AGENDA
The Denver Public Library Commission
Regular Bi-Monthly Meeting
Thursday, April 18, 2024, 8:30 a.m.–11:30 a.m.
Bob Ragland Branch, 1900 35th Street, Denver, CO 80216

Link to join virtual Zoom meeting: https://us02web.zoom.us/j/86045893643

1. Call to order.
2. Introductions.
3. Approval of Commission Minutes from February 15, 2024.
4. Public Comment Period.
5. Report of President and Members. Sonya Ulibarri
7. Report of the City Librarian. Michelle Jeske
8. Revised 2024 Budget Approval. Jina Dunn
10. Endowment Distribution and Fundraising Funds Report and Approval. Jina Dunn
    a. Report of the previous year endowment distribution and fundraising funds.
    b. Approval of the current year endowment and fundraising request.
11. Strategic Roadmap Futures Workshop. Kirsten Decker
    a. Summary of changes
    b. Revised Policy
    c. Redlined Policy
    a. Summary of changes
    b. Redline Policy
14. Other Business.
15. Overview and Tour of Branch. Mónica Lozano

MINUTES
The Denver Public Library Commission
Regular Bi-Monthly Meeting
Thursday, February 15, 2024 8:30 a.m.–11:30 a.m.
Gonzales Branch Library, 1498 Irving St, Denver, CO
Meeting Recording: 2.15.24 Commission Meeting.mov

Commissioners: Sonya Ulibarri, Michael Niyompong, Jennifer Wolf, Cathy Lucas, Patty Salazar, Cedric Buchanon, and Laurie Mathews

Staff: Michelle Jeske (virtual), Valencia Culbreath (virtual), Stephanie Pinales, Mariela Munoz, Anne Kemmerling, Zeth Lietzau, Brianne Hanson, Erika R. Martinez, Karen Lam, Jina Dunn, Jen Allison, Jeff Riley, Kirsten Decker, Rachel Fewell, Tyler Gomes, Aileen Ayala, and Viviana Casillas

Guests: Dawn McNulty and Laurie Troge

1. Call to order.

The meeting was called to order at 8:38 a.m.

2. Introductions.

Staff and guests present introduced themselves.


The minutes were motioned for approval by Commissioner Wolf, seconded by Commissioner Lucas, and approved by all.

4. Public Comment

Dawn McNulty began by directing her public comment to Mayor Johnston, City Council and the Library Commission. She asked that Mayor Johnston sign an executive order to halt harm reduction services, conduct a needs assessment of community stakeholders, and undergo a public health and safety risk study at all Denver Public Library locations. Dawn also expressed her concerns around youth safety, negative impacts to community stakeholders and property damage around the Ross-Broadway Branch.
5. Report of President and Members. Sonya Ulibarri

Commissioner Buchanon began by formally recognizing we are still in Black History Month. Earlier this month he attended the Juanita Gray Community Service Awards and the Blacks in Colorado Hall of Fame inductions held at Blair-Caldwell African American Research Library. He found the award ceremony moving and inspiring and reported how well attended the ceremony was both on Zoom and in person. This year the Blacks in Colorado Hall of Fame recognized three individuals, one recognized as the first African American born in Colorado. In closing, Buchannon invited Commissioners and attendees to attend an event at Blair-Caldwell Branch Library on February 20th 5:30 - 7:30 PM honoring Colorado’s first Black Congressman Joe Neguse. There will be an unveiling of a portrait in his honor. More information is available on the Denver Public Library website.

Commissioner Lucas provided an update on the upcoming Eleanor Gehres Awards. The committee has received and closed nominations and will be meeting on March 2nd to determine the winner and select a date for the awards ceremony.

Commissioner Mathews echoed Commissioner Buchanon’s sentiments about the Juanita Gray awards. Most recently Commissioners Mathews and Ulibarri and Michelle Jeske had a budget discussion with Mayor Johnston regarding the DPL Fund (2i initiative) and ongoing governance challenges. The Mayor was receptive to talking about making amendments to support the Library’s goal of budget autonomy from the City. He directed the Commission to work with his team on an MOU beginning the process.

Commissioner Ulibarri announced the re-appointment of Commissioner Montoya. There were some delays in his reappointment due to the change in the Mayoral administration. The Commission is excited to welcome him. In January she and Michelle Jeske were able to attend the Friends Foundation Board meeting. The board shared their goals and a presentation on fundraising trends. They talked through opportunities to continue to strengthen and build on the Friends’ and Commission’s partnership and accomplishments over the last couple of years.


Jeff Riley shared some updates from the Friends Foundation and thanked Laurie Troge, the Friends Foundation Board Chair, for joining today’s
meeting. Katy Anderson on his team has a new title, Chief Philanthropy Officer, and will be overseeing donor related work, membership and estate giving.

This year the Friends Foundation raised $250,000 in funds and saw a drop in membership revenue, Booklovers Ball ticket sales, and estate giving. Riley reported a significant drop in estate giving from $500,000 in 2022 to just under $100,000 in 2023 due to its unpredictable nature. The Friends endowment performed well with $8.7M in assets as of December 31, 2023. In 2024 the Friends Foundation will be issuing the Library a $400,000 distribution in unrestricted funds. This distribution is double the annual amount due to the Foundation not making a distribution in 2023.

On February 26th the Friends Board will have a half day retreat focused on 2024 planning including a mini campaign to fundraise for additional work on the Blair-Caldwell African American Research Library. These funds will be supplemental to the DPL Fund and support building an outdoor play space, expanding the Spanish book collection, expanding the e-book collection, providing mobile services, and author programs. Commissioners can reach out to Jeff with any questions. He also confirmed the Booklovers Ball date will be September 21, 2024.

To close the report, Brittany Javor shared a talking point document for Commissioners to use when advocating for the Library. This document outlines what the Library does and how. There are talking points at various levels of brevity from an elevator pitch to in depth information for fundraising and advocacy.

3. Approval of Named Spaces at Central and Woodbury Branch Libraries. Jeff Riley

Jeff brought before the Commission two recommendations for named spaces in honor of donor recognitions for a meeting room at the Central Library and the children’s area in the Woodbury Branch Library.

The first recommended naming is for an update to the Children’s Library at the Woodbury Branch Library made possible through support from Larry Wiberg. He would like to name the space in honor of his mother, Ruth Eloise Wilberg, author of Rediscovering Northwest Denver. More information about Eloise is available in the February 15th Commission packet. Commissioner Buchanon motioned to approve, Commissioner Niyompong seconded and all approved.
The second recommended naming is for a meeting room at the Central Library made possible through support from the Frankel, Epstein, and Weisberg families. Jody Epstein made this donation on behalf of the Lulu Frankel Foundation started by her great grandmother. In addition to the meeting space this contribution will support the Friends Foundation’s Story Still to Tell fundraising campaign. More information about Jody is available in the February 15th Commission packet. Commissioner Mathews so moved, Commissioner Ulibarri seconded, approved by all at 9:14am.

An overview of the process for approval is available in the February 15th Commission packet. Due diligence reports were conducted for both honorees.

4. Report of the City Librarian. Michelle Jeske

Michelle Jeske opened by inviting all attendees to participate in the Winter of Reading. Also coming up on February 20th from 5 - 7 PM is an opening reception for an exhibit featuring nine local Black artists at Blair-Caldwell African American Research Library in recognition of Black History Month. In branch news, the Ross-Barnum Branch Library, Valdez-Perry Branch Library, and Westwood Branch Library are all now open six days a week thanks to Strong Library, Strong Denver, supported by the DPL Fund.

This year will see a continuation of major renovation projects across the DPL system. The largest two projects being the Lena Archuleta Branch Library, expected to open in Q3, and the Central Library opening in Q4. Michelle extended an invite to Commissioners for a hard hat construction tour with City Council members on March 10th at 11:30 AM. Commissioners can reach out to Michelle to join this tour or a staff construction tour.

Demolition and excavation were just completed for additions at Athmar Branch Library and Pauline Robinson Branch Library. Both are Elevate Denver Bond projects and are on track to be completed by the end of this year. There’s currently an unplanned closure at Virginia Village Branch for a boiler replacement. This time will also be utilized as an opportunity to get ahead on planned shelving projects supported by the DPL Fund. A vendor has been selected for the Ross-Barnum Branch Library renovation. Jeske anticipates the branch being granted an Order to Proceed by the end of Q1 and beginning construction in Q3.
Over the last year, DPL has seen funding gaps in several Elevate Denver Bond projects in progress. The Ross-Barnum project began at a significant deficit with the original approved bond budget of $2.2M and the lowest bid coming in at $4.5M. Jeske went before the Bond Executive Committee to request the use of bond-purposed contingency funds to address some shortfalls and was granted $500K. The City contributed $322K. Additionally, DPL allocated $500K from the DPL Fund and $1M from General Fund vacancy savings rolled over from 2022 for underfunded renovations. The planning team may have to undergo a similar process to fully fund upcoming Schlessman and Ross-Broadway renovations. Ross-Broadway will be next and so far the Library has hosted two community feedback sessions and a few meetings on internal building systems.

This year, the City will be requesting the 6th and final issuance of the Elevate Denver Bond to provide funding for the last two bond projects at Eugene Field and the Ross-University Hills Branch. The Globeville Branch designs are on pause while the City navigates funding for the overall housing project. Jeske and team will be going to the City Council Biz Committee next Wednesday in-person to provide renovation updates and go over the DPL Fund’s first year implementation.

In closing, Jeske shared an update of DPL's Executive Leadership team and news on budget from the Mayor’s Office. She introduced Valencia Culbreath, Chief Equity & Strategy, who joined today’s meeting virtually and will be in-person at the April Commission meeting. Also joining the team on February 26th is Theresa Liguori as Chief Public Services Officer. She comes to us from DU and is highly recommended by Sean Montoya. The search for the Chief Operations Officer has been reopened and is in first round interviews. Jeske noted that some amazing candidates have applied for this round.

In the news, Mayor Johnston has been advocating for an increase in federal funding as well as expansions of work authorizations to support the influx of migrants to Denver. His team is taking proactive action while waiting for federal funds by asking all agencies to identify savings opportunities to ensure there is sufficient funding at the City level. They are looking to identify $180M in savings and will then evaluate all options to support this humanitarian crisis and maintain a balanced 2023 operating budget. It’s too early to say what these specific savings will be until all of the agencies have had time to address and identify the options. The savings amount will likely vary by agency.
Jeske will be updating the Commission on what this reduction will look like for the Library at the April 18th Commission Meeting. Nothing will be final until BMO and the Mayor’s office review all agency proposals. She noted her gratitude at DPL being allowed to manage its own position review process. The majority of DPL savings will come from vacancy savings. She thanked the Budget Leadership Team for the management of this process. Additionally, the City assured Jeske that merit increases will still be coming and staff will receive back pay from January 1st, 2024 on their February 16th paycheck.


Kirsten Decker summarized 2023 as a busy year with a lot of wins due to the DPL Fund and a successful Mayoral transition. In 2023 DPL made progress on its strategic themes: Access & Enrichment, Space & Place, and Cultural & Organizational Health.

In the area of Access & Enrichment, DPL enhanced access to its collection by adopting more inclusive language from the National Library of Spain and hiring its first Language Access Coordinator. In their role they will spearhead the Library's approach to better serve non-English speaking or limited English proficiency Denverites. In numbers, DPL translated 391 critical documents and cataloged 4,209 items in languages other than English.

In Space & Place, the Library improved on accessibility by prioritizing lowering shelves, installing higher quality furnishings and enhancing staff spaces to accommodate workflow and improve sightlines. It also invested in dedicated Facilities staff to steward and expand upon the library’s infrastructure portfolio prioritizing financial and environmental sustainability.

Advancements in Culture & Organizational Health included elevating the data collection and management practices for Plaza, the library’s premier service for immigrants and refugees, empowering service leaders to respond to trends and provide support for storytelling. Another major data project was developing a Youth Services Map. This geospatial tool provided service leads with a more holistic view of neighborhood characteristics and use patterns, resulting in stronger alignment between community need and service placement.
For 2024 the Commission granted an extension of the 2021 - 2023 Strategic Roadmap which the team will utilize to expand on their work from 2023.

a. **Strategic Theme: Access & Enrichment:**
   i. Continue to prioritize early childhood development by sustaining the library’s commitment to the LENA Start Program, using an evidence-based method of interactive-talk between children and caregivers to support healthy early-brain development.
   ii. Increase the number of national and local authors visits, supporting collection engagement and providing customers of all ages with unique opportunities to learn about the aspects of the literary world.

b. **Strategic Theme: Space & Place**
   i. Sustain funding for programs and services to people with cognitive decline and their friends, family members, and caregivers -- connecting individuals to the resources, tools, programs, and spaces they need to remain connected to their community.
   ii. Welcome the community back into the Central Library after four years of renovations and modified service delivery - unveiling new spaces for gathering and staff to support the services unique to the Central location.

ii. **Strategic Theme: Culture & Organizational Health**
   i. Continue the Community Partner Visit program to strengthen relationships between Central Library staff and nearby organizations. In 2023, 78% of participants reported using the information to provide a customer referral.
   ii. Launch a reimagined Volunteer Program focused on aligning individuals seeking service opportunities with meaningful and mutually-beneficial ways to support the operations and services of library branches and programs.

For 2025 - 2030, DPL plans to refine rather than overhaul the Strategic Roadmap co-created with staff. Key evolutions to the plan include: providing a clearer path forward, prioritizing objectives annually with staff and community feedback, narrowing down an annual focus, long term thinking and refining community indicators. The S&E team will be engaging in the following activities.
Engagement Outlook

a. Public
   i. **Missing Voices:** Supplement existing information by intentionally creating space for harder to hear voices in the community.
   ii. **All Customers:** S&E will take a lighter-touch approach to engaging existing library customers.

b. Partners:
   i. **Strategic Themes Focus Groups:** Nearly 60% of the library’s strategic partners support one or more of the missing voices identified for priority engagement.
      - Strengths/Obstacles
      - Community Shifts
      - Effective Outreach
      - Gaps in Awareness

c. Staff:
   i. **Reinforcing shared values and direction:** Points back to the staff-centric approach in building the roadmap and communicates that we are not changing the bones of our strategy.
      - Influencers
      - Videos/Learning
      - Scavenger Hunt

d. Commission:
   i. **Strategic Planning Committee:** serve as a point of connection to the development of the 2025-2030 Strategic Roadmap

Comments:

- Commissioner Niyompong applauded Kirsten for her strategic process and is looking forward to seeing the new roadmap.
- Commissioner Mathews recommended conducting an environmental impact report.
- Commissioner Ulibarri appreciated the approach towards capturing missing voices to get a fuller picture of the community and thanked the team for moving this work forward.


Jina Dunn opened by thanking the Commission and DPL staff for participating in the budget process and reported on the preliminary DPL budget through January 31, 2024. Please note the budget is subject to
change as additional 2023 invoices are paid in February. The City allows two months to pay invoices for any supplies and services rendered in 2023.

**General Fund**

The General Fund ended the 2023 fiscal year returning approximately $2.3M equating to 3.9% of the total appropriated budget. The majority of the budget return is in personnel expenditures due to the library’s participation in the Position Review Committee in response to the strain on resources related to the influx of migrant and asylum seekers in Denver. In 2023 we were proud to support this effort with a savings of almost $2 million.

As of this report the library is projected to return 3% of the Supplies and Services budget. This is slightly higher than previous years (2021-1.3% & 2022-2.7%) and efforts will be made to bring this closer to a desired 2% return in 2024. As a reminder, DPL is able to shift budget between lines in the Supplies and Services category as long as the bottom line remains constant. Expenditures coded differently from budget when paid account for much of the over- or under-spend in line items, most notably the underspend in Technology Supplies that is offset by the overspend in Utilities. We continue to work with budget managers to better match budgets with purchases. The library anticipates additional invoices to be paid for Professional Services and Leases and Rentals in February reducing the remaining budget in these line items.

**Denver Public Library Fund (DPL Fund)**

The DPL Fund property tax revenue came in very close to the initial revenue estimate provided by the City’s Department of Finance. Since this was the first year for this fund we were prepared for this estimate to be off but are encouraged that we will be able to confidently use the projections in future budgets. Investment income added close to $500,000 to fund balance and will be budgeted moving forward.

During the 2023 budget process 140.25 FTE were approved to be funded by the DPL Fund. Throughout the fiscal year 95.2 FTE of these positions were filled but at year’s end there still remain 60.0 FTE not in any stage of recruitment. Additionally, there was a duplication error resulting in the creation of 34.5 FTE. As a result the personnel budget is significantly underspent by 54% in 2023 and approximately $4.5M will be rolled into fund balance. As we continue to navigate budgeting this new revenue source we are confident that we can create strategic plans that better match our actual needs in future years.
In supplies and services the current underspend is $10M. In February, after the year end close, the library will finalize the 2023 budget carry forward according to the fiscal policy. The current estimate of $3.2M for supplies and services will be moved into 2024 budgets and approximately $7M will be rolled into fund balance for reserves and designated projects such as Central Library Reopening and Facilities Capital Equipment. This information will be provided to the Library Commission as part of the 2024 Quarter 1 financial report along with reserve balances.

Other Funds

The Special Trust Fund expenditures came in very close to revised budgets in 2023. Both Collection Services and Special Collections elected to utilize a portion of their unbudgeted cash balance resulting in a slight overspend. As a reminder the Undesignated line is used as a contingency for emerging projects and went largely unused in 2023. Grant expenditures progressed as expected throughout the year.

Capital Investments

As of the end of 2023 $8,450,000 has been allocated to the DPL Capital Fund with very modest expenditures occurring during the year. Unspent capital fund budget will remain designated in capital programs (Library Facilities Deferred Maintenance$650,000, Library Facilities Life Cycle Sustainment- $875,000, Library Bond Funded Project Supplemental- $6,847,648) until completion of identified projects or reallocation to new projects.

7. Community Resources Presentation. Brianne Hanson

Brianne Hanson, Community Resource Manager, provided an overview of the Community Resources department. Her team has grown to twelve members since starting with one member in 2015 and serves the entire library system. The full team works from Central Monday - Thursday from 1 - 3pm to distribute physical need items and partner with organizations to provide free resources.

In 2023 the team made its largest number of contacts, primarily attributed to opening a free coffee counter at the Central Library where the team worked on building relationships with customers. Over fifty percent of individuals served system wide were repeat customers and thirty percent were new customers. Most support was provided in person with a small percentage of services over the phone. Their team is also called in for emergencies with Denver Health bringing people to detox and getting
customers substance abuse assistance as immediately as possible. The majority of their budget was spent on basic needs for community members.

The Community Resource goal for 2024 is to provide more support system wide while staffing Central for the re-opening. In 2023 they tripled their number of contacts through the new branch staffing models and hope to expand on that by connecting with branch staff to expand their reach and support to customers. Based on the team’s Customer Needs assessment, the need is still significant. They will be setting up a system to provide support and training such as de-escalation tools to make the library more welcoming for everyone. For instance team members are trained to never ask about housing status unless the customer shares this information.

Questions and Comments
  a. What data can be attributed to new arrivals to Denver?
     i. Most individuals in programming are chronically homeless. New arrivals are going through city shelters with supportive services and come to the library for basic needs services. They also come in through Plaza for further support on housing applications.
  b. Are these services driving people to the library?
     i. Brianne believes communities would be in a worse spot without providing this kind of support. This kind of service is not offered at other places. The Community Resource team ability to have difficult conversations to support the most vulnerable customers.
Agenda Item 7
Requested Action: Receive Report

April 2024 City Librarian Report

Celebrate National Poetry Month
Celebrate National Poetry Month with DPL throughout April with staff picks and events! Learn more.

