

**The Seattle Public Library**  
Board of Trustees Meeting  
**11:00 a.m. Thursday, January 29, 2026**

Washington Mutual Foundation Meeting Room 1, Level 4  
1000 Fourth Ave., Seattle, WA 98104

**Remote Listen Line:**

Dial: 213-282-4570 / Phone conference ID: 147 179 311#

**Watch Live:**

<https://www.microsoft.com/microsoft-teams/join-a-meeting>

Meeting ID: 248 667 424 480 07 / Passcode: BK7rr3S8

**Public Comment: comments must be directed to matters on the agenda.**

-To provide public comment in person at the Central Library, sign up in the meeting room.

-To provide public comment remotely, join meeting with link above and enter your full name in Q&A.

-To submit public comment in writing, email 24-hours in advance of the meeting: [library.board@spl.org](mailto:library.board@spl.org).

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**Agenda**

A. CALL TO ORDER

B. APPROVAL OF AGENDA

C. PUBLIC COMMENT

D. CONSENT

1. Minutes of December 11, 2025 Regular Library Board Meeting
2. November 2025 Financial Report

E. CHIEF LIBRARIAN REPORT

1. Chief Librarian Report
2. System Report
  - a. Washington Library Association Legislative Day Update – Kiersten Nelson, Community Partnerships and Government Relations Program Manager

F. OLD BUSINESS

G. NEW BUSINESS

1. Union Report
2. Library Foundation and Friends of the Library Updates
3. Updates from Library Board Members

H. EXECUTIVE SESSION

I. ADJOURN

J. NEXT LIBRARY BOARD MEETING: Feb. 26, 2026

*(For more information, call Laura Gentry, head of the Communications Office, at 206-915-9028.)*

## **Unapproved Board Minutes**

Board of Trustees Meeting  
The Seattle Public Library  
December 11, 2025

### CALL TO ORDER

The regular meeting of The Seattle Public Library (SPL) Board of Trustees was held on December 11, 2025. Library Board President W. Tali Hairston, PhD, called the meeting to order at 11:01 a.m. Vice President Yazmin Mehdi and Trustees Carmen Bendixen, Ron Chew, and Faith Pettis were in attendance. The meeting was conducted with a remote attendance option via video conference.

### APPROVAL OF AGENDA

It was moved and seconded to approve the agenda as published;  
the motion carried unanimously.

### PUBLIC COMMENT

Public comment was accepted via email, in person at the Central Library, and online in the remote meeting. There was no public comment.

### CONSENT

It was moved and seconded to approve the consent agenda as  
published; the motion carried unanimously.

### CHIEF LIBRARIAN REPORT

#### **Chief Librarian Report**

Executive Director/Chief Librarian Tom Fay said there was no Chief Librarian Report due to the short time between this meeting and the last. Library Board Trustee Faith Pettis said the Board understands the Chief Librarian has done a lot of work in the preceding weeks.

### NEW BUSINESS

#### **2026 Library Operations Plan**

Director of Administrative Services Rob Gannon said the meeting packet contains the final version of the proposed 2026 Library Operations Plan for the Board's consideration. He said the Library Board annually adopts an Operations Plan that provides operational and budgetary guidance to the organization for the year ahead, including a spending plan inclusive of all funding sources. He said the plan represents the Library Board's adopted budget and guiding financial document.

Mr. Gannon said on November 21, the City Council approved the City's 2026 budget which included \$102.5 million in operating and \$2.6 million in capital budget appropriations to the Library. He said Council appropriations included \$35.7 million in operating support and \$2 million in capital funding provided by the 2019 Library Levy. He said grants approved by The Seattle Public Library Foundation Board of Directors and other Library gifts represented a total of \$8.4 million. Mr. Gannon said, all told, the 2026 Library budget across all funding sources including private gifts and grant supports totals \$113.5 million.

Mr. Gannon said the first page of the Operations Plan is the overview of what the plan comprises in terms of revenue and resources available to the Library for spending. He said it also includes information about reductions the Library is taking this year as a result of a General Fund shortage from the City. Regarding the second bullet point under Operation Budget Changes, Mr. Gannon said the Library is able to balance its budget in 2026 by redeploying capital dollars to its operating fund in order to avoid staffing or service reductions. He said this is a one-time funding swap that does create a deficit moving into the 2027-2028 budget planning process. He said while

the balanced budget for 2026 is a very good thing and keeps the Library whole in most respects, it pushes the capital issue out for consideration as the Library prepares for the next biennial budget.

Mr. Gannon said, based on feedback received from the Board in the last meeting, the Operations Plan now includes more direct references to SPL's Strategic Plan which are inserted in Section 4, beginning on page 4. He said a number of new entries describe work that will be undertaken in 2026 that is directly related to the Strategic Plan, and how some of the resources in those various categories are being deployed.

Mr. Gannon said Section 5, page 8, contains a standard chart showing a segmented dollar figure to represent how spending is broken out. He said in the ultimate reconciliation of the budget document, there was a very modest change to that bottom line figure, which now incorporates one previously omitted element. He said the total figure of \$113,495 shown in the chart is a very minor delta from the number that appeared in this space in the previous draft. Mr. Gannon said this is a technical adjustment to overcome one minor error.

Mr. Gannon said in Section 6, under item B, the Library Board had a question at the last meeting about the spike in spending in 2021 as depicted in Figure 4. He said the Finance Team has added a footnote to explain why 2021 appears to be out of the norm compared to other years.

