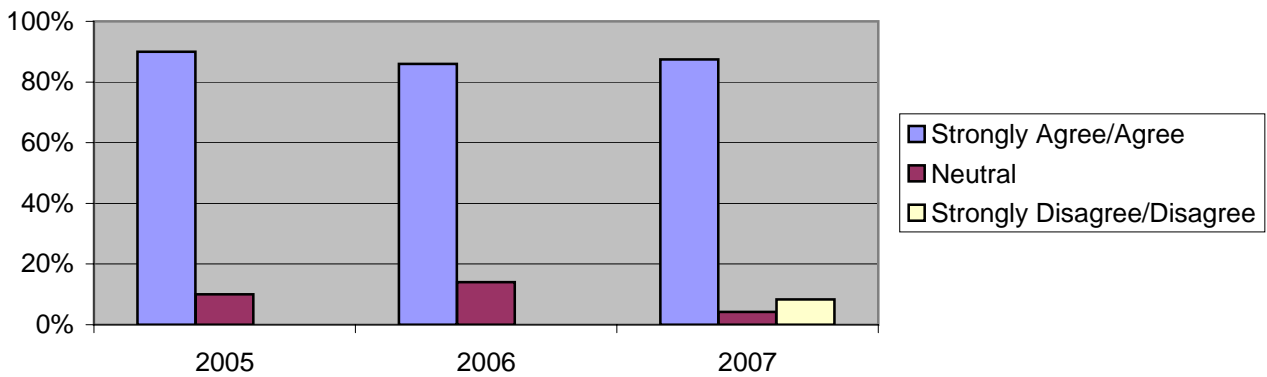


| WORK TEAM | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| I am comfortable offering ideas and suggestions in my department. | | | |
| Strongly Agree/Agree | 67% | 90% | 58% |
| Neutral | 27% | 11% | 25% |
| Strongly Disagree/Disagree | 7% | 0% | 17% |
| My department has an environment that welcomes new people. | | | |
| Strongly Agree/Agree | 90% | 86% | 88% |
| Neutral | 10% | 14% | 4% |
| Strongly Disagree/Disagree | 0% | 0% | 8% |
| People in my department value and respect each other for their diversity. | | | |
| Strongly Agree/Agree | 90% | 85% | 79% |
| Neutral | 10% | 14% | 17% |
| Strongly Disagree/Disagree | 0% | 0% | 4% |
| My department works well as a team. | | | |
| Strongly Agree/Agree | 86% | 86% | 67% |
| Neutral | 7% | 14% | 8% |
| Strongly Disagree/Disagree | 7% | 0% | 25% |
| Differences among people in the department are addressed and resolved constructively. | | | |
| Strongly Agree/Agree | 83% | 78% | 63% |
| Neutral | 17% | 14% | 25% |
| Strongly Disagree/Disagree | 0% | 7% | 13% |
| We operate in an open and honest way | | | |
| Strongly Agree/Agree | 70% | 78% | 50% |
| Neutral | 17% | 14% | 17% |
| Strongly Disagree/Disagree | 14% | 7% | 33% |
| I understand how my work contributes to my department's objectives. | | | |
| Strongly Agree/Agree | 80% | 89% | 67% |
| Neutral | 10% | 11% | 8% |
| Strongly Disagree/Disagree | 10% | 0% | 25% |
| I understand my department's role and value to OCLS overall. | | | |
| Strongly Agree/Agree | 90% | 92% | 71% |
| Neutral | 3% | 7% | 21% |
| Strongly Disagree/Disagree | 7% | 0% | 8% |
| We are open to new ideas about how we can improve the way we work. | | | |
| Strongly Agree/Agree | 73% | 75% | 67% |
| Neutral | 17% | 14% | 21% |
| Strongly Disagree/Disagree | 10% | 7% | 13% |

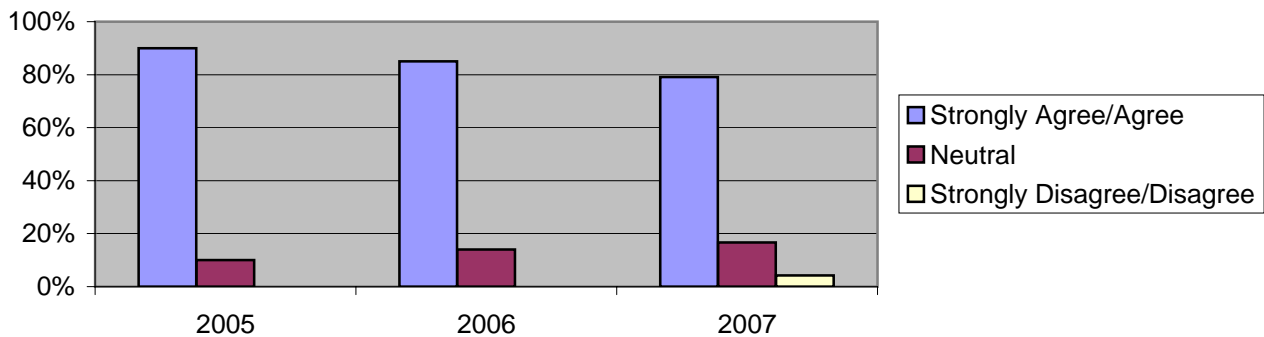
I am comfortable offering ideas and suggestions in my department



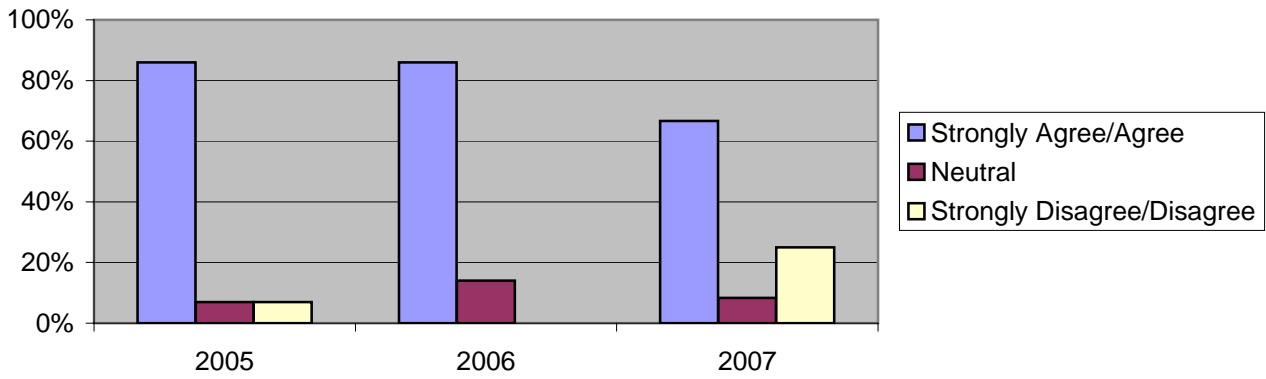
My department has an environment that welcomes new people



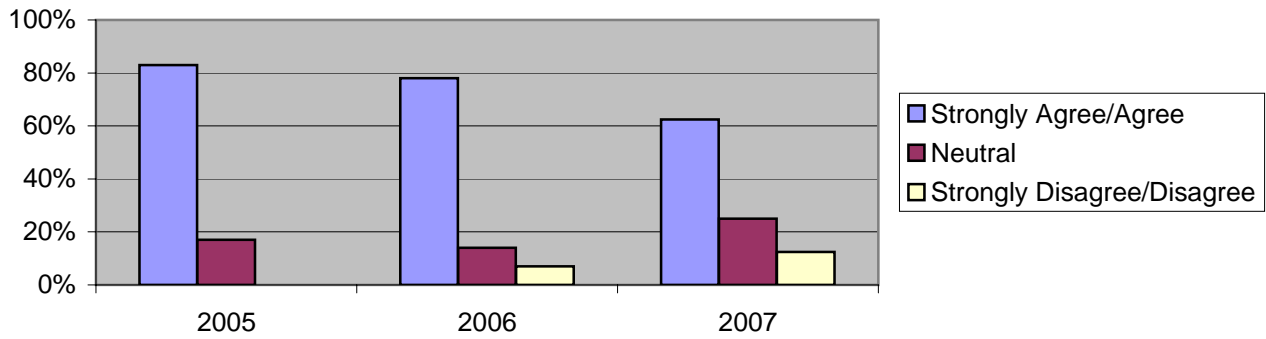
People in my department value and respect each other for their diversity



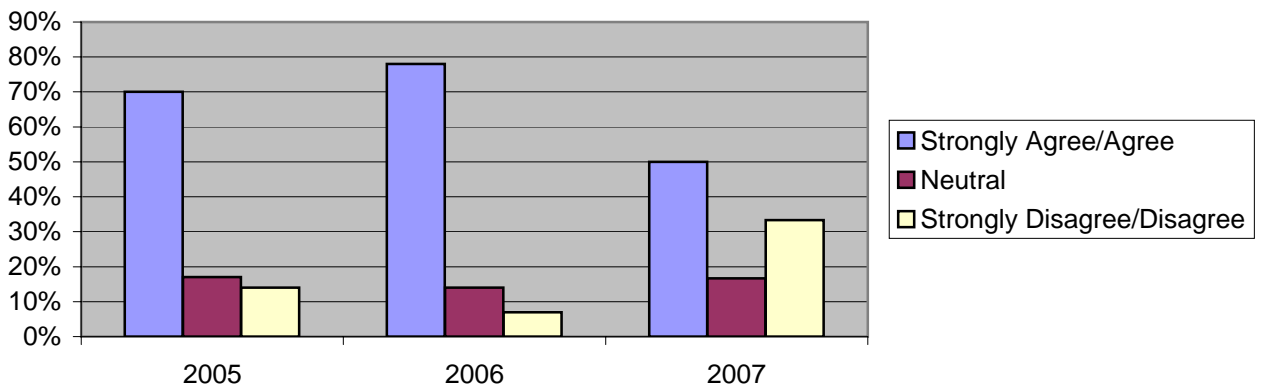
My department works well as a team



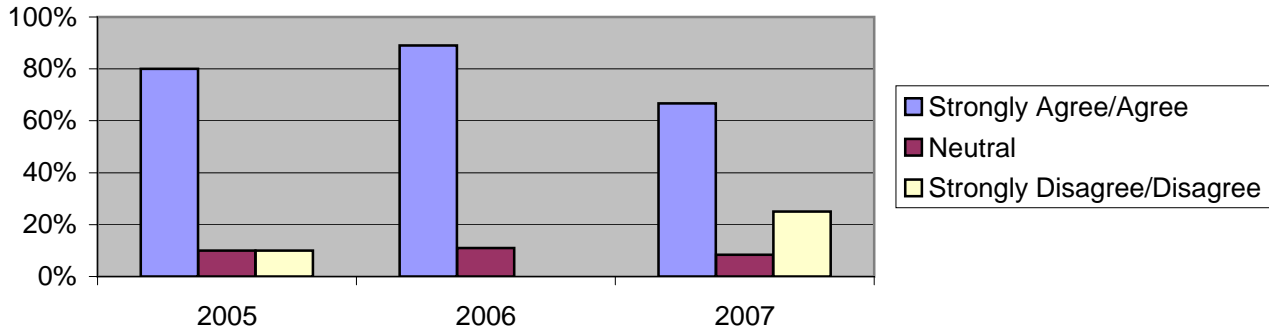
Differences among people in the department are addressed and resolved constructively