Eleanor Gehres Award Ceremony
The 2024 Eleanor Gehres Award Ceremony was held Monday, April 15 from 2 - 4 p.m. at the Sam Gary Branch Library. This year, DPL honored Bob Pulcipher for his contributions to the Western History & Genealogy Department and the community.

Día del Niño
Join us to celebrate children with music, fun activities and treats. Ideal for ages 5+. Saturday, April 20, 12-2 p.m., Hadley Saturday, April 27, 1-3 p.m., Montbello Saturday, April 27, 11 a.m.-12 p.m., Valdez-Perry Saturday, April 27, 12:30-1:30 p.m., Rodolfo "Corky" Gonzales Sunday, April 28, 12-3 p.m., Children's Library

Strong Library, Strong Denver Brings More Access to the Community
More Extended Hours
Twenty-two DPL branch libraries now offer extended hours thanks to funding from Strong Library, Strong Denver, supported by the DPL Fund. Check out our hours and locations page now for current hours.

Engage With Us
Check out the current issue of Engage! to find out what's happening virtually and in person at your local branch. Did you know that Conexiones - our Spanish language version of Engage! - is now available digitally and in print monthly? Check it out

Central Library’s New Teen Space is Vibrant with Color and Style
Colorful walls and carpet invite Denver's teens to a space they can soon call their own. Work on the Central Library's brand-new teen space was made possible thanks to Strong Library, Strong Denver.
supported by the DPL Fund. Get the lowdown on what's in store for the hippest space at the Central Library here.

Library Love
“A regular customer in the ideaLAB speaks mostly Farsi, and about a month ago, asked for translation resources specifically for learning haircuttering terms from Farsi to English so she could get a job. I helped find some translating resources, as well as online lists of haircuttering terminology with a Farsi to English translation. In the process, I mentioned being in desperate need of a haircut. The next time I saw the patron, she said she had a job lined up at a salon, and offered to cut my hair. We scheduled an appointment, and when I arrived I realized this haircut was her interview to finalize her new job. She passed with flying colors, and communicated well using some of the terms we found translations for! I am so honored I could be part of this patron's job-finding process, and that she trusted library staff to ask for these resources.”

Submitted by staff via Stories of Impact

Central Library Teen Space Love
Agenda Item 8
Requested Action: Approve Revised Budget

2024 Proposed Budget - Revised

PROPOSED BUDGET REVISION

In January the library was asked to propose a 7% or $4.4M reduction to our 2024 General Fund budget to help mitigate the financial impacts on the City’s work to shelter migrants coming into Denver. We worked directly with Budget Managers to identify savings options that balanced our role as a part of the City with our responsibility to deliver high quality services to the community.

The library prioritized the following in its approach:
- Opening Lena Archuleta Branch Library
- Reopening the Central Library
- Appropriate use of DPL Fund resources; supplementing vs. supplanting services.

Management’s proposals achieved this target through $3.7M in personnel savings and $700k in non-personnel savings in the General Fund. Managers also reviewed cash availability in the Special Trust Fund and identified three main areas to increase resources for offsets of the reduction and new programming opportunities: Branch Services for service programming, Special Collections and Archives for 5th floor workroom and an innovation grant program, and Collection Services for collection materials. The library is also including a new grant award from the US Department of Housing and Urban Development (HUD). This grant will support our Teen Library with a total award of $750,000 over 9 years with a majority planned for 2024 in conjunction with the Central Library reopening. In addition to these revisions, budgets have been adjusted to align with spending plans in both funds and the Special Trust Fund revenue has been modified to reflect the additional $200,000 fundraising distribution the Friends Foundation has approved for 2024.

During an Employee Town Hall on April 10, 2024, Mayor Johnston shared an update on the City’s work to shelter newcomers to Denver and build a more sustainable approach through a new Denver Asylum Seekers Program. The Budget Management Office has revised its projected financial impact from $180M to $89.9M in 2024. Through budget reallocation and shifts in service provision, the City has realized $45M in budget savings to date and announced that the remaining budget reduction needed Citywide is $45.9M.

We are pleased to announce that, as a result of these new projections, the Mayor’s request for the library has been significantly reduced. Our new reduction target is 1.5%, or $941,000 of our 2024 General Fund Budget.
While we consider DPL fortunate that our budget reduction was less than expected, we also acknowledge that this reduction will have an impact on our services. DPL’s target will be achieved through $614,000 in personnel savings and $327,000 in non-personnel savings. The library will hold 10.0 Full Time Equivalent (FTE) vacancies through the end of 2024 to meet the personnel savings. Non-personnel savings will impact neighborhood branch refreshes, reducing staff engagement activities, and scaling back programmatic offerings at branch locations.

### Denver Public Library

#### 2024 Proposed Budget - General Fund

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<td><strong>Restricted (Reduction)</strong></td>
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<td>$941,424</td>
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| **Expenditures**        |                      |                     |          |
| Personnel               |                      |                     |          |
| Salaries                | 37,087,335           | 38,691,636          | 1,604,301 |
| Benefits                | 15,760,710           | 13,542,072          | (2,218,638) |
| Supplies and Services   |                      |                     |          |
| Books and Education Materials | 5,622,640 | 5,419,376 | (203,264) |
| Maintenance Agreements  | 1,325,255            | 1,193,488           | (131,767) |
| Professional Services   | 760,367              | 761,015             | 648      |
| Administrative Expenses | 296,358              | 346,697             | 50,339   |
| Leases and Rentals      | 423,143              | 418,318             | (4,825)  |
| Office Supplies and Furniture | 229,656  | 263,321 | 33,665   |
| Technology Supplies and Equipment | 265,109 | 210,794  | (54,315)  |
| Repair, Maintenance and Construction | 303,891 | 199,880  | (104,011) |
| Utilities               | 234,894              | 316,759             | 81,865   |
| Operational Supplies and Materials | 175,721 | 197,956  | 22,235   |
| Travel and Training     | 224,608              | 206,951             | (17,657) |
| Capital Equipment       | 51,942               | 51,942              |          |
| **Restricted (Reduction)** | $941,424             | $941,424            |          |
| **Total Expenditures**  | $62,761,629          | $62,761,629         | $0       |
## Denver Public Library

### 2024 Proposed Budget - Other Funds

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<th>2024 Original Budget</th>
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<td>Grant Revenue</td>
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<td>$ 352,339</td>
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<td>DPL Friends Foundation Transfers</td>
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<td>Endowment Distribution</td>
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<td>Other Revenue</td>
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<td>Restricted</td>
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<td>Neighborhood Services</td>
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<td>Human Resources</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Communication &amp; Community Engagement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance, Facilities &amp; Security</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Designated</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central Library</td>
<td>166,095</td>
<td>109,200</td>
<td>(56,895)</td>
</tr>
<tr>
<td>Collection, Technology &amp; Strategy</td>
<td>92,500</td>
<td>207,571</td>
<td>115,071</td>
</tr>
<tr>
<td>Human Resources</td>
<td>5,000</td>
<td>83,488</td>
<td>68,488</td>
</tr>
<tr>
<td>Neighborhood Services</td>
<td>15,000</td>
<td>15,000</td>
<td></td>
</tr>
<tr>
<td>Communication &amp; Community Engagement</td>
<td>15,000</td>
<td>15,000</td>
<td></td>
</tr>
<tr>
<td>Finance, Facilities &amp; Security</td>
<td>2,000</td>
<td>2,000</td>
<td></td>
</tr>
<tr>
<td>Administration</td>
<td>1,500</td>
<td>6,500</td>
<td>5,000</td>
</tr>
<tr>
<td>Undesignated</td>
<td>200,000</td>
<td>200,000</td>
<td></td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>1,029,149</td>
<td>1,348,553</td>
<td>319,404</td>
</tr>
<tr>
<td>Grant Funds</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------------------------------------------</td>
<td>--------</td>
<td>--------</td>
<td></td>
</tr>
<tr>
<td>Institute for Museums and Library Services</td>
<td>111,563</td>
<td>111,563</td>
<td></td>
</tr>
<tr>
<td>State Grant for Libraries</td>
<td>176,704</td>
<td>176,704</td>
<td></td>
</tr>
<tr>
<td>NEH</td>
<td>64,072</td>
<td>64,072</td>
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</tr>
<tr>
<td>HUD</td>
<td></td>
<td>646,710</td>
<td></td>
</tr>
<tr>
<td>Subtotal</td>
<td>352,339</td>
<td>999,049</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>646,710</td>
<td></td>
</tr>
</tbody>
</table>
Agenda Item 9
Requested Action: Receive Report

Q1 2024 Financial Report

This report includes unaudited financial statements for the Denver Public Library (DPL) year-to-date activity as of March 31, 2024. The purpose of these statements is to inform the Library Commission of DPL’s financial activities and to demonstrate compliance with the 2024 Budget approved by the Library Commission.

Budgetary funds managed by the library include the General Fund, Denver Public Library Fund (DPL Fund), DPL Capital Fund, Special Trust Fund, and several grant funds. This report provides information on budget and actual activities for all DPL funds for the 2024 fiscal year. Library management has authority to make budgetary adjustments between lines in the General, DPL and Special Trust funds during the fiscal year to reflect operational changes. However, grantor approval is generally necessary prior to making budgetary adjustments between lines in grant funds, and City Council must approve budgetary adjustments for the DPL Capital Fund.

The total amount of the General Fund budget remains unchanged throughout the fiscal year unless a formal budget amendment is adopted by City Council. The DPL Fund budget is based on estimates provided by the City Department of Finance and varies annually based on property tax assessments. At the end of each fiscal year, DPL and the City will reconcile actual revenues with projected and adjust our fund balance accordingly. The DPL Capital Fund requires City Council approval to appropriate budget into projects or establish new projects during the year. Library management may adjust the total amount of the Special Trust Fund budget, though total changes of 10% or greater require approval by the Library Commission. Grant fund budgets may change during the course of the fiscal year as new grants are received.

One indicator of sound budget management is spending as close to our allocated General Fund budget as possible without overspending. All remaining General Fund budget is returned to the City on December 31, and excessive over- or under-spending of the total budget allocation may imply ineffective resource management. Any unspent funds in the DPL Fund and Special Trust Fund are retained by the library which can be budgeted in a future year. The DPL Capital Fund is also able to retain unspent budget at the end of the calendar year; projects budgeted in this fund are often multi-year investments.
# 2024 Financial Reports

The first financial report is a summary of the 2024 actual activity for all library funds including revenue sources and expenditures by operational division.

## Denver Public Library

### Statement of Revenue, Expenditures and Changes in Fund Balance

**For the period ending March 31, 2024**

<table>
<thead>
<tr>
<th></th>
<th>General Fund</th>
<th>DPL Fund</th>
<th>Special Trust Fund</th>
<th>Grant Funds</th>
<th>Total Library Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Distribution from City and County of Denver</td>
<td>$ 14,345,849</td>
<td>$</td>
<td>$</td>
<td>$</td>
<td>$ 14,345,849</td>
</tr>
<tr>
<td>Property Tax Revenue</td>
<td></td>
<td>15,798,760</td>
<td></td>
<td></td>
<td>15,798,760</td>
</tr>
<tr>
<td>Friends Foundation Transfers</td>
<td></td>
<td></td>
<td>174,561</td>
<td></td>
<td>174,561</td>
</tr>
<tr>
<td>Endowment Distribution</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Revenue</td>
<td>21</td>
<td></td>
<td>49,222</td>
<td>39,300</td>
<td>88,543</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>14,345,870</td>
<td>15,798,760</td>
<td>223,783</td>
<td>39,300</td>
<td>30,407,713</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>General Fund</th>
<th>DPL Fund</th>
<th>Special Trust Fund</th>
<th>Grant Funds</th>
<th>Total Library Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expenditures</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neighborhood Services</td>
<td>4,532,897</td>
<td>1,273,095</td>
<td>93,360</td>
<td></td>
<td>5,899,352</td>
</tr>
<tr>
<td>Collection, Technology &amp; Strategy</td>
<td>3,871,781</td>
<td>868,904</td>
<td>2,607</td>
<td>176,704</td>
<td>4,919,996</td>
</tr>
<tr>
<td>Central Library</td>
<td>1,884,997</td>
<td>543,056</td>
<td>46,685</td>
<td>33,484</td>
<td>2,508,221</td>
</tr>
<tr>
<td>Finance, Facilities &amp; Security</td>
<td>1,814,614</td>
<td>580,857</td>
<td></td>
<td></td>
<td>2,395,471</td>
</tr>
<tr>
<td>Administration</td>
<td>1,297,002</td>
<td>293,582</td>
<td>38,462</td>
<td>22,008</td>
<td>1,651,053</td>
</tr>
<tr>
<td>Communication &amp; Community Engagement</td>
<td>633,953</td>
<td>101,433</td>
<td>1,387</td>
<td></td>
<td>736,772</td>
</tr>
<tr>
<td>Human Resources</td>
<td>310,606</td>
<td>103,452</td>
<td></td>
<td></td>
<td>414,057</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>14,345,849</td>
<td>3,764,377</td>
<td>182,501</td>
<td>232,196</td>
<td>18,524,923</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>General Fund</th>
<th>DPL Fund</th>
<th>Special Trust Fund</th>
<th>Grant Funds</th>
<th>Total Library Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Change in Fund Balance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fund Balance, Beginning</td>
<td>16,097,397</td>
<td>2,722,302</td>
<td>9,797</td>
<td></td>
<td>18,809,902</td>
</tr>
<tr>
<td>Fund Balance, Ending</td>
<td>$ 28,131,780</td>
<td>$ 2,763,584</td>
<td>($202,693)</td>
<td></td>
<td>$ 30,692,693</td>
</tr>
</tbody>
</table>
This next financial report displays the 2024 budget and actual activity for the General Fund only. Revenues and expenditures are shown by type for the library as a whole, and the 2024 Revised Budget is shown alongside the Original Budget for comparative purposes. Additional details are provided in the Notes section below.

### Denver Public Library

#### Budget to Actual Variance - General Fund

**For the period ending March 31, 2024**

<table>
<thead>
<tr>
<th></th>
<th>2024 Budget</th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Original</td>
<td>Revised</td>
<td>2024 Actual</td>
<td>$ Remain</td>
<td>% Remain</td>
</tr>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Distribution from City and County of Denver</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personnel</td>
<td>$52,848,045</td>
<td>$52,233,708</td>
<td>$11,538,709</td>
<td>$40,694,999</td>
<td>77.9%</td>
</tr>
<tr>
<td>Supplies and Services</td>
<td>9,861,642</td>
<td>9,534,555</td>
<td>2,867,758</td>
<td>$6,666,797</td>
<td>69.9%</td>
</tr>
<tr>
<td>Capital Equipment</td>
<td>51,942</td>
<td>51,942</td>
<td>(60,618)</td>
<td>$112,560</td>
<td>216.7%</td>
</tr>
<tr>
<td>Restricted (Reduction)</td>
<td>0</td>
<td>941,424</td>
<td>0</td>
<td>$941,424</td>
<td>100.0%</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0</td>
<td>21</td>
<td>$ (21)</td>
<td>0%</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>62,761,629</td>
<td>62,761,629</td>
<td>14,345,870</td>
<td>48,415,759</td>
<td>77.1%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Expenditures</strong></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Personnel</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>39,146,700</td>
<td>38,691,636</td>
<td>7,908,752</td>
<td>30,782,884</td>
<td>79.6%</td>
</tr>
<tr>
<td>Benefits</td>
<td>13,701,345</td>
<td>13,542,072</td>
<td>3,629,957</td>
<td>9,912,115</td>
<td>73.2%</td>
</tr>
<tr>
<td><strong>Supplies and Services</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Books and Education Materials</td>
<td>5,622,640</td>
<td>5,419,376</td>
<td>1,821,139</td>
<td>3,598,237</td>
<td>66.4%</td>
</tr>
<tr>
<td>Maintenance Agreements</td>
<td>1,325,255</td>
<td>1,193,488</td>
<td>402,175</td>
<td>791,313</td>
<td>66.3%</td>
</tr>
<tr>
<td>Professional Services</td>
<td>760,367</td>
<td>761,015</td>
<td>47,645</td>
<td>713,370</td>
<td>93.7%</td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>293,029</td>
<td>346,697</td>
<td>76,810</td>
<td>269,887</td>
<td>77.8%</td>
</tr>
<tr>
<td>Leases and Rentals</td>
<td>423,143</td>
<td>418,318</td>
<td>402,175</td>
<td>296,162</td>
<td>70.8%</td>
</tr>
<tr>
<td>Office Supplies and Furniture</td>
<td>255,406</td>
<td>263,321</td>
<td>74,461</td>
<td>188,860</td>
<td>71.7%</td>
</tr>
<tr>
<td>Technology Supplies and Equipment</td>
<td>265,109</td>
<td>210,794</td>
<td>(909)</td>
<td>211,703</td>
<td>100.4%</td>
</tr>
<tr>
<td>Repair, Maintenance and Construction</td>
<td>303,891</td>
<td>199,880</td>
<td>121,954</td>
<td>77,926</td>
<td>39.0%</td>
</tr>
<tr>
<td>Utilities</td>
<td>234,894</td>
<td>316,759</td>
<td>90,344</td>
<td>226,415</td>
<td>71.5%</td>
</tr>
<tr>
<td>Operational Supplies and Materials</td>
<td>153,300</td>
<td>197,956</td>
<td>51,121</td>
<td>146,835</td>
<td>74.2%</td>
</tr>
<tr>
<td>Travel and Training</td>
<td>224,608</td>
<td>206,951</td>
<td>60,861</td>
<td>146,090</td>
<td>70.6%</td>
</tr>
<tr>
<td><strong>Capital Equipment</strong></td>
<td>51,942</td>
<td>51,942</td>
<td>(60,618)</td>
<td>112,560</td>
<td>216.7%</td>
</tr>
<tr>
<td>Restricted (Reduction)</td>
<td>0</td>
<td>941,424</td>
<td>0</td>
<td>941,424</td>
<td>100.0%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>$62,761,629</td>
<td>$62,761,629</td>
<td>$14,345,849</td>
<td>$48,415,780</td>
<td>77.1%</td>
</tr>
</tbody>
</table>
The next financial report displays the 2024 budget and actual activity for the Denver Public Library Fund (DPL Fund) only. Revenues and expenditures are shown by type for the library as a whole, and the 2024 Revised Budget is shown alongside the Original Budget for comparative purposes. Additional details are provided in the Notes section below.

