

AGENDA
Board of Library Commissioners
of the City of Grand Rapids

October 21, 2025 – 5:15 pm
111 Library Street NE – Board Room

Our Purpose

To reflect and connect our community to trusted
resources and each other.

Our Mission

Inspiring opportunity, connection, and innovation.

1. Roll Call
- A, E 2. Approval of Minutes of the Regular Board Meetings on September 30, 2025
3. Board Comments
4. Committee Reports
 - a. Legislative
 - b. Policy
 - c. Board Retreat
- E 5. Staff & Foundation Reports
 - a. Library Director's Report
 - E b. Financial Report
 - c. Foundation Update
6. Old Business
7. New Business
 - a. Summer Reading Program Evaluation
 - b. GRPL and GREIU Bargaining Agreements
 - A, E i. Rank and File
 - A, E ii. Supervisory
 - A, E c. Management and Confidential Fringe Benefits
8. Information Items
 - E a. Media Index
 - E b. Staffing Report
 - E c. Statistical Report for September 2025
9. Grand Rapids Employees Independent Union
10. Agenda Items for the Regular Board Meeting on November 18, 2025
11. Public Comments
12. Adjournment

A – Action Item

E – Enclosure

* – Special Meeting

Board of Library Commissioners of the City of Grand Rapids

Regular Meeting Agenda Calendar

January

- Election of Board Officers (A)
- Review of Committee Assignments
- Foundation Board Appointment by Board President
- BoLC Policy Manual Approval (A)
- Attendance Record from Previous Year (E)
- Voluntary Commitment to Serve (E)

February

- ALA Midwinter Conference Report
- Budget Information Review (E)

March

- Director Evaluation Documents (E)
- Budget Approval (A)

April

- Director Evaluation (*)

May

June

July

- ALA Annual Conference Reports

August

- Year End Reports (E)

September

October

- Summer Reading Program Evaluation (E)

November

- Policy Review Committee Update
- Nominating Committee Appointment

December

- Approval of Meeting Schedule (A)
- Closing Calendar (A)
- BoLC Policy Manual Updates (E)

Committee Meeting Calendar

January

- GRPL Foundation Representatives

February

March

April

- GRPL Foundation Representatives

May

June

July

August

- GRPL Foundation Representatives

September

October

- Budget Review Committee
- Policy Review Committee

November

December

- GRPL Foundation Representatives
- Nominating Committee for Board Officers



MINUTES

BOARD OF LIBRARY COMMISSIONERS OF THE CITY OF GRAND RAPIDS

September 30, 2025 | 5:15 pm
111 Library St NE | Board Room

Anderson called the meeting to order at 5:15 pm.

1. ROLL CALL

Board Members Present:	Rachel Anderson, Justine Bryant, Kathryn Dilley, Bryan Holt, Lauren Woolsey
Board Members Absent:	Kelly Boston (with notice), Kevin Peterson (with notice)
Administration Present:	Robert Adcock, Natalie Drew, Lindsay Laplow, John McNaughton, Jen Vander Heide; Patrick Beatty
Staff Present:	Megan Biggins, Matt Black, Meghan Elwell, Jennifer Heatley, JR Martin, Courtnei Moyses, Hannah Snow, Willow Tyler, Aubrey Wagg
Public Present:	Carter Brown, Travis Dickinson, Emily Z-Lin, Lansing Community College

2. APPROVAL OF MINUTES OF THE REGULAR BOARD MEETING ON AUGUST 26, 2025

MOTION: By Commissioner Woolsey, supported by Commissioner Holt, that the Board of Library Commissioners of the City of Grand Rapids approve the minutes of the regular Board meeting of August 26, 2025.

No comments.

ACTION: AYES 5 – 0

Motion passed.

3. BOARD COMMENTS

Holt comments that he attended the Community Resource Fair and GRPL's Resource Navigator, Sabrina Slenk did an excellent job organizing it. He adds that attendance was high and it was a great community venture. McNaughton adds that there were higher numbers in attendance than when it was hosted last year.

Anderson congratulates the Van Belkum Branch on their event for the building's new mural. She attended the event and said there were enthusiastic attendees. She adds that Director of Public Services, Megan Biggins and Van Belkum Branch Manager, Erin Keener did a great job.

4. COMMITTEE REPORTS

a. Legislative

Bryant states that a call to action was put out by MLA regarding contacting legislatures about Michigan's FY26 budget in support of libraries. She adds that Peterson attended MLA's advocacy hour in September. Anderson asked if MLA provided a script to contact legislatures. Bryant answers no and Woolsey suggests looking at another resource.

Woolsey states that the committee had a once per month meeting cadence and they have now shifted to once every 2 months.

b. Policy

Anderson states that there will be a rewriting of the Asset Management Policy 40-1 and the Board should anticipate this to be brought forward at the October meeting.

c. Board Retreat

No comments.

5. STAFF & FOUNDATION REPORTS

a. Library Director's Report

McNaughton introduces Ottawa Hills Branch Manager, Courtnei Moyses. Moyses introduces herself and presents on the Ottawa Hills Branch.

McNaughton states that work on the Strategic Plan is still moving along.

i. GRPL + GREIU Contract Negotiations

Drew states that GRPL and GREIU met last week and reached a tentative agreement. She adds that this will likely be before the Board at the October meeting.

McNaughton thanks everyone involved in contract negotiations. The Board thanks everyone as well.

b. Financial Report

Adcock states that we are in good shape financially.

Anderson thanks Adcock for making the reports so straightforward.

c. **Foundation Update**

No comments.