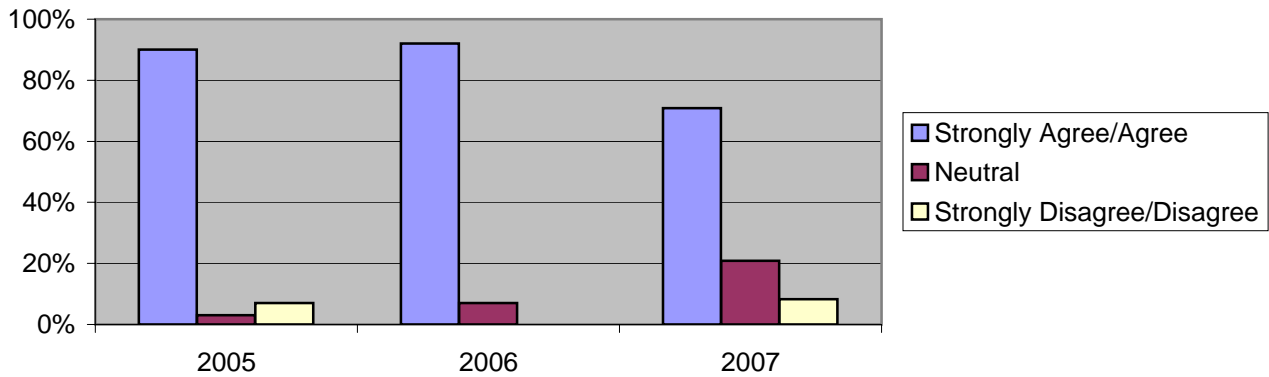
We operate in an open and honest way



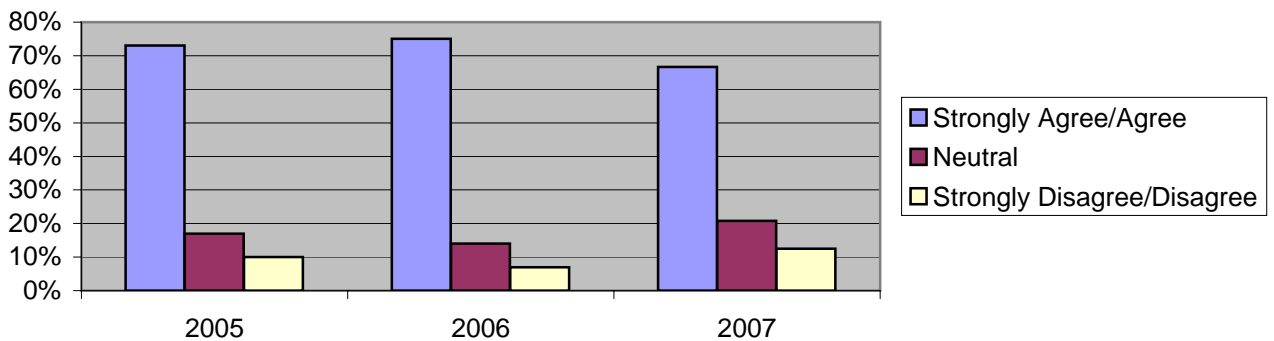
I understand how my work contributes to my department's objectives



I understand my department's role and value to OCLS overall

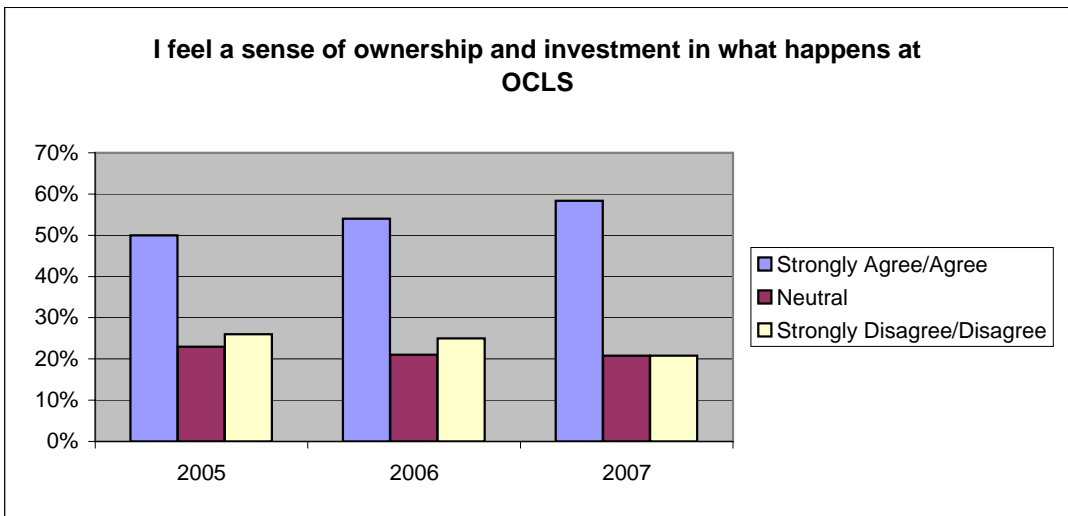
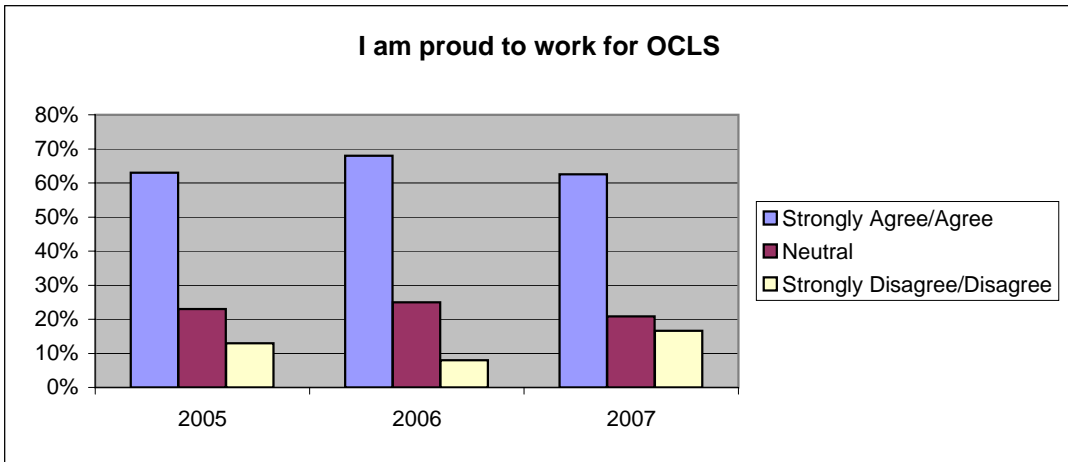
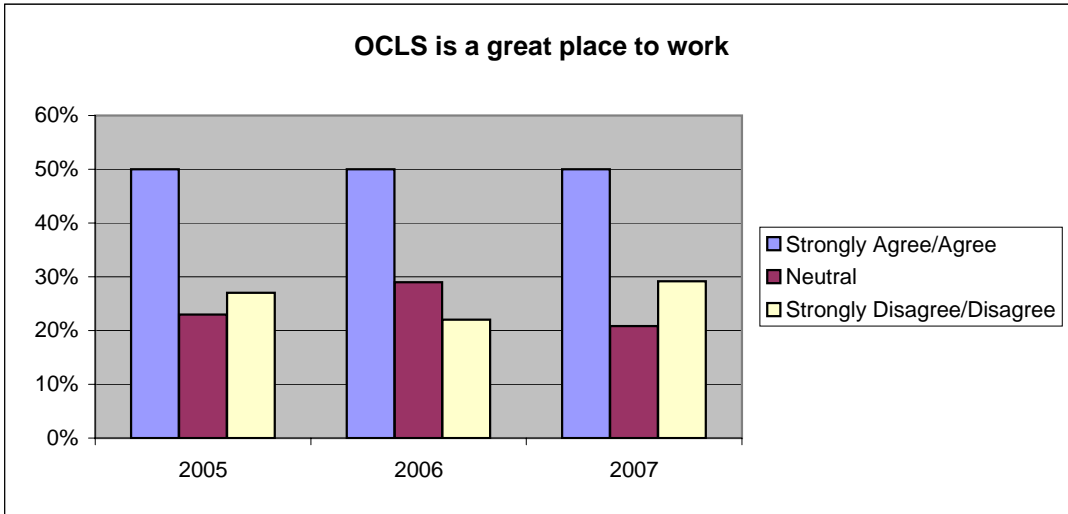


We are open to new ideas about how we can improve the way we work

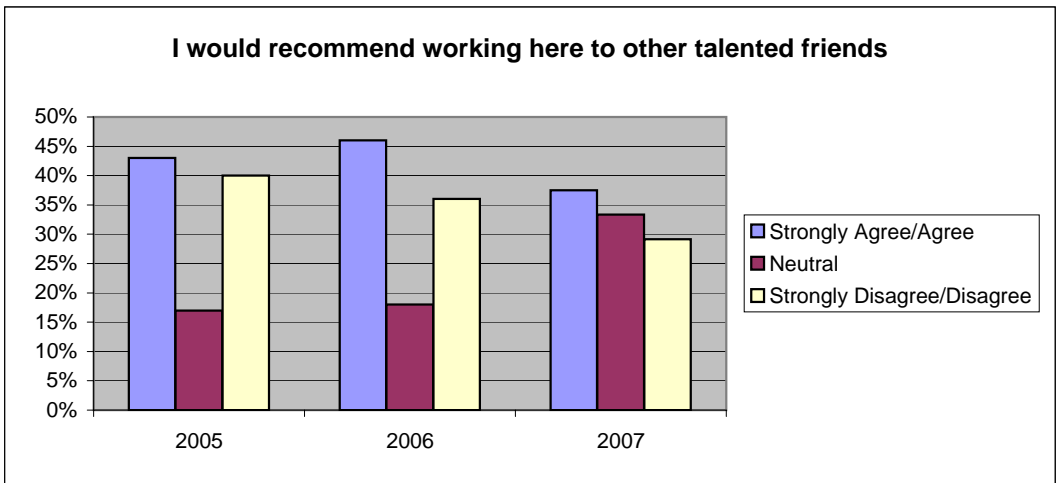
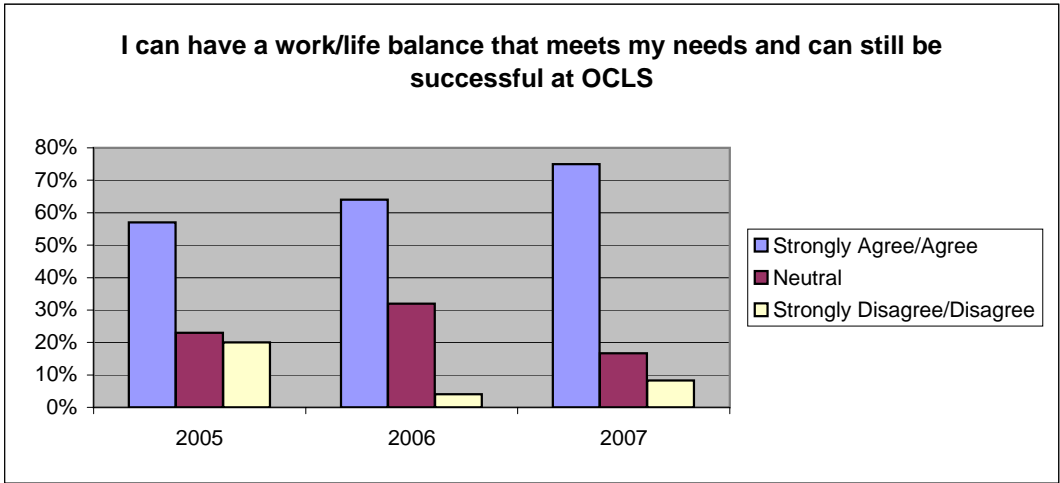