### Denver Public Library

#### Budget to Actual Variance - Denver Public Library Fund

For the period ending March 31, 2024

<table>
<thead>
<tr>
<th></th>
<th>2024 Budget</th>
<th></th>
<th>2024 Actual</th>
<th></th>
<th>$ Remain</th>
<th>% Remain</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property Tax</td>
<td>$ 37,575,603</td>
<td>$ 37,575,603</td>
<td>$ 15,798,760</td>
<td>$ 21,776,843</td>
<td>58.0%</td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>480,000</td>
<td>480,000</td>
<td></td>
<td>480,000</td>
<td>100.0%</td>
<td></td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>38,055,603</td>
<td>38,055,603</td>
<td>15,798,760</td>
<td>22,256,843</td>
<td>58.5%</td>
<td></td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Personnel</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries</td>
<td>13,910,800</td>
<td>14,425,715</td>
<td>1,919,889</td>
<td>12,505,826</td>
<td>86.7%</td>
<td></td>
</tr>
<tr>
<td>Benefits</td>
<td>4,868,780</td>
<td>5,049,000</td>
<td>495,308</td>
<td>4,553,692</td>
<td>90.2%</td>
<td></td>
</tr>
<tr>
<td><strong>Supplies and Services</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leases and Rentals</td>
<td>136,586</td>
<td>40,280</td>
<td>96,306</td>
<td>70.5%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professional Services</td>
<td>1,644,422</td>
<td>6,838,872</td>
<td>54,264</td>
<td>6,784,607</td>
<td>99.2%</td>
<td></td>
</tr>
<tr>
<td>Books and Education Materials</td>
<td>1,767,304</td>
<td>5,218,491</td>
<td>815,109</td>
<td>4,403,382</td>
<td>84.4%</td>
<td></td>
</tr>
<tr>
<td>Technology Supplies and Equipment</td>
<td>139,683</td>
<td>(2,790)</td>
<td>142,473</td>
<td>102.0%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office Supplies and Furniture</td>
<td>660,766</td>
<td>703,434</td>
<td>61,195</td>
<td>642,239</td>
<td>91.3%</td>
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</tr>
<tr>
<td>Repair, Maintenance and Construction</td>
<td>416,650</td>
<td>257,750</td>
<td>158,900</td>
<td>38.1%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintenance Agreements</td>
<td>925,969</td>
<td>56,853</td>
<td>869,116</td>
<td>93.9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Expenses</td>
<td>47,514</td>
<td>11,038</td>
<td>36,476</td>
<td>76.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Travel and Training</td>
<td>201,000</td>
<td>163,165</td>
<td>20,122</td>
<td>143,043</td>
<td>87.7%</td>
<td></td>
</tr>
<tr>
<td>Utilities</td>
<td>41,968</td>
<td>41,968</td>
<td>100.0%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Operational Supplies and Materials</td>
<td>17,348</td>
<td>6,535</td>
<td>10,813</td>
<td>62.3%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Capital Equipment</td>
<td>406,700</td>
<td>1,268,375</td>
<td>28,825</td>
<td>1,239,550</td>
<td>97.7%</td>
<td></td>
</tr>
<tr>
<td><strong>Restricted (Reserves)</strong></td>
<td>8,730,758</td>
<td>11,795,041</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>$ 32,190,530</td>
<td>$ 47,187,810</td>
<td>$ 3,764,377</td>
<td>$ 43,423,433</td>
<td>92.0%</td>
<td></td>
</tr>
</tbody>
</table>
This next financial report contains the 2024 budget and actual activity for the Special Trust and grant funds. Original and Revised Budgetary information is provided and additional details are provided in the following Notes section.

### Denver Public Library

#### Budget to Actual Variance - Other Funds

**For the period ending March 31, 2024**

<table>
<thead>
<tr>
<th></th>
<th>2024 Budget Original</th>
<th>2024 Budget Revised</th>
<th>2024 Actual</th>
<th>$ Variance</th>
<th>% Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant Revenue</td>
<td>$ 352,339</td>
<td>$ 999,049</td>
<td>$ 39,300</td>
<td>$(959,749)</td>
<td>-96.1%</td>
</tr>
<tr>
<td>DPL Friends Foundation Transfers</td>
<td>290,000</td>
<td>490,000</td>
<td>174,561</td>
<td>(315,439)</td>
<td>-64.4%</td>
</tr>
<tr>
<td>Endowment Distribution</td>
<td>300,000</td>
<td>271,100</td>
<td>(271,100)</td>
<td>-100.0%</td>
<td></td>
</tr>
<tr>
<td>Other Revenue</td>
<td>192,000</td>
<td>192,000</td>
<td>49,222</td>
<td>(142,778)</td>
<td>-74.4%</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>1,134,339</td>
<td>1,952,149</td>
<td>263,083</td>
<td>(1,689,066)</td>
<td>-86.5%</td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Special Trust Fund</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restricted</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neighborhood Services</td>
<td>431,954</td>
<td>424,044</td>
<td>86,674</td>
<td>337,370</td>
<td>79.6%</td>
</tr>
<tr>
<td>Central Library</td>
<td>42,600</td>
<td>243,250</td>
<td>22,325</td>
<td>220,925</td>
<td>90.8%</td>
</tr>
<tr>
<td>Collection, Technology &amp; Strategy</td>
<td>57,500</td>
<td>57,500</td>
<td>0</td>
<td>57,500</td>
<td>100.0%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Communication &amp; Community Engagement</td>
<td>0</td>
<td>0</td>
<td>580</td>
<td>(580)</td>
<td>0%</td>
</tr>
<tr>
<td>Finance, Facilities &amp; Security</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Administration</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Designated</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Central Library</td>
<td>166,095</td>
<td>109,200</td>
<td>24,360</td>
<td>84,840</td>
<td>77.7%</td>
</tr>
<tr>
<td>Collection, Technology &amp; Strategy</td>
<td>92,500</td>
<td>207,571</td>
<td>2,607</td>
<td>204,964</td>
<td>98.7%</td>
</tr>
<tr>
<td>Human Resources</td>
<td>5,000</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Neighborhood Services</td>
<td>15,000</td>
<td>83,488</td>
<td>6,686</td>
<td>76,802</td>
<td>92.0%</td>
</tr>
<tr>
<td>Communication &amp; Community Engagement</td>
<td>15,000</td>
<td>15,000</td>
<td>807</td>
<td>14,193</td>
<td>94.6%</td>
</tr>
<tr>
<td>Finance, Facilities &amp; Security</td>
<td>2,000</td>
<td>2,000</td>
<td>0</td>
<td>2,000</td>
<td>100.0%</td>
</tr>
<tr>
<td>Administration</td>
<td>1,500</td>
<td>6,500</td>
<td>1,536</td>
<td>4,964</td>
<td>76.4%</td>
</tr>
<tr>
<td>Undesignated</td>
<td>200,000</td>
<td>200,000</td>
<td>36,926</td>
<td>163,074</td>
<td>81.5%</td>
</tr>
<tr>
<td><strong>Subtotal</strong></td>
<td>1,029,149</td>
<td>1,348,553</td>
<td>182,501</td>
<td>1,166,052</td>
<td>86.5%</td>
</tr>
</tbody>
</table>
This final financial report contains the 2024 budget and actual activity for the DPL Capital Fund. These funds are rolled from year to year until project completion and additional details are provided in the following Notes section.

## Denver Public Library
### Budget to Actual Variance - DPL Capital Fund
#### For the period ending March 31, 2024

<table>
<thead>
<tr>
<th>Capital Fund</th>
<th>Prior Years Carry Forward</th>
<th>2024 New Investment</th>
<th>2024 Budget Total</th>
<th>2024 Actual</th>
<th>$ Variance</th>
</tr>
</thead>
<tbody>
<tr>
<td>GX020-01: Library Facilities Deferred Maintenance</td>
<td>650,000</td>
<td>5,410,000</td>
<td>6,060,000</td>
<td></td>
<td>6,060,000</td>
</tr>
<tr>
<td>GX020-02: Library Facilities Life Cycle Sustainment</td>
<td>875,000</td>
<td></td>
<td>875,000</td>
<td></td>
<td>875,000</td>
</tr>
<tr>
<td>GX050-02: Library Bond Funded Project Supplemental</td>
<td>6,847,648</td>
<td>650,000</td>
<td>7,497,648</td>
<td>1,276,244</td>
<td>6,221,404</td>
</tr>
<tr>
<td><strong>Total Capital Fund</strong></td>
<td><strong>8,372,648</strong></td>
<td><strong>6,060,000</strong></td>
<td><strong>14,432,648</strong></td>
<td><strong>1,276,244</strong></td>
<td><strong>13,156,404</strong></td>
</tr>
</tbody>
</table>

**Notes**

Encumbrances (procured, but not paid) are not included in the Actual column, only paid invoices are reflected in these reports.

**General Fund**

The General Fund remains the primary operating fund for DPL, used for most of our permanent staffing and ongoing daily operations. With one quarter of the year complete, spending is on target at 23.2% of the revised budget.
In reaction to our initial budget reduction target, personnel expenditures are slightly behind quarterly spending. The library planned delays in refilling vacated General Fund positions but with the decrease of our target we will move forward with recruiting vacancies in a timely manner keeping service disruption to a minimum.

Supplies and services categories depict normal spending for the first quarter based on budget manager’s spending plans. Spending does not occur evenly across all line items throughout the year and lines are within expected ranges with the exception of Professional Services and Repair, Maintenance and Construction. Budget is currently not aligned with where expenses are paid and will be adjusted in Q2 with the assistance of the Facilities department. Another notable discrepancy is in the Technology Supplies and Capital Equipment lines. There is currently a negative expense recorded on these lines due to an offset of unpaid invoices that have been moved to 2023 for the year end close, and will be cleared once payment is rendered.

**Denver Public Library Fund (DPL Fund)**

Property Tax Revenue is recognized as payments are received from taxpayers each month with $15.8 million collected in the first quarter. However, the full amount expected to be collected this year ($37.6 million) has already been appropriated to the DPL Fund expenditure budget. Investment income is not part of the original appropriation and will be included in the year end true up of revenue. As of the time of this report investment income has not been distributed and the library anticipates a retro deposit which will be included in the Q2 report.

Personnel expenditures have started strong in the first quarter due to the hiring of staff in 2023. There is planned hiring of additional staff for strategically needed new positions and 53.0 FTE necessary to reopen the Central Library which has been partially closed for four years. These positions are planned with staggered recruitment throughout the remainder of the year and will be reflected by increasing personnel costs in subsequent quarters. In addition quarterly journal entries are being made to offset General Fund salaries amended during our compensation adjustments in 2023 that were not completed in time to be accounted for in the 2024 budget. This should be the only year this offset is required.

In Supplies and Services, similar to the General Fund, spending does not occur evenly across all line items throughout the year. As of the first quarter spending is proceeding according to spending plans with the need to align budget to actual expenses in Professional Services and Repair, Maintenance and Construction and also 2023 unpaid invoices causing a negative actual expense. Utilizing the carry forward policy $3.2m has been added to 2024 budgets across all departments for items originally budget in 2023 such as digitization of the Rocky Mountain News, IT software services, new staff intranet platform, Central library non-bond renovation, various branch’s furniture and blinds, and purchase of Facilities vehicles. Additionally, a budget of $6.4m for supplies and services has been created for the reopening of the Central Library. Spending for this project will occur throughout the year and will be reflected primarily in the Professional Services, Repair & Construction and Capital Equipment line items.

Reserves will now show in this report under the Restricted (Reserves) line. This line represents the fund balance in the DPL Fund and comprises the $5.7m operating reserve and $6.1m designated reserve for facilities fleet and fleet yard. If an emergency or opportunity arises through the year these funds will be moved into the appropriate operational line item.
Other Funds

The Special Trust Fund revenues have increased due to an additional $200,000 fundraising distribution the Friends Foundation has approved for 2024 and a slight adjustment to endowment distributions which will be received in Q2 and Q4. As part of the General Fund reduction exercise budget managers reviewed cash availability in the Special Trust Fund and identified three main areas to increase resources for offsets and new programming opportunities: Branch Services for service programming, Special Collections and Archives for 5th floor workroom and an innovation grant program, and Collection Services for collection materials. Spending will occur intermittently throughout the year.

Grant funds include a new grant award from the US Department of Housing and Urban Development (HUD). This grant will support our Teen Library with a total award of $750,000 over 9 years with a majority planned for 2024 in conjunction with the Central Library reopening. The Institute for National Endowment for the Humanities grant will be completed in June. The library has not received additional American Recovery Plan funding for 2024 but we are able to utilize existing encumbrances and may see up to $29,000 of additional expenditures.

Capital Investments

In an effort to clearly show the DPL Capital Fund separately from the DPL Fund (operations) a new table will be provided in the quarterly reports. Due to the nature of capital projects the established budget is rolled year over year until the project is completed. This report will show the prior year carry forward, any new investments and actual expenditures by quarter. This will be rolled up under three capital programs: Library Facilities Deferred Maintenance, Library Facilities Life Cycle Sustainment, and Library Bond Funded Project Supplemental. Within these programs multiple projects may be funded for example under bond supplemental we have projects for the Athmar, Robinson, and Barnum branches and Central Library.
REVENUE
All Operating Funds
$30.4M
29.9%
YTD Realized
Realized %

SUMMARY
Year-to-date activity as of March 31, 2024
Funding Sources: General Fund, DPL Fund, Special Trust Fund, Grant Funds
Revised Budget: $99.5M
Budgeted Staff: 853.0 FTE

KEY HIGHLIGHTS
- General Fund reduced by $941k to mitigate financial impacts of migrant asylum seekers in Denver
- DPL Fund budget increased by $3.2m for carry forward from 2023 and Central Library reopening
- $750k US Dept of Housing and Urban development grant for Teen Library

SPENDING DETAIL
- Central Library Reopening incorporates 53.0 FTE and $6.4m in construction, supplies and services with an opening date in fall of 2024
- DPL Fund is on track with Q1 spending at 10.6% compared to .6% in 2023
- Capital Equipment spent is negative due to the offset of an unpaid invoice that has been moved to 2023 for the year end close, will be cleared once payment is rendered

EXPENDITURES
All Operating Funds
$18.5M
18.6%
YTD Spending
Spent YTD

SALARIES & BENEFITS
$72.2M
19.5%
FY24 Budget
Spent YTD

SUPPLIES & SERVICES
$26.0M
17.2%
FY24 Budget
Spent YTD

CAPITAL EQUIPMENT
$1.3M
-2.4%
FY24 Budget
Spent YTD
Agenda Item 10a
Requested Action: Receive Report

Denver Public Library - 2023 Endowment Distribution and Fundraising Funds Report

Endowment
Endowment Funds help support the operational and strategic work of the Denver Public Library. These funds are managed and invested by the Denver Public Library Friends Foundation on behalf of the library, and are both restricted and unrestricted in nature. The library received $271,096 in endowment funds from the Friends Foundation in 2023. Following are the details of expenditures made by the library from these funds.

Collection Development
In 2023, the Collection Development department received the following disbursement of endowment funds from the Denver Public Library Friends Foundation. The funds were used to acquire items for the circulating collection including poetry collections, transportation books and adult education materials.

<table>
<thead>
<tr>
<th>Endowment</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sharon Gravelle Endowment</td>
<td>acquisition of library materials</td>
<td>$17,602</td>
</tr>
<tr>
<td>Smiley Branch Collection/ Beverly Ann Walker</td>
<td>acquisition of library materials</td>
<td>3,812</td>
</tr>
<tr>
<td>Leon S Benson Holocaust Memorial Fund</td>
<td>acquisition of Holocaust materials</td>
<td>2,313</td>
</tr>
<tr>
<td>Lucille Wilken</td>
<td>acquisition of music</td>
<td>1,281</td>
</tr>
<tr>
<td>George Dolmas</td>
<td>acquisition of library materials</td>
<td>910</td>
</tr>
<tr>
<td>John Pershing</td>
<td>acquisition of English poetry books</td>
<td>476</td>
</tr>
<tr>
<td>Erlich Fund</td>
<td>acquisition of library materials</td>
<td>332</td>
</tr>
<tr>
<td>Nell Scott</td>
<td>acquisition of adult education materials</td>
<td>273</td>
</tr>
<tr>
<td>Lorraine Sabin</td>
<td>acquisition of transportation materials</td>
<td>181</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>$27,180</td>
</tr>
</tbody>
</table>

Special Collections and Digital Archives
In 2023, the Special Collections and Digital Archives department received endowment funds totaling $239,009. These funds are used for the purchase of antiquarian materials including
rare and artists’ books, genealogy materials and programming, and conservation of rare materials including professional services and archival supplies. Also in 2023, two new endowments began receiving distributions; Wes Brown for a map collection and Viola Smith for general special collections support.

<table>
<thead>
<tr>
<th>Special Collection- General Support</th>
<th>$142,976</th>
</tr>
</thead>
<tbody>
<tr>
<td>DPL Trust</td>
<td>71,153</td>
</tr>
<tr>
<td>Viola Smith</td>
<td>8,622</td>
</tr>
<tr>
<td>Wes Brown</td>
<td>6,743</td>
</tr>
<tr>
<td>Joanne Classen</td>
<td>3,171</td>
</tr>
<tr>
<td>Joy Hilliard</td>
<td>1,939</td>
</tr>
<tr>
<td>Jackson</td>
<td>1,795</td>
</tr>
<tr>
<td>Emil J Massa</td>
<td>955</td>
</tr>
<tr>
<td>Marion G Hendrie</td>
<td>911</td>
</tr>
<tr>
<td>Literary Club</td>
<td>744</td>
</tr>
<tr>
<td>Total</td>
<td>$239,009</td>
</tr>
</tbody>
</table>

**Community Awards and Administration**

*Latino Awards*

The Denver Public Library received $1,028 from the Latino Awards endowment in 2023. Funds contributed to the annual Latino Awards event held at the Rodolfo “Corky” Gonzales Branch Library on September 16, 2023. This event is part of the Denver Public Library’s celebration of National Hispanic Heritage Month. This month-long celebration (September 15 - October 15) honors and celebrates the history, the many contributions, and the rich culture of Latinos. In 2023, Olga Gonzalez was honored with the Lena L. Archuleta Community Service Award, Georgina (Gina) Millan was honored with the Eric J. Duran Community Service Award, and Ellen Grace Alires-Trujillo and Leo Tanguma received the César Chávez Latino Leadership Hall of Fame Award. More information about their amazing contributions can be found on the DPL website - [2023 Denver Public Library Latino Community Service Awards](#).

*Barbara Jordan Funds*

In 2023, $1,556 was distributed to DPL from the endowment to contribute to the cost of staff learning and development.
Nell Scott Endowment

$273 was distributed to support the DPL Employee of the Year award. This honor recognizes staff members whose outstanding service and dedication support the Library’s mission. On October 26, 2023, DPL announced winners for both 2022 and 2023 during its first in-person Staff Day event since 2018. Phong Dang, a librarian at the Hadley branch, won for 2022 and Jameka Lewis, a branch supervisor, won for 2023.

Unrestricted Endowment

Unrestricted endowment funds of $2,050 were combined with other DPL funds in 2023 to support purchase of additional collection materials.

Fundraising

In 2023, in lieu of a distribution of fundraising revenue to DPL, the Friends Foundation completed its commitments for our successful Strong Library Strong Denver tax initiative.
**Agenda Item 10b**
Requested Action: Approve Endowment Request

**Denver Public Library - 2024 Endowment and Fundraising Request**

The Denver Public Library requests the disbursement of $271,100 from the Denver Public Library Friends Foundation Restricted Endowment Funds for expenditure in 2024 as follows.

**Collection Development**
The Collection Development department requests a disbursement of $27,043 from Friends Foundation Endowment funds. The funds will be used to acquire items for the circulating collection including new musical scores, poetry collections, transportation books and adult education materials.

**Special Collections and Digital Archives**
The Denver Public Library Special Collections and Digital Archives department requests $238,888 from the Friends Foundation Endowment funds in 2024. The purpose of this disbursement is to support archival supplies and equipment, and other antiquarian materials.

**Community Awards and Administration**
The Denver Public Library requests $1,026 from the Latino Awards Endowment in 2024 to help support the annual Latino Awards event this fall.

The Barbara Jordan Funds of $1,552 will support staff learning.

Nell Scott Endowment funds of $545 will be used to recognize the 2024 DPL Employee of the Year. They will receive an award and a membership to an organization of their choice for their dedication and exceptional service.

**Unrestricted**
The Denver Public Library requests the unrestricted endowment distribution in the amount of $2,045. The unrestricted endowment will be used for electronic and physical collection materials this year.

**Fundraising**
The Friends Foundation will restart annual distributions from fundraising events that occurred in the prior year. For 2024, along with the regular $200,000 disbursement an additional $200,000 will be given as a special allotment. These funds will be used to support library initiatives that are to be determined by the Executive Leadership Team.
COMMISSIONER PRE-WORK

In planning for the future we bring with us a number of assumptions about the way things are and how they might look in the future. An exercise in future thinking challenges participants to make their assumptions known and to then think about the things outside of our influence that will impact the methods/types of services the organization will provide in the future.