Mr. Gannon said the Foundation funding amount is now fully represented in the Operations Plan on page 12 under The Seattle Public Library Foundation heading. He said this figure is consistent with what was referred to in the last meeting. He said the previous draft was presented prior to the Library Foundation Board taking final action, so the Library had not been able to include figures in the prior draft. He said figures are now included and show \$5.6 million in Foundation funding.

Library Board President W. Tali Hairston, PhD asked if the 76% personnel cost shown in the dollar figure represented a year over year increase percentage wise. Mr. Gannon said the increase is a relative adjustment, which does not represent an increase in actual headcount, but is instead largely due to the smaller figure in CIP maintenance in 2026.

Library Board Vice President Yazmin Mehdi said she appreciated the incorporation of Strategic Planning elements which provide context that had been missing. She said the language is user-friendly for members of the public. She said elements of the Strategic Plan document itself could be made clearer for the public in terms of the actual end user impact for the work the Library is doing. She said she would note that the \$5 million swap represents 8% of the Library's public service dollars, which is not small, and creates a hole left to be filled in the next biennium.

Ms. Mehdi asked if Real Estate Excise Tax (REET) dollars are decided by the City and are not an automatic pass through. Mr. Gannon said that is largely correct, and it is also a decreasing amount on an annual basis. He said the Library has received fewer REET dollars in successive years. He said it is a City decision to allocate REET dollars to specific projects proposed within the Library.

Mr. Gannon said his team worked hard to determine how to add Strategic Plan information to the Operations Plan, with significant contributions from Strategy and Policy Advisor Jessica Smith and Head of Finance and Accounting Nick Merkner. He said the team tried to produce the first Strategic Plan Outcome Report with enough detailed information to demonstrate progress as well as indicating the complexity. He said Ms. Smith, Mr. Merkner, and many other staff members worked on that document as well. He said the team intends to continue making modifications as the Strategic Plan evolves and is implemented. Mr. Gannon said the team takes the Board's comments to heart and will accept Board feedback through the year and find ways to make the Library's accountability and demonstration of work related to the Strategic Plan more evident, visible, and accessible to audiences including patrons and community.

Ms. Pettis said Section 8, on Risk, is a good summary of risks facing the Library that is concise, targeted, clear, and sobering. She said she appreciated its inclusion in the Operations Plan.

Ms. Mehdi said she would like to highlight a phrase that was well-stated in Section 3 on the Strategic Plan – that the plan orients the Library to navigate obstacles rather than succumb to them. She said that is great phraseology and properly puts into perspective the fact that the Library has to navigate obstacles, and there are things the Library doesn't have control over and has to determine how to make do, but the Library will not succumb. She said she appreciated the phrasing and how the team is thinking about the issues.

Referring to the last sentence in the first paragraph of Section 4A, Ms. Mehdi asked if hours reductions in locations for major HVAC upgrades would be temporary hours reductions. Mr. Gannon said there are three HVAC projects in the coming year that will require temporary location closures which will amount to fewer open hours being offered. He said the Library wanted to be clear that while it is holding consistent base hours, there will be a minor reduction in the total as branches are temporarily closed to implement those HVAC projects. He said as the projects are completed, the branches will reopen. Mr. Gannon said there is also an offset due to the current closure of the University Branch, which will reopen in the third or fourth quarter of 2026, and bring an increase in open hours. He said the Library is attempting to communicate a nuance of what it means to keep open hours steady and consistent, even with minor fluctuations due to capital projects. Ms. Mehdi said it is worth underscoring that the Library is not reducing hours overall and is undertaking an incredible effort to keep open hours as part of its levy commitment.

Regarding Attachment 3, Ms. Mehdi said the section on Programming could be more effective at explaining that setting programming standards and coordinating displays, while seeming internally focused, actually has benefit to the public. She said the Operations Plan does a great job of explaining that spending time on programming standards helps Library staff proactively plan and develop more accessible and inclusive programs. She said that information is very useful to a layperson reading the document. She said she is hopeful that laypeople will read this, and she appreciates the effort put into the explanations. She said the same goes for information about the security audit and the explanation that the Library is trying to integrate Security Services with Social Services, given that social services have become a de facto role of the Library.

Ms. Mehdi said she would have liked to see a little more information on the addition of Portuguese titles that are meeting a need of an immigrant community. She said she also learned from the report that solar panels are being added to the University Branch as part of the current construction project, which she appreciated seeing in the plan. Ms. Mehdi said the Levy Operating Fund portion of the Operations Plan says that the Library is continuing to fulfill the levy commitments, which she wanted to underscore as important for the public to know.

Ms. Mehdi said it was important to note, as Dr. Hairston had earlier, that in the dollar figure chart, the portion of the dollar that is allocated for personnel has increased from the previous year because of a one-time swap for capital project funds. She said it is also worth noting again that SPL has to hold positions open vacant longer because of continuous cuts to the General Fund.

Dr. Hairston asked, with a focus being on strengthening organizational resiliency, what the most difficult part in preparing the Operations Plan around that focus has been. Mr. Gannon said he would defer to Mr. Fay, while acknowledging that the Library is working hard to make many difficult decisions and improve its overall resilience, so all of it was hard.

Mr. Fay said that was a good response when it comes to budgets in years in which the organization is taking reductions. Mr. Fay said achieving balance in budgeting for vacancy savings while also maintaining staffing levels that support patron and staff needs takes a lot of time and effort, and he believes the Library has done a good job with it. He said large cuts are always difficult, and it is important to note that over two years, a little over \$12 million is a big impact.

Mr. Fay said the other toughest decision was moving \$5 million from the levy to ensure that hours of operation were not impacted for Library patrons. He said that was a tough decision, but one that will serve the patrons well as the Library moves through 2026 and into the next levy period.