| OCLS as an employer overall | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| OCLS is a great place to work. | | | |
| Strongly Agree/Agree | 50% | 50% | 50% |
| Neutral | 23% | 29% | 21% |
| Strongly Disagree/Disagree | 27% | 22% | 29% |
| I am proud to work for OCLS. | | | |
| Strongly Agree/Agree | 63% | 68% | 63% |
| Neutral | 23% | 25% | 21% |
| Strongly Disagree/Disagree | 13% | 8% | 17% |
| I feel a sense of ownership and investment in what happens at OCLS. | | | |
| Strongly Agree/Agree | 50% | 54% | 58% |
| Neutral | 23% | 21% | 21% |
| Strongly Disagree/Disagree | 26% | 25% | 21% |
| I can have a work/life balance that meets my needs and can still be successful at OCLS. | | | |
| Strongly Agree/Agree | 57% | 64% | 75% |
| Neutral | 23% | 32% | 17% |
| Strongly Disagree/Disagree | 20% | 4% | 8% |
| I would recommend working here to other talented friends. | | | |
| Strongly Agree/Agree | 43% | 46% | 38% |
| Neutral | 17% | 18% | 33% |
| Strongly Disagree/Disagree | 40% | 36% | 29% |

Workgroup: Librarians – Overall Category Comparison 2005-2007



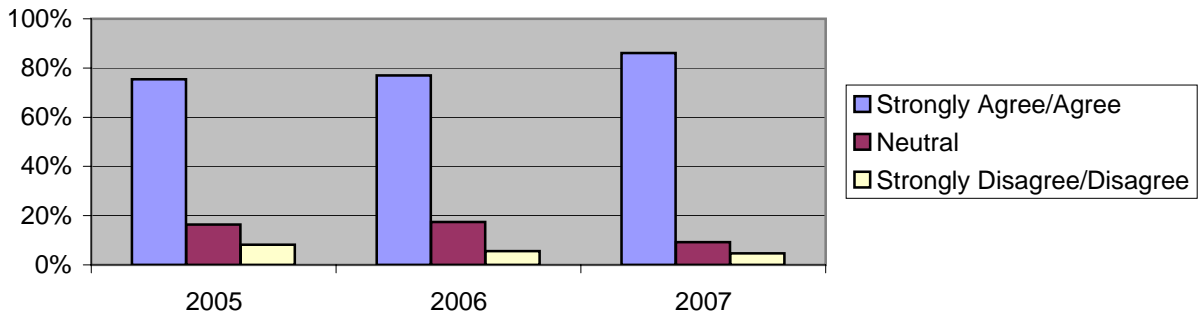
Workgroup: Librarians – Overall Category Comparison 2005-2007



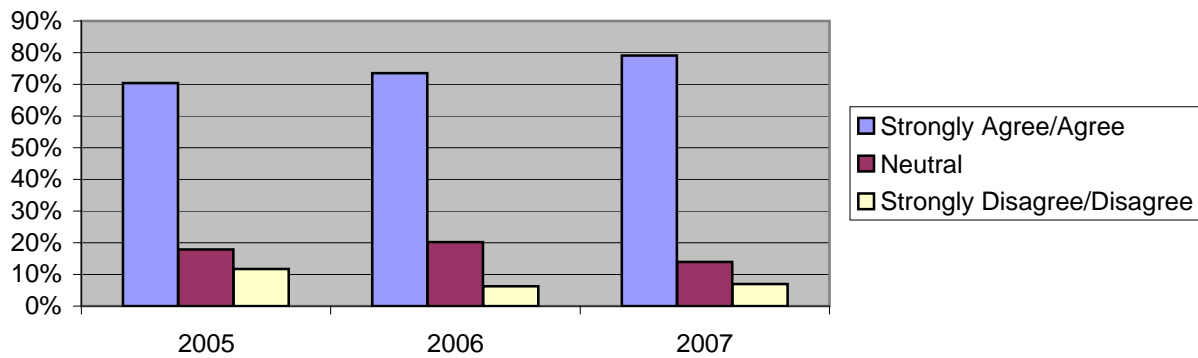
OCLS as an Employer Survey 2007
Work Group: Other Staff

| Leadership | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| The leaders in this organization encourage everyone to contribute all they can in their jobs. | | | |
| Strongly Agree/Agree | 75% | 77% | 86% |
| Neutral | 16% | 17% | 9% |
| Strongly Disagree/Disagree | 8% | 6% | 5% |
| | | | |
| They hold people accountable for their behavior. | | | |
| Strongly Agree/Agree | 70% | 74% | 79% |
| Neutral | 18% | 20% | 14% |
| Strongly Disagree/Disagree | 12% | 6% | 7% |
| | | | |
| They act the way they expect others to act. | | | |
| Strongly Agree/Agree | 64% | 68% | 72% |
| Neutral | 22% | 21% | 17% |
| Strongly Disagree/Disagree | 14% | 12% | 11% |
| | | | |
| They communicate a vision for OCLS. | | | |
| Strongly Agree/Agree | 79% | 79% | 87% |
| Neutral | 15% | 16% | 10% |
| Strongly Disagree/Disagree | 6% | 5% | 3% |
| | | | |
| They encourage ideas and participation. | | | |
| Strongly Agree/Agree | 79% | 82% | 84% |
| Neutral | 14% | 13% | 10% |
| Strongly Disagree/Disagree | 7% | 6% | 6% |
| | | | |
| They are committed to attracting and recruiting talented people, regardless of race, color, religious creed, pregnancy, gender, sexual orientation, national origin, ancestry, marital status, veteran status, age, or physical or mental disability. | | | |
| Strongly Agree/Agree | 77% | 77% | 89% |
| Neutral | 14% | 17% | 8% |
| Strongly Disagree/Disagree | 8% | 6% | 3% |
| | | | |
| They demonstrate that employees are important to the success of OCLS. | | | |
| Strongly Agree/Agree | 73% | 77% | 80% |
| Neutral | 16% | 16% | 13% |
| Strongly Disagree/Disagree | 11% | 7% | 7% |
| | | | |
| They demonstrate and encourage OCLS values. | | | |
| Strongly Agree/Agree | 78% | 79% | 85% |
| Neutral | 14% | 16% | 11% |
| Strongly Disagree/Disagree | 8% | 5% | 4% |

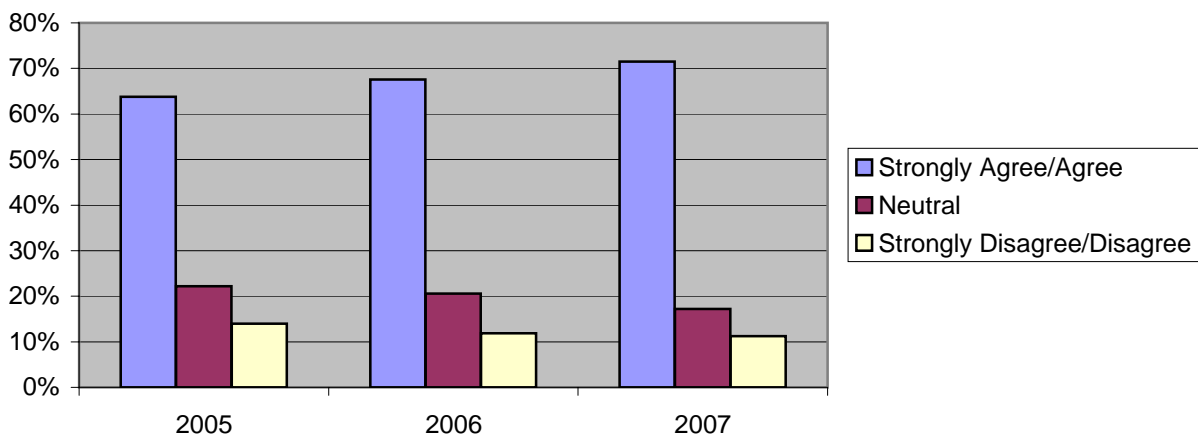
The leaders in this organization encourage everyone to contribute all they can in their jobs



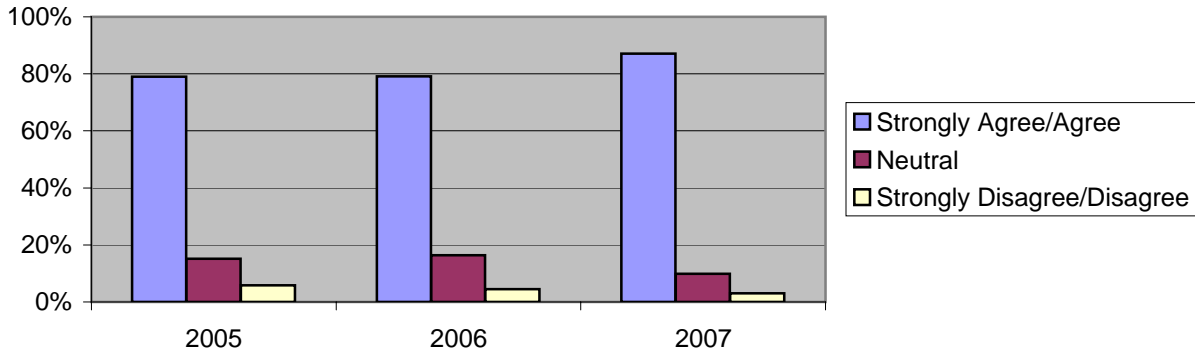
They hold people accountable for their behavior



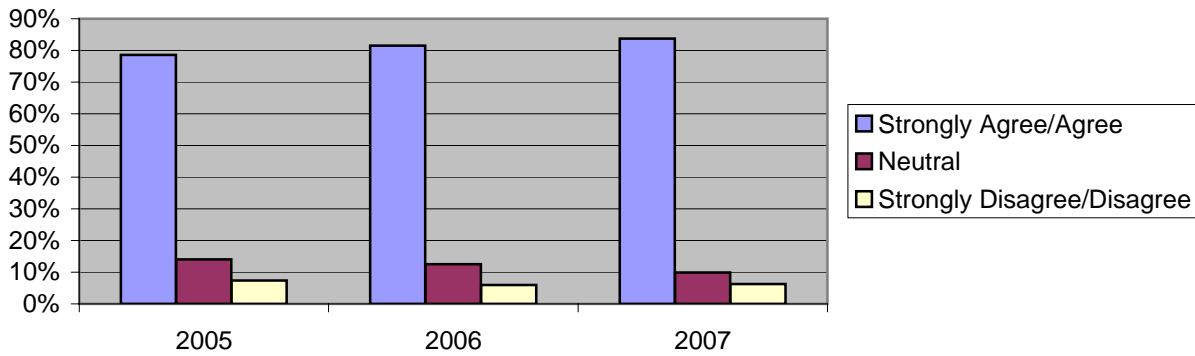
They act the way the expect others to act



