



Sunnyvale

## Library Reorganization

Board of Library Trustees  
January 4, 2021



# From Good to Great

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- Need capacity to meet changing demands of community and Council
  - ◆ New and different while maintaining current services
  - ◆ Study Issues
  - ◆ Cultural programming
  - ◆ Special events
  - ◆ Technology solutions

We build  
community trust by  
delivering  
exceptional services

# Modernized structure

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- Reflects changes in service delivery and expectations
- Focuses resources on growth areas (community engagement, technology, cultural programming, events, Branch)
- Leverages shared department resources (merged but never changed structure)
- Creates capacity to be proactive and strategic (we have everything but staff capacity)
- Supports succession and retention
- Rebalances positions to reflect pyramid structure
- Improves customer service with cross training, collaboration and efficiencies

# Impacts

- No added headcount, (except for Branch)
- Library cost neutral (except for Branch)
- Slight increased cost overall for marketing and admin as shown in Recreation Services
- Some changes require meet and confer (no net loss to units, +1 SEA)





# Timeline

- Majority of changes implemented this year
- Some changes related to attrition over time

## MISSION

We inspire a healthy community by fostering lifelong learning and play through progressive services and programs for all.

## VISION

Sunnyvale is a fun, inclusive, engaged community.

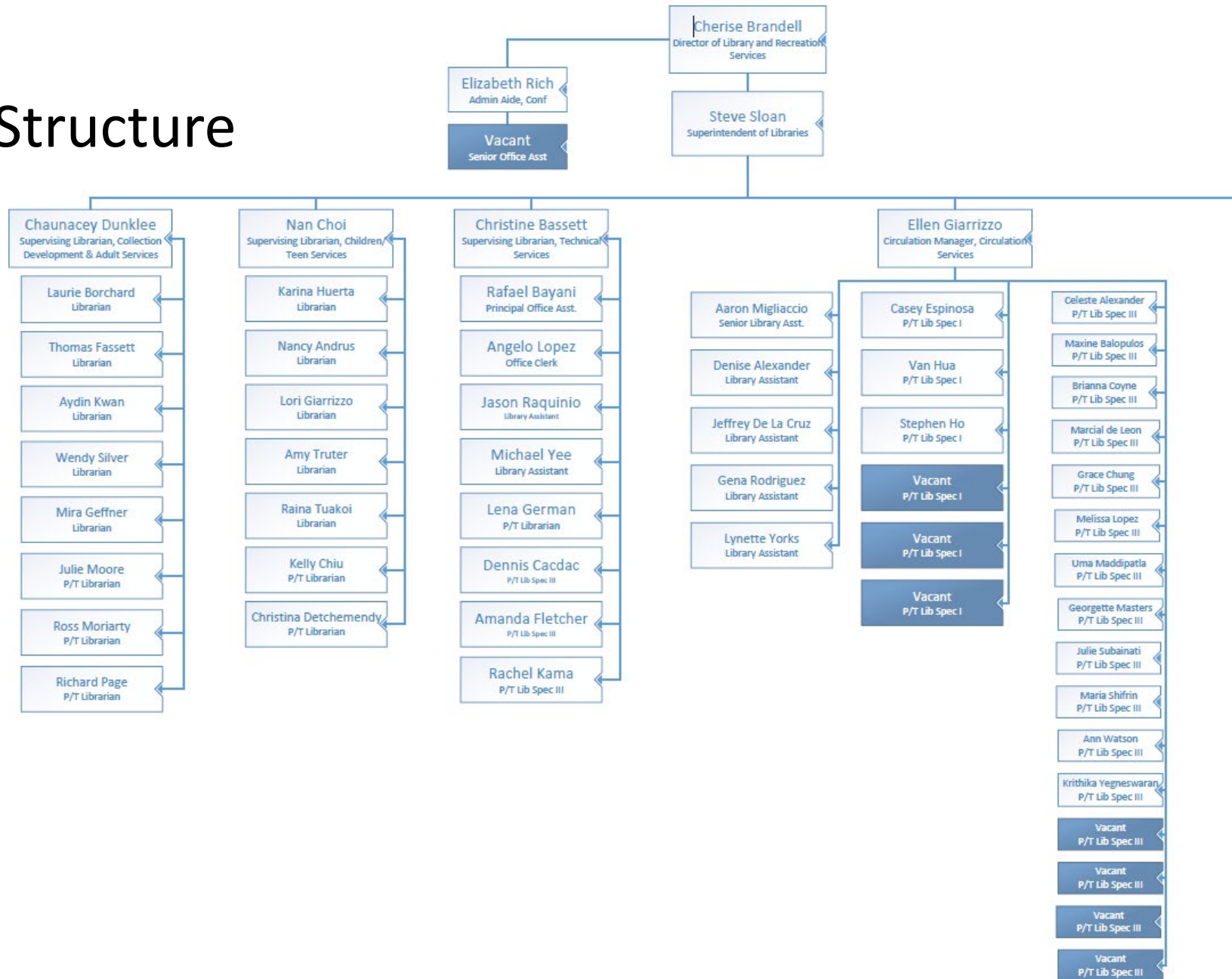
## VALUES

COMPASSIONATE · CREATIVE · CURIOUS  
INCLUSIVE · DEDICATED

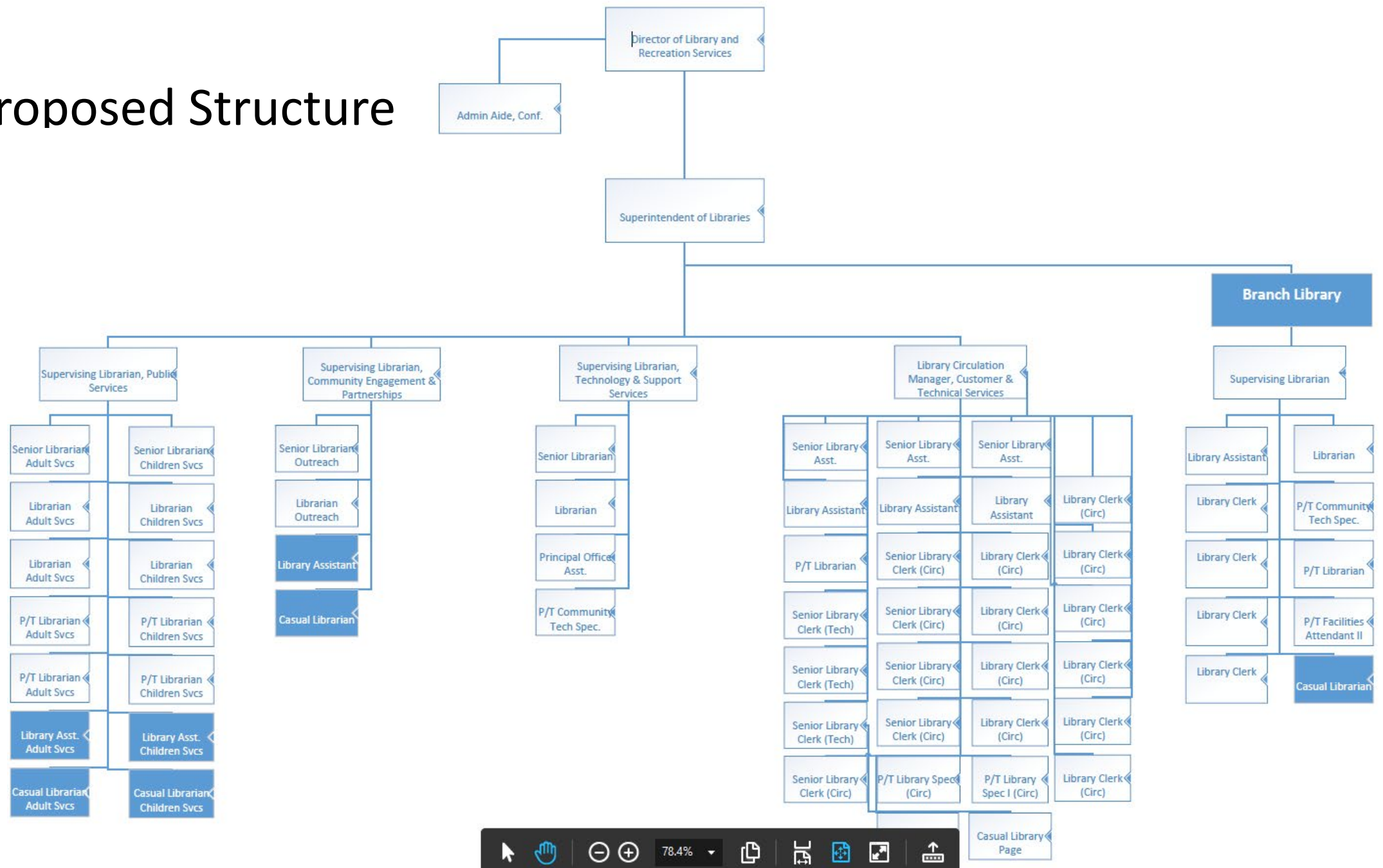
Library and Community Services



# Current Structure



# Proposed Structure



Questions?