Regarding Ms. Mehdi's comment on Portuguese materials, Mr. Fay said there is a community of Angolan immigrants and refugees that have come into the community in the last couple of years. He said the Library can make it clearer in a future report who the Portuguese materials support.

Library Board Trustee Ron Chew said a big topic that has emerged in other organizations he participates in is artificial intelligence (AI) and its role in terms of cost, operations, staffing, etc. He said it is moving quickly, and he has not noticed any relevant discussion in the Library's Strategic Plan. He asked whether the Library is looking at it and whether it will have implications in terms of staffing or risks. Mr. Fay said the Library has been working on policy elements around AI, as well as the purchasing or acquisition of products that might have AI technologies, which is a big body of work to complete. Regarding impacts to staff, Mr. Fay said the Library does not have enough staff to do all the work it wants to do, but he hopes that if the Library does at some point deploy some type of integrated technologies, he hopes that the technology frees staff up to do some other work the Library wants to undertake that is more person-to-person related.

Mr. Fay said the other piece the Library is looking at, which concerns him the most in these early years of propagation of AI tools, is starting to work with patrons and the public to look at what the tools are, how to best prompt the tools, and how to understand what resource or source the tools are using to respond or provide answers to patrons. He said that is where he sees critical need as the Library considers its digital literacy efforts over the next couple of years, because that is where people are having issues or getting some very interesting responses and answers in a world of misinformation. He said data sets are using a good portion of the of the Web and the Internet, which produces a lot of junk, so the Library is trying to start putting together programs and classes to really talk about this issue. He said from a sustainability and environmental standpoint, it is known that AI uses a great deal of natural resources in the data centers. He said the Library will want to consider how it may want to deploy the technology in relation to sustainability or environmental concerns. He said these considerations are not yet showing up specifically in projects or programs in the Strategic Plan, but those elements are slowly building toward that work. Ms. Mehdi noted that the Library Board recently adopted an AI Policy for this reason, and Mr. Fay agreed. Mr. Chew said everyone is grappling with AI and its implications.

It was moved and seconded to approve the 2026 Operations Plan as published; the motion carried unanimously.

### **2026 Library Board Officers**

Dr. Hairston said he, Ms. Mehdi, and Mr. Fay had spoken about the potential slate of officers for 2026 and came up with three options for the Board to consider. He said the first option is for Ms. Mehdi to move up to the president role, and for Dr. Hairston to fill the vice president role; the second option is for Ms. Mehdi to fill the president role and Ms. Pettis to fill the vice president role; and the third option is to maintain the 2025 slate of officers with Dr. Hairston as president and Ms. Mehdi as vice president. Dr. Hairston said issues to consider are the performance review of the Chief Librarian, which was supposed to happen in 2025, but will be done in 2026, and a concern about whether Ms. Pettis would benefit from more time on the Board to feel comfortable stepping into leadership in the Vice President role.

Ms. Pettis said she is honored to be asked to step in and she would be happy to accept the Vice President role if needed. She said she currently has obligation to another board where she will be in the Chair role for another six months, after which she will have more free time. Mr. Chew asked if Dr. Hairston had the capacity to maintain the current roles for another year. Dr. Hairston said his time as President has been great, and the idea of maintaining current roles was raised in consideration of having a new mayoral administration and an upcoming levy. He said it may be an awkward time to step into some of that ambiguity with new Board leadership. Mr. Chew said his second term will end in April, and the Board will get a new trustee during the year.

Ms. Mehdi said the Board will need strong leadership in 2026 to take on the levy and get a new mayor up to speed. She said the Chief Librarian's performance review needs to be completed, and the SPL will also be developing the budget for the next biennium starting with a hole. Ms. Mehdi thanked Ms. Pettis for taking on the Friends Board Liaison role, and said she was agnostic between maintaining 2025 roles and switching roles with Dr. Hairston for 2026. She said she is fully prepared to step up and do more next year. Dr. Hairston said he is not agnostic. He said Ms. Mehdi has experience with the Library and levies, and would be great as president. He said he does not mind stepping into the vice president role and carrying responsibility for the performance review.

Library Board Trustee Carmen Bendixen said she would be fine with any of the three options, as her fellow trustees are all thoughtful and great advocates for the Library. She said she agreed that it would be good to have steady leadership, while allowing Ms. Mehdi to come to the fore-front and also allowing Dr. Hairston time to wrap up projects. She said continuing and building on relationships they have both built as leaders is a good thing. Ms. Pettis said she is supportive of Ms. Mehdi and Dr. Hairston continuing in leadership roles, if they are willing and have time and energy, for all of the reasons mentioned. She said she is learning about the Library every day, and the more time she has to do that the better.

Answering a question about the time period to include in the motion, Executive Assistant Amy Lawson said the bylaws specify that officers are elected annually. She said the motion should include nominations for president, vice president, and secretary for 2026.

It was moved and seconded to nominate Yazmin Mehdi to serve as board president, W. Tali Hairston, PhD to serve as board vice president, and the chief librarian to serve as secretary in 2026; the motion carried unanimously.

### **Executive Director and Chief Librarian Merit Leave Award**

Dr. Hairston said he recommended the Board award six days of merit leave to the Executive Director and Chief Librarian for use in 2026. Ms. Mehdi concurred. Answering a question from Ms. Bendixen regarding the number of days awarded in the previous year, Dr. Hairston said there were six days awarded previously. Ms. Mehdi said an issue remains that the last time the Board voted on this item, it was to award days for use in 2024, and there had not been a vote to award days for 2025. She asked if there was a way to remedy that, even though 2025 had nearly concluded. Mr. Fay said merit leave days do not roll over, so that was not possible. Dr. Hairston clarified that today's motion is for six merit leave days to be used in 2026.