Each Commissioner is assigned a category of library assets below. Please identify a list of 10 things that are true about the Denver Public Library right now.

Please send this list to kdecker@denverlibrary.org by COB Tuesday, April 16 to ensure the Strategy & Evaluation team has adequate time to prepare for Thursday’s meeting.

<table>
<thead>
<tr>
<th>Commissioner</th>
<th>Category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sonya Ulibarri</td>
<td>Physical Books, CDs, DVDs, Music, Newspapers, Magazines</td>
</tr>
<tr>
<td>Laurie Mathews</td>
<td>eBooks, Magazines, Music, Newspapers</td>
</tr>
<tr>
<td>Patty Salazar</td>
<td>Circulating Technology (Chromebooks, Hotspots),</td>
</tr>
<tr>
<td>Cathy Lucas</td>
<td>Library of Things</td>
</tr>
<tr>
<td>Cedric Buchanon</td>
<td>Audience-Specific Programming (Youth, Immigrants/Refugees, Older Adults, etc.)</td>
</tr>
<tr>
<td>Michael Niyompong</td>
<td>Physical Library Locations (meeting rooms, general use spaces)</td>
</tr>
<tr>
<td>Sean Montoya</td>
<td>ideaLABs, Maker Programs</td>
</tr>
<tr>
<td>Jennifer Wolf</td>
<td>Specialized Services (Special Collections, Archives, Reference, Community Resources)</td>
</tr>
</tbody>
</table>
**Agenda Item 12**

**Action:** Approval

With the rise in book bans across the country, changes to the DPL Collection Development Policy were made to explicitly name the identities and beliefs protected by our policy, and to reinforce our adherence to the American Library Association’s Library Bill of Rights. Other changes include the renaming of Western History & Genealogy to Special Collection and Archives, and a refinement of the scope of Government Documents.
Denver Public Library Collection Development Policy
Last revised March 2024. Approved by the Library Commission in April 2024.

Table of Contents
1. Mission Statement
2. Purpose
3. Philosophy and Scope of Collection
4. Scope of the Central Library
5. Scope of the Branch Libraries
6. Scope of the Online Collection
7. Scope of Special Collections
8. Selection Criteria
9. Customer Recommendations
10. Requests for Reconsideration
11. Collection Management

Appendices
1. Statements Endorsed by the Library Commission
2. Special Collections and Archives
3. Federal Government Documents
4. Procedure for Request for Reconsideration

1. Library Mission Statement
   Together, we create welcoming spaces where all are free to explore and connect.

2. Purpose of Collection Development Policy
   The Collection Development Policy is approved by the Library Commission is one of the Library's fundamental policy documents. It outlines the philosophy that creates and shapes the Denver Public Library's unique collection and the practices that maintain it over time. It includes guidelines that help the collection respond to community needs while insulating the collection process from societal and political pressures. The Collection Development Policy ensures the Denver Public Library's collection addresses the needs of Denver's community while creating meaningful and unique experiences and offering inspiration for the individual customer.

3. Philosophy and Scope of the Collection
The Denver Public Library collects materials in a variety of popular formats and languages which support its function as a major information source for the demanding needs of a metropolitan population. The collection serves the general educational and personal interests, recreational, and entertainment needs of the public, and reflects the racial, ethnic and cultural diversity of the community.

Widespread interest and usage are the most powerful influences on the Library's collection. The other driving force is the Library's strategic plan.

Selections are made to provide depth and diversity of viewpoints to the existing collection and to build world-class Special Collections and Archives. The Denver Public Library collects to the research level in the following areas:

- History of the American West
- Genealogy
- The American Conservation Movement
- The Tenth Mountain Division
- African American History in Colorado and the Rocky Mountain West.

Inherent in the collection development philosophy is an appreciation for each customer of the Denver Public Library. The Library provides materials to support each individual's journey, and does not place a value on one customer's needs or preferences over another's. The Library upholds the right of the individual to access information, even though the content may be controversial, unorthodox or unacceptable to others. No materials are excluded from selection solely because of race, ethnic group, nationality, immigration status, socioeconomic status, sex, gender identity, gender expression, sexual orientation, ability, language, religious affiliation, beliefs, age or viewpoint of the creator, content of the work or any other invidious characteristics of the materials. Materials available in the Library present a diversity of viewpoints enabling citizens to make informed choices on their own.

The Library endorses and supports:

- The American Library Association's Library Bill of Rights
- The ALA Freedom to Read Statement
- The ALA Freedom to View Statement
- The ALA Digital Resources and Services Statement, an Interpretation of the ALA Bill of Rights
- The ALA Statement on Censorship

Revised March 2024
These policies are part of the criteria for selection and maintenance of the Library collection. Librarians who select library materials also follow the ALA Code of Ethics. Special Collections and Archives librarians and archivists adhere to the SAA Core Values Statement and Code of Ethics.

Materials for children and teenagers are intended to broaden their vision, support recreational reading, encourage and facilitate reading skills, supplement their educational needs, stimulate and widen their interests, lead to recognition and appreciation of literature and reflect the diversity of the community and our world. The reading and viewing activity of children is ultimately the responsibility of parents or guardians, who guide and oversee their own children's development. The Denver Public Library does not intrude on that relationship.

4. Scope of the Central Library
The Central Library contains the core fiction and nonfiction collections of the Library system and includes material of an enduring nature as well as current-interest materials. Central Library collections include information in multiple formats and represent the diverse viewpoints and interests of the community the Library serves. The Reference collection contains current and historical non-circulating publications, including many periodicals, to support extensive and in-depth reference service for the general public, students and business people.

5. Scope of the Branch Libraries
Branch libraries serve the needs of the communities in which they are located. Library staff regularly evaluate the collection to ensure its relevance. Collections of the branch libraries concentrate on materials of high interest and materials that support the Library's strategic goals. Branch collections are shaped, in part, by customer use through the floating collection system, in which items move freely among library locations rather than being housed at a specific location.

6. Scope of the Online Collection
The online collection represents the diverse viewpoints and interests of the entire community the Library system serves. The online collection evolves as new formats and products become available. This collection may include research and learning databases, eBooks, and other downloadable and streaming media.
7. Scope of Special Collections

The Special Collections and Archives Department collects to the research level original and secondary materials in a variety of formats in the following subject areas: history of the American West, genealogy, conservation, the 10th Mountain Division and the history of African Americans in Colorado and the Rocky Mountain West. The Department is also the repository of the Library’s institutional archives. Formats include published materials, archival collections, maps, photographs, rare books, art, objects and audiovisual materials.

Federal Government Publications

The Denver Public Library is a selective depository in the Federal Depository Library Program. The government documents librarian selects current material, mostly in electronic format, that provides information about the operation and activities of the United States Government and optimizes access to authoritative information from government sources. Tangible and electronic historical documents reflecting major events and themes as well as illustrating everyday life in the past are retained and made accessible. The collection level is aimed at a general audience consisting of engaged citizens and residents, business people and students of all ages.

Blair-Caldwell African American Research Library

The Blair-Caldwell African American Research Library collects materials on the history, literature, art, music, sports, religion and politics of African Americans in Colorado and the Rocky Mountain West. By collecting primary and secondary source materials such as archival papers, photographs, periodicals, artwork, books, and artifacts for the research collection as well as for the museum, the Library documents the African American experience from the Five Points neighborhood to the trans-Mississippi West.

8. Selection Criteria

Collection development staff use their training, knowledge and expertise along with the following general criteria to select materials for the collection:

- Relevance to interests and needs of the community
- Extent of publicity, critical review, and current or anticipated demand
- Current or historical significance of the author or subject
- Relevance to the existing collection’s strengths and weaknesses
• Reputation and qualifications of the author, publisher or producer, with preference generally given to titles vetted in the editing and publishing industry
• Suitability of format to Library circulation and use
• Date of publication
• Price, availability and Library materials budget
• Online resources are also evaluated based on accessibility and the availability of library licensing
• Rare books, manuscripts, photographs, artwork and other unique materials are only be considered for inclusion in the non-circulating special collections.

9. Customer Recommendations
Customers may request items the Library does not own. Each request is reviewed for inclusion in the collection using the Selection Criteria.

10. Requests for Reconsideration
The Denver Public Library selects material using established criteria and full consideration of the varying age groups and backgrounds of customers. Requests for removal of items from the collection may be made using a formal procedure outlined in Appendix 4.

11. Collection Management

Philosophy of Collection Management
The Library's collection is a living, changing entity. As items are added, others are reviewed for their ongoing value and sometimes withdrawn from the collection. Great care is taken to retain or replace items that have enduring value to the community. Decisions are influenced by patterns of use, the capacity of each location and the holdings of other libraries that may specialize in a given subject matter. Staff review the collection regularly to maintain its vitality and usefulness to the community.

Responsibility for Collection Management
The final authority for the Library collection rests with the Library Commission. Implementation of collection development policy and management of the collection is assigned to Library staff. The Denver Public Library disposes of materials that have been withdrawn according to the criteria for weeding and withdrawal outlined below. The Friends Foundation serves as an instrument for the Library, reselling and
redistributing Library materials that are withdrawn from the collection or donated to the Library and designated by the Library for resale.

Criteria for Weeding and Withdrawal. The following criteria are used in selecting materials for withdrawal:

- Damage or poor condition
- No longer relevant to the needs and interest of the community
- Infrequent use and lack of demand
- No longer accurate
- Availability elsewhere including other libraries and online

In addition, staff use the following guidelines for the withdrawal and sale of items from special collections:

- Curatorial or environmental requirements exceed the resources of the Library
- Legal restrictions, possession of valid title and the donor’s intent
- Relevance to the scope of the special collections

When a statement of a donor’s preferences accompanies an acquisition, any departure from it is carefully considered and negotiated with the donor or the donor’s heirs or settled by appropriate legal procedures. For an item withdrawn from special collections including rare books, artwork, photographs, antiquarian maps, and archival materials, the Library will document its disposition.

Sale of withdrawn items will be carried out in the manner most advantageous to the Library. This may entail a relationship with a dealer, auction house or other institution. Staff will deposit the proceeds from the sale into a special revenue fund of the City for development and maintenance of special collections. In accordance with Denver City rules regarding the sale of municipal property, Library employees cannot privately acquire materials from a special collection.

**Gifts**

The Denver Public Library accepts donations of books and other materials. The Library retains the authority to accept or reject gifts. Library staff and/or representatives of the Friends Foundation make all decisions as to the use, housing and final disposition of donations. The Library does not evaluate or appraise gift materials for tax purposes.
Appendices

Appendix 1: Statements Endorsed by the Library Commission
In August 2012, the Denver Public Library Commission reaffirmed its endorsement of the American Library Association Library Bill of Rights.

Appendix 2: Special Collections and Archives

History of the American West
The Western History Collection encompasses primary and secondary source material of the trans-Mississippi West with special focus on the Rocky Mountain region.

Primary sources include:
- Archival Collection – original personal papers, family papers, records of organizations including architectural records, electronic records, and unpublished audio/visual media
- Maps – 22 contiguous states west of the Mississippi River, plus Alaska and Hawaii
- Photography Collection – original negatives, photographic and digital images
- Art Collection – works of original art and other illustrative materials of the Rocky Mountain Region, and artwork by Colorado artists
- Denver Municipal and Regional Documents – publications produced by Denver City and County agencies along with RTD and DRCOG

Secondary sources include books, pamphlets and other published material covering historical and contemporary subjects.

Genealogy
The Genealogy Collection focuses on United States source and research materials and international how-to guidebooks. The Library collects regional, state, county and local histories, and primary and secondary source materials such as maps, family charts, cemetery, mortuary, tax, probate, census, vital records and passenger and immigration lists.

Conservation
The Library collects conservation materials as they relate to the politics and preservation of natural resources. This includes archival collections, and also photographs, books and ephemera. The Conservation collection is national in scope.

10th Mountain Division
In association with History Colorado, the Library acquires the personal papers and records of the men and units of the World War II United States ski troops. This relationship is called the 10th Mountain Division Resource Center.

**Ross-Barrett Historical Aeronautics Collection**
Focusing on commercial and military aviation, the library collects books and other materials that document the history of aeronautics through 1970.

**Douglas Collection of Fine Printing and Binding**
The library obtains examples of craftsmanship in the art of bookmaking, including books 6 representing typography, papermaking and decoration, unique binding and artists’ books.

**History of the Book**
The library collects examples demonstrating the history of writing and printing. This includes representative examples of papyrus, incunabula, vellum and historical first editions.

**African American Research Library Collections**
The research collection at the Blair-Caldwell African American Research Library encompasses primary and secondary source material of the African-American experience in the trans-Mississippi West.
Primary sources include:
- Archival collection - original personal papers, family papers and organizational records
- Photography collection - original negatives, photographs and digital images
- Artwork and Museum collection – art and artifacts that document and illustrate the history and contributions of African Americans

Secondary sources include books, pamphlets, maps, government publications, and periodicals that support African American research and scholarship

**Appendix 3: Federal Government Documents**
The Denver Public Library has received documents from the federal government since the late 19th century. Before 2009, the Library was a regional depository in the Federal Depository Library Program, and received copies of all distributed publications. As of late 2023 nearly all new documents are electronic. Selected
documents include core U.S. government resources and other materials that support the Library's mission and fill information needs of the community.

The Library selects and retains documents in the following subject areas:
- Executive and legislative activities of the federal government, including hearings and annual reports
- Consumer protection
- Health
- Civil rights
- Public lands and recreation, with an emphasis on Colorado and the Rocky Mountain West
- Historical studies, with special emphasis on subjects of regional interest
- Arts
- Environmental issues
- Water policy
- Materials supporting the K-12 curriculum
- Materials about and of use to small business

Materials that are not selected and are weeded as time allows:
- Newsletters
- Directories
- Catalogs and bibliographies
- Forms
- Announcements
- Technical reports, notes, bulletins
- State-specific publications for states outside the Rocky Mountain West
- Internal/administrative agency materials unless of unusual historical interest

Appendix 4.: Procedure for Request for Reconsideration
Denver resident customers may request reconsideration and removal of items in the collection by submitting a Request for Reconsideration of Library Material form, available at any Library location. Staff review the request in relation to the Library's mission and selection criteria. The City Librarian reviews the request and staff evaluation and will reply to the request within thirty days of its receipt.

If multiple titles are submitted for reconsideration, they should be submitted on separate request forms and handled individually or together as the library sees fit. The
library reserves the right to deny consideration of a request when multiple requests are submitted which would create an unreasonable workload, or when the library determines that a request lacks sufficient merit.
**Denver Public Library Collection Development Policy**


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4. Scope of the Central Library
5. Scope of the Branch Libraries
6. Scope of the Online Collection
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8. Selection Criteria
9. Customer Recommendations
10. Requests for Reconsideration
11. Collection Management

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1. Statements Endorsed by the Library Commission
2. Special Collections and Archives
3. Western History and Genealogy Collections
4. African American Research Library Collections
5. Federal Government Documents
6. Procedure for Request for Reconsideration

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1. **Collection Development Policy**

   **Library Mission Statement**

   Mission Statement: Together, we create welcoming spaces where all are free to explore and connect.

2. **Purpose of Collection Development Policy**

   The Collection Development Policy is, approved by the Library Commission as is one of the Library's fundamental policy documents. It outlines the philosophies that create and shape the Denver Public Library's unique collection and the guidelines that help the collection respond to community needs while insulating the collection process from societal and political pressures. The Collection Development Policy ensures that over time, the Denver Public Library's collection will remain on course, addresses reflecting the needs of Denver's
community, while creating meaningful and unique experiences and offering of meaning and inspiration for the individual customer.

3. Philosophy and Scope of the Collection

The Denver Public Library collects materials, in a variety of popular formats, and prioritized languages which support its function as a major information source for the demanding needs of a metropolitan population. The collection also serves the general educational and personal interests, recreational, and entertainment needs of the public, and reflects the racial, ethnic and cultural diversity of the community.

Widespread interest and usage are the most powerful influences on the Library's collection. The other driving force is the Library's strategic plan.

Selections are made to provide depth and diversity of viewpoints to the existing collection and to build the world-class Special Collections and Archives, Western History/Genealogy and African American Research Library collections. The Denver Public Library collects to the research level in the following areas:

- History of the American West
- Western History
- Genealogy
- The American Conservation Movement
- The Tenth Mountain Division
- African American History in Colorado and the Rocky Mountain West.

Inherent in the collection development philosophy is an appreciation for each customer of the Denver Public Library. The Library provides materials to support each individual’s journey, and does not place a value on one customer’s needs or preferences over another’s. The Library upholds the right of the individual to access information, even though the content may be controversial, unorthodox or unacceptable to others. No materials are excluded from selection solely because of the race, ethnic group, nationality, immigration status, socioeconomic status, sex, gender identity, gender expression, sexual orientation, ability, language, religious affiliation, beliefs, age or any other prohibited ground or viewpoint of the creator, or content of the work or any other invidious characteristics of the materials. Materials available in the Library present a diversity of viewpoints enabling citizens to make the informed choices on their own necessary in a democracy.

To meet this goal the Library endorses and supports:
These policies are part of the criteria for selection and maintenance of the library collection. Librarians who select library materials also follow the ALA Code of Ethics. Special Collections and Archives librarians and archivists adhere to the SAA Core Values Statement and Code of Ethics.

Materials for children and teenagers are intended to broaden their vision, support recreational reading, encourage and facilitate reading skills, supplement their educational needs, stimulate and widen their interests, lead to recognition and appreciation of literature and reflect the diversity of the community and our world. The reading and viewing activity of children is ultimately the responsibility of parents or guardians, who guide and oversee their own children's development. The Denver Public Library does not intrude on that relationship.

4. Scope of the Central Library
The Central Library contains the core fiction and nonfiction collections for the Library system and includes material of an enduring nature as well as current-interest materials. Central Library collections include information in multiple formats and represent the diverse viewpoints and interests of the community the Library serves. The Reference collection contains current and historical non-circulating publications, including many periodicals, to support extensive and in-depth reference service for the general public, students and business people.

5. Scope of the Branch Libraries
Branch libraries serve the needs of the communities in which they are located. Library staff regularly evaluate the collection to ensure its relevance. Collections of the branch libraries concentrate on materials of high interest and materials that support the Library's strategic goals. Branch collections are shaped, in part, by customer use.
through the floating collection system, in which items move freely among library locations rather than being housed at a specific location.

6. Scope of the Online Collection
The online collection represents the diverse viewpoints and interests of the entire community the Library serves. The online collection evolves as new formats and products become available. This collection may include research and learning databases, eBooks, and other downloadable and streaming media.

7. Scope of Special Collections

Western History and Genealogy
The Special Collections and Archives Western History/Genealogy Department collects to the research level original and secondary materials in a variety of formats in the following subject areas: history of the American trans-Mississippi West, genealogy, conservation, and the 10th Mountain Division and the history of African Americans in Colorado and the Rocky Mountain West. The Department is also the repository of the Library's institutional archives. Formats include published materials, archival collections, maps, photographs, rare books, art, objects and audiovisual materials. Other collections housed in the Western History/Genealogy Department include the Eugene Field Collection, the Ross-Barrett Historical Aeronautics Collection, the Douglas Collection of Fine Printing and Binding and Denver Municipal and Denver Regional Documents.

Federal Government Publications
The Denver Public Library is a selective depository in the Federal Depository Library Program. The government documents collection provides information about the operation and activities of the United States Government and public access to authoritative information from government sources. Collections of historical documents reflecting major historical events and movements are retained. The collection level is aimed at a general audience consisting of engaged citizens and residents, businesspeople and students of all ages.

[2] The government documents librarian selects current material, mostly in electronic format, that provides information about the operation and activities of the United States Government and optimizes access to authoritative information from government sources. Tangible and electronic historical documents reflecting major events and themes as well as illustrating everyday life in the past are retained and...
The collection level is aimed at a general audience consisting of engaged citizens and residents, businesspeople and students of all ages.