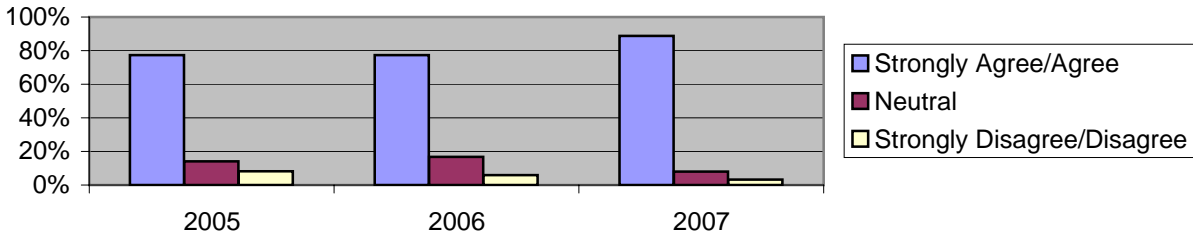
They communicate a vision for OCLS



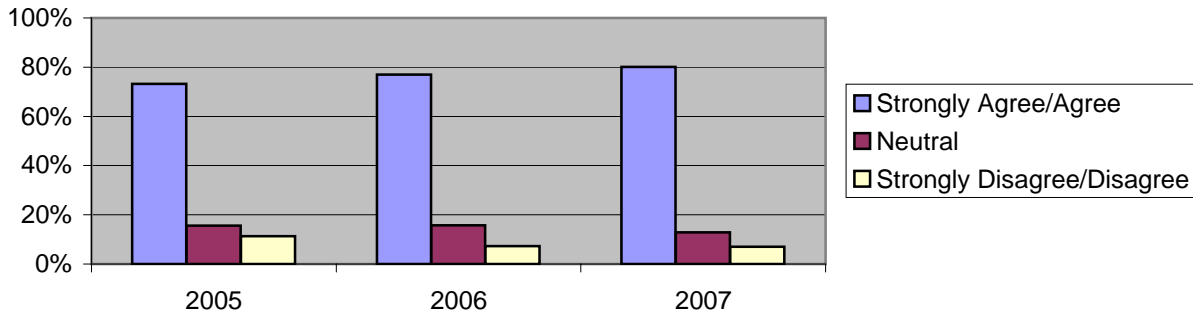
They encourage ideas and participation



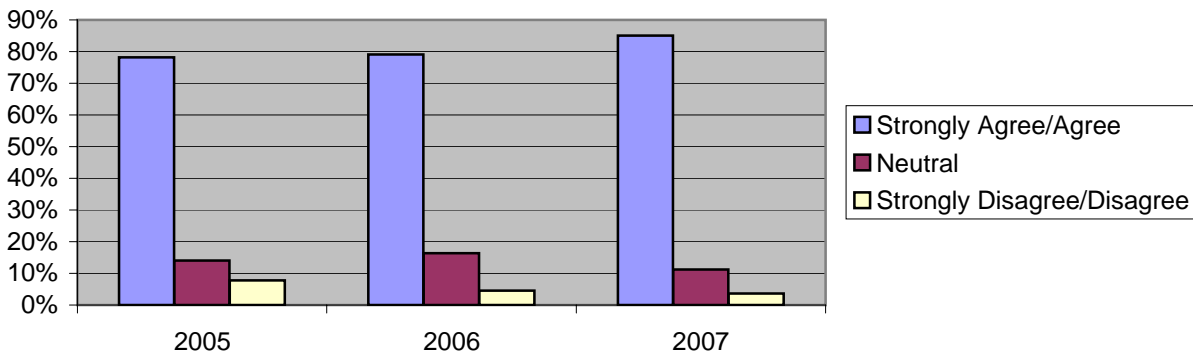
They are committed to attracting and recruiting talented people, regardless of race, color, religious creed, pregnancy, gender, sexual orientation, national origin, ancestry, marital status, veteran status, age, or physical or mental disability



They demonstrate that employees are important to the success of OCLS

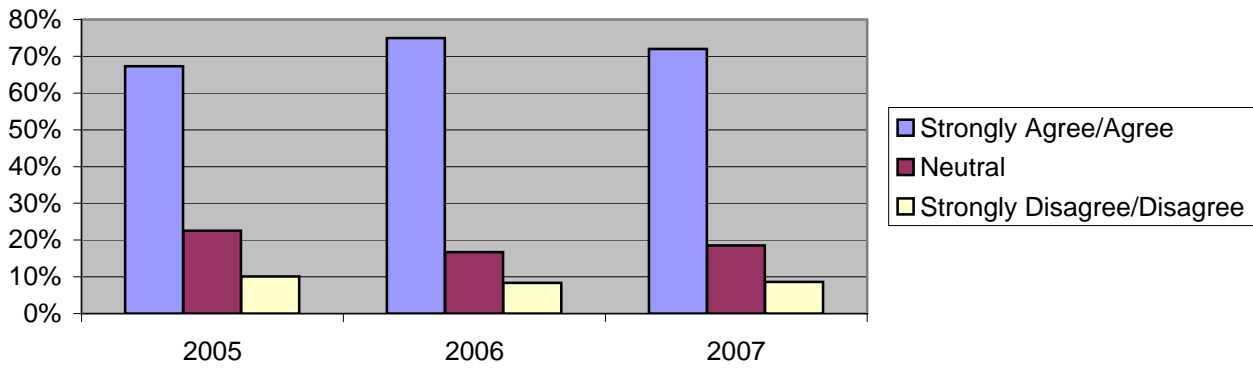


They demonstrate and encourage OCLS values

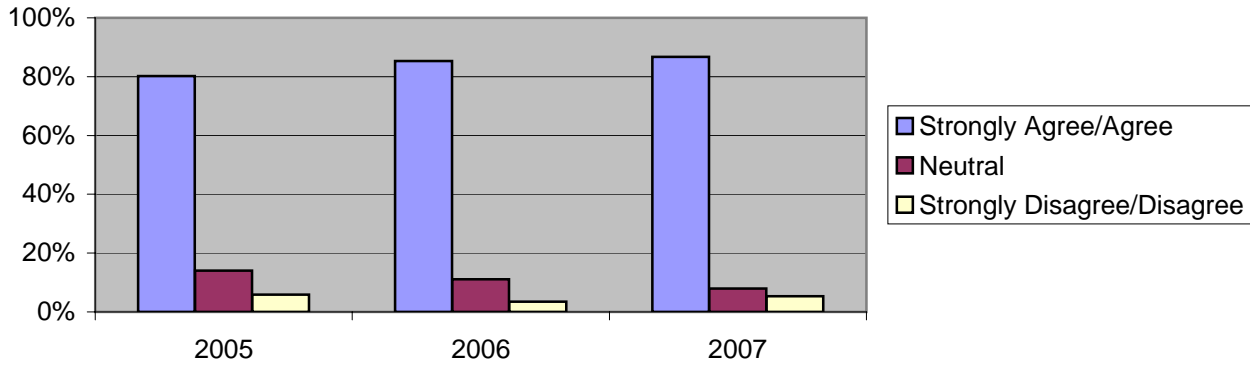


| Job Quality | 2005 | 2006 | 2007 |
|---|-------------|-------------|-------------|
| My job is challenging. | | | |
| Strongly Agree/Agree | 67% | 75% | 72% |
| Neutral | 23% | 17% | 19% |
| Strongly Disagree/Disagree | 10% | 8% | 9% |
| | | | |
| My job provides opportunities for learning. | | | |
| Strongly Agree/Agree | 80% | 85% | 87% |
| Neutral | 14% | 11% | 8% |
| Strongly Disagree/Disagree | 6% | 3% | 5% |
| | | | |
| The work I do makes a difference. | | | |
| Strongly Agree/Agree | 92% | 93% | 92% |
| Neutral | 7% | 6% | 7% |
| Strongly Disagree/Disagree | 1% | 1% | 1% |
| | | | |
| The work I do contributes to the success of the Library. | | | |
| Strongly Agree/Agree | 94% | 96% | 97% |
| Neutral | 6% | 3% | 2% |
| Strongly Disagree/Disagree | 0% | 1% | 1% |
| | | | |
| My job utilizes my talents and skills. | | | |
| Strongly Agree/Agree | 74% | 75% | 75% |
| Neutral | 19% | 17% | 14% |
| Strongly Disagree/Disagree | 7% | 8% | 11% |
| | | | |
| I receive appropriate rewards and compensation for my contributions. | | | |
| Strongly Agree/Agree | 57% | 58% | 60% |
| Neutral | 27% | 29% | 27% |
| Strongly Disagree/Disagree | 16% | 14% | 13% |
| | | | |
| OCLS provides an appropriate benefits package. | | | |
| Strongly Agree/Agree | 69% | 76% | 76% |
| Neutral | 20% | 17% | 19% |
| Strongly Disagree/Disagree | 11% | 7% | 5% |
| | | | |
| I believe my workload is reasonable. | | | |
| Strongly Agree/Agree | 67% | 76% | 76% |
| Neutral | 18% | 14% | 15% |
| Strongly Disagree/Disagree | 16% | 10% | 9% |