It was moved and seconded to award the Executive Director and Chief Librarian six merit leave days for use in 2026; the motion carried unanimously.

Dr. Hairston asked Human Resources Director Brian Sharkey to confirm that the Board did not award merit leave days for 2025; Mr. Sharkey said that was correct.

Ms. Mehdi asked whether the Board could give Mr. Fay a vote of confidence in his leadership by awarding him six days of merit leave in 2025, even though he may not be able to use them. Mr. Sharkey said merit days are 'use-it-or-lose-it' and there was not a way for them to be uploaded into the payroll system to be available before the end of the year. Mr. Sharkey said as the Board moves forward with Mr. Fay's performance evaluation in 2026, there may be other mechanisms to address the issue, such as slightly expanding the maximum number of carryover vacation hours. Mr. Sharkey said the Board could do a confidence vote.

Ms. Mehdi said the Library Board values Mr. Fay's leadership. She said 2025 has been another in a series of difficult years. She said the Board has full confidence in Mr. Fay's leadership, and as part of the performance review process in 2026, the Board will consider what they can do that would have meaning and value for Mr. Fay, given that the Board did not take up a merit leave

award vote earlier in the year. Ms. Bendixen agreed with Ms. Mehdi. Dr. Hairston also agreed. Dr. Hairston said he had noted in a recent conversation with Mayor Harrell that the Board had chosen the right person in Mr. Fay for the Executive Director and Chief Librarian role. He said the Library has faced many difficult challenges and he agreed with Ms. Mehdi that the Board will determine how to include these considerations in providing merit leave or another way to recognize Mr. Fay's work. Dr. Hairston said he will connect with Mr. Sharkey and will come back to the Board with a recommendation. Mr. Fay thanked the Board for their consideration.

### **Union Report**

President of AFSCME Local 2083 Jessica Lucas said while staff morale has not improved recently; she wanted to reiterate the union's appreciation for the work and strength of their colleagues. She said the union is looking forward to a new year of positive change and healing. She thanked the Library Board for their active listening and support when the union has brought forward problems in the last year and said the Board is appreciated. Dr. Hairston thanked Ms. Lucas. He said the Board takes reports from union representatives seriously. He said they are top of mind for the Board, and he appreciates Ms. Lucas' diligence in bringing them forward.

### **Library Foundation and Friends of the Library Updates**

Dr. Hairston said there were no items to report, as the Foundation Board and the Friends Board had not met since the last Library Board meeting. Mr. Fay said there is change in leadership on each board. He said the Foundation Board will be voting in new officers in January, and Jennifer Lo has already stepped into the role of Friends Board President. He said the Library is looking forward to the continued efforts of the of Friends and Foundation.

Ms. Mehdi thanked Ms. Pettis for accepting the role as the Library Board's liaison to the Friends Board in 2026. Ms. Pettis said she looks forward to it. She thanked Ms. Mehdi for filling the role previously, and thanked Ms. Mehdi and Ms. Bendixen for being her backup in the event she is unable to attend a meeting. Dr. Hairston said the Library Board will add a new trustee in the coming year who may also be able to step in to support liaison roles later in the year.

### **Updates from Library Board Members**

Ms. Bendixen asked if there were any updates on the process of appointing a new trustee when Mr. Chew's term expires. Mr. Fay said there would be a list of people who had applied through the City, and the Board will seek out others in the community who may have interest. He said the Board president and vice president would reach out to a few of those folks to ensure they understand the role. Mr. Fay said the Library looks forward to its first meeting with the new mayor to understand how the Mayor's Office will be considering their appointment processes. He said it is important for the mayor and her team to understand the important nature of a governing board and the skill sets needed on the Library Board to make sure it is successful.

Mr. Fay said he hoped the trustees had a chance to read the informative reports in this month's meeting packet from the Central Information Services and Community Engagement and Economic Development teams. He said that evening at the Central Library, there would be a film premiere of "The Librarians" which he said is a compelling piece.

Ms. Mehdi said the ambient music program at the Central Library sounds exciting and well-received. She said the Library also hosted its first English class since the pandemic.

Dr. Hairston said the next Library Board meeting is January 29, which will be Ms. Mehdi's first meeting as president.

ADJOURN

Library Board President W. Tali Hairston, PhD adjourned the meeting at 11:58 p.m.



# The Seattle Public Library

## Memorandum

Date: January 29, 2026

To: The Seattle Public Library Board of Trustees

From: Tom Fay, Executive Director and Chief Librarian  
Rob Gannon, Director of Administrative Services  
Nicholas Merkner, Head of Finance and Accounting