6. **OLD BUSINESS**

None.

7. **NEW BUSINESS**

a. **FY26 Budget Amendment – Patron Printing**

Adcock explains that GRPL is exploring a new patron printing model.

MOTION: By Commissioner Holt, supported by Commissioner Woolsey, that the Board of Library Commissioners of the City of Grand Rapids approve the proposed FY26 budget amendment, effective September 30, 2025.

Holt asks if people will need to begin paying for copies and prints. Adcock answers that the restriction will still be set at 50 free pages. Holt asks if there is a way for organizations to pay for printing in advance for clients in need of the library's printing services if they exceed the 50 free pages. McNaughton answers that it will be possible to ensure that clients in need of library printing services are able to get prints of needed materials.

Woolsey asks if there are currently a lot of people printing more than 50 free pages per week. McNaughton answers yes.

Anderson asks if the goal is to be able to keep free printing for patrons while also making it easier for staff to maintain and provide to patrons. McNaughton answers yes. Adcock states that it also brings additional scanning features. Vander Heide adds that because more people are using mobile printing, the new model will provide an improved user-experience as well as a way for staff to manage this.

Adcock thanks the team, including team leads Librarian, Andrew Coulon and Adult Services Manager, Nic Coppernoll, team members Business Office Administrative Assistant, Sarah Scott, Platform Administrator, Tim Gloege, Yankee Clipper Branch Manager, Monica Willits, and Library Assistant, Brian Hall.

ACTION: AYES 5 – 0

Motion passed.

8. **INFORMATION ITEMS**

a. **Media Index**

No comments.

b. **Staffing Report**

No comments.

c. Statistical Reports for August 2025

Woolsey recommends August's listed popular video game, *Chants of Sinnaar*.

9. GRAND RAPIDS EMPLOYEES INDEPENDENT UNION

No comments.

10. AGENDA ITEMS FOR REGULAR BOARD MEETING: OCTOBER 21, 2025

- Summer Reading Program Evaluation

Anderson asks the Board to please let her and McNaughton know if they would like anything added to the agenda.

11. PUBLIC COMMENTS

JR Martin comments that they are encouraged that there is a tentative agreement on the Collective Bargaining Agreement that incorporates the Library Pages into the GREIU. They express their appreciation to the GREIU's bargaining team.

12. ADJOURNMENT

MOTION: By Commissioner Holt that the Board of Library Commissioners of the City of Grand Rapids adjourn the meeting.

Meeting adjourned at 5:36 pm.



Strategic Framework Project Updates

September 2025

LOOKING OUTWARD

Understanding Our Community

- GRPL's second annual Community Resource Fair grew in both the number of attendees (145 in 2024; 196 in 2025) and the number of participating partner agencies (24 in 2024; 27 in 2025). A full list of the partners who attended were:
 - Arbor Circle
 - AYA Youth Collective
 - CompRenew
 - Disability Advocates of Kent County
 - Dwelling Place
 - Fair Housing Center
 - Family Futures
 - Feeding America West Michigan
 - Goodwill Pathfinders
 - GR Pride Center
 - Healthy Homes
 - Home Repair Services
 - Kent County Friends of the Court
 - Laker Educational Opportunity Center
 - Legal Aid
 - Meals on Wheels
 - Michigan Department of Health and Human Services
 - MomsBloom
 - Network 180
 - Pine Rest StreetReach
 - Puertas Abiertas
 - Safe Haven
 - Salvation Army
 - Samaritas
 - Thresholds
 - United Way
 - YWCA

We also received a great deal of positive feedback from attendees, partner agencies, and staff. The most common feedback from attendees was around the helpfulness of library resources including:

"This was so good! I learned about so many resources and can't wait to tell others about them."

Attendees also commented that they were able to find helpful resources for friends and family in addition to themselves.

- Business and Career Librarian, Steven Assarian, visited Next Step of West Michigan, a social enterprise nonprofit that works to train workers in wood manufacturing and construction. This

outreach meeting was followed up by three consultations with Next Step trainees, which helped them update their resumes and seek new employment.

- Adult Services Library Assistant, Isis Luna, kicked off the new monthly series, *Conversation Circle: Spanish*. Those in attendance were engaged, upbeat, and eager for more sessions to practice speaking Spanish.
- With the new school year underway, the Youth Services Department has arranged for weekly scheduled visits by Museum School middle school students once again. Museum School does not have a school media center, so students travel to the Main Library regularly to do research, check out materials, and ask staff questions while they are here.

CREATING INSPIRING SPACES & EXPERIENCES

- We launched a series called *My Library Story* on our social media platforms to highlight the personal impact that the library has had on patrons.



- *LEGO Robotics* kicked off another season in the Youth Services Department with a solid crowd of both returnees and kids new to the program. We were thrilled to finally welcome volunteers from Grand Rapids Public Schools' (GRPS) Robotics Team. Several GRPS volunteers jumped right into helping kids and interacting with everyone.
- One Book, One City planning is well underway for 2026. Youth Services Department Staff and our Grand Rapids Public School partners have selected Pablo Cartaya's *A Hero's Guide to Summer Vacation* for 5th graders to read and discuss. We've also confirmed multiple sessions with the author who is a repeat from several years ago. His response to our selection was:

"THANK YOU for considering A Hero's Guide to Summer Vacation for your One Book, One City selection. My time in Grand Rapids in 2019 was so memorable and I'm honored to be considered for such a wonderful program next year."