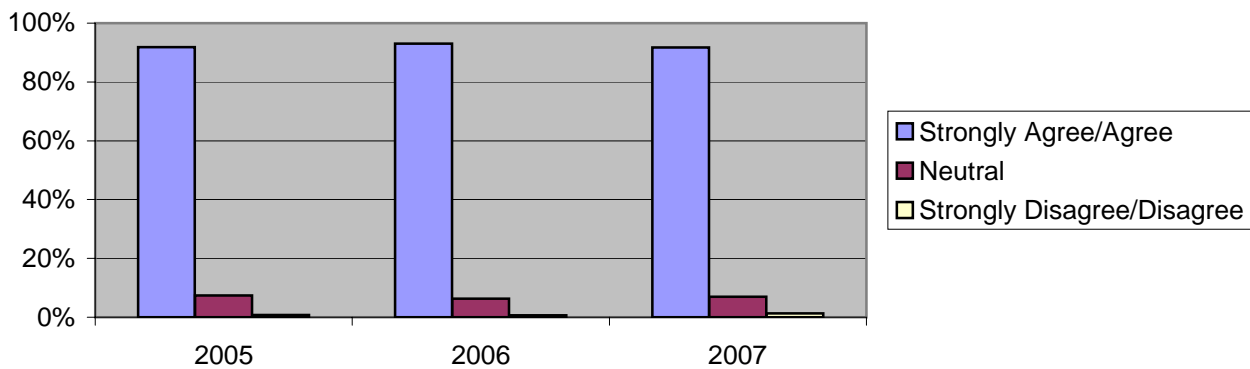
My job is challenging



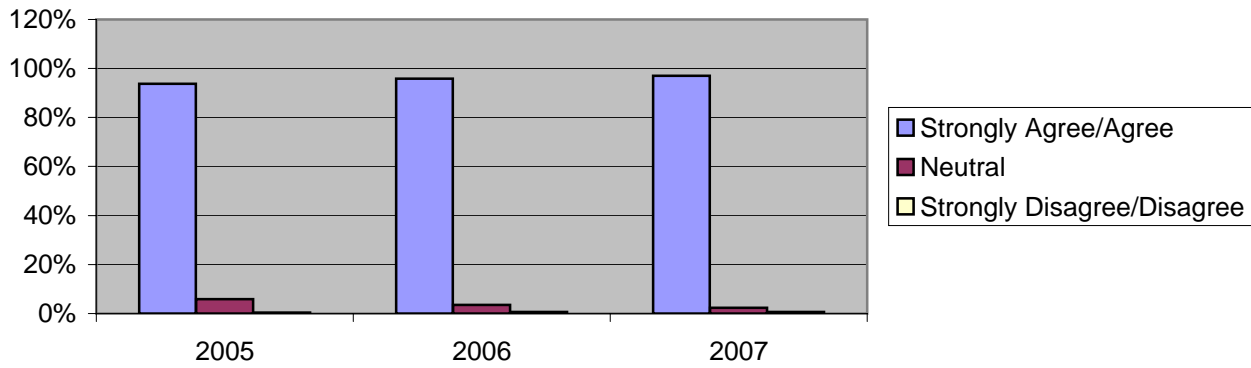
My job provides opportunities for learning



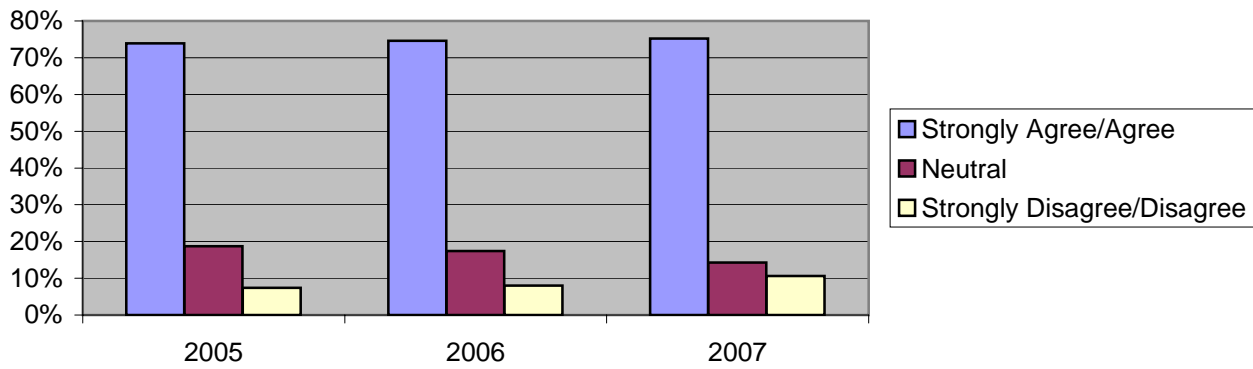
The work I do makes a difference



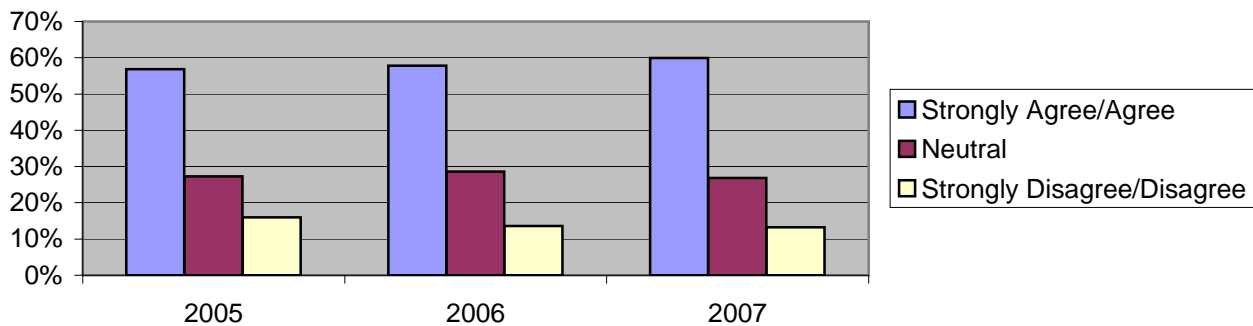
The work I do contributes to the success of the Library



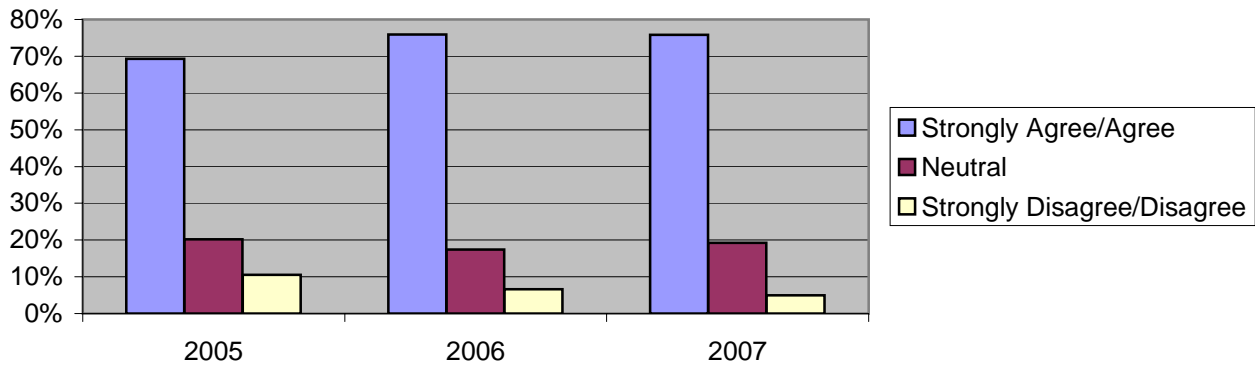
My job utilizes my talents and skills



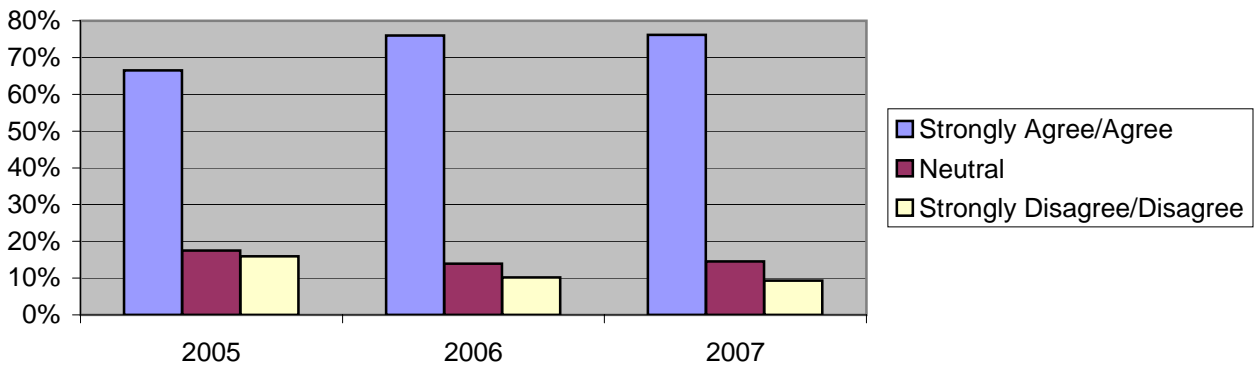
I receive appropriate rewards and compensation for my contributions