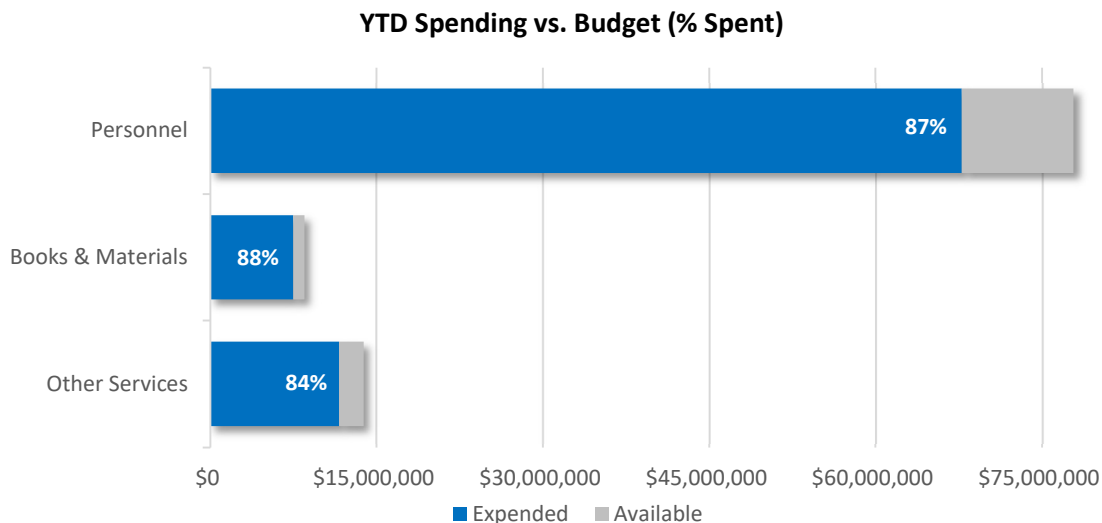
Subject: **November 2025 Financial Reporting**

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### Overview

Overall, the Library has expended **87%** of its operating budget with **92%** of the year elapsed. This is slightly behind the prior year when the Library expended **90%** of the operating budget (excluding retroactive Annual Wage Increase payments). This year-to-year percent spent differential is attributable to the timing of pay period ending dates in 2025—as of the end of November 2025 there were 23 pay periods posted, while in 2024 there were 24. Total expenditures at the end of the month were \$87 million.

The chart below provides a high-level overview of year-to-date spending by budget group and helps to illustrate relative sizes within the Library's operating budget.



### Personnel Services

Personnel costs represent the largest category of expenses at the Library and make up 78% of the revised operating budget. As of this report there have been **23 pay periods processed**—as such we expect 88% of the personnel budget to be expended. Spending is on target at **87%**.



### **Non-Personnel Services**

The largest individual category of expenditures within the non-personnel budget is related to library books and materials—this category represents 8% of the revised operating budget. Spending is as expected at **88%**.

Other services which represent 14% of the adopted budget—and include equipment, services, and supplies—are **84%** expended. Within this category, there is \$1.3 million associated with prior year grants, contracts, and other ongoing bodies of work that had budget authority continue into 2025. These amounts are reflected as part of the attached Expenditure Control report.

### **Revenues**

Library generated revenues during the month of November were \$64,000, with total year-to-date collections at **\$709,000**—representing an 82% collected rate. Patron copy service and pay for print have exceeded revenue projections year-to-date, however several other Library generated revenue lines are below expectations. We anticipate these differentials will end up offsetting each other as we move through the final portion of the year.

By the end of November the Library had not yet to restored access for digital payment acceptance related to lost material fees, however functionality of this system relaunched during December. We will provide information on revenues collected associated with this as part of the Board's December report.

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**Action Requested:** Library Board consideration of November 2025 Operating Budget financial reporting for approval at January 29, 2026 meeting. Comments or feedback are welcome.

## Expenditure Control for November 2025

Amounts in \$1,000s	Revised Budget*	Current Month Expenditures	Year to Date Expenditures	% Expend	Balance of Budget
<b>Personnel Services</b>					
Salaries & Wages	50,740	3,896	44,095	87%	6,645
Benefits	27,105	2,121	23,694	87%	3,411
<b>Personnel Services Sub-Total</b>	<b>\$77,845</b>	<b>\$6,018</b>	<b>\$67,789</b>	<b>87%</b>	<b>\$10,056</b>
<b>Books and Library Materials</b>					
Books & Materials	8,483	989	7,483	88%	1,000
<b>Books and Library Materials Sub-Total</b>	<b>\$8,483</b>	<b>\$989</b>	<b>\$7,483</b>	<b>88%</b>	<b>\$1,000</b>
<b>Other Services and Charges</b>					
Central Costs	3,305	276	3,036	92%	269
Equipment - IT & Facilities	1,686	261	1,131	67%	555
Office Supplies, Printing & Postage	302	28	312	103% (A)	(10)
Operating Supplies	616	61	509	83%	106
Other Expenses	669	17	697	104% (A)	(29)
Other Maintenance	930	62	825	89%	105
Phone, Wireless & Internet	496	27	288	58%	208
Professional Services	523	42	466	89%	57
Software	934	110	840	90%	94
Staff Training & Travel	242	6	50	20%	193
Vehicle Costs	358	121	401	112% (A)	(42)
Facilities - Space Rental & Utilities	2,093	136	1,804	86%	289
Facilities - Building & Grounds Maint	1,279	115	870	68%	410
Facilities - Garage Debt Service	404	-	390	96% (B)	14
<b>Other Services and Charges Sub-Total</b>	<b>\$13,837</b>	<b>\$1,261</b>	<b>\$11,618</b>	<b>84%</b>	<b>\$2,219</b>
<b>TOTAL LIBRARY OPERATING BUDGET</b>	<b>\$100,166</b>	<b>\$8,267</b>	<b>\$86,891</b>	<b>87%</b>	<b>\$13,275</b>

### Footnotes:

\* Includes \$1.3M related to prior year encumbrances, grant and legislated carry-forward

(A) Overspending related to this category to be covered by cumulative underspending in other areas of the Library's budget