TRANSFORMING OUR CULTURE

- GRPL's Outreach staff met with Kent District Library staff to discuss how we can more closely align our practices when weather impacts outreach efforts.
- The North and South Region Managers have started a book club together to enhance professional development and cultivate connections with one another. The group kicked off with the book *Supercommunicators: How to Unlock the Secret Language of Connection* by Charles Duhigg and are following up with *The Thin Book of Trust: An Essential Primer for Building Trust at Work* by Charles Feltman.

BEING VISIBLE & VALUABLE TO THE COMMUNITY

- We launched a coordinated campaign in September across multiple channels including billboards, cable TV, streaming platforms, local radio, social media ads, and patron stories. All of which were designed in-house by Digital Communications Specialist, Hailey Jansson, and Graphic Designer, Hannah Snow.
- We installed street pole banners to increase awareness of library locations. Banners are reserved for a year at Madison Square, Seymour, and West Leonard Branches, and through the end of 2025 at our West Side location.
- We completed our Library Card Sign Up Month initiative where we offered exclusive perks, special drawings, discounts to participating coffee shops and book stores, and free swag to incentivize library card sign-ups throughout the month of September.



- The Alger Heights Neighborhood Association (AHNA) is meeting again after taking a break for a number of years. They are currently working on appointing a board and passing bylaws. Regional Branch Manager, Andrea Cosier, has been attending their monthly meetings. Through the month of September, the Seymour Branch was a drop-off point for the paper version of a survey asking neighbors what kinds of services they would like to see from the AHNA.

VALUES

Access

We are flexible, transparent, and trusted. We provide equal access to information, programs, and services.



- We sent a bilingual postcard to residents in the 49504 and 49507 zip codes, delivered to both houses and apartments. We will continue to send these quarterly to new residents who move to these areas.

- *Introduction to Sashiko Embroidery* brought in a large crowd to the Main Library. The class had capacity for 20 patrons, so when an additional 70 people arrived, we were able to give 30 of them a bag with materials and an information card for the digital resource, Creative Bug, to try embroidery at home. Adult Services Library Assistant, Drea Taylor, and Patron Services Library Assistant, Tiha Kabir, co-created and co-led the program, sharing a history of sashiko embroidery before teaching the sewing techniques that participants practiced on colorful canvas bags. Survey responses were fantastic and included:



"Our instructors were absolutely lovely! They were very helpful and made the class enjoyable!"

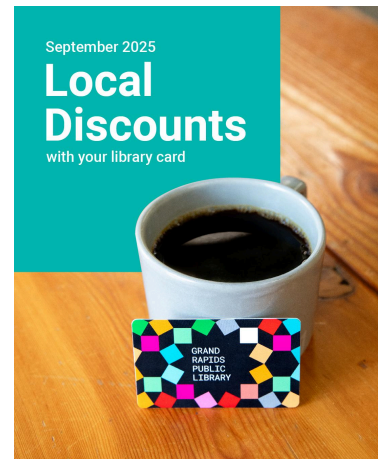
"This was an awesome event... The instructors rocked!"

"Both instructors were AMAZING!! Kind, helpful, knowledgeable. LOVED THIS CLASS!!!"

Collaboration

We seek partnerships and build strong teams. We co-create with our community.

- Graphic Designer, Hannah Snow, attended CreativeMornings Grand Rapids and spoke to an audience of locals about the impact of the library. Librarian I, Erin Antes, also attended to sign the audience members up for library cards.
- As part of Library Card Sign Up Month, we worked with coffee shops and book stores in Grand Rapids who generously donated discounts in support of the library and agreed to place table-tents with information about our partnership within their business.



Financial Summary through September 2025

Operating Fund 2710

Revenues

- The library received their annual property tax revenues (lines 1 and 3) in September. Actual property tax revenue received came in approximately 1.7% above budget projections. All other revenue line items are tracking at expected levels through three months of FY26.

Expenditures

- Compensation is tracking within 2% of budget projections for the fiscal year. All operating expenditures are tracking within their expected levels through three months of FY26.

Capital Fund 2711

Revenues

- No revenue activity has occurred for this fund in FY26.

Expenditures

- No spending activity has occurred for this fund in FY26.