OCLS provides an appropriate benefits package

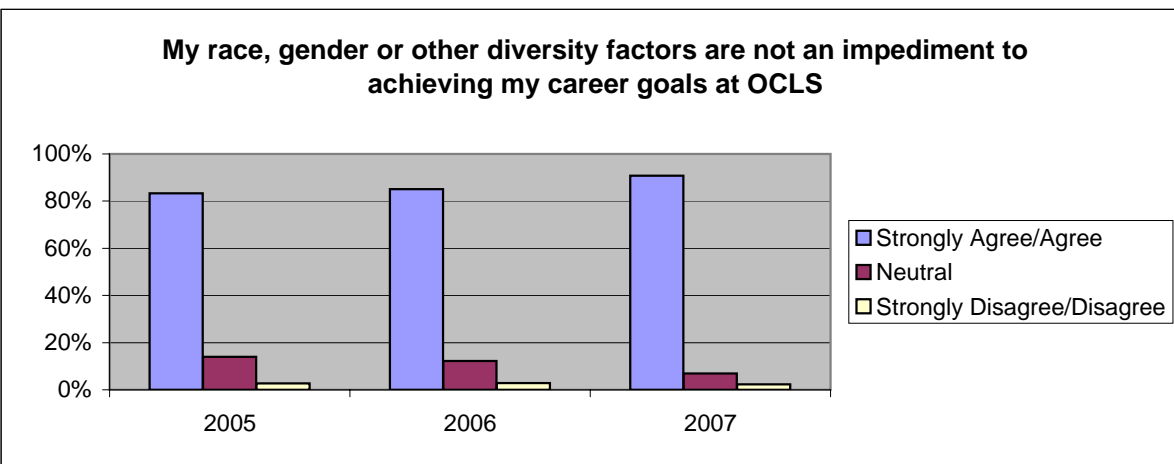


I believe my workload is reasonable



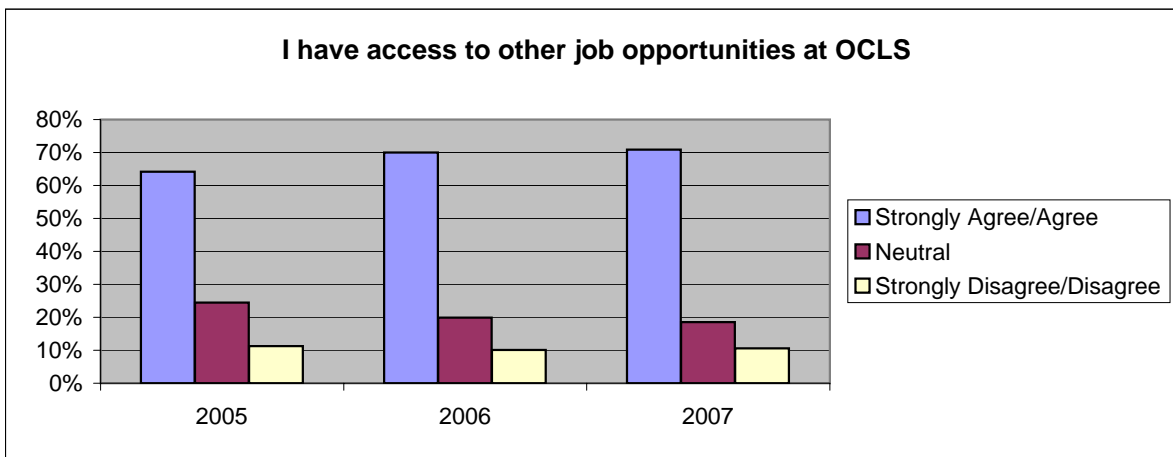
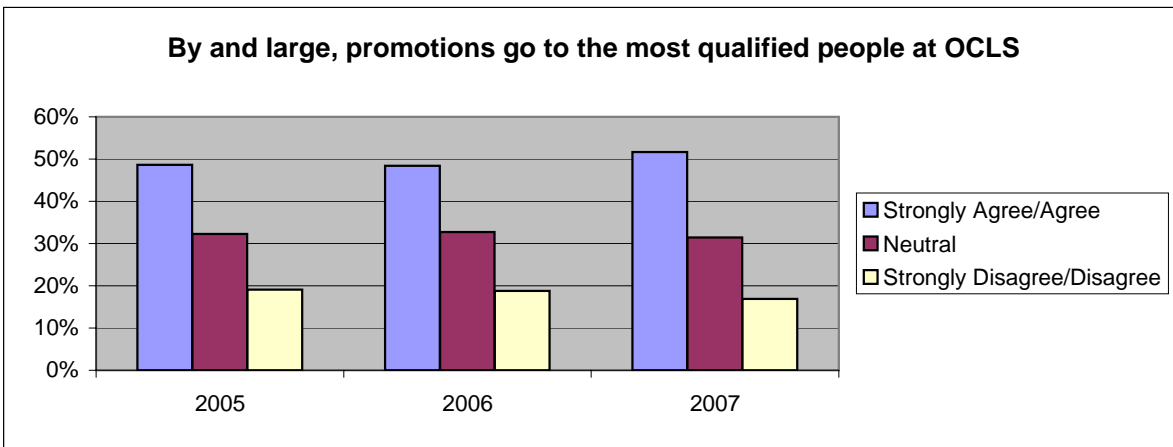
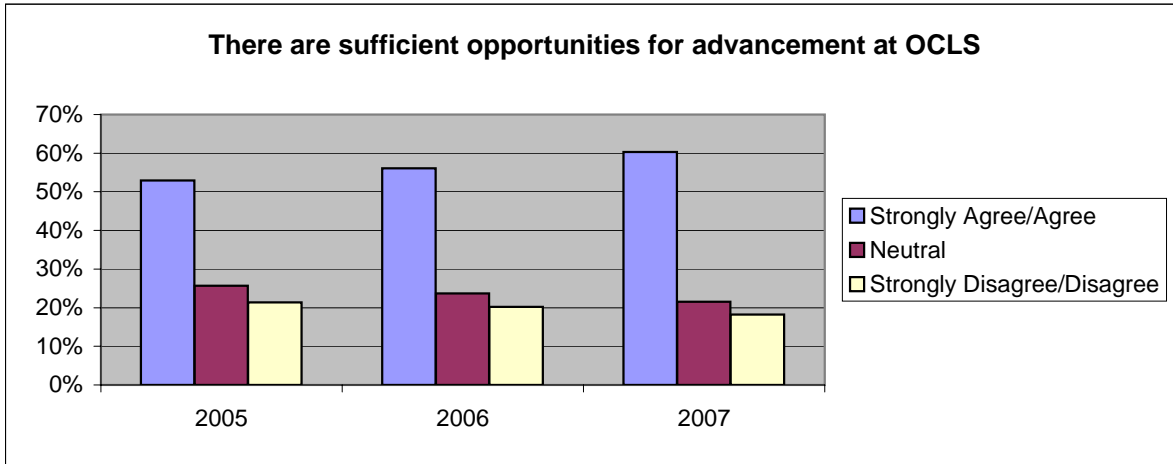
| Opportunity | 2005 | 2006 | 2007 |
|---|-------------|-------------|-------------|
| The efforts I make to improve my knowledge and skills help me achieve my career goals. | | | |
| Strongly Agree/Agree | 82% | 79% | 83% |
| Neutral | 14% | 17% | 13% |
| Strongly Disagree/Disagree | 4% | 4% | 3% |
| I get the training I need to do my job. | | | |
| Strongly Agree/Agree | 77% | 81% | 82% |
| Neutral | 14% | 14% | 12% |
| Strongly Disagree/Disagree | 9% | 5% | 6% |
| My race, gender or other diversity factors are not an impediment to achieving my career goals at OCLS. | | | |
| Strongly Agree/Agree | 83% | 85% | 91% |
| Neutral | 14% | 12% | 7% |
| Strongly Disagree/Disagree | 3% | 3% | 2% |
| There are sufficient opportunities for advancement at OCLS. | | | |
| Strongly Agree/Agree | 53% | 56% | 60% |
| Neutral | 26% | 24% | 22% |
| Strongly Disagree/Disagree | 21% | 20% | 18% |
| By and large, promotions go to the most qualified people at OCLS. | | | |
| Strongly Agree/Agree | 49% | 48% | 52% |
| Neutral | 32% | 33% | 31% |
| Strongly Disagree/Disagree | 19% | 19% | 17% |
| I have access to other job opportunities at OCLS. | | | |
| Strongly Agree/Agree | 64% | 70% | 71% |
| Neutral | 25% | 20% | 19% |
| Strongly Disagree/Disagree | 11% | 10% | 11% |
| I am encouraged to demonstrate initiative and creativity in my work. | | | |
| Strongly Agree/Agree | 82% | 82% | 83% |
| Neutral | 12% | 14% | 12% |
| Strongly Disagree/Disagree | 5% | 4% | 5% |

Workgroup: Other Staff – Opportunity Category Comparison 2005-2007



Workgroup: Other Staff – Opportunity Category

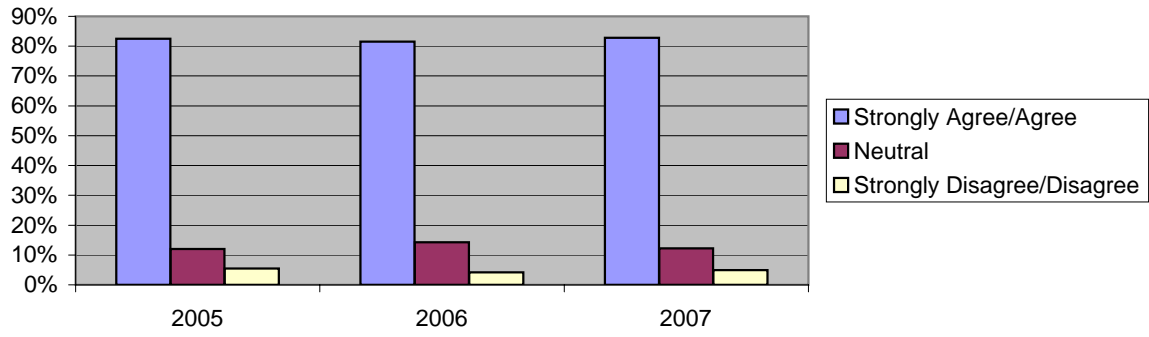
Comparison 2005-2007



Workgroup: Other Staff – Opportunity Category

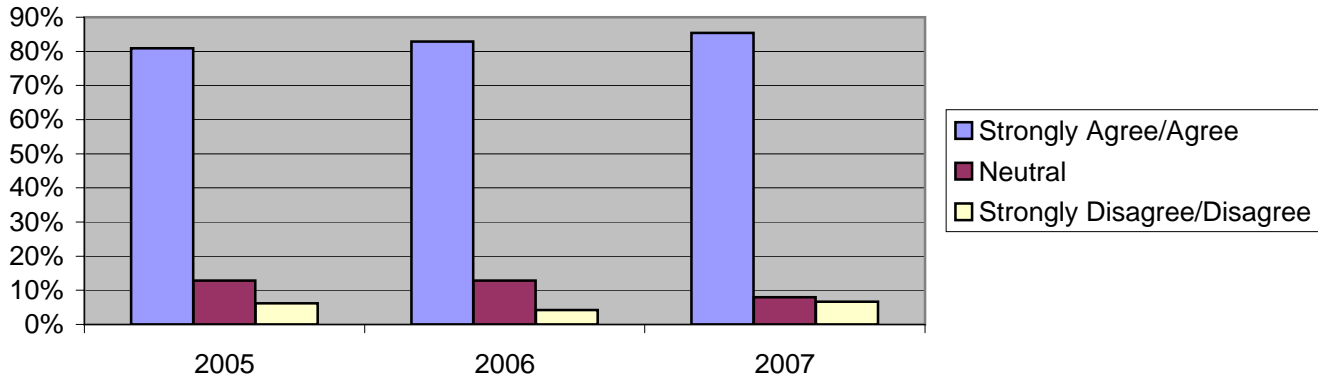
Comparison 2005-2007

I am encouraged to demonstrate initiative and creativity in my work

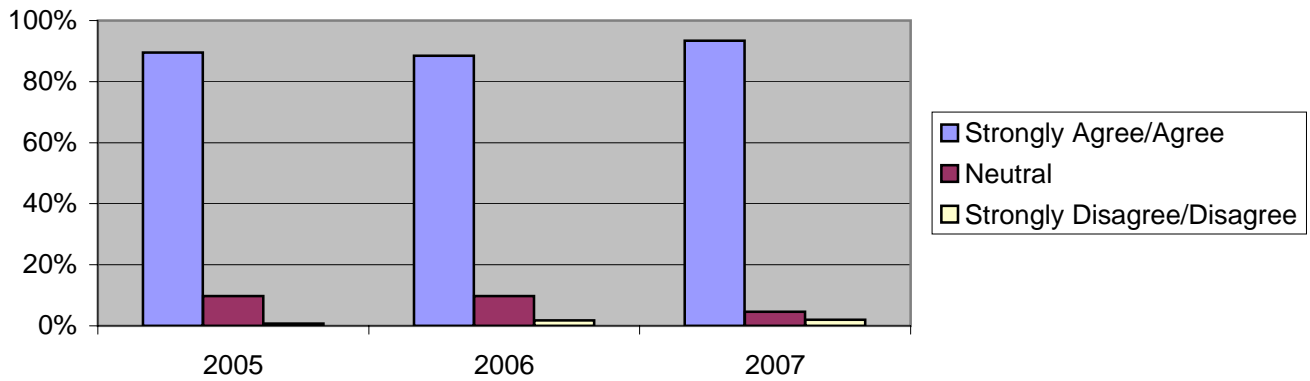


| Work Team | 2005 | 2006 | 2007 |
|--|------|------|------|
| I am comfortable offering ideas and suggestions in my department. | | | |
| Strongly Agree/Agree | 81% | 83% | 85% |
| Neutral | 13% | 13% | 8% |
| Strongly Disagree/Disagree | 6% | 4% | 7% |
| | | | |
| My department has an environment that welcomes new people. | | | |
| Strongly Agree/Agree | 89% | 89% | 93% |
| Neutral | 10% | 10% | 5% |
| Strongly Disagree/Disagree | 1% | 2% | 2% |
| | | | |
| People in my department value and respect each other for their diversity. | | | |
| Strongly Agree/Agree | 82% | 81% | 84% |
| Neutral | 13% | 14% | 10% |
| Strongly Disagree/Disagree | 5% | 5% | 7% |
| | | | |
| My department works well as a team. | | | |
| Strongly Agree/Agree | 78% | 79% | 81% |
| Neutral | 12% | 15% | 12% |
| Strongly Disagree/Disagree | 9% | 6% | 7% |
| | | | |
| Differences among people in the department are addressed and resolved constructively. | | | |
| Strongly Agree/Agree | 63% | 67% | 68% |
| Neutral | 25% | 23% | 21% |
| Strongly Disagree/Disagree | 13% | 10% | 11% |
| | | | |
| We operate in an open and honest way | | | |
| Strongly Agree/Agree | 74% | 77% | 77% |
| Neutral | 16% | 17% | 17% |
| Strongly Disagree/Disagree | 11% | 6% | 6% |
| | | | |
| I understand how my work contributes to my department's objectives. | | | |
| Strongly Agree/Agree | 94% | 94% | 94% |
| Neutral | 4% | 4% | 5% |
| Strongly Disagree/Disagree | 2% | 2% | 1% |
| | | | |
| I understand my department's role and value to OCLS overall. | | | |
| Strongly Agree/Agree | 95% | 95% | 98% |
| Neutral | 5% | 4% | 2% |
| Strongly Disagree/Disagree | 0% | 0% | 0% |
| | | | |
| We are open to new ideas about how we can improve the way we work. | | | |
| Strongly Agree/Agree | 84% | 84% | 85% |
| Neutral | 12% | 12% | 9% |
| Strongly Disagree/Disagree | 4% | 3% | 6% |