(B) Reflects annual Garage Debt Service chargeback by the City

## Revenue Control for November 2025

	Revenue Budget	Current Month Revenue	Year to Date Revenue Collected	% Collected
<b>Operations Plan Other Library Revenue</b>				
Lost Material Fees	120,000	6,302	73,571	61% (A)
Central Library Parking Garage Fees	377,000	33,841	339,197	90%
Copy Services/Pay for Print	100,000	10,864	136,492	136% (B)
Space Rental (Private & Inter-Departmental)	177,000	6,790	109,249	62%
Book Sale Consignment	85,000	6,540	48,976	58%
Coffee Cart & Miscellaneous (vending machines, etc.)	3,000	50	1,764	59%
<b>TOTAL LIBRARY GENERATED REVENUES</b>	<b>\$862,000</b>	<b>\$64,386</b>	<b>\$709,249</b>	<b>82%</b>

**Footnotes:**

(A) Library lost material fees have not been collectible via electronic payment since the cybersecurity breach in May 2024

(B) Print and copy revenues exceeded the adopted revenue budget in this area--additional revenue will offset undercollection in other areas for Library Generated Revenue



# The Seattle Public Library

**Date:** January 29, 2026  
**To:** Library Board of Trustees  
**From:** Tom Fay, Executive Director and Chief Librarian  
**Re:** January 2026 Chief Librarian's Report

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1. Following elections that brought a new mayor and a number of new councilmembers to City Hall, members of Library leadership and I have been seeking introductory meetings to establish relationships and share the work and priorities of the Library. Since the first of the year, Community Partnerships and Government Relations Program Manager Kiersten Nelson and I have met with Council President Hollingsworth and Councilmembers Rinck and Foster.
2. On January 14, Community Partnerships and Government Relations Program Manager Kiersten Nelson and I gave a presentation to the City Council's Libraries, Education and Neighborhoods Committee, chaired by Councilmember Rivera, to provide an overview of Library operations and service priorities, and a potential 2026 Library levy renewal.
3. On January 15, Administrative Director Rob Gannon, Experience and Engagement Director Kai Tang, Head of Communications Laura Gentry, and I provided a pipeline briefing to Mayor's Office staff regarding a potential 2026 Library levy renewal. We shared details of the Library's operations, priorities, and projected levy renewal resources necessary to maintain service levels in communities across the city.
4. On January 20, 16 representatives from the Foundation and the Friends and I attended the Washington Library Association Legislative Day in Olympia to meet with members of the State Legislature to share with them the work, priorities, and importance of public libraries across our state. We held face-to-face meetings with Washington State Representatives Thomas, Reed, and Macri, and Senator Alvarado. Kiersten Nelson will share a detailed update with you in today's meeting.
5. On January 24, the Broadview Branch celebrated its 50<sup>th</sup> anniversary. The branch opened December 15, 1975 following a lengthy campaign by neighbors and was dedicated on January 25, 1976. Fifty years on, the Broadview Branch continues to be a bustling neighborhood resource supporting a diverse community and a number of nearby schools serving students in grades K-12. I enjoyed attending this significant milestone.
6. I am pleased to share that SPL is participating in the first ever "One Book, One Coast" project in Spring 2026. The program is modeled after the popular 'one book, one city' programs, originally created here at SPL in 1998, in which people are encouraged to read and discuss the same book to deepen engagement in literature. One Book, One Coast is a collaborative effort including the 'Big 10 Coastal Libraries' – Seattle, King County, Los

Angeles County, Los Angeles, Multnomah County, Sacramento, San Diego, San Diego County, San Francisco, and San Jose – as well as core partners in California: Alhambra, Long Beach, and Pasadena Libraries. One Book, One Coast 2026 will feature George Takei's graphic novel, "They Called Us Enemy," co-written by Mr. Takei, Steven Scott, and Justin Eisinger, and illustrated by Harmony Becker, and detailing Takei's childhood experience of being incarcerated in Japanese-American internment camps during World War II. All library jurisdictions across the West Coast are encouraged to participate. At present there are over 100 library systems who intend to participate, representing nearly 900 locations. We will be sharing more information with you about this exciting new program at a future meeting. I want to thank Dr. Skye Patrick and her team at LA County for their efforts in bringing this together.

Meetings and events during this reporting period:

- a. Board Meetings: Monthly Library Board of Trustees meeting; monthly meeting of Library and Friends leadership; Foundation Board January meeting; Friends Board January meeting.
- b. Standing Meetings: Compensation Committee; Senior Management Team; E-Team; Monthly Managers meeting; Union/Leadership meetings; Foundation CEO/Chief Librarian bi-monthly meetings.
- c. Library Meetings, Talks, Interviews and Visits: KCLS Director meetings; Metro area library director meetings; meeting with Washington State Librarian; One Book One Coast planning meetings.
- d. City Meetings, Events and Programs: Mayor's Cabinet meeting; Mayor's Office pipeline briefing; Councilmember Rivera monthly meeting; Libraries, Education & Neighborhoods Committee presentation; Meetings with Council President Hollingsworth and Councilmembers Rinck and Foster.

## 2025 SEATTLE PUBLIC LIBRARY FACILITIES AND CAPITAL IMPROVEMENT PROGRAM ANNUAL REPORT

12/16/2025

Dennis Reddinger, Head of Facilities and Capital Improvement Program

### Facility Maintenance and Custodial

SPL's Facilities and Custodial/Janitorial have been going nonstop all 2025. Since the start of 2025, between the two departments, there were 12,354 work orders requested throughout the SPL system, which includes daily, weekly, monthly, quarterly, and annual tasks, inspections, and maintenance and service checks.

Facilities started and completed 5,634 work order requests revolving around building maintenance and repairs, grounds clean up, HVAC maintenance walkthroughs and filter replacements, and fire and sprinkler system maintenance and repairs. They also had 4,663 work order tasks for routine maintenance, 310 door repairs, 743 electrical/power, 1139 for grounds maintenance/work, and 740 HVAC maintenance/work.