Grand Rapids Public Library

Revenue and Expense Statement

Operating Fund

Month Ended September 2025

Agenda Item 5b

	BOARD APPROVED BUDGET FY 2026	Actual FY 2026 through 3 months	Expenditure % of Budget	For Month Ended September FY25 25% of Year	FY 2024 Actual Final
Description					
1 Real property tax	13,279,656	13,481,926		12,901,910	12,095,203
2 Taxes-Assessments Canceled	(18,500)	-		-	(26,786)
3 Personal property taxes	936,326	972,850		927,055	881,088
4 Personal property tax loss Reimbursement	90,102	-		-	223,436
5 Industrial/commercial facilities	14,209	14,700		14,069	14,769
6 Payment in lieu of taxes (PILOT)	77,270	10,853		4,606	70,956
7 Interest/Penalties on delinquent taxes	29,500	14		8,533	38,789
8 Tax Capture Rebates	190,000	-		10,283	168,195
Total Tax Revenues	14,598,563	14,480,342		13,866,456	13,465,649
9 Interest on investments	391,065	494		29,065	424,140
10 Penal Fines	290,000	313,657		313,502	285,965
11 State Aid to Libraries	120,000	-		102,857	201,716
12 Misc service fees, contributions, room rent, parking	60,000	15,152		15,272	94,060
13 Library book fines	35,000	7,107		16,768	20,938
Total Other Revenues	896,065	336,410		477,464	1,026,819
Total Revenues	15,494,628	14,816,752	95.6%	14,343,919	14,492,468
14 Retiree Health Care	117,254	26,678	22.8%	27,457	107,316
15 Full Time Employees	4,614,434	1,083,941	23.5%	1,183,799	4,339,422
16 Part Time Employees	2,292,756	558,973	24.4%	544,273	2,044,534
17 Shift Differential	45,000	5,159	11.5%	4,861	49,341
18 Over Time @ 1.5	35,000	16,269	46.5%	13,007	65,932
19 Acting Assignment	1,000	-	0.0%	-	-
20 Unemployment Comp	6,500	1,261	19.4%	1,557	5,800
21 Employers Social Security	528,622	123,814	23.4%	130,815	480,007
22 Hospitalization Insurance	872,976	148,753	17.0%	208,235	698,123
23 Retirement Fund Contribution	993,545	239,298	24.1%	248,160	943,019
24 Vacancy & Turnover Lapse	(50,000)	-	-	-	-
Total Compensation	9,457,087	2,204,145	23.3%	2,362,165	8,733,495
25 Supplies	160,000	45,122	28.2%	52,551	162,378
26 Postage	15,000	5,674	37.8%	4,847	11,543
27 Contractual Services	522,232	170,015	32.6%	63,541	263,795
28 Contractual Services - Training	55,690	45,300	81.3%	3,000	109,050
29 Professional Development	15,000	5,674	37.8%	4,248	21,193
30 Conferences and Travel	45,000	12,091	26.9%	4,445	51,464
31 Local Business Expense	15,000	3,881	25.9%	3,697	17,538
32 Bank Fees	2,000	859	43.0%	239	2,080
33 Memberships	35,000	6,916	19.8%	6,496	30,442
34 Community Promotion	150,000	16,630	11.1%	15,730	130,547
35 Printing and Publishing	110,000	16,754	15.2%	8,743	126,711
36 Advertising	62,000	33,180	53.5%	7,374	59,379
37 Liability Insurance	122,526	30,632	25.0%	28,865	108,453
38 Property Insurance	65,237	65,237	100.0%	63,781	53,272
39 Electricity	320,000	88,488	27.7%	72,749	301,467
40 Water	37,500	11,267	30.0%	13,596	33,860
41 Natural Gas	115,000	9,366	8.1%	9,658	108,197
42 Telephone	25,000	2,407	9.6%	7,708	23,881
43 Internet Services	120,000	19,248	16.0%	13,011	87,577
44 Software	37,500	5,867	15.6%	-	86,479
45 Software Maintenance Fees	242,504	24,794	10.2%	19,062	125,667
46 Maintenance Repair	490,000	86,905	17.7%	122,930	530,741
47 Equipment Rentals or Lease	50,000	10,512	21.0%	11,681	59,040
48 Mileage reimbursement	10,000	2,962	29.6%	771	9,742
49 Tuition reimbursement	10,000	-	0.0%	-	2,499
50 Refuse Collection	20,000	2,655	13.3%	2,817	11,520
51 Asset Management Allocation	750,000	-	0.0%	150,000	-
52 Books/Other Materials	1,730,000	354,411	20.5%	413,000	1,503,470
53 Furniture	123,000	27,737	22.6%	11,792	58,253
54 Equipment	30,000	4,897	16.3%	-	83,042
55 Computer Equipment	90,000	-	0.0%	50,018	58,145
56 Vehicles	-	-	0.0%	-	40,752
57 Operating Transfers Out (City Mgmt fee)	446,708	111,677	25.0%	128,100	432,276
Total Operating Expenditures	6,021,897	1,221,157	20.3%	1,294,447	4,704,452
TOTAL EXPENDITURES	15,478,984	3,425,302	22.1%	3,656,612	13,437,946
TOTAL REVENUE	15,494,628	14,816,752	95.6%	14,343,919	14,492,468
SURPLUS (DEFICIT)	15,644	11,391,451		10,687,308	1,054,521

Grand Rapids Public Library

Agenda Item 5b

Revenue and Expense Statement

Capital Fund

Month Ended September 2025

	Description	BOARD APPROVED BUDGET FY 2026	Actual FY 2026 through 3 months	Expenditure % of Budget	For Month Ended September FY25 25% of Year	FY 2024 Actual Final
1	Operating Fund Transfer In	750,000	-		150,000	-
2	Interest on Investments	39,345	-		-	206,289
	Total Revenues	789,345	-		150,000	206,289
3	Building Additions/Improvements	313,100	-		3,901	925,544
	Total Asset Management Expenditures	313,100	-	0.0%	3,901	925,544
	TOTAL EXPENDITURES	313,100	-	0.0%	3,901	925,544
	TOTAL REVENUE	789,345	-	0.0%	150,000	206,289
	Fund 2711 SURPLUS (DEFICIT)	476,245	-		146,100	(719,255)

Total Revenues	15,494,628	14,816,752	95.6%	14,343,919
Total Expenditures	15,478,984	3,425,302	22.1%	3,656,612
Fund 2710 SURPLUS (DEFICIT)	15,644	11,391,451		10,687,308

TOTAL BOTH FUNDS:

Total Revenues	16,283,973	14,816,752	91.0%	14,493,919
Total Expenditures	15,792,084	3,425,302	21.7%	3,660,512
SURPLUS (DEFICIT)	491,889	11,391,451		10,833,407