Blair-Caldwell African American Research Library
The Blair-Caldwell African American Research Library collects materials on the history, literature, art, music, sports, religion and politics of African Americans in Colorado and the Rocky Mountain West. By collecting primary and secondary source materials such as archival papers, photographs, periodicals, artwork, books, and artifacts for the research collection as well as for the museum, the Library documents the African American experience from the Five Points neighborhood to the trans-Mississippi West.

8. Selection Criteria
Collection development staff use their training, knowledge and expertise along with the following general criteria to select materials for the collection:
● Relevance to interests and needs of the community
● Extent of publicity, critical review, and current or anticipated demand
● Current or historical significance of the author or subject
● Relevance to the existing collection's strengths and weaknesses
● Reputation and qualifications of the author, publisher or producer, with preference generally given to titles vetted in the editing and publishing industry
● Suitability of format to Library circulation and use
● Date of publication
● Price, availability and Library materials budget
● Online resources are also evaluated based on accessibility and the availability of licensed online resources. Rare books, manuscripts, photographs, and artwork and other unique materials should only be considered for inclusion in the non-circulating special collections.

9. Customer Recommendations
Customers may request items the Library does not own. Each request is reviewed for inclusion in the collection using the selection criteria.

10. Requests for Reconsideration

Revised March 2024
The Denver Public Library selects material using established criteria and full consideration of the varying age groups and backgrounds of customers. Requests for removal of items from the collection may be made using a formal procedure outlined in Appendix 4.

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The Library's collection is a living, changing entity. As items are added, others are reviewed for their ongoing value and sometimes withdrawn from the collection. Great care is taken to retain or replace items that have enduring value to the community. Decisions are influenced by patterns of use, the capacity of each location and the holdings of other libraries that may specialize in a given subject matter. Staff review the collection regularly to maintain its vitality and usefulness to the community.

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Criteria for Weeding and Withdrawal. The following criteria are used in selecting materials for withdrawal:

- Damage or poor condition
- No longer relevant to the needs and interest of the community
- Infrequent use and lack of demand
- No longer accurate
- Availability elsewhere including other libraries and online

In addition, staff use the following guidelines for the withdrawal and sale of items from special collections:

- Curatorial or environmental requirements exceed the resources of the Library
- Legal restrictions, possession of valid title and the donor's intent
- Relevance to the scope of the special collections

Revised March 2024
When a statement of a donor’s preferences accompanies an acquisition, any departure from it is carefully considered and negotiated with the donor or the donor’s heirs or settled by appropriate legal procedures. For an item withdrawn from special collections including rare books, artwork, photographs, antiquarian maps, and archival materials, the Library will document its disposition.

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**Gifts**
The Denver Public Library accepts donations of books and other materials. The Library retains the authority to accept or reject gifts. Library staff and/or representatives of the Friends Foundation make all decisions as to the use, housing and final disposition of donations. The Library does not evaluate or appraise gift materials for tax purposes.

**Appendices**

**Appendix 1: Statements Endorsed by the Library Commission**
In August 2012, the Denver Public Library Commission reaffirmed its endorsement of the American Library Association Library Bill of Rights.

**Appendix 2:** [Special Western History and Genealogy Collections and Archives](#)

**Western History**

**History of the American West**[5]
The Western History Collection encompasses primary and secondary source material of the trans-Mississippi West with special focus on the Rocky Mountain region. Primary sources include:

- Archival Collection – original personal papers, family papers, records of organizations including architectural records, electronic records, and unpublished audio/visual media
- Maps – 22 contiguous states west of the Mississippi River, plus Alaska and Hawaii
- Photography Collection – original negatives, photographic and digital images

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(00722306) Revised March 2024 7
• Art Collection – works of original art and other illustrative materials of the Rocky Mountain Region, and artwork by Colorado artists

• Denver Municipal and Regional Documents – publications produced by Denver City and County agencies along with RTD and DRCOG

Secondary sources include books, pamphlets and other published material covering historical and contemporary subjects.

Genealogy
The Genealogy Collection focuses on United States source and research materials and international how-to guidebooks. The Library collects regional, state, county and local histories, and primary and secondary source materials such as maps, family charts, cemetery, mortuary, tax, probate, census, vital records and passenger and immigration lists.

Conservation
The Library collects conservation materials as they relate to the politics and preservation of natural resources. This includes archival collections, and also photographs, books and ephemera. The Conservation collection is national in scope.

10th Mountain Division
In association with History Colorado, the Library acquires the personal papers and records of the men and units of the World War II United States ski troops. This relationship is called the 10th Mountain Division Resource Center.

Ross-Barrett Historical Aeronautics Collection
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The library obtains examples of craftsmanship in the art of bookmaking, including books representing typography, papermaking and decoration, unique binding and artists' books.

History of the Book
The library collects examples demonstrating the history of writing and printing. This includes representative examples of papyrus, incunabula, vellum and historical first editions.
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African American Research Library Collections
The research collection at the Blair-Caldwell African American Research Library encompasses primary and secondary source material of the African-American experience in the trans-Mississippi West. Primary sources include:
- Archival collection - original personal papers, family papers and organizational records
- Photography collection - original negatives, photographs and digital images
- Artwork and Museum collection – art and artifacts that document and illustrate the history and contributions of African Americans
Secondary sources include books, pamphlets, maps, government publications, and periodicals that support African American research and scholarship

Appendix 34: Federal Government Documents
The Denver Public Library has been a selective depository in the Federal Depository Library Program since 2009. Before that date, the Library was a regional depository for many years and has collected federal documents since the nineteenth century. The base of the Library's selection profile is the Suggested Core Collection (Federal Depository Library Manual, Appendix A). Beyond these, item selections support the Library's general collection and fill the current and future needs of the community in formats that the Library can sustain. Priority is given to print and electronic formats in selection and retention decisions.

The Denver Public Library has received documents from the federal government since the late 19th century. Before 2009, the Library was a regional depository in the Federal Depository Library Program, and received copies of all distributed publications. As of late 2023 nearly all new documents are electronic. Selected documents include core U.S. government resources and other materials that support the Library's mission and fill information needs of the community.

The Library selects and retains items with documents in the following subject areas:
- Executive and legislative activities of the federal government, including hearings and annual reports

Revised March 2024
Item categories that are not selected: Materials that are not selected and are weeded as time allows:

- Newsletters
- Directories
- Catalogs and bibliographies
- Forms (except IRS)
- Announcements
- Technical reports, notes, bulletins
- State-specific publications for states outside the Rocky Mountain West
- Internal/administrative agency materials unless of unusual historical interest

Appendix 45: Procedure for Request for Reconsideration

Denver residents may request reconsideration and removal of items in the collection by submitting a Request for Reconsideration of Library Material form, which is available at any Library location. Staff review the request in relation to the Library's mission and selection criteria. The City Librarian reviews the request and will reply within thirty days of its receipt.
If multiple titles are submitted for reconsideration, they should be submitted on separate Request Forms and handled separately or together as the library sees fit. The library reserves the right to deny consideration of a request when multiple requests are submitted which would create an unreasonable workload, or when the library determines that a request lacks sufficient merit.
Agenda Item 13
Action: Approval

Q1 Guidebook Update & Next Steps

Q1 2024

Summary: A total of 6 items will either be added or clarified in the guidebook for Q1 2024, which contains legal updates. We informed the commission that Phase 2 of the guidebook this year would consist of the application and selection process of the Employee Guidebook Committee. This committee (once formed) would review the content for language and usability, not for content. Q2 will be focused on recruiting for an HR Manager and onboarding that person. We will also create an application process for the committee, so that the HR Manager will be able to resume this project once hired in Q3. We are targeting Q4 to be the continuation of work, with anticipation that the newly revamped guidebook will be ready to implement in Q1 of 2025. Updates will be sent out by end of April through an Elearning for staff to ensure tracking and acknowledgement.

Additions & Changes:

- Added External Applicant clarification of candidates hired must be a Denver resident within 30 days of them starting their position.
- Clarification on employees using on-call position numbers instead of taking on additional hours AND language in guidebook
  - Issue: Employees listed as on-call don’t get benefits and when employees don’t use on-call position numbers for work, they qualify for full-time benefits and get paid for the hours at a higher hourly rate than they would under an on-call position. This affects the budget!
  - Supervisors are not requesting on-call staff (under the on-call cost center) and just utilizing their current staff to work additional hours (coded under FT or PT cost centers). Due to them using the PT or FT coding instead of on-call, they are accruing higher benefits at our cost when they shouldn’t be.
- Annual max totals for Vacation, PTO, and Sick - adding this info, wasn’t in 2019 version
- Removing early closure for New Year’s Eve
- Adding new topic of 30 days for telecommuting out of state is the maximum number of days.
○ Updating the requirements for Samsara training and MVR form for employees driving for DPL.
  ■ [new] Samsara training and MVR form
  ■ [update] to the mileage reimbursement process. They must complete the MVR and that we will be needing copies of their drivers license and insurance.
  ■ [update] employees driving DPL vehicles will have to complete Samsara training
○ Clarifying paying for parking - we do not cover parking at Central specifically, but they can elsewhere. Parking costs at any branch locations (including CEN) will not receive reimbursement. Only those that are required to drive will be reimbursed for mileage if they are driving for work.
○ Clarified that part-time and full-time employees cannot participate beyond 5% of their monthly time in committees, projects, workgroups, and task forces.
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INTRODUCTION

WELCOME
Welcome to the Denver Public Library! We are delighted that you have chosen to join our organization and hope that you will enjoy a satisfying career with us. As you become familiar with our culture and mission, we hope you will take advantage of learning and development opportunities to grow your skills and knowledge and further the mission of the Denver Public Library.

You are joining an organization that serves our community in a wide variety of ways. With your active engagement in your team’s work, we will be able to continue to serve our communities successfully. We sincerely hope you will take pride in being an important part of Denver Public Library’s success.

Please take time to review the policies contained in this guidebook. If you have questions, feel free to ask the Human Resources Department or your supervisor.

Michelle Jeske, City Librarian

ABOUT THIS GUIDEBOOK
This guidebook is the resource for employees about the library’s employment policies and procedures. It provides a framework from which we can make decisions regarding employment-related situations. The guidebook also outlines our working philosophies and sets the stage for expectations for all of us.

It is impossible to anticipate every circumstance of employment at the library. If a topic concerns pay, job classification, accommodations, leave, or benefits and is not specifically covered in this guidebook, we default to the City and County of Denver’s Rules. If there is anything else that comes up and is not specifically covered, please visit our Human Resources Office.
This guidebook is not a contract and does not create any contractual rights between the Denver Public Library/City and County of Denver or any of its staff members. The provisions of the Denver Public Library Policy Guidebook may only be modified, rescinded or revised, in writing, by the Library Commission, which reserves the right to unilaterally modify, rescind or revise the provisions of the Denver Public Library Policy Guidebook at any time. No other organizational representative is authorized to modify this policy for any staff member, nor change the at-will employment relationship.

OUR VISION
A strong community where everyone thrives.

OUR MISSION
Together, we create welcoming spaces where all are free to explore and connect.

OUR VALUES
WELCOMING: We make our resources, services and expertise accessible for all, recognize the inherent dignity in each person and provide safe places where everyone can be themselves.

CURiosity: We foster a culture of exploration, innovation and forward thinking by creating environments that support learning and growth.

CONNECTION: We are neighbors. We foster relationships, listen and act to build and strengthen our community. We bring people together to share information, ideas and experiences.

EQUITY: We work to change inequitable practices, structures and policies, and attitudes that drive them, to provide opportunities for every person in our community to thrive. As we do so, we actively examine our roles in perpetuating oppressive systems.

STEWARDSHIP: We are accountable to our community, using our resources responsibly. We lead with honesty and integrity, protect privacy and preserve and share the full history of our Denver community.

ORGANIZATION OF THE LIBRARY
DPL is an independent agency created by the Charter of the City and County of Denver. The mayor does not oversee the library but appoints members of the library commission that have
the authority to set DPL policies. Members of the library commission are appointed to a four-year term.

The library commission selects a City Librarian that is responsible to oversee the library system. The below graphic clarifies how DPL is an independent agency that reports to the library commission versus the mayor.

**RELATIONSHIP TO THE CITY AND COUNTY OF DENVER**

We are an independent agency, and differ from the City and County of Denver in some areas of hiring practices, employment practices (DPL employees are not Career Service or CSA Employees), staff conduct, staff development, communication and involvement, and safety and security. Per the City Charter and Denver Revised Municipal Code, the library is required to adhere to the City’s classification and compensation practices. As such, DPL does not manage some logistical tasks in-house. Centralized divisions of the City manage the payroll, benefits and leave management functions.

**LIBRARY HUMAN RESOURCES OFFICE**
DPL’s Human Resources Office is focused on supporting organizational employees in the areas of pay (independent from payroll), benefit assistance, employee relations, recruitment, professional development and performance. The Human Resources office is located on the seventh floor of the Central Library.

The department is broken into two groups: HR Operations (HR Ops) and Learning & Development (L&D). HR Ops consists of an HR Manager, Human Resources Business Partners (HRBPs), and a Recruiter. HRBPs actively visit locations and departments to support the various needs of supervisors and employees. Learning and Development consists of an L&D Manager, L&D Specialists who focus on collaborating with department supervisors to create learning materials and a LMS Technician.

The department also includes an HR Director and an HR Data & Compensation Analyst. The HR Department supports all employees and can be contacted through the HR Ticketing System, direct messages, or emails. Discover the team by checking out the HR page on StaffWeb.
DPL’s vision is to create a community where everyone thrives. In order for DPL to meet this mission within the communities where our libraries reside, we must focus on establishing employment practices that guide us in recruiting amazing individuals to work at the library and employment structures for current and future employees to follow so they can provide services to our communities. The following information lays out DPL’s recruitment and employment structures.

RECRUITMENT, SELECTION, AND JOB OFFERS
In focusing on “all” in our mission statement, we consider ourselves to be an equal employment opportunity employer and conform to the Americans with Disabilities Act and strive to ensure that our facilities and services meet the Act’s standards for applicants, staff and customers.

EQUAL EMPLOYMENT EMPLOYER
We provide equal employment opportunities to all staff and applicants for employment without regard to any protected characteristic including, but not limited to, race, color, religion, creed, national origin/ancestry, sex, sexual orientation, transgender status, gender identity and expression, disability, genetic information, military status, age, marital status, political affiliation, pregnancy or related conditions, or any other status protected by federal, state and local laws. All aspects of employment with the library are governed based on merit, competence and qualifications.

All decisions we make with respect to recruitment, hiring and promotion are made solely based on individual qualifications related to the requirements of the position. In addition, the administration of all other employment matters such as compensation, benefits, corrective action, training and development programs will be free from discrimination based on any protected status identified above.

AMERICANS WITH DISABILITIES ACT
The Americans with Disabilities Act (ADA), is a law that prohibits discrimination based on disability. Utilizing the guidelines from the ADA and in partnership with the
City’s Leave/ADA Team, DPL will provide reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship for the library. This policy applies to all aspects of employment, including hiring, job assignment, training, pay, benefits, corrective action and termination.

For more information on the ADA, see the Interactive Process section of this guidebook in the section “Leave of Absence”.

We manage our recruiting practices through Workday, which is a shared Human Resources Information System (HRIS) with the City of Denver.

**JOB POSTINGS**

Our job postings advertise open positions and are posted for 3 days to 30 days depending on the level of the role. Job postings can be posted internally only or internally and externally. The timeline and location of job postings are determined during the intake meeting held by an HRBP with a hiring supervisor.

Job Postings are found on the Denver Public Library website in addition to other outside job boards like ZipRecruiter, LinkedIn, etc., as determined by the HRBP and hiring supervisor. Job postings contain a job title, pay range and closing date, as well as minimum and preferred qualifications. An online application should be submitted for each position that an external or internal candidate is interested in.

**External Applicants**

It is always an exciting time to hire new talent to add to our teams. We invite all qualified candidates from out of state to apply to our jobs. However, it is important for hiring supervisors to share with candidates that they must have a residence and living at a Colorado residence full time within 30 days of starting their position.

**INTERNAL APPLICANTS**

We consider regular and on-call staff members as internal for the purpose of the application process. All internal applicants who meet the minimum requirements for the position, as well as completing 6 months of work in their current role, are invited to apply to positions that interest them. On-call employees may apply at any time. Employees should arrange their interview time outside of their scheduled working hours or request time off. If an employee has received a corrective action in the last year, they are not eligible to apply for posted positions.
INTERVIEW PROCESS
The interview process can consist of resume screening, phone screening, homework, pre-employment assessment, and interview panel(s). According to the level of the open position, the interview process can be adjusted under the guidance of the library HR Department. Hiring supervisors and the library HR Office will review and evaluate candidates through the interview process and determine the best-qualified candidate for a position within our library.

REFERENCE CHECKS
Hiring Supervisors and/or the library HR Office will complete reference checks on all hires, both external and internal. Hiring supervisors should only contact references provided by the candidate or current supervisors of internal candidates. Once all references have been contacted, the hiring supervisor, in collaboration with the library HR Office, will determine which candidate(s) to extend an offer of employment at DPL.

JOB OFFERS
The library HR Office will extend all offers. The Denver Public Library’s HR Office will extend all offers once they have verified that the candidate meets all minimum requirements of the role. All offers of employment (both internal and external) are contingent on successful completion of a background check. Background checks will include a criminal history. Internal candidates will complete a background check if it has been more than a year from their original hire date or recent promotion/transfer/demotion.

Other verifications depend on the position offered and may include education, work history, licenses/certifications, legal work status, driving record, drug screen, reference checks and the verification of other credentials or information.

We do require a post-offer, pre-employment physical exam for positions that require specific physical capabilities to perform the essential functions of the job. We do not accept employment applications from individuals who were dismissed from the Denver Public Library or any other City agency within five years of the date of dismissal.

ASSESSMENTS
The HR Office is responsible for overseeing, developing, and/or approving all pre-employment assessments. If the hiring supervisor has a need for a pre-employment or on-the-job assessment, please let HR know and they will get the right assessment for them.
EMPLOYMENT STATUS
The following terms are used to describe the employment status of employees. The regular (not on-call staffing) positions are scheduled for either 10, 20, 30 or 40 hours per week. All employees are at-will employees.

Full-time—Employee that is regularly scheduled to work 40 hours per week in a position that has no specified end date.

Part-time—Employee that is regularly scheduled to work 10, 20 or 30 hours per week in a position that has no specified end date.

Limited Term—An employee that works on a designated project for a specified, known duration. Limited term positions can be renewed based on funding and organizational needs. Limited term staff members regularly scheduled to work 20 hours or more per week are eligible for benefits.

On-call—An employee that works on an as-needed basis. On-call employees are not eligible for benefits. If an on-call employee is hired as a regular employee, the hire date, for purposes of seniority and benefits, is the first day of employment as a regular employee.

Non-Exempt—Employees that are usually paid on an hourly basis and are entitled to receive overtime pay.

Exempt—These employees are exempt from being paid overtime and are usually in a salaried position falling into three broad categories; administrative, professional or executive.

CLASSIFICATION
As mentioned before, the City and County of Denver is responsible for developing, maintaining and administering classifications and related pay plans for the library. Changes to classification titles and pay rates require posting, a public hearing, and the approval of their Career Service Board.

All jobs are classified based on duties, responsibilities, knowledge, skills and competencies needed to perform the position. Each classification is assigned a pay grade and pay range. If employees have more specific classification questions, additional information can be found here or they can contact the library HR department.
As an Independent Agency, we tailor the City job classifications to our needs. The library uses “working titles” that do not necessarily match the official title used in the City’s job classification system. For example, our Library Assistants I-V are Administrative Support Assistant I-V (ASA I-V) according to the City’s classification system. Positions at the library may have two job descriptions, a very broad one published by the City and County of Denver, and a more specific one developed internally by us.