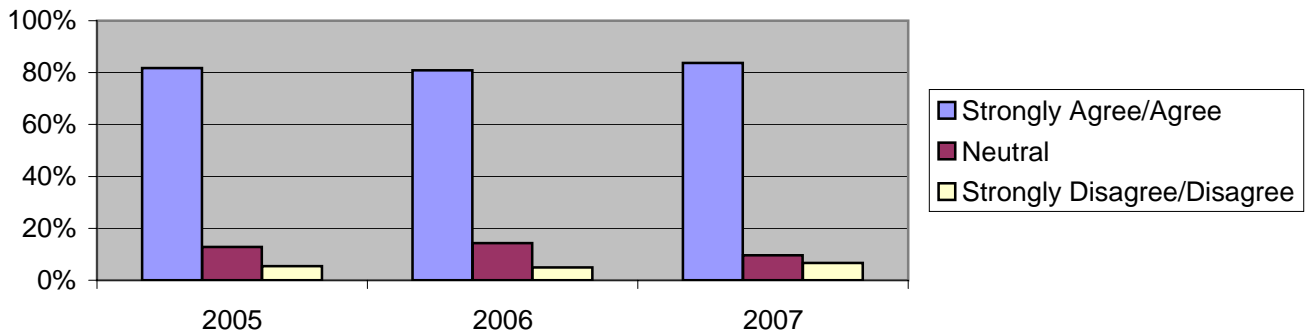
I am comfortable offering ideas and suggestions in my department



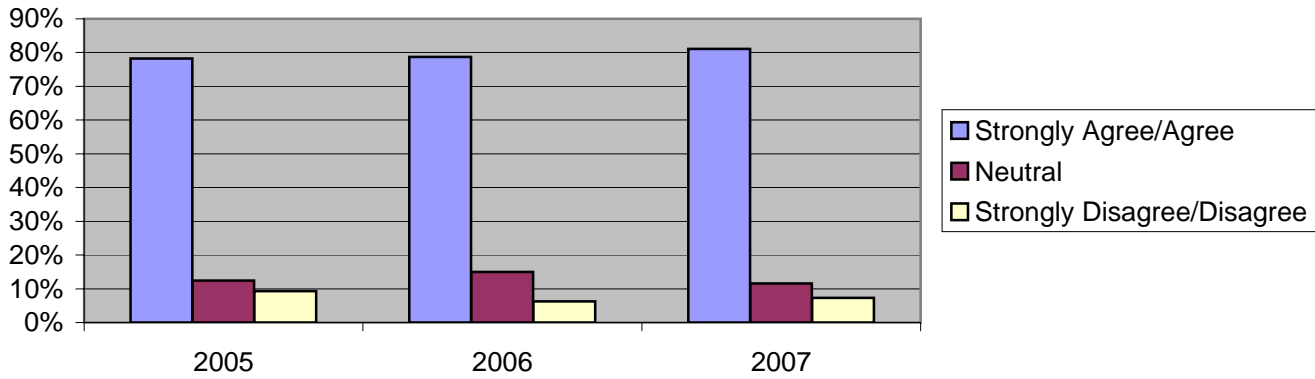
My department has an environment that welcomes new people



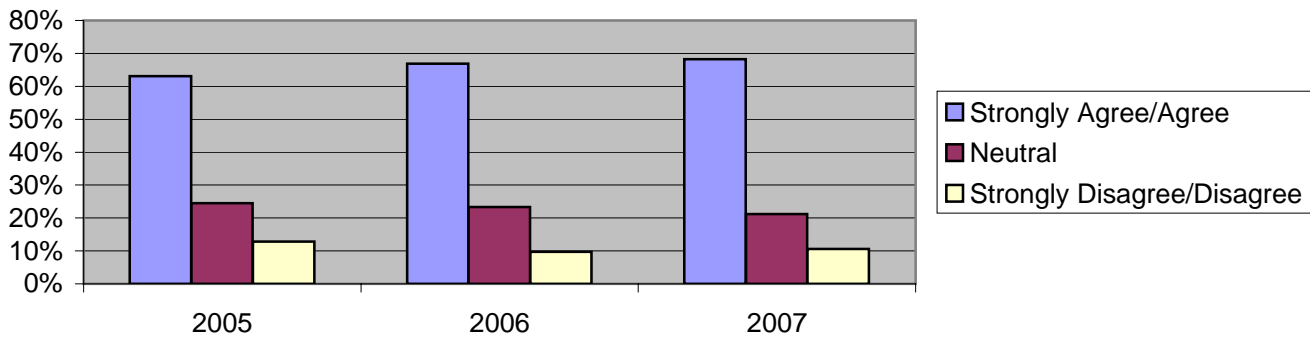
People in my department value and respect each other for their diversity



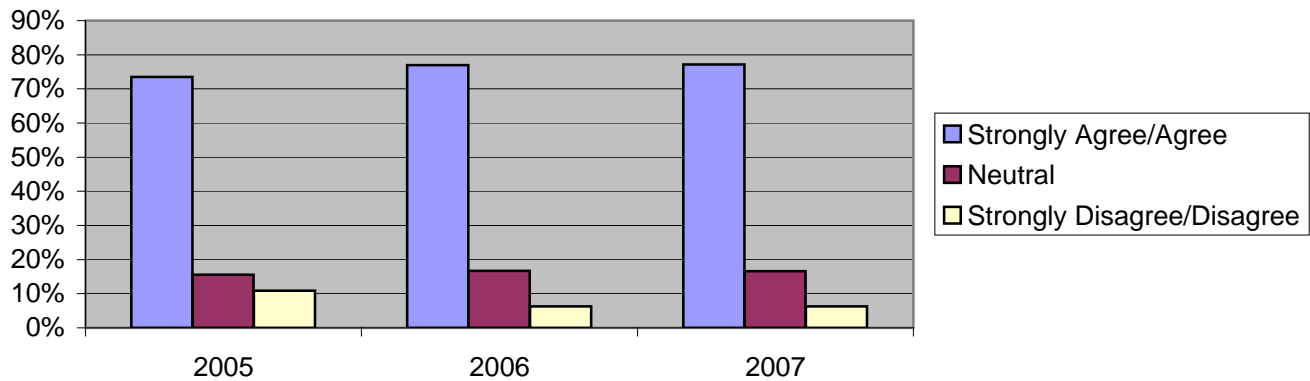
My department works well as a team



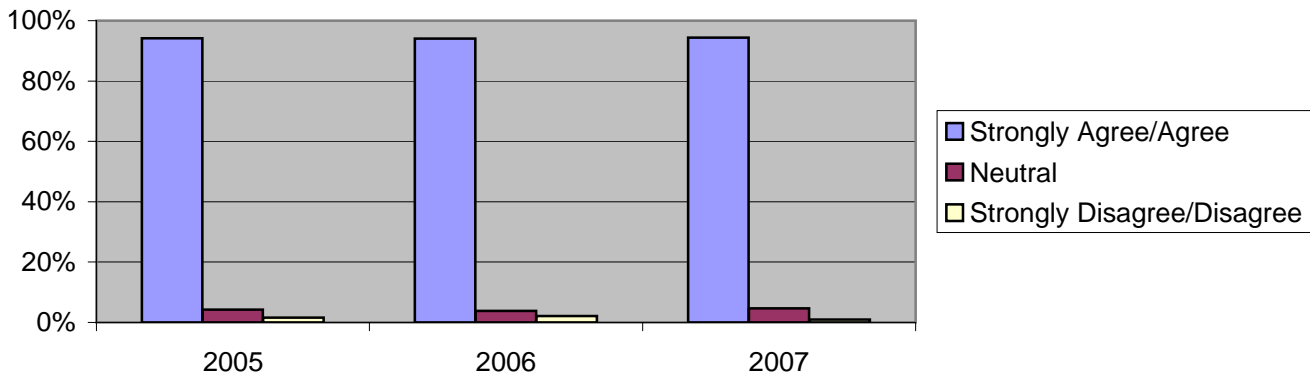
Differences among people in the department are addressed and resolved constructively



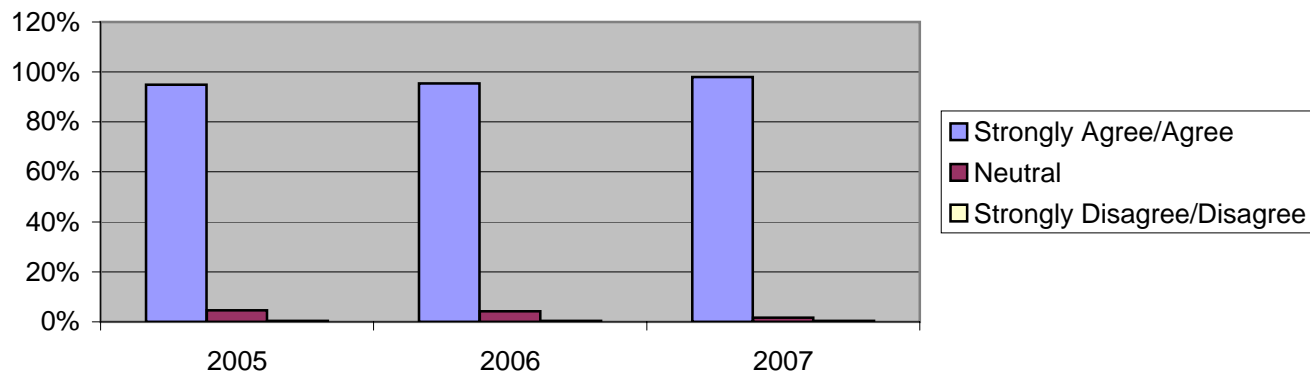
We operate in an open and honest way



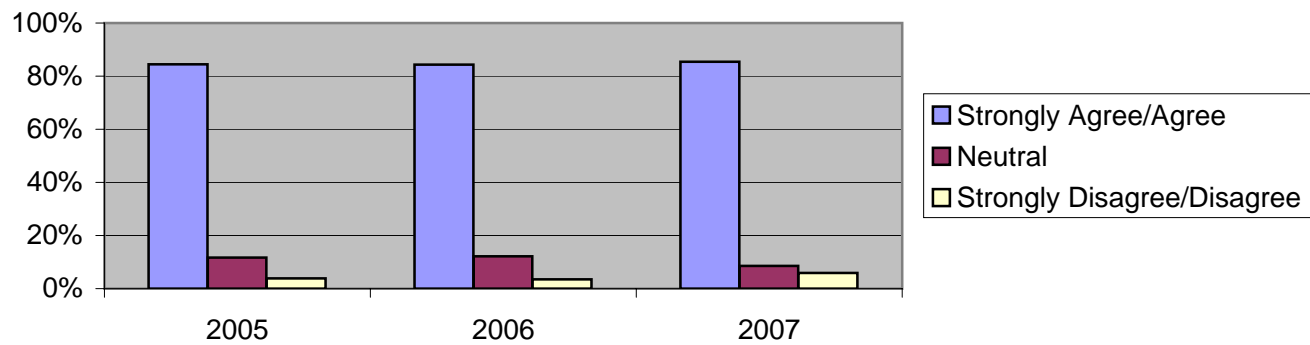
I understand how my work contributes to my department's objectives