Date: October 21, 2025

To: Board of Library Commissioners

From: John McNaughton

Re: Resolution to Approve Proposed Collective Bargaining Agreement for Grand Rapids Employees Independent Union (GREIU) **Rank & File Unit**

grpl.org

Main Library
111 Library St NE
Grand Rapids, MI 49503
616.988.5400

Madison Square Branch
1201 Madison Ave SE
Grand Rapids, MI 49507
616.988.5411

Ottawa Hills Branch
1150 Giddings Ave SE
Grand Rapids, MI 49506
616.988.5412

Seymour Branch
2350 Eastern Ave SE
Grand Rapids, MI 49507
616.988.5413

Van Belkum Branch
1563 Plainfield Ave NE
Grand Rapids, MI 49505
616.988.5410

West Leonard Branch
1017 Leonard St NW
Grand Rapids, MI 49504
616.988.5416

West Side Branch
713 Bridge St NW
Grand Rapids, MI 49504
616.988.5414

Yankee Clipper Branch
2025 Leonard St NE
Grand Rapids, MI 49505
616.988.5415

Proposed agreement effective July 1, 2025 through June 30, 2028.

Full-time Employees:

Wages: FY26: 5.0% increase, retroactive to July 1, 2025
FY27: 4.0% increase
FY28: 3.0% increase

Parental Leave: Increased from 240 to 320 hours (6 weeks to 8 weeks)

Facilities Allowance: Maintenance / Facilities staff may be reimbursed up to \$300 annually for boots & outerwear

Death Benefit: Increase from \$50,000 to \$75,000

Bereavement Leave: Addition of aunts, uncles, nieces, and nephews

Vacation Payout: Payout changed from nearest ½ day to nearest hour

Sick Leave Payout: Payout changed from \$1.00 per day to \$2.00 per day times years of continuous service for retirement; \$1.00 per day time years of continuous service for resignations

Part-time Employees:

Represented staff: Addition of Library Page classification

Wages: FY26: 5.0% increase, retroactive to July 1, 2025



FY27: 4.0% increase

FY28: 3.0% increase

Parental Leave: Increased from 120 to 160 hours (6 weeks to 8 weeks)

Facilities Allowance: Maintenance / Facilities staff may be reimbursed up to \$300 annually for boots & outerwear

Bereavement Leave: Addition of aunts, uncles, nieces, and nephews

Vacation Payout: Payout changed from nearest ½ day to nearest Hour

Sick Leave Payout: Payout changed from \$1.00 per day to \$2.00 per day times years of continuous service for retirement; from \$0.50 to \$1.00 per day time years of continuous service for resignations

Library Page Classification:

Wages: FY26: 10.2% increase, retroactive to July 1, 2025
FY27: 8.0% increase
FY28: 4.0% increase

grpl.org

Main Library
111 Library St NE
Grand Rapids, MI 49503
616.988.5400

Madison Square Branch
1201 Madison Ave SE
Grand Rapids, MI 49507
616.988.5411

Ottawa Hills Branch
1150 Giddings Ave SE
Grand Rapids, MI 49506
616.988.5412

Seymour Branch
2350 Eastern Ave SE
Grand Rapids, MI 49507
616.988.5413

Van Belkum Branch
1563 Plainfield Ave NE
Grand Rapids, MI 49505
616.988.5410

West Leonard Branch
1017 Leonard St NW
Grand Rapids, MI 49504
616.988.5416

West Side Branch
713 Bridge St NW
Grand Rapids, MI 49504
616.988.5414

Yankee Clipper Branch
2025 Leonard St NE
Grand Rapids, MI 49505
616.988.5415

Proposed resolution:

RESOLVED that the Board of Library Commissioners of the City of Grand Rapids approve the collective bargaining agreement with the GREIU for the Rank & File Unit classifications through June 30, 2028.



Date: October 21, 2025

To: Board of Library Commissioners

From: John McNaughton

Re: Resolution to Approve Proposed Collective Bargaining Agreement for Grand Rapids Employees Independent Union (GREIU) **Supervisory Unit**

grpl.org

Proposed agreement effective July 1, 2025 through June 30, 2028.

Main Library
111 Library St NE
Grand Rapids, MI 49503
616.988.5400

Madison Square Branch
1201 Madison Ave SE
Grand Rapids, MI 49507
616.988.5411

Ottawa Hills Branch
1150 Giddings Ave SE
Grand Rapids, MI 49506
616.988.5412

Seymour Branch
2350 Eastern Ave SE
Grand Rapids, MI 49507
616.988.5413

Van Belkum Branch
1563 Plainfield Ave NE
Grand Rapids, MI 49505
616.988.5410

West Leonard Branch
1017 Leonard St NW
Grand Rapids, MI 49504
616.988.5416

West Side Branch
713 Bridge St NW
Grand Rapids, MI 49504
616.988.5414

Yankee Clipper Branch
2025 Leonard St NE
Grand Rapids, MI 49505
616.988.5415

Wages: FY26: 5.0% increase, retroactive to July 1, 2025
FY27: 4.0% increase
FY28: 3.0% increase

Parental Leave: Increased from 240 to 320 hours (6 weeks to 8 weeks)

Facilities Allowance: Maintenance / Facilities staff may be reimbursed up to \$300 annually for boots & outerwear

Death Benefit: Increase from \$50,000 to \$75,000

Bereavement Leave: Addition of aunts, uncles, nieces, and nephews

Vacation Payout: Payout changed from nearest ½ day to nearest hour

Sick Leave Payout: Payout changed from \$1.00 per day to \$2.00 per day times years of continuous service for retirement; from \$0.50 to \$1.00 per day time years of continuous service for resignations

Proposed resolution:

RESOLVED that the Board of Library Commissioners of the City of Grand Rapids approve the collective bargaining agreement with the GREIU for the Supervisory Unit classifications through June 30, 2028.