**SCHEDULES**

The supervisors and managers of individual departments or branches set schedules. We schedule based on the needs of the library, the department/branch and the communities we serve. This may require you to work evenings, weekends and overnight hours and we ask that you maintain flexibility in your availability. We will make our best efforts to accommodate employee schedules for participation in religious events. Supervisors should work closely with the library HR Office when making accommodations to schedules.

**FLEXIBLE SCHEDULES/TELECOMMUTING**

We want to provide employees with a healthy work/life balance and they are encouraged to explore alternative schedules with their supervisors, if desired. Alternative schedules cannot affect the library’s priority of providing excellent customer service to internal and external customers.

Flexible scheduling may include, for instance, working more hours per day but fewer days per week. Just keep in mind that hourly staff members cannot enter into a flexible schedule that requires work in excess of 40 hours per week or 12 hours per day.

Flexible scheduling may also include telecommuting. Telecommuting is a practice that allows staff to work from a remote location, usually home, during all or part of their scheduled hours. Telecommuting is reserved for staff or assignments where a physical presence at work is not always required to meet the needs of the library. Anyone telecommuting still needs to be available by email and phone, just as if they were working at the library. **Working out of state on a short-term basis is permissible on a case-by-case basis; however, long term out of state commuting may create tax implications for the City and DPL:** Working out of state on a short-term basis may be permissible if approved by DPL’s HR Director and the City. This time must not exceed 30 days and this does not include working out of the country which is not permissible. **Long term out of state commuting may create tax implications for the City and DPL and must be approved by DPL’s HR Director, DPL Executive Director/City Librarian, the City Attorney Office and the Office of the Mayor.**
Alternative schedules, including flexible schedules and telecommuting, require supervisor approval in advance. Your supervisor can deny, revoke, or modify alternative schedules at any time.

**ON-CALL STAFFING/ADDITIONAL HOURS**

The operation of our library may require additional staffing. The most common way to increase coverage levels is for part-time staff to voluntarily work hours over and above their regular weekly schedule. These additional hours are referred to as supplemental staffing. A staff member’s regular hours plus their supplemental hours may not exceed 40 in a workweek unless approved by a supervisor.

There are two ways on-call staffing hours are administered. Individual departments may schedule strictly on-call staff or ask their part-time staff to pick up extra hours when needed. The Public Services Division has its own pool that provides supplemental staffing for the positions of Library Assistants, Librarians, and others. This pool is made up of both strictly on-call staff and regular, part-time staff members who are eligible and willing to work additional hours in their regular job title or another job title for which they are qualified, hired, and trained. They may be asked to work in their home location or another location.

Supplemental hours must be approved by your supervisor or assigned by the Supplemental Staffing coordinator. In extenuating circumstances, we will require our part-time staff members to work extra hours.

The operation of our library may require additional staffing. The two ways to cover the additional staffing needs is through scheduling on-call staffing hours and having part-time staff work hours over and above their regular weekly schedule.

The Public Services Division has its own pool that provides on-call staffing for positions of Library Assistants, Librarians, and others. This pool is made up of both strictly on-call staff and regular, part-time staff members who have been hired for on-call positions. On-call staff can only work in the job titles they are qualified, hired, and trained to perform. On-call hours may be assigned to any branch location.

Supervisors should always try to schedule on-call staffing hours and utilize part-time staff hours over and above their regular weekly hours as a last option. A staff member’s regular hours plus their additional coverage hours may not exceed 40 in a work week unless approved by a supervisor. Additional coverage hours for part-time employees must be approved by the
supervisor. In extenuating circumstances, supervisors may require part-time staff members to work extra hours.

TWO-POSITION STAFF MEMBERS
Our staff members can have only one regular full-time position. However, it is possible to have more than one part-time or on-call staffing position as long as the total hours for the combined positions do not exceed 40 hours in a workweek and working both positions does not create a scheduling conflict.

DUAL INCUMBENCY
Certain circumstances may require that two people share the same position number for a limited amount of time, e.g. so the incumbent can train their replacement. Dual incumbency in the same position number may not exceed three months.

PERSONNEL RECORDS
Job-related and personal information about employees is retained in an official personnel record. It is important that we have accurate, up-to-date information, so any change of address, telephone number, family status or number of dependents should be updated in Workday by the employee as soon as practicable. Employees can review their own personnel record by making an appointment with the library Human Resources Office.

Our managers and supervisors can also view non-confidential personnel records to help in their selection decisions or to review a staff member’s work record.

All personnel files of staff members are open to public inspection under the Colorado Open Records Act (CORA). Any person may submit a written CORA request for the information they are seeking.

EMPLOYMENT REFERENCES/VERIFICATIONS

Employment Verifications
We provide employment verification for current staff members in connection with loan forgiveness for school loans. All other employment verification to provide income such as applying for a loan, requesting a reference check, leasing an apartment, etc. need to go through the Controller's Office at the City. The Payroll division has collaborated with an organization called Verifent to provide income and employment verification. To learn more about the process, contact Payroll at 720-913-5186. If a supervisor receives a verification request, they should direct them to our Human Resources Office.
Reference Letters
Reference letters, emails and phone calls seeking information that is not included in an employment verification (e.g. evaluation of an employee or former employee’s performance, skills, or punctuality) are considered personal references and should not be written on library letterhead.
DPL expects all staff members to exhibit our values to not only our customers and the communities we serve, but to all fellow staff members as well. The following information defines our code of conduct, policies, solving workplace conflict, and the corrective action process.

**CODE OF ETHICS**

The Code of Ethics guides the conduct of our staff so that our communities will have confidence that we are acting responsibly for their benefit. We ask that employees follow the letter and spirit of the City and County of Denver Code of Ethics and strive to avoid situations, which create impropriety or the appearance of impropriety. Private interests, financial or otherwise, should not affect an employee's objectivity, independence or honesty in performing their duties. The full Code of Ethics Handbook can be found at this [link](#).

The Code of Ethics has general guidelines regarding the common topics of employment of family members, gifts to employees, outside employment or business activity and conflict of interest. In the event of a conflict between the Code of Ethics and this policy, the Code of Ethics controls. A summary follows:

**Employment of Immediate Family Members**—We accept employment applications from the immediate family of current staff members. However, no preference is given because of family relationships.

An employee may not work in the same department/branch as, be supervised by, or report up through the same supervisor as an immediate family member.

If an employee becomes an immediate family member of another staff member (i.e. marriage) and it violates one of the guidelines listed above, the employee has six months to resolve the situation. One staff member can apply for another vacant position within the library, arrange an acceptable transfer or resign. If the matter is not resolved within six months, the City Librarian will decide the matter based on the needs of the library.
For most of our policies (unless specifically noted), an immediate family member is defined as a spouse, child (and stepchild), parent (and stepparent), grandparent, grandchild, sibling, domestic partner, partner in a civil union, any person with whom they are cohabiting, and any person to whom they are engaged to be married.

**Gifts to Officers, Officials and Employees**—A gift is anything of value received without giving adequate and lawful compensation for it. A gift may include meals, tickets to events, travel expenses, honoraria, services, loans, rebates and discounts (unless offered to the public or all city employees, officers and officials on the same terms and conditions).

An employee, or their immediate family members, may not accept a gift if:

1. Any of the above persons are in a position to take direct official action toward the giver, **AND**
2. The giver has (or is about to have) a business, contract, or regulatory relationship with the library.

If an employee receives a gift over $25 in value from any source during the course of employment, it must be reported on a Financial Disclosure Form. The library’s Human Resources Office on an as-needed basis distributes this form.

**Outside Employment**—In most cases, outside jobs or business interests are not an issue. However, outside employment cannot conflict with the interests of the library or the City and County of Denver Code of Ethics. Additionally, outside employment may not interfere with scheduled or required overtime hours, the proper performance of library assignments or the meeting of deadlines. We can hire staff as independent contractors for outside functions, such as being in a musical ensemble that performs at events. The immediate supervisor needs to be notified prior to being hired for outside events as a contractor.

If any conflicts exist, as determined by the library or the City and County of Denver’s Board of Ethics, the outside employment or business activity must be discontinued.

**Conflict of Interest**—If an employee or an immediate family member has a substantial employment, contractual or financial interest in a matter, direct official action on a matter before the library or City may not be taken.

For six months following termination of office or employment, former staff members may not obtain employment in which they will take direct advantage of matters on which they took direct official action during their service with the library or City. For one year following termination of service with the library, former staff members may not engage in any action or
litigation on behalf of any other person or entity if the action or litigation involves an issue on which they took direct official action while in the service of the library.

**DISCRIMINATION, HARASSMENT AND RETALIATION**

The Denver Public Library recognizes and declares that it is the right of all staff to work in an environment free of any form of discrimination, harassment, retaliation or intimidation based on race, color, religion, creed, national origin/ancestry, sex, sexual orientation, transgender status, gender identity and expression, disability, genetic information, military status, age, marital status, political affiliation, pregnancy or related condition, or any other status protected by federal, state and local laws. These characteristics are referred to as “protected characteristics”. All such harassment and discrimination is prohibited in any form, including verbal, physical and visual conduct.

Discrimination, harassment, retaliation and intimidation based on any status protected by policy or federal, state or local laws includes but is not limited to:

- Verbal conduct such as epithets, derogatory comments, intentional or persistent misgendering, slurs, mocking, jokes, sexual remarks or audio recordings containing any such verbal conduct.
- Visual or written conduct such as derogatory posters, photographs, writings, emails, cartoons, memes, drawings, gestures or video recordings containing such conduct.
- Physical conduct such as assault, unwelcome or inappropriate touching, blocking an employee’s exit, or interfering with an employee’s work.

**DISCRIMINATION**

Discrimination occurs when an employee experiences an adverse employment action based on one or more of the employee has protected characteristics. Adverse employment actions include, but are not limited to, separation, involuntary demotion and failure to promote. Adverse employment actions that are taken for any reason other than an employee’s protected characteristic(s) are not discrimination.

**HARASSMENT**

Harassment based on one or more of an employee’s protected characteristics is a form of prohibited discrimination. There are two types of harassment:

- Hostile Work Environment: This type of harassment exists when an employee is subjected to unwelcome and offensive conduct by someone the employee interacts with on the job when the conduct is based on a protected characteristic and is
sufficiently severe or pervasive as to create an intimidating, hostile, or offensive work atmosphere. In order to constitute a hostile work environment, the conduct must be:
  ○ based on one or more protected characteristics; and
  ○ subjectively offensive to the employee; and
  ○ objectively offensive to a reasonable person; and
  ○ severe or pervasive

However, harassing conduct does not need to rise to the level of a hostile work environment to warrant corrective action under this policy. An example of this is microaggressions. Microaggressions are the everyday slights, indignities, put-downs and insults towards marginalized folks that are experienced in their day-to-day interactions.

• **Quid Pro Quo (This for That):** This type of harassment exists when a supervisor takes or threatens to take an adverse employment action or withholds, or threatens to withhold an employment benefit based upon a subordinate employee engaging or refusing to engage in certain behaviors (typically sexual favors). The behavior must be based on, or related to, a protected characteristic.

**RETAILATION**

Retaliation against a staff member for reporting harassment/discrimination, or participating in an investigation will not be tolerated. Retaliation includes any adverse action taken against a staff member for filing a complaint or supporting another employee’s complaint. A staff member may not be fired, demoted, or otherwise retaliated against for making a complaint alleging discrimination or harassment, filing a charge of discrimination or harassment, or otherwise opposing discrimination or harassment.

**REPORTING DISCRIMINATION, HARASSMENT, AND RETALIATION**

If an employee experiences harassment or discrimination of any nature, we urge them to make it clear that the behavior is offensive and request it to stop. If an employee is uncomfortable talking to the harasser or if the behavior continues after a request to stop, the employee should report the behavior to their supervisor or the Human Resources Office in a timely manner.

If an employee believes they are being retaliated against, they should report the behavior to their supervisor or the Human Resources Office in a timely manner. Reporting a violation of the policies mentioned in this section to the library Human Resource Office will initiate a full, timely and confidential (to the extent possible) investigation of the complaint. Based on the outcome, appropriate action will be taken. We do our best during investigations to protect the rights of all parties concerned.
WHISTLEBLOWER PROTECTION
The Whistleblower Protection Ordinance encourages and protects good faith reporting of official misconduct by City employees. The ordinance does not protect reports and disclosures that are made anonymously, are made in violation of any law, or are made without regard to the truthfulness of the reported information. In order to come within the protection of the ordinance, you must make a good-faith attempt to report the information to an appropriate reporting authority.

The ordinance defines “official misconduct” to include the violation of any law, rule or regulation; the misuse or mismanagement of city assets; or an abuse of official authority. The ordinance defines “appropriate reporting authorities” to include elected officials, law enforcement agencies, the Denver Board of Ethics, or the appointment authority for the officer or staff who is being accused of official misconduct.

The ordinance prohibits supervisors and appointing authorities from taking any adverse employment action against staff in retaliation for the staff member reporting official misconduct. The ordinance defines “adverse employment action” to include actual or threatened disciplinary actions, adverse performance evaluations, or denial of compensation or benefits.

DRUG AND ALCOHOL POLICY
Our library is a drug-free workplace that prohibits the use or distribution of alcohol, illegal drugs or controlled substances in any Library property or vehicle. In addition, being under the influence of alcohol, illegal drugs (including marijuana) or controlled substances while in a library facility or performing library business is not allowed and upheld not only by DPL policy but also by Executive Order 94 of the City.

Consumption of alcohol is prohibited unless consumed at an officially sanctioned private function such as the Book Lovers Ball.

We may require an employee to submit to an alcohol and/or drug screening if:

- An employee is reasonably suspected by a supervisor or safety officer of being under the influence of alcohol or drugs.
- An employee is involved in a workplace accident that may have been caused by human error which could have been drug or alcohol related, even if there are no observable symptoms of them being under the influence.
An employee is involved in a vehicle or on-the-job accident where a supervisor or safety officer believes they are at fault.

An employee is involved in a vehicle accident at work and is ticketed by the Denver police or someone involved in the accident is injured and treated away from the accident scene.

Hold a position requiring a Commercial Driver’s License.

An employee may refuse to take the test. We treat a refusal to test in the same manner as a positive result.

Reasonable suspicion is a reasonable belief that a staff member is using or under the influence of drugs or alcohol based on appearance, behavior, speech, odors, and other factors. Employees should report the use of prescription drugs that may affect their performance to their supervisor.

Additionally, the serving of alcohol at library functions must be approved in advance. Alcohol may be served at private, invitation-only events at the library; and a caterer for whom the library has proof of liquor liability can only dispense it. For more information regarding alcohol at library functions, contact the library Community Relations Office.

**WEAPONS**

We want to ensure that our workplace is safe and free of violence for all staff members. The possession or use of dangerous weapons on library property is prohibited, which includes licensed concealed carry weapons. Weapons may be brought onto a work location only with written permission of the City Librarian.

**VIOLENCE IN THE WORKPLACE**

We are committed to maintaining a safe work environment free from all forms of violence and threats of violence. Staff members who perpetrate violence, whether on-duty or off-duty, or otherwise violate this policy, is prohibited and will be subject to corrective action and/or possible criminal action and supported by Executive Order 112 of the City.

Behaviors such as intimidation, threatening or hostile actions, physical assault, vandalism, arson, sabotage, unauthorized use of weapons, bringing unauthorized weapons onto City/library property or other acts of this type that are clearly inappropriate in the workplace are not tolerated. Any actual or attempted threatening or abusive behavior, via any electronic communications or in person, on-duty or off-duty, are covered by this policy. In addition, jokes or
comments regarding violent acts, which are reasonably perceived to be a threat of harm, or encouraging others to engage in the negative behaviors, are not allowed.

If you are in an emergency, call 911. Next, immediately notify the Security Department at 5-1102. For non-emergency situations, please report the incident to your supervisor or the Human Resources Office. In addition, please let us know if you are involved with an active restraining order. We take these issues seriously, and will conduct a full and timely investigation of a good-faith complaint, as appropriate, regarding any violation of this policy. Based on the outcome, appropriate action will be taken. No employee acting in good faith who reports real or implied violent behavior will be subject to retaliation based upon a report.

REPORTING OF CONVICTIONS
If an employee has been charged with or convicted of any crime, they should report it to the Human Resource Office within three calendar days of the occurrence. For our positions requiring the operation of a library motor vehicle as part of the job assignment, any traffic citations (except parking violations) must be reported, regardless of whether the citation was received while on duty or not. Failure to report charges may result in dismissal.

CONFIDENTIALITY
We are passionate about protecting the privacy of both our customers and staff, so we go the extra mile to ensure information does not get into the wrong hands. Any information regarding our customers, stored in any form, is confidential and only made available to staff in the line of duty and to others only in response to a subpoena.

POLITICAL ACTIVITIES
We love that our staff members want to be active participants in the communities we serve, and we highly encourage it during off-duty hours. We ask that during working hours, employees refrain from wearing political attire, having visible political tattoos, soliciting monetary political contributions from any staff member, engaging in solicitation or politically motivated behavior that is harassing or discriminatory, using our resources for political activities, or making any promise/threat of action against any co-worker because of giving or withholding of a political contribution or service.

SELLING/SOLICITATION
We have staff bulletin boards as well as the Classifieds section of Staffweb if you would like to post items for sale. This is a great way to connect with other staff members. Please keep in mind that any selling activities need to be outside scheduled working hours. Also, please do
not solicit or distribute any non-job related material of any kind during working time on library property.

ATTENDANCE AND PUNCTUALITY
We want to maintain great relationships with our customers, and part of keeping that commitment is being on time for our scheduled shifts. An employee’s team also depends on you being on time and ready to serve! When we are unexpectedly absent or tardy, it places additional burdens on the rest of the team to pick up tasks and may leave customers without assistance.

Employees may receive corrective action due to participation in deviation of clocking-in outside assigned schedule. If an employee is unable to work or will be late, they should let their supervisor (or other designated person) know with as much notice as possible so they can arrange to cover the shift. Each department or branch has specific reporting procedures set by the manager or supervisor. Employees who fail to report to work for three consecutive business days or shifts without notifying the company of the absence will be considered as having voluntarily resigned because of job abandonment.

Eligible employees should use accrued time to cover any missed shifts. Choosing to use or not use accrued time for absences is not an option. Unexcused absences may be subject to corrective action.

DRESS
We trust that employees will dress appropriately and safely for the work that they do. The only exception to this are departments that require specific uniforms such as our Security Officers and Facility Workers to assist customers and for safety reasons. Additionally, we do expect all staff to wear a DPL assigned name badge while working. If an employee has any questions regarding dress, they should chat with their supervisor.

STAFF LIBRARY CARDS
We issue all staff members, including supplemental staff, library cards using the Denver Patron Code at the time of hire, if you desire one. This Patron Code provides full access to our collections, even for staff residing outside of Denver. An employee’s staff account needs to contain accurate information, including full name, date of birth and physical house address. Employees should be model customers when using their library card. Abuse of privileges, including excessive amounts of overdue or lost items on the library card record, tampering with hold queues or not promptly checking out materials placed on hold, are not acceptable and may result in cancellation of these privileges.
SMOKING
Smoking needs to be on approved break times and outside, at least 25 feet from any entrance. We follow the Colorado Clean Indoor Air Act, and consider smoking to be the following:

The use of any device that can be used to deliver tobacco or nicotine to the person inhaling from the device, including electronic cigarettes, cigars, cigarillos or pipes, as well as vaporizers, hookah pens and similar devices that use an atomizer or otherwise allow users to inhale nicotine vapor without the use of fire, smoke or ash.