I understand my department's role and value to OCLS overall



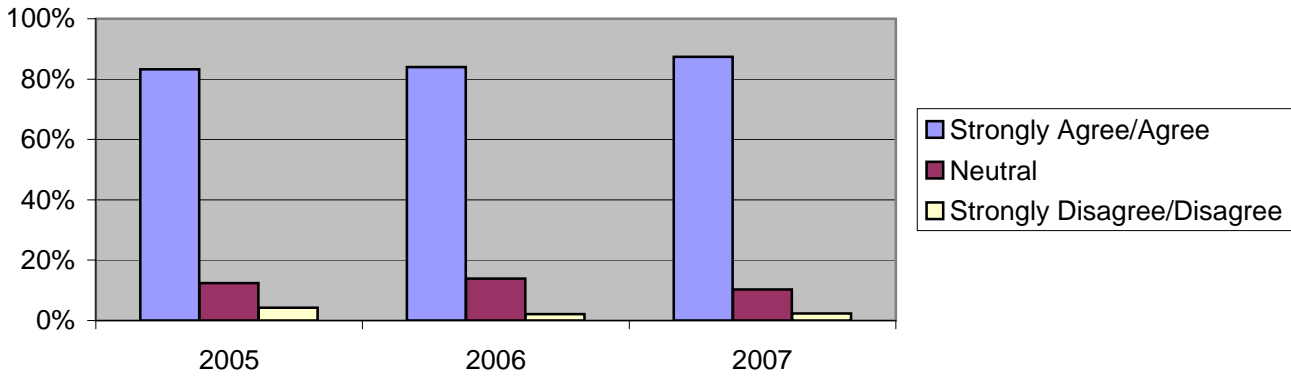
We are open to new ideas about how we can improve the way we work



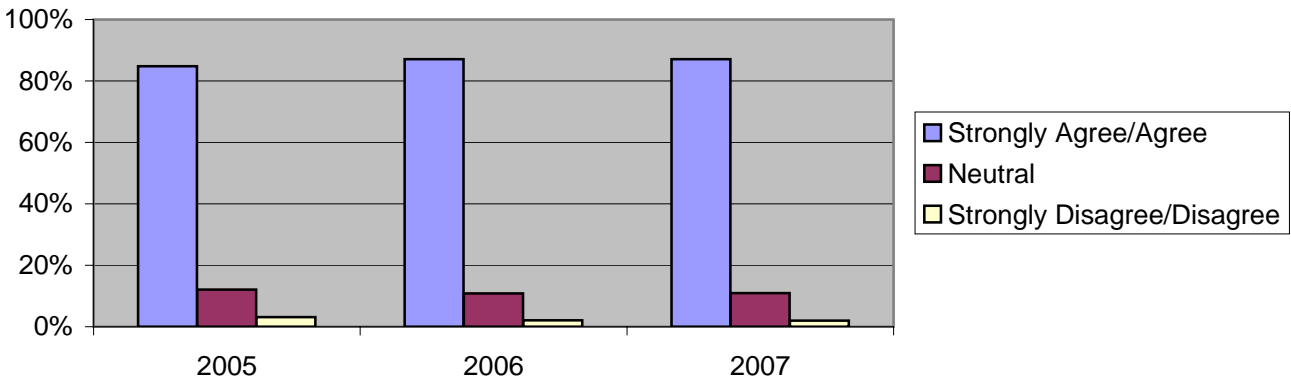
| OCLS as an Employer Overall | 2005 | 2006 | 2007 |
|--|-------------|-------------|-------------|
| OCLS is a great place to work. | | | |
| Strongly Agree/Agree | 83% | 84% | 87% |
| Neutral | 12% | 14% | 10% |
| Strongly Disagree/Disagree | 4% | 2% | 2% |
| | | | |
| I am proud to work for OCLS. | | | |
| Strongly Agree/Agree | 85% | 87% | 87% |
| Neutral | 12% | 11% | 11% |
| Strongly Disagree/Disagree | 3% | 2% | 2% |
| | | | |
| I feel a sense of ownership and investment in what happens at OCLS. | | | |
| Strongly Agree/Agree | 67% | 71% | 74% |
| Neutral | 23% | 22% | 19% |
| Strongly Disagree/Disagree | 10% | 7% | 7% |
| | | | |
| I can have a work/life balance that meets my needs and can still be successful at OCLS. | | | |
| Strongly Agree/Agree | 81% | 79% | 84% |
| Neutral | 17% | 17% | 13% |
| Strongly Disagree/Disagree | 3% | 3% | 3% |
| | | | |
| I would recommend working here to other talented friends. | | | |
| Strongly Agree/Agree | 80% | 79% | 82% |
| Neutral | 12% | 16% | 14% |
| Strongly Disagree/Disagree | 8% | 5% | 4% |

Workgroup: Other Staff – Overall Category Comparison 2005-2007

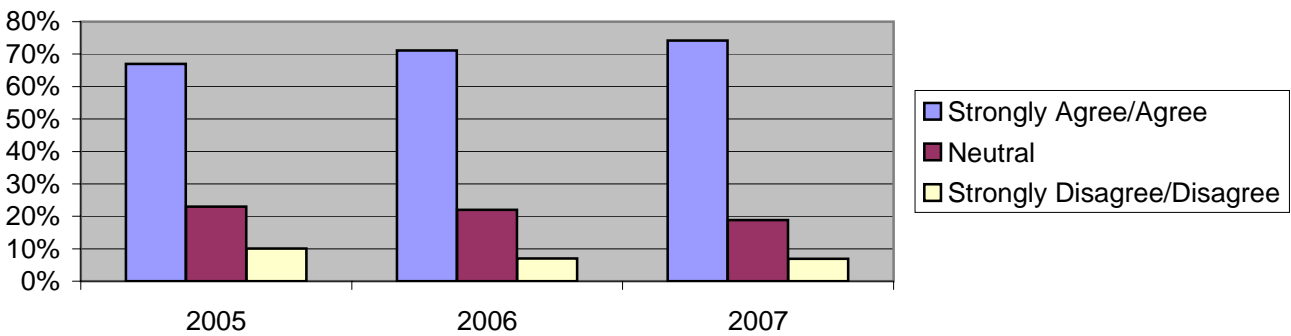
OCLS is a great place to work



I am proud to work for OCLS

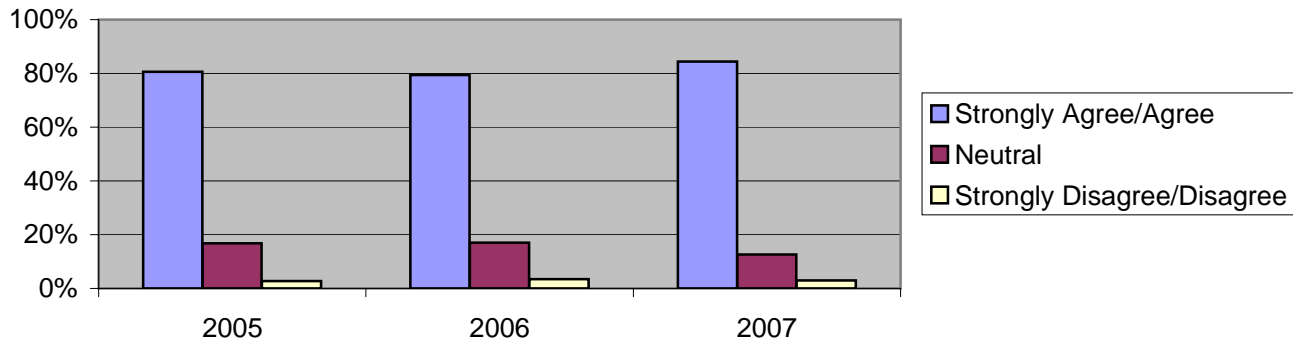


I feel a sense of ownership and investment in what happens at OCLS

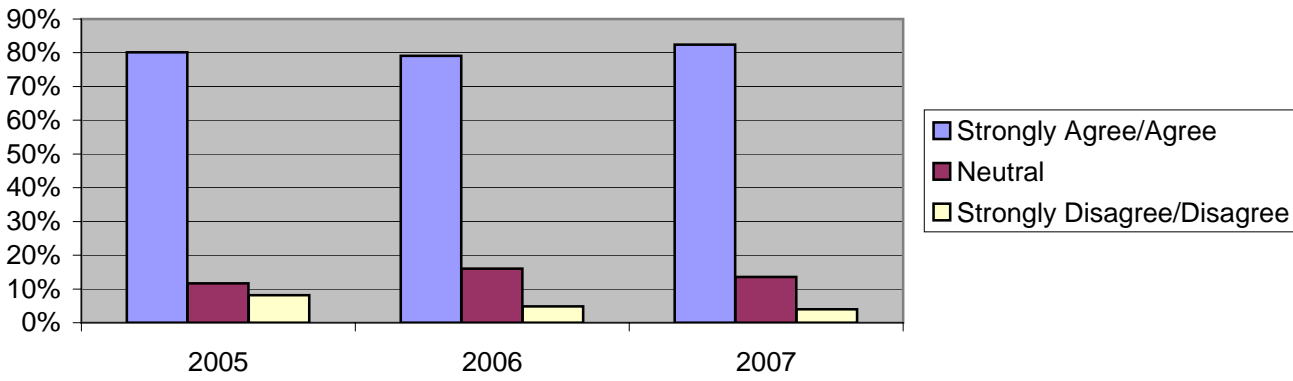


Workgroup: Other Staff – Overall Category Comparison 2005-2007

I can have a work/life balance that meets my needs and can still be successful at OCLS



I would recommend working here to other talented friends



**Orange County Library System
Board of Trustees Meeting
Thursday, June 14, 2007**

**Public Comment:
Non-Agenda Items**