Date: October 21, 2025

To: Board of Library Commissioners

From: John McNaughton

Re: Resolution to Approve Proposed Changes to the Management & Confidential Fringe Benefits Handbook and compensation

Proposed agreement effective July 1, 2025 through June 30, 2028.

grpl.org

Main Library
111 Library St NE
Grand Rapids, MI 49503
616.988.5400

Madison Square Branch
1201 Madison Ave SE
Grand Rapids, MI 49507
616.988.5411

Ottawa Hills Branch
1150 Giddings Ave SE
Grand Rapids, MI 49506
616.988.5412

Seymour Branch
2350 Eastern Ave SE
Grand Rapids, MI 49507
616.988.5413

Van Belkum Branch
1563 Plainfield Ave NE
Grand Rapids, MI 49505
616.988.5410

West Leonard Branch
1017 Leonard St NW
Grand Rapids, MI 49504
616.988.5416

West Side Branch
713 Bridge St NW
Grand Rapids, MI 49504
616.988.5414

Yankee Clipper Branch
2025 Leonard St NE
Grand Rapids, MI 49505
616.988.5415

Management & Confidential Employees:

Wages:	FY26: 5.0% increase, retroactive to July 1, 2025 FY27: 4.0% increase FY28: 3.0% increase
Parental Leave:	Increased from 240 to 320 hours (6 weeks to 8 weeks)
Death Benefit:	Increase from \$60,000 to \$85,000
Bereavement Leave:	Addition of aunts, uncles, nieces, and nephews
Vacation Payout:	Payout changed from nearest ½ day to nearest hour
Vacation Allowance:	Change of language regarding January 1 vacation disbursement after hire date from 15 days to a total consistent with their Year 1 vacation allowance
Sick Leave Payout:	Payout changed from \$1.00 per day to \$2.00 per day times years of continuous service for retirement; from \$0.50 to \$1.00 per day time years of continuous service for resignations

Proposed resolution:

RESOLVED that the Board of Library Commissioners of the City of Grand Rapids approve the changes to the Fringe Benefits Handbook for the Management & Confidential classifications through June 30, 2028.

Grand Rapids Public Library

August – September 2025 Media Index

Media Mentions by Topic

Programs	2	Digital Media	0
General	11	Television	0
GR History Center	2	Radio	0
Staff/Board	0	Print publications	0
GRPL Foundation	0		
Outreach	2	Total number of mentions:	17

Key Articles and Interviews

- [Get books for 50 cents during this two-day Michigan library sale - MLive.com](#)
- [The Date Michigan's 80° Days Almost Always End - NewsBreak](#)
- [If History Holds, These Are Michigan's Last 80° Days In 2025](#)
- [During Library Card Sign Up Month, GRPL sees 'flood' of new cardholders - YouTube](#)
- [Grand River restoration project seeks public feedback on environmental assessment](#)
- [Public comment open on environmental impacts of Grand River restoration - Wood Radio](#)
- [Morning Buzz: September 15, 2025 - FOX 17](#)
- [Happy birthday, Stanley Ketchel! Remembering Grand Rapids' boxing champ](#)
- [Morning Buzz: September 10, 2025 - FOX 17](#)
- [Mural reveal, parking lot party planned for Grand Rapids Library branch - MLive.com](#)
- [Grand Rapids Public Library holds month long sign-up promotion with free swag, perks](#)
- [Who was Louis Campau? How the 'father' of Grand Rapids earned his name - mlive.com](#)
- [Grand Rapids library offering discounts, free swag to cardholders this month - MLive.com](#)
- [Grand Rapids Public Library Card Sign-Up Month Offers Local Deals, More](#)
- [Morning Buzz: September 3, 2025 - FOX 17](#)
- [GRPL announces deals and giveaways for Library Card Sign-Up Month](#)
- [Michigan library giving away camping gear with free summer challenge - MSN](#)

Social Media Comments

My Library Stories - Videos

- LETSSSS GOOOOOO 

- Woohoo!
- It's my very favorite place in the whole city.

Library Card Sign Up Month

- i think we need to swing by the library
- These are INCREDIBLE 🙌
- I'm 100% coming with my dollar for one of those keychains 🤩
- 🙌🙌🙌 obsessed
- Is applicable to the Kent district libraries too? 🙌 🥺
- I got a keychain! 🤩 Plus a super cool sticker and a bookmark. Love my local GRPL branch!
- These are SO CUTE
- I wish my library in Ottawa County/Lakeland did this! I'd sign up for a new card and keychain in a heartbeat!
- Love them!
- We're proud to partner with Grand Rapids Public Library this month for Library Card Sign-Up Month! 📚☕
- LOVE THIS 💖 thank you!!!
- This is awesome!!!!!! 🤩
- Man I love libraries.
- my friends and i think whoever does your marketing deserves a raise for all the fun accessories 🙌🙌
- Love the library and youre helping make it even better! 💖
- I just want to say how much I love the stickers and bookmarks 💖

General

- SUPER COOL. (Mural Event)
- This is the good stuff. (Summer Reading Children's Surveys)
- So excited for this! Dustin is the bomb! (Mural)
- Oh my gosh I can't wait to see it in person!! (Mural)
- Knocked it out if the park Dustin 🙌 (Mural)
- Beautiful and inspiring! (Mural)
- Got my free griffinshockey tickets from @grandrapidspubliclibrary today! What? You didnt know you could get FREE hockey tickets with your FREE library card? Just wait until you can find out all the other free outings you can check out once a year!