ELECTRONIC USE AT THE LIBRARY
We provide a wide variety of electronic equipment for business use. Limited, occasional use of electronic media for personal, non-business purposes is understandable as long as it is of a reasonable duration and frequency, and does not interfere with an employee’s job duties or anyone else’s job duties. Unless used for business purposes, personal cell phones and other personal electronic devices can be used during scheduled break times.

All regular staff members are given a denverlibrary.org email address and network username. We want to ensure that we protect the integrity of the library data and the systems we use. Please do not share your user ID or passphrase, nor use another staff member’s login info to log onto a workstation computer, email, or online service for any reason. It is an employee’s responsibility to practice adequate passphrase management by keeping all passwords confidential. Employees should keep all passwords physically secure, do not place a written list of passwords in plain view or anywhere easily discoverable (for example, posted under a computer keyboard). It is not a good idea to disclose system passwords to anyone, for any reason. IT should never ask for a staff member’s password, and if asked, an employee should never provide their password to IT.

Email should be retained in a manner consistent with paper documents pursuant to the library’s record retention policy. If an employee receives a Litigation Hold, all documents must be retained until they receive written notice that the Litigation Hold has been released. Email or any internally posted communications should be treated like written memoranda. If the contents of the communication would not be appropriate to put on library letterhead, it is not appropriate to send via email or post internally.

Personal devices issued to an employee by the library should be maintained using common sense security practices, including virus protection and regular and timely software updates. We do retain the right to revoke such devices and upon loss or theft of a
device used for library email, may wipe the device remotely, which will erase all library and personal data from the device. It is your responsibility to notify the library’s IT department upon the theft or loss of a device that is used for library purposes and/or contains library information. Library IT staff will work with an employee, their supervisor, and the library Human Resources Office to determine if a remote wipe is necessary. Upon loss or theft of a personal device containing library information, an employee may also request the library IT department perform a remote wipe.

We comply with all applicable City and County of Denver Information Security standards, practices, procedures, and regulations. DPL also complies with the standards laid out for government entities by the Federal Information Security Management Act. However, we do not guarantee protection of private data stored or transmitted using library equipment, software, Wi-Fi or the network. All networks have vulnerabilities to cyber-attacks, malware, viruses, equipment failure, software bugs, and other unforeseen risks. By using library equipment, employees accept this risk and it is their responsibility to protect themselves and their data.

SOCIAL MEDIA

We have several social networking accounts to connect to our customers and engage them in conversations about materials, programs and library resources.

Our social networking sites follow the Social Networking Guidelines (found on Staffweb) and are approved by the library’s Marketing and Communications Office. Only approved and authorized staff members can be administrators on any library social networking site and those staff members are responsible for the content that is published.

If an employee is on social media on a personal level, they can also participate in the conversations happening on the library’s social media sites. However, it must be clear that the employees are speaking for themselves and not on behalf of the Denver Public Library.

Postings made by unauthorized staff members regarding library matters on any other blog, wiki or social networking site are considered personal communications and are not library communications. If an employee publishes or posts regarding library matters, they must include a disclaimer such as: The postings on this site are my own and do not necessarily represent library positions, strategies or opinions.

Please do not disclose any sensitive, proprietary or confidential information about the library or its customers. Please do not reference customers, partners or vendors without their advance
express approval. In addition, we need to consider copyright and fair use laws. The library logo and branding is prohibited for personal use.

If an employee has a workplace complaint, they are encouraged to bring the matter to the HR Office, as they have the ability and authority to investigate and resolve such matters.

CONFLICT TRANSFORMATION
We are committed to providing a harmonious work environment for all staff based on mutual respect and accountability. It is important that we all remember to recognize that most actions are made with the best of intentions. Part of this commitment is encouraging an open and frank atmosphere in which any problem, complaint, suggestion, or question receives attention and a timely response from your supervisor. Such open discussion provides opportunities for constructive criticism, clarification, and feedback and can result in mutually beneficial solutions.

An employee’s supervisor is an important resource to help with any workplace conflict, and can help settle most issues that arise. If issues cannot be resolved with an employee’s supervisor’s help, it may be escalated to their supervisor’s supervisor or division director. Every reasonable attempt to reach agreement and understanding through open dialogue should be made as soon as possible after an incident.

If an employee believes it is inappropriate to discuss an issue with their supervisor, manager or director, or if open dialogue attempts do not satisfactorily resolve an issue, we encourage them to seek assistance from the library’s Human Resources Office at any time.

MEDIATION
If an employee cannot resolve issues that arise by speaking to the involved party or their supervisor, they may request a mediator to help resolve the issue. A HR professional from the library HR Office will help the different parties involved in communicating their different perspectives, discuss needs and interests, and explore ways to move forward in a mutually acceptable way.

CORRECTIVE ACTION
DPL’s corrective action policy and procedures are designed to provide a structured corrective action process to improve and prevent a recurrence of undesirable employee behavior and/or performance offenses. To encourage employee job success, supervisors should:

- Establish and communicate clear expectations for successful performance
• Identify job performance or behavior that does not meet standards and offer feedback in a timely manner

When a supervisor is concerned with an employee’s performance or behavior, they should collaborate with HR in determining if a corrective action should be taken. The following is the steps of corrective action an employee’s supervisor should follow:

**Verbal Warning:**
An employee’s supervisor will discuss the performance issue with them, and what improvements are needed. The verbal coaching is an informal method of correction. The coaching should be documented for the employee’s personnel file. Additional offenses may lead to further corrective action.

**Written Warning:**
An employee’s supervisor will meet with them and provide written notice of the performance issue. The written warning defines the offense(s) and outlines the corrective actions to be taken. The warning will contain sufficient detail so that the employee understands the performance issue and what is expected of them. Written warnings become a permanent part of an employee’s personnel file.

**Final Warning:**
An employee’s supervisor will meet with them and provide written notice of the performance issue. The final warning defines the past offense(s), the latest offense and states that dismissal will result if there should be any future breach of DPL’s disciplinary policies.

Depending on the nature of the offense, DPL and HR reserves the right to combine and/or omit steps or immediately issue a separation. Examples include just cause, unsatisfactory job performance, conduct, unacceptable personal conduct, false and misleading information on employment application, failure to maintain required credentials, internal investigation/refusal to cooperate, other criminal behavior, arrest, sexual harassment and other discriminatory behavior, physical violence or threats against other employees. This policy applies to all current DPL employees.

**GROUNDS FOR CORRECTIVE ACTION**
Because it is impossible to list every unacceptable behavior, the following list is meant for illustrative purposes and is not all-inclusive.

• Neglect of duty or carelessness in performance of duties and responsibilities.
• Theft, destruction, or neglect in the use of library property; or property or materials of any other person or entity.
- Any act of dishonesty, which may include, but is not limited to, lying, or improperly altering or falsifying records, examination answers or work hours.
- Accepting, soliciting, or making a bribe, or using official position or authority for personal profit or advantage, including kickbacks.
- Failing to comply with the lawful orders of an authorized supervisor or failing to do assigned work a staff member is capable of performing.
- Failing to meet established standards of performance including either qualitative or quantitative standards.
- Intimidation or retaliation against anyone who has been identified as a witness, party, or representative of any party to any hearing or investigation relating to any disciplinary procedure, or any violation of a city, state, or federal rule, regulation or law, or against a staff member who has used the conflict transformation process in good faith. Retaliation or intimidation due to good faith reporting of official misconduct is also prohibited.
- Failure to maintain satisfactory working relationships with co-workers and other individuals the employee interacts with as part of their job. This may include unwillingness or inability to work in harmony with others, discourtesy or conduct inappropriate to our work environment.
- Being charged with or convicted of a crime, or entering a plea of guilty or nolo contendere to a crime.
- Failure to report charges of, pleas to, or convictions of crimes as required.
- Unauthorized deviation from scheduled shift including reporting to work after the scheduled start time of the shift, leaving work before the end time of the shift, working unauthorized overtime, or using the time clock rounding rule inappropriately.
- Three unexcused absences or tardiness.
- Unauthorized absence from work; or abuse of paid time off, sick leave, or other types of leave; or violation of any rules relating to any forms of leave.
- Divulging confidential or otherwise sensitive information in any format to inappropriate or unauthorized individuals.
- Refusal to cooperate, including refusing to provide requested information and materials relevant to an investigation or a work-related search.
- Unauthorized recording, including audio or video, while on library property or business, or when speaking to another staff member by phone.
- Conduct which violates library policy, the City and County of Denver Code of Ethics, the City Charter, the Denver Revised Municipal Code, or written regulations, policies, rules, or procedures.
- Discrimination, harassment, or retaliation as defined in the guidebook, based on protected characteristics, or any other status protected by federal, state, local laws, or library specific policy.
• Failure to use safety devices or failure to observe safety regulations.
• Conduct which is or could foreseeably affect the good order and effectiveness of the library, bring disrepute on or compromise the integrity of the library or be unbecoming of a library employee.
PAY PRACTICES

As stated in the beginning of the guidebook, the City and County of Denver sets DPL's compensation structure, provides paychecks, and administers benefits. The following information provides more detail into DPL’s pay practices.

PAY GRADES AND PAY RANGES
All of DPL’s jobs are based on duties and responsibilities as well as the knowledge, skills and competencies needed to perform the job. The City’s Office of Human Resources conducts a market analysis on an annual basis to ensure that pay ranges are comparable to other Denver area organizations, given similar work. Any changes to pay ranges require City Council approval. The pay grades, pay ranges and job classifications can be viewed at this link.

OVERTIME
We comply with the Fair Labor Standards Act (FLSA), and our library positions are defined as either exempt or non-exempt.

Exempt Staff: An exempt staff member is exempt from being paid overtime and is usually in a salaried position falling into three broad categories; administrative, professional or executive. Generally, exempt staff members are not eligible to receive overtime pay.

Non-exempt Staff: Non-exempt staff members are usually paid on an hourly basis and are entitled to receive overtime pay.

Overtime is authorized time worked that exceeds 40 hours in a workweek for non-exempt staff members. Unpaid leave is not counted as hours worked for the purposes of calculating overtime. Overtime is compensated at the rate of 1.5 times the staff member’s hourly rate of pay. The overtime rate also applies to shift differential, if applicable.
PAY WHEN FIRST EMPLOYED
All offers of employment are made by the library Human Resources Office. Our starting salary offers are based on the pay range of the job classification, market conditions, related experience, previous work record, salary history, education and internal equity. Job offers are dependent on how qualified a candidate is based on the direct requirements/experience needed for the role outlined in the job description.

PAY PERIODS/PAY DAYS
There are twenty-six pay periods per year, and we are paid biweekly, on every other Friday. If a payday falls on a holiday, you will be paid the day before. Paychecks are processed and issued by the City and County of Denver’s Payroll Office. Employees can view their pay slip at any time in Workday.

WORKDAY TIMEKEEPING
We ask all staff to maintain an accurate record of time worked in the Workday timekeeping system. Employees must review and, if accurate, approve and submit their timecard in Workday at the end of the pay period, and their supervisor reviews and approves. If an employee’s time card is inaccurate for any reason, employees should notify their supervisor as soon as possible. This ensures that they are being paid for the hours that they worked.

Our workweek begins at 12:00 a.m. Sunday and ends at 11:59 p.m. on Saturday. Supervisors cannot approve timecards after 10:00 am on the Monday after a pay period closes for processing.

We have a variety of options for accessing the Workday system including computer and cell phones. An employee’s supervisor will let them know which method they are expected to use. To maintain consistent time reporting, Workday rounds punch times to the nearest 15-minute mark. The actual punch time appears in the timecard; however, the Shift, Daily and Cumulative totals are rounded. Rounding has no bearing on an employee’s regularly scheduled work times, nor does it have bearing on early or late indicators in your timecard. In order to round to 15 minutes, the actual rounding occurs on punches between 7 and 8 minutes. Employees should be mindful of the rounding rule, and accurately record their time worked. We want to ensure that employees are being paid for actual time worked. To learn more about Workday timekeeping, follow this link to DenverHub.

BREAKS
We want employees well rested and refreshed to be their best at work, so we provide a variety of breaks to support them.
For every four hours worked, employees should receive a 15-minute, paid break. An employee’s supervisor will schedule these times to ensure proper coverage. Since these breaks are paid, we ask that employees do not leave the premises without supervisor approval. For shifts lasting over five hours, a thirty minute unpaid mealtime is scheduled. If an employee is approved to voluntarily eat while working or if the library has a time-sensitive need that prevents an employee from taking a meal break, the meal period is added to the paid hours worked for that day. If an employee’s meal period is interrupted, they should notify their supervisor as soon as possible so they can make any necessary adjustments to our timecard in Workday.

**SHIFT DIFFERENTIAL**

We provide shift differentials as a premium paid to employees in non-exempt, regular positions. Employees must work the assigned shift to be eligible for shift differential. We do not pay shift differential during any period of paid leave such as vacation, sick leave or holidays unless you are required to work such a holiday.

Shift differentials are paid for all hours worked by an eligible employee in a workday under the following conditions:

- **Night Rate**: If at least half of the hours worked, occur between 11 pm and 7 am, you will receive the rate of 12 percent.
- **Evening Rate**: If at least half of the hours worked, occur between 3 pm and 11 pm you will receive the rate of 7 percent, unless the other half of the hours worked, occur between 11 pm and 7 am, in which case you will receive the night rate.
- **If neither Night nor Evening are applicable**, but at least half of the hours worked occur between 3 pm and 7 am, employees will receive the applicable rate for the period in which a majority of the hours occur. If these hours are evenly divided between 3 pm and 11 pm, and 11 pm and 7 am, the employee(s) will receive the night rate.

**Promotions, Transfers, and Demotions**

We consider a promotion a move into a position that is classified at a higher pay grade. Our pay offers are competitively compared to the local market and commensurate with the duties of the job along with the level of experience and education you have, and our internal pay equity.

Transfers are when an employee moves to another position within the same pay grade. Most transfers are voluntary and occur when an employee applies for and is selected to fill a position within the same pay grade as their current position. Transfers do not result in a pay increase or decrease.
If an employee is transferring from the library into another City agency, our library policies will no longer apply. The employee will keep their benefits, leave accrual and service dates. If the employee transfers from the City into the library, they will now be under our independent agency policies and the City policies will no longer apply.

There are times when a demotion needs to happen. A voluntary demotion is a demotion initiated through the request or application of an employee. When an employee voluntarily demotes, pay shall be set by DPL HR and shall not be lower or decreased by more than the range minimum, or greater than the range maximum of the pay range for the new classification. Before the pay can be set at a rate lower than the employee’s current pay rate, the employee must agree to the reduction. If the parties cannot agree on the amount of the reduction, the voluntary demotion will not occur. If an employee applies for and is selected, for a position at a lower pay grade, or if the City Librarian approves a demotion for the good of the library, the employee’s pay may be decreased.

An involuntary demotion is a demotion initiated through disciplinary action. The involuntary demotion will typically result in a pay decrease of at least eight percent (8%) or more of the employee’s salary; however, pay shall not be lower than the range minimum or greater than the range maximum of the pay range of the new classification.

**MERIT INCREASES**

Merit pay increases may be awarded annually. However, funding for the merit pay increases is entirely dependent on the City and County of Denver’s budget. Merit increases may be prorated based on the number of months between an employee’s hire date and the end of the year. If an employee were hired between October 1 and December 31 of any given year, they will not be eligible for that year’s merit increase. Any merit pay increases are effective and retroactive to the first Sunday of the New Year.

**WORKING OUT OF CLASS ASSIGNMENT**

Our Division Directors can approve an employee for a working out of class assignment in a higher-level classification when there is (1) a vacancy; (2) the employee holding that position is on an extended leave of absence; or (3) in other circumstances as deemed appropriate by the City Librarian. An employee can work out of class for up to 6 months but may be extended by a maximum of 6 additional months when justified by compelling circumstances and approved in writing by the OHR Executive Director and the City Attorney’s Office.
These are the guidelines for assigning and paying for a working out of class assignment:

- The assigned employee must have a demonstrated ability to perform all the duties and accept all the responsibilities of the higher-level assignment.
- The additional work and additional pay for work outside of an employee’s job classification shall start at the beginning of a workweek, which is the next available Sunday. The additional pay shall continue for the duration of the assignment.
- Working out-of-classification pay shall be set by the appointing authority at no less than 8% and no more than 12% above current salary, except that such pay shall not exceed the range maximum for the higher classification.
  - The vacant higher-level classification is 1 or 2 pay grades higher - 8%
  - The vacant higher-level classification is more than 2 pay grades higher - 12%
- If the employee’s current classification is non-exempt and the employee will perform higher-level duties of an exempt classification, the employee retains their non-exempt pay status for overtime purposes.
- The employee’s job classification will not change because of a temporary assignment of higher-level job duties and responsibilities. Employees receiving additional pay for working outside of their assigned classification shall not be eligible for re-allocation to the higher-level classification.
- If an employee receives a merit increase during the temporary assignment, the pay for the work assignment outside of job classification shall be re-calculated based on the employee’s base pay including the merit increase. The re-calculated pay shall be effective on the effective date of the merit increase.
- Upon completion of the temporary assignment, the employee’s pay shall return to the employee’s base pay prior to the temporary assignment, including any merit increase awarded during the temporary assignment.

**PAY ADJUSTMENTS**

Pay adjustments within a staff member’s pay range may be made in order to eliminate a pay inequity created by internal or external conditions. Pay adjustments are conducted through the library Human Resources Office in collaboration with the City’s Comp and Class team, DPL Finance, and approval from the City Librarian.

**JOB AUDIT/REALLOCATION**

There are times when the duties of an existing position change to the extent that it is more similar to a position in another classification. When this happens, the position may be
reallocated to a more appropriate classification. Reallocations are either done when a position is vacant, through a job audit request, or through a City classification maintenance study. Job audit requests are initiated by an employee and their supervisor, and need to go through the library's HR Office. The library’s HR Office will submit the request to the City and County of Denver’s HR office, as they are responsible for our pay structures. Both the employee and their supervisor need to fill out the request in order for the City to start the job audit process. Please have a conversation with the library's HR Office before you get started.
If an employee’s position is reallocated through a job audit or classification maintenance study, there is no resulting increase in pay unless the employee’s current pay rate is below the pay range minimum in the new classification. In that case, we will increase their pay to the minimum of the new pay range. It is important to note that job audits do not always yield an increase in pay and may result in a lower classification.

REORGANIZATION
As we grow as an organization, we might consider a reorganization of our jobs. If a job title is eliminated, we may re-assign an employee to a position in the same or a lower classification in lieu of a layoff.

In that case, the employee would receive the same pay in the new classification unless their pay exceeds the pay range of the new classification. In that event, the employee would retain their existing salary and it will remain the same until the pay range of the new classification meets their current pay rate.

INTERUPTION OF SCHEDULED WORK
Our City Librarian or designated leaders may close one or more library facilities due to an emergency, including severe weather. If a library facility is officially closed, staff may be temporarily reassigned to another library location. If excused from work for the day or any part of the day without a reassignment, employees will be paid for their scheduled shift.

STANDBY PAY
We have a few teams that may schedule staff members to be on standby duty when there is reasonable anticipation that a staff member will have to respond and perform work immediately while off-duty. Our non-exempt staff members scheduled to stand by will receive pay for all hours worked. If no hours are worked, non-exempt staff will receive one and one-half hours of pay for each eight hours on standby duty.

To be eligible for standby pay, employees must be:
Available by cell phone or phone;
- Required to respond to a call and perform work within a designated amount of time not to exceed two hours;
- In a non-impaired condition that allows you to safely perform job duty assignments;
- The staff member will be subject to disciplinary action if they do not respond to the call within the designated amount of time or respond in an impaired condition.