Custodial started and completed 2,057 work order requests with 70 sessions of pressure washing, 282 spot carpet and floor cleanings, 136 deep clean projects and work order requests, and completed 260 events setups at CEN.

Between both FAC & CUS, a big number of work order requests were:

- 944 Toilet-Plumbing-Restroom repairs, cleanups, unclogs, etc
- 419 Biological-Waste Removal-Hazardous cleanups
- 230 Graffiti removal

Both FAC & CUS also brought on new team members and are still hiring.



# The Seattle Public Library

**Date:** January 29, 2026  
**To:** Library Board of Trustees  
**From:** Jessica Lucas, President, AFSCME Local 2083  
**Re:** January Union Report

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The world is a scary place for our staff and patrons in this current climate. For some time, we have been discussing the morale of staff and have not seen changes that will improve things. In actuality, we have moved in the opposite direction. Staff have not been listened to, their expertise has been disregarded, they are subject to a lack of transparency, and in some more recent cases they have been given more work to do. We are way past the point of being able to do more with less.

We look forward to a time when our Partnership agreement will be fully respected, and we are able to work with Management to create a better workplace for our members, their stakeholders. We are the face and the backbone of the Library.

Mr. Rogers said in times of emergency look for the helpers. Well, we are in an emergency and we are the helpers; who is going to look after us?

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**Action required/requested:** Informational only.



The Seattle Public Library

**November & December 2025**

## **NEWS RELEASES**

Date	Title
17-12-2025	<a href="#">2025 Winter Break Activities at The Seattle Public Library</a>
02-12-2025	<a href="#">Award-winning documentary “The Librarians” Takes You to the Front Lines of Democracy</a>
25-11-2025	<a href="#">December 2025 Author and Community Events at The Seattle Public Library</a>
21-11-2025	<a href="#">The Seattle Public Library Celebrates 50 Years of ‘Douglass-Truth’</a>
14-11-2025	<a href="#">Submit nominations for Black-Owned Business Excellence’s Annual Community and Business Leadership Awards by Nov. 21</a>
05-11-2025	<a href="#">Eve L. Ewing, author of "Original Sins," will present the Bullitt Lecture in American History on Dec. 4 at the Central Library</a>





The Seattle Public Library

**DECEMBER 2025 MEDIA COVERAGE**

Organization	Date	Headline	Details
<a href="#">KUOW</a>	31-Dec-25	Ending your reading rut in the new year	"Seattle Public Library's Stesha Brandon joins us for some literary hot takes, tips for getting out of a reading rut, and she explains why walking your cat is a perfect time to listen to audiobooks."
<a href="#">Seattle Rep</a>	26-Dec-25	The Heart Sellers Reading List	"Librarians at Seattle Public Library curated this expansive list of books, music, and films to enhance your experience of The Heart Sellers, on stage at Seattle Rep from January 2–February 1, 2026. Head to the SPL website to get all the details on their recommendations and add their picks to your library queue!"
<a href="#">Seattle Refined</a>	19-Dec-25	Guests in town? Impress them with not-so-touristy PNW gems	"Go to Seattle's Central Library and visit all the floors, top to bottom. This is not your average library visit. It is an amazing structure with incredible features, like an entirely red floor!"
<a href="#">The Seattle Times</a>	18-Dec-25	13 things to do around the Seattle area this weekend	"Forget Spotify Wrapped: Compare you and your friends' reading lists, via the Seattle Public Library and Sno-Isle libraries' most popular books."
<a href="#">The Seattle Times</a>	18-Dec-25	What Seattle read in 2025: Seattle Public Library's most popular books	"It's always fascinating to compile The Seattle Public Library's top checkouts for the year to get a sense of what's been on the minds of Seattle's readers. In 2025, they turned closer to home and explored local voices — perhaps not surprising given the state of national dialogue."
<a href="#">The Seattle Times</a>	16-Dec-25	6 books that take place in a day	"The Seattle Public Library loves to promote books and reading. This monthly column is a space to share reading and book trends from a librarian's perspective."
<a href="#">The Seattle Medium</a>	15-Dec-25	Seattle Public Library Hosts Engaging Author Events In December	Summary of library press release

<a href="#">Hoodline</a>	11-Dec-25	Celebrating 50 Years of History and Culture: Seattle's Douglass-Truth Branch Library Hosts Anniversary Festivities with Live Jazz and Tours	Art Beat article reworded
<a href="#">KNKX Public Radio</a>	11-Dec-25	Seattle Public Library screens documentary about rise in book banning efforts	"The Seattle Public Library is screening a documentary about the rise in efforts to ban books. The documentary, called The Librarians, covers a rise in organized efforts to censor books on race and LGBTQ topics."
<a href="#">Art Beat - Seattle Office of Arts &amp; Culture</a>	10-Dec-25	Douglass-Truth 50th Anniversary Renaming Celebration	Historic photo of Staff at Douglass-Truth Library, ca. 1965
<a href="#">The Facts Newspaper</a>	10-Dec-25	Award-winning documentary "The Librarians" Takes You to the Front Lines of Democracy The Dec. 11 screening at the Central Library will be followed by a panel discussion with the director	Library press release reprinted
<a href="#">The Facts Newspaper</a>	10-Dec-25	The Seattle Public Library Celebrates 50 Years of 'Douglass-Truth' A half-century ago, the Central District came together to rename its library to reflect its community	Library press release reprinted
<a href="#">Yakima Herald-Republic</a>	09-Dec-25	Where to find free books for kids in Seattle area	Image caption reads: "Carlotta Walker, library associate, shelves books at the Rainier Beach branch of the Seattle Public Library on Sept. 16. (Karen Ducey / The Seattle Times)"

<a href="#">The Seattle Times</a>	09-Dec-25	Douglass-Truth Branch library celebrates 50th anniversary of its renaming	"Brian Den Hartog-Lindsey, curator of the library's African American Collection, called the 50th anniversary event a 'reset,' and a means of reintroducing the library's extensive historical resources to the public. 'What we're trying to accomplish here is getting more people to actually use the collection because a lot of folks don't know we have it.'"
<a href="#">Seattle Gay News</a>	08-Dec-25	Pride and African-American flags removed from Seattle Public Library in Magnolia; SPL issues statement in response	"It is unclear whether these new guidelines would include reinstalling the flags after the planned renovations are completed."
<a href="#">Capitol Hill Seattle Blog (CHS)</a>	07-Dec-25	Thanks, Black Friends of the Yesler Library: 50 years ago, the Central District's Douglass-Truth Library got its fitting new name	"Fifty years ago, the Central District book lovers and neighbors made a decision that would forever change the identity of their local library. They voted to shed the name of a city pioneer in favor of two icons of Black liberation. Now, the Douglass-Truth Library is inviting the city to celebrate the 50th anniversary of that historic renaming — a moment when the building finally caught up with the community it served."
<a href="#">The Seattle Medium</a>	05-Dec-25	Podcast: Seattle Public Library Marks Half-Century Milestone Of Douglass-Truth Branch	"Elisa Murray from the Seattle Public Library shares more information on the historical significance of the branch's name change and the planned festivities."
<a href="#">The Seattle Medium</a>	03-Dec-25	Douglass-Truth Library To Celebrate 50th Anniversary Of Historic Name Change	"Located in the Central District, the Douglass-Truth Branch was renamed in 1975 to honor abolitionists Frederick Douglass and Sojourner Truth. The anniversary celebration invites all Seattle residents to reflect on the branch's history and its significance as a cultural and educational hub rooted in the Black legacy of the neighborhood."



The Seattle Public Library

## NOVEMBER 2025 MEDIA COVERAGE

<a href="#">Seattle Rep</a>	24-Nov-25	Come From Away Reading & Media List	"Librarians at Seattle Public Library curated this expansive list of books, music, and films to enhance your experience of Come From Away, on stage at Seattle Rep from November 28, 2025–January 4, 2026. Head to the SPL website to get all the details on their recommendations and add their picks to your library queue!"
<a href="#">Seattle Medium</a>	19-Nov-25	Nominations Open For Black-Owned Business Excellence's Annual Community And Business Leadership Awards	"Black-Owned Business Excellence (BOBE), in partnership with The Seattle Public Library, is accepting nominations for the Seventh Annual Community and Business Leadership Awards. The deadline for submissions is Friday, Nov. 21. Nominations are open to individuals and organizations that exemplify Black business leadership, innovation, and community impact across Washington state."
<a href="#">Seattle Medium</a>	13-Nov-25	Free College-Admissions Resources Support Seattle Students	Photo caption reads: "A 20-year-old student works on her college assignments inside a teen study room provided during Homework Help hours at the Northgate branch of the Seattle Public Library on Oct. 27, 2025. The student, now a junior at the University of Washington Information School, has been attending Homework Help since seventh grade. (Photo by Sofia Schwarzwald)"
<a href="#">The Seattle Times</a>	13-Nov-25	5 fiction and nonfiction books that dive into AI	"One thing is clear: AI is not coming; it's here. Fiction helps us consider ethics and dream of many possible futures for a world with AI. Nonfiction provides data upon which we can build real-life plans. The next move in the AI race is yours."
<a href="#">Seattle's Child</a>	12-Nov-25	Seattle Story Times for Kids	November storytimes at The Seattle Public Library

<a href="#">Converge Media</a>	11-Nov-25	The Seattle Public Library To Celebrate 50 Years of 'Douglass-Truth' Branch	"On Saturday, Dec. 13, The Seattle Public Library's Douglass-Truth Branch invites all of Seattle to celebrate the 50th anniversary of its community-chosen name. A half-century ago, the Central District came together to rename its library to reflect its community, marking a moment for the Black community in Seattle."
<a href="#">The Daily UW</a>	07-Nov-25	Seattle on hold: Exploring the Montlake library	"Where the Central Library glitters, coated in glass and metal, the Montlake library feels solid and sturdy. The exposed wood and brick and the many windows make the library feel open and bright, even on the gloomy fall day when I visited. "
<a href="#">Cascade PBS</a>	06-Nov-26	How Seattle's Logging Industry Birthed the Seattle Public Library	"What started as a small, private library soon evolved into the expansive public library system we know today."
<a href="#">Seattle's Child</a>	05-Nov-25	Reading with Rover Seattle: Dogs Helping Kids Read	"My son sat on the floor and nestled into the dog's soft fur. Then he pulled out his book and, miracle of miracles, he began to read."
<a href="#">West Seattle Blog</a>	03-Nov-25	Here's our list for your West Seattle Monday!	Baby story time and art pickup at the Southwest Branch; Homework Help at the High Point Branch
<a href="#">The Seattle Times</a>	02-Nov-25	How Seattle, King County libraries get books into your hands	"Tony Lauricella, automated materials handling system lead, dumps a tote of books into a singulator to be sorted at Seattle Public Library's Maintenance and Operations Center in Georgetown on Sept. 11."