Collaborative Content

- Is this collection available on request from archives? (GRHC - Stereograph Card)

STAFFING REPORT



September 2025 - October 2025

NEW HIRES				STAFF ANNIVERSARIES		
EFFECTIVE	POSITION	LOCATION		POSITION	TIME	
Dominique Foley	9/15/2025	Library Assistant II	Main Library	Martha Bloem	Library Assistant II	38 years
Reese Witte	9/15/2025	Library Page	North Region	Tim Pendergast	Library Assistant II	38 years
Paul Esch	9/15/2025	Library Custodian	Main Library	Angela Black	Library Assistant II	19 years
Michael Terry	9/29/2025	Library Custodian	Main Library	Sabrina Slenk	Resource Navigator	8 years
				Dana Meaux	Library Assistant II	4 years
				Mary Smyrniotis	Library Assistant II	4 years
				Anya Potter	Library Assistant II	1 year
DEPARTURES						
Paul Esch	9/16/2025	Library Custodian	Main Library			
Merlyn Milzarski	9/20/2025	Library Page	North Region			
OPEN POSITIONS						
Librarian IV (1)	Library Assistant II (1)	Library Page (3)				
Library Help Desk Technician (1)	Librarian I (1)	Library Custodian (1)				
TOTAL TURNOVER FY26*			MONTHLY TURNOVER* September 6, 2025 - October 3, 2025			
All staff	5.59%	9 people	All staff	1.24%	2 people	
Part-time staff	4.97%	8 people	Part-time staff	1.24%	2 people	
Full-time staff	0.62%	1 person	Full-time staff	0.00%	0 people	

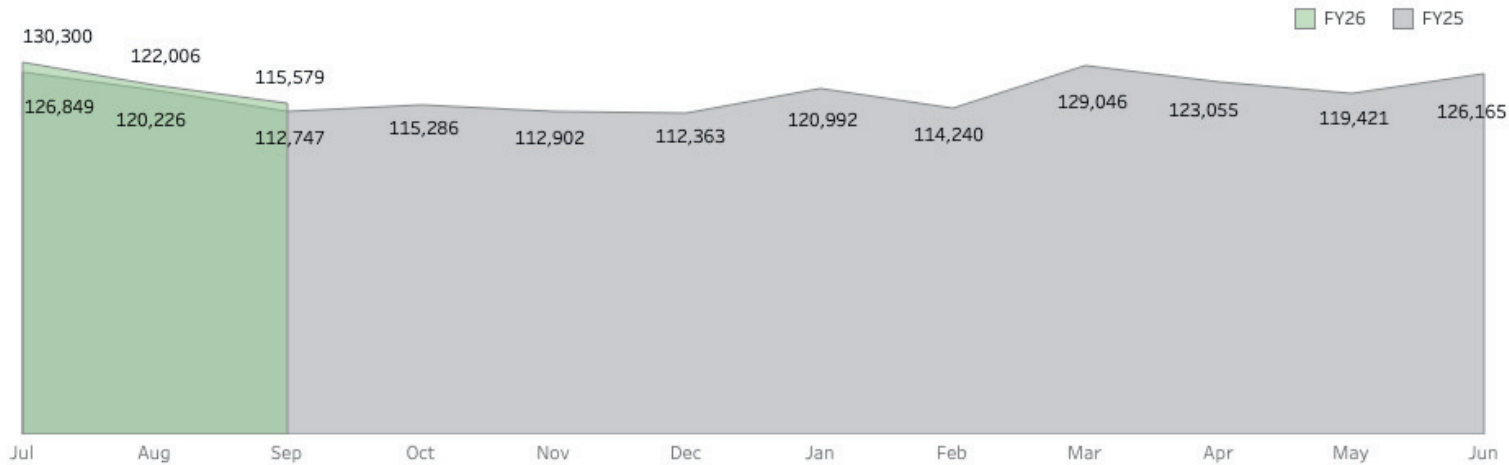
*Does not include retirements

10/3/2025

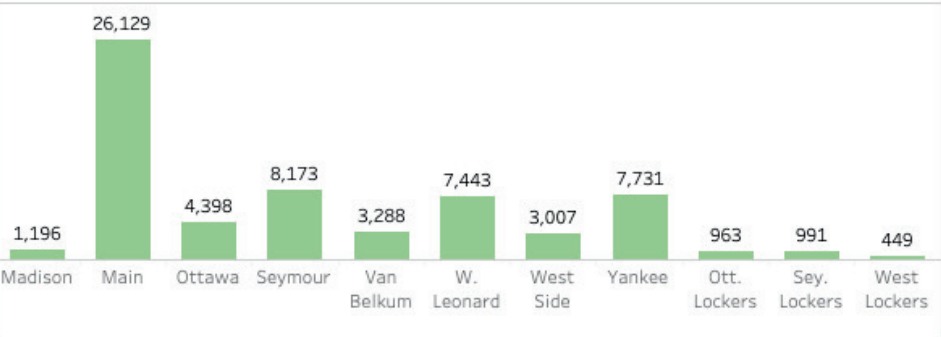
September 2025

STATISTICAL REPORT

Items Borrowed by Fiscal Year and Month (includes both physical and digital items)