CALL-BACK PAY
If an employee is a non-exempt staff member and gets called back to work by their supervisor, they will be paid for a minimum of two hours of work from the time you begin work and will be paid their regular rate of pay for any work performed beyond the first two hours.

MILEAGE AND PARKING REIMBURSEMENT
If you are required to drive a personal vehicle while completing assigned job duties, a mileage and parking reimbursement is available. Reimbursements are paid on paychecks and are entered into Workday by employees if they are approved to do so, or by their supervisor.

Before driving for business use, employees need to:

Driving DPL Vehicle:
- Submit a completed and authorized City Business Vehicle Request and Status Change Form.
- Submit a Motor Vehicle Records Form.
- Attend the City’s required Defensive Driving Training within the last three years.
- Complete Samsara training in DPL LMS.
- Must submit a copy of employees’ driver’s license to HR.

Driving Personal Car for DPL:
- Submit a completed and authorized City Business Vehicle Request and Status Change Form.
- Submit a Motor Vehicle Records Form.
- Attend the City’s required Defensive Driving Training within the last three years.
- Have and maintain personal automobile insurance* (if you drive your personal vehicle for library business) – (Must send HR a copy of driver’s license and proof of insurance).
- Carry liability and property damage insurance with at least the minimum coverage limits identified in Fiscal Accountability Rule 10.5 - City Business Vehicle Use.
If an employee is eligible for mileage reimbursement, they may also be reimbursed for parking expenses incurred while completing their job duties. **Please note that parking will not be reimbursed for parking at your primary job location or at the CEN location for training and meetings.** A parking receipt must be submitted to an employee’s supervisor in order to receive reimbursement within the pay period the expense occurred. Meter parking without a receipt may be reimbursed to a maximum of $2.00.

Please note that DPL will not reimburse for parking at any branch location -- including the Central location -- for DPL business. A parking receipt must be submitted to an employee's supervisor in order to receive reimbursement within the pay period the expense occurred. DPL will not reimburse parking without a receipt.

To learn more about creating an expense report for mileage reimbursement follow this [link](#).

**BILINGUAL STIPEND**

We provide a bilingual stipend for any regular staff member that uses non-English language skills over 35% of the time. Once an employee’s supervisor verifies this, our HR office will give the employee the information to complete the language test. If the employee passes, they will be compensated each pay period with a $50 stipend.

The effective date of the bilingual stipend is the beginning of the first work week after the test is taken and the employee has passed.

If an employee changes to a position that does not require using a second language over 35% of the time, the stipend will stop. Also, staff members on an approved leave lasting one week or more may have their bilingual stipend suspended until they return to work.

**LIBRARY-ISSUED MOBILE PHONES**

Some exempt level staff may be expected to carry and respond to mobile phone calls during off-duty hours as part of their responsibilities.

All non-exempt staff must turn their work cell phones off during off-duty hours and not respond to work-related calls unless otherwise directed by their supervisor. If a non-exempt staff member is directed to answer calls while off duty, he/she will be paid for all hours worked, which may result in overtime.
DPL offers a comprehensive benefits program that is administered by the City, and it is available to all regular and limited-term staff members scheduled to work 20 hours or more per week. A committee appointed by the Mayor’s Office reviews and revises the benefits package on an annual basis.

INSURANCE
All insurance, if elected, begins the first of the month following your hire date. You need to make your selections within 30 days of your hire date, a change in hours making you newly qualified for benefits, or a qualified life event.

A qualified life event is marriage/divorce, loss/gain in coverage, an ineligible dependent or a change in family size. Other changes may be made only during the annual Open Enrollment period in October. The benefits elected during the October Open Enrollment period are effective on January 1st of the following year.

Employees should visit the following resource link or contact the library HR office for more information on benefits.

PAID TIME OFF (PTO)
Our PTO plan applies to all regular staff hired after 12/31/2009 and anyone hired before 12/31/2009 who opted into the plan. We ask that you make PTO requests to your supervisor at least two weeks in advance, except in cases of emergency, illness, or injury to you or an immediate family member. Your supervisor will make every effort to grant leave PTO requests, but the needs of the library are the first priority. The earlier you request leave, the more likely it is to be granted.

If you are scheduled to work 20 hours per week or more, you accrue PTO as follows:
PTO is credited on the first of the month for the previous month of work. You can view your PTO balance in Workday. PTO is prorated if you began employment at the library after the first day of the month or separate from employment before the last day of the month.

Your PTO can be accrued to a maximum bank of 400 hours. Your PTO can't be used after a last day of actual work except in approved leave situations. If you separate your employment from the library, any unused PTO will be paid to you at your regular rate of pay.

**VACATION TIME**

Our vacation time applies to regular staff hired before 12/31/2009 that did not opt into the PTO plan. We ask that employees submit requests for vacation time to their supervisor at least two weeks in advance. An employee’s supervisor will make every effort to grant vacation leave requests, but the needs of the library are the first priority. The earlier an employee requests leave, the more likely it is to be granted.

If an employee scheduled to work 20 hours or more per week, they will accrue vacation time as follows:

<table>
<thead>
<tr>
<th>Years of Service</th>
<th>Monthly Accrual (20 hrs./wk.)</th>
<th>Monthly Accrual (30 hrs./wk.)</th>
<th>Monthly Accrual (40 hrs./wk.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>5-10 years</td>
<td>5 hours</td>
<td>7.5 hours</td>
<td>10 hours</td>
</tr>
<tr>
<td>10-15 years</td>
<td>6 hours</td>
<td>9 hours</td>
<td>12 hours</td>
</tr>
</tbody>
</table>
Employees with up to ten (10) years of service may accumulate up to two hundred eighty-eight (288) hours of vacation leave. Employees with ten (10) or more years of service may accumulate up to three hundred thirty-six (336) hours of vacation leave.

**SICK TIME**

The sick time benefit applies to regular staff hired before 12/31/2009 that did not opt into the PTO plan. Except in cases of illness or injury to you or an immediate family member, sick leave requests should be approved in advance by their supervisor. Sick time accruals do not increase based on years of service. Regular employees who are scheduled to work 20 hours or more per week accrue sick time as follows:

<table>
<thead>
<tr>
<th></th>
<th>Monthly Accrual (20 hrs./wk.)</th>
<th>Monthly Accrual (30 hrs./wk.)</th>
<th>Monthly Accrual (40 hrs./wk.)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sick Time Accrual</td>
<td>4 hours</td>
<td>6 hours</td>
<td>8 hours</td>
</tr>
</tbody>
</table>

Sick time is credited on the first of the month for the previous month of work. Sick leave is prorated for staff members who separate from employment before the last day of the month. We allow a maximum of 960 hours of sick time to be accrued. When there are more than 880 hours in your sick time bank, up to 80 hours will automatically be placed in a sick-as-vacation bank. It will be replenished automatically by any accrued sick hours over 880.

Full sick time balances are not paid out upon separation. Payment for the unused balance of accrued sick leave is as follows:

<table>
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<tr>
<th>Full Years of Service</th>
<th>Sick leave balance minus</th>
<th>360 hours</th>
</tr>
</thead>
<tbody>
<tr>
<td>9 years</td>
<td>Sick leave balance minus</td>
<td>360 hours</td>
</tr>
<tr>
<td>10+ years</td>
<td>Sick leave balance minus</td>
<td>400 hours</td>
</tr>
</tbody>
</table>

Upon retirement or death, a staff member is paid at their regular rate of pay for one-half of all accrued sick leave credits existing or in accordance with the method as described above, whichever is higher, but not to exceed 560 working hours.
Sick time may not be used after the last day of actual work except in approved leave situations. In order to begin the process of determining eligibility for job-protected leave under the Family Medical Leave Act (FMLA), the Library Human Resources Office must be notified after three consecutive days of absence due to illness or injury. See the FMLA section of the guidebook for additional information.

COLORADO HEALTHY FAMILIES AND WORKPLACES ACT (CHFWA)
The Healthy Families and Workplaces Act (CHFWA) is a new Colorado state law that went into effect Friday, January 1, 2021. CHFWA creates paid family and medical leave obligations for all employers in the state. Most employees, including those who receive sick leave or PTO, will not see a change in the amount of time accrued to take sick leave. On-call employees and those employees who work part-time (fewer than 20 hours per week) will accrue sick leave at the rate of one hour per every thirty hours worked. CHFWA also provides public health emergency leave for employees who did not have 80 hours of leave as of 1/1/21.

Employees should follow this link to learn more about the Colorado Healthy Families and Workplaces Act (CHFWA) or contact the library HR office.

WELLNESS HOURS
At DPL, we are committed to prioritizing employee wellness because employee wellbeing is integral to our organizational health. To support our efforts, the library created Wellness Hours that every employee may take each quarter. The following information shows how many hours each employee earns per quarter based on their positions and hours worked:

<table>
<thead>
<tr>
<th>Position Description</th>
<th>Hours per Quarter</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular, limited or unlimited staff working 20-40 hrs/week</td>
<td>8 hours per quarter</td>
</tr>
<tr>
<td>On-call staff* (included regularly scheduled on-call staff and supplemental staff)</td>
<td>2 hours per quarter</td>
</tr>
<tr>
<td>Volunteers, supplemental, interns, and other non-paid staff</td>
<td>Not eligible</td>
</tr>
</tbody>
</table>

Wellness hours are issued at the beginning of every quarter. Wellness hours do not roll over. Unused wellness hours will be forfeited if not used within the same quarter. Employees should follow this link to learn more about the Wellness Hours Program or contact the library HR office.

DONATED TIME OFF
We have a great way to help our fellow co-workers in their time of need. We have the option of donating time off! Employees may donate time to another staff member if:
The employee has been earning sick time continuously for the last five years and has a sick time balance of at least 240 hours after the donation or a PTO balance of at least 80 hours after the donation.

AND

The recipient is on an approved medical leave and has exhausted all of their sick time, vacation time and/or PTO.

The recipient (or their representative) submits a Request for Donation form to OHR Payroll.

The recipient does not use over 600 hours of donated time in a calendar year.

Donated leave balances are not paid out upon separation from employment. Unused donated leave cannot be donated to another staff member nor is it returned to the donor.

**PAID HOLIDAYS**

There are 13 paid holidays observed by the library. All regular and limited-term staff members scheduled to work 20 or more hours per week have these paid days. Holiday pay is prorated in accordance with your regularly scheduled hours.

If it's necessary to maintain essential services, we may ask employees to work on a holiday. If an employee is scheduled to work on a holiday or the holiday falls on a scheduled day off, they will be given an alternate day off in that holiday week.

Below is a list of paid holidays:

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Cesar E. Chavez Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Indigenous Peoples' Day
- Veteran's Day
- Thanksgiving Day
- Christmas Day
• Personal Holiday - One personal holiday that must be used between January 1 and December 31 of each year. If not used, it is forfeited. You need to obtain supervisor approval when scheduling this day off.

When a paid holiday occurs on a Saturday, the holiday is observed on the preceding Friday. When a paid holiday occurs on a Sunday, the holiday is observed on the following Monday.

OTHER HOLIDAY-RELATED CLOSINGS

We may close to the public in conjunction with other paid holidays, including:

• Thanksgiving Eve (close at 4 p.m.)
• Christmas Eve (close at 4 p.m.) New Year’s Eve (close at 4 p.m.)

The Library Commission approves closures and paid holidays each year; early closures are subject to change accordingly.

For closings other than paid holidays, staff schedules will be rearranged so you will receive a full complement of time worked during these short weeks. For an annual list of library-scheduled closings, please see Staffweb.
LEAVE OF ABSENCE

We understand that employees may have unique personal and professional needs during their career at DPL. The following information explains our accommodation process and the various leaves that employees may be placed on or use. For specific information on taking any of the leaves listed below, please contact the library Human Resources Office.

ADA INTERACTIVE PROCESS

If an employee needs accommodations in order to perform the essential functions of their job, they should notify DPL HR immediately through an HR Ticket in order to initiate an Interactive Process (IAP) with the City’s ADA/Leave Team.

The IAP is a flexible dialogue designed to determine if an employee is disabled as defined by the ADA and if there is a reasonable accommodation that will enable the employee to perform the essential functions of their job with or without accommodation. The outcome of an interactive process could include a reasonable accommodation such as physical modification to a workspace, job reassignment, leave, or medical disqualification. DPL has a Memorandum of Understanding (MOU) regarding reassignments between the library and the City’s OHR that outlines the reassignment process. A City ADA Administrator assigned to the case will walk employees and leadership through the process.

Additionally, leave provided under the ADA is unpaid unless you opt to use accrued vacation, sick, PTO or donated time. It can also be taken as leave without pay or a combination of both. It is the responsibility of the employee to notify HR on how they would like to apply accrued vacation, sick, PTO or donated time.

Employees on any type of ADA Leave are responsible for payment of their portion of benefit premiums. A lapse in payment of premiums may result in a cancellation of benefits by the City. If an employee is covered by Short Term Disability, the amount will be applied to benefits payments.
To learn more about ADA and the ADA Interactive Process, check out this [link](#) to DenverHub.

EXEMPLARY SERVICE
Exemplary time is paid time awarded to employees to recognize their outstanding contribution to the agency by their supervisor for exceptional work. Supervisors/Managers can only grant up to 20 hours of compensatory time per calendar year to an employee.

ADMINISTRATIVE LEAVE
Paid administrative leave temporarily relieves an employee of their normal job responsibilities. The employee is asked to remain at home during regular work hours but continues to receive regular pay and benefits. Administrative leave may be only needed for a couple of days, weeks or months depending on the circumstances. The most common reason that DPL utilizes this leave is to remove an employee from the workplace so DPL’s HR is able to investigate allegations of misconduct. In all situations, the first priority is the operation of the library. Supervisors who believe there may be a need for administrative leave should speak with HR by submitting a “HR General Question” ticket. Administrative leave must be requested and approved in advance.

BEREAVEMENT LEAVE
DPL recognizes the personal loss employees experience with the death of a family member and helps ensure that employees do not have a loss in pay during that time. The following information explains how much time employees may take based on the benefit time they earn:

- Employees who earn sick and vacation, may use accrued sick or vacation time for up to 48 work hours upon the death of an immediate family member (spouse, child, parent, sibling, grandparent, grandchild, in-laws, domestic partner, and parent/child of domestic partner).

- Employees who earn PTO, may use up to 40 work hours of paid bereavement leave upon the death of an immediate family member (spouse, child, parent, sibling, grandparent, grandchild, in-laws, domestic partner, parent/child of domestic partner). Bereavement time taken will not be deducted from PTO accruals.

Employees should provide their supervisor with bereavement documentation after returning to work so the supervisor can approve time within Workday. Documentation can be an obituary,
funeral notice, or written leave request that discloses the deceased name, date of death, city of death and the relationship of the deceased to the employee requesting leave.

ELECTION LEAVE
DPL promotes the civic duty of our employees. Employees that are eligible voters in an election are allowed to take up to two hours of paid leave to vote when employees don’t have at least three hours off work time while the polls are open. Employees should request Election Leave in advance with their supervisor. Supervisors may specify the hours during which employees can be absent due to the business need of the library.

FAMILY MEDICAL LEAVE ACT
The Family Medical Leave Act (FMLA) is a federal law that entitles eligible employees to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave.

Qualifying reasons for FMLA, contact the Office of Human Resources (OHR) Leave Team or your independent department/agency HR team for:

- Your own serious health condition.
- A family member's serious health condition.
- Bonding for the birth of a child, adoption or placement of a foster child.
- Care for a military family member due to injury or deployment.

Employees employed by the library for at least 12 months (does not necessarily need to be 12 consecutive months), and have worked at least 1,250 hours in the preceding 12 months are eligible for FMLA. Eligible staff are entitled to up to 12 work weeks of FMLA leave each year, based on the first day of use. A continuous, intermittent or a reduced-schedule FMLA leave may be granted depending on the circumstances.

Employees should contact DPL HR with their request for FMLA. DPL works closely with the City’s FMLA Leave Team in coordinating communication and FMLA requests. There is paperwork that the City’s FMLA Leave Team will need to give you to provide certain information, including the reason for the FMLA request and the anticipated beginning/end date. A medical certification form from your healthcare provider is also required.
Requests that do not satisfy the conditions of the FMLA can be denied. An approved Personal Leave of Absence (mentioned in the section above) through DPL may still be granted if FMLA leave is denied. Employees should contact DPL HR if their request for FMLA is denied to gain more information on applying for a Personal Leave of Absence.

Although FMLA is an unpaid leave, employees may elect to use accrued vacation, sick, PTO or donated time. It may also be taken as leave without pay or a combination of both. The City offers an enhanced benefit called Care Bank that is a paid bank of hours available for self-care or the care of a family member. In order to participate in the Care benefit, employees must be eligible for FMLA or other specific circumstances. Eligible employees would be entitled to eight weeks, or 320 hours, of leave paid for by the City. Employees who apply for FMLA are automatically considered for the Care Bank. Learn more about Care Bank on Denver Hub.

Employees are responsible for payment of their portion of benefit premiums while on FMLA. If employees are covered by Short Term Disability (STD) and are on FMLA for their own serious health condition, STD will be applied if applicable.

The following information applies to employees that are eligible for FMLA leave:

- Employees using scheduled intermittent FMLA leave may be required to transfer temporarily to another position with the same pay and equivalent duties.
- When returning from FMLA leave, employees may be placed in the same position they held when leave began or, when necessary, be placed in an equivalent position with equivalent benefits, pay, duties, and substantially similar terms and conditions of employment.
- Employees will not be disciplined or penalized on their performance review for approved FMLA absences, and any merit increase (if applicable) will not be prorated as a result of taking FMLA leave.
- If an employee has suffered a work-related injury/illness, FMLA leave will run concurrently with Workers’ Compensation.

To learn more about the FMLA process, check out this link to DenverHub.

**JURY DUTY/COURT LEAVE**

DPL encourages employees to serve as a juror or witness when requested to do so through a court notice, such as a Jury Summons. When employees are called for jury service, they should let their supervisor know immediately. This will allow time to find coverage if required.
Employees who are called to jury duty on the days they are scheduled to work will receive pay for the time spent at the courthouse. If employees are released right away, i.e. after 30 minutes or two hours, they should report to their work location to complete their scheduled shift. Employees should enter their time spent at the courthouse as “Jury Day” in Workday. However, when an employee is a plaintiff, respondent or defendant in a non-work related case, Paid Time Off (PTO) must be taken if work is missed.

When employees are selected to serve as a juror, they can be granted court leave with full pay to serve in that capacity. This is in addition to the pay they will receive from the court. Employees must present the original summons to their supervisor, as well as a signed statement from the Clerk of the Court, showing the actual time of attendance at court if they are called to serve on a jury.

**MILITARY/MILITARY TRAINING LEAVE**

DPL values the service of employees who are engaged in the military and provides the following support.

**Military Leave with Pay:**
All regular staff scheduled to work 20 hours or more per week who are engaged in military training or service are eligible for up to 15 days, but not to exceed 120 hours, of paid military leave each calendar year. Paid military leave will not affect eligibility for a merit increase or time off accruals.

**Military Leave without Pay:**
Staff who continue in military service beyond the 120 hours of paid leave will be placed on military leave without pay. Military leave without pay will not extend beyond five years plus 90 days from the date of discharge (unless required to serve longer due to war or national emergency). Military leave without pay will not constitute a break in service but affects benefits and leave accruals after 30 days.

A staff member who is ordered to active duty for over 179 days is eligible for a military pay differential. If you are called to active military duty in a time of war or national emergency with written orders for military service of 180 days or more, you are eligible for a military pay differential as provided by the Denver Revised Municipal Code. DPL’s HR Office must receive a written request for the differential and be provided with verification in support of the request.

**VICTIM OF VIOLENCE LEAVE**
DPL offers up to three days of leave per calendar year to address issues arising from domestic violence or other