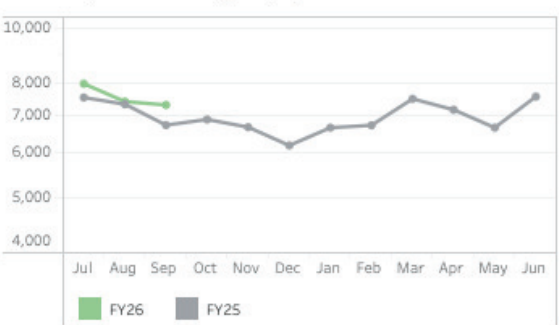


Physical Items Borrowed by Branch

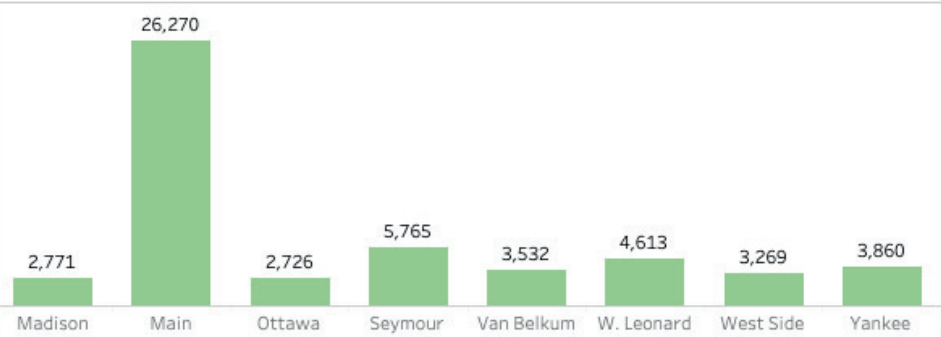


Unique Borrowers by Month

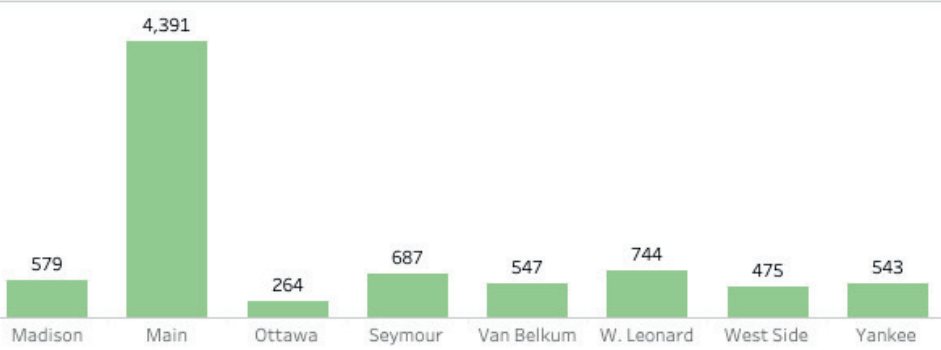
Indicates patrons checking out physical materials



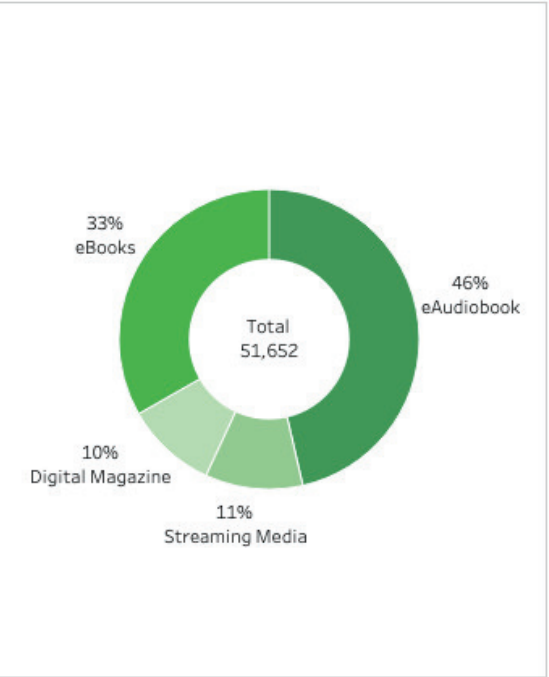
Library Visits by Branch



Public Computer Use by Branch



Digital Usage by Format



52,806

Library Visits

2026 FYTD: 153,325 ↑14%
2025 FYTD: 134,594

1,064

New Cardholders

2026 FYTD: 2,944 ↑10%
2025 FYTD: 2,944

115,579

Total Items Borrowed

2026 FYTD: 367,885 ↑2%
2025 FYTD: 359,822

63,927

Physical Items Borrowed

2026 FYTD: 203,979 ↑2%
2025 FYTD: 199,850

51,652

Digital Items Borrowed

2026 FYTD: 163,906 ↑2%
2025 FYTD: 159,972

84 Library Programs

1,713 program attendance

10 Outreach Events

1,040 outreach attendance

6 Classes

9 School Visits / Tours

5 1-on-1 Tech Help

12 Business Consultations

15,690

Database Page Views

163

Email Reference
Questions Answered

8,230

Public Computer Sessions

Social Media

9,390 interactions
43,013 followers
992,112 impressions

12,452

Digital Archival Items
Viewed

15,203

Physical Holds Fulfilled

60

WiFi Hotspot Checkouts

Community Connections

A selection of organizations that GRPL staff connected with this month:

- Alger Heights Business Assoc.
- Catherine's Health Center
- CreativeMornings GR
- Dwelling Place
- Goodwill
- Grand Rapids Circus Project
- GRPS - Campus Elementary
- Kent County Veteran Services
- Kent County Community Action
- Laker Educational Opportunity Center
- Ottawa Hills Neighborhood Assoc.
- Samaritas
- Start Garden
- Trinity Health
- Wealthy Street Business Alliance

Popular Titles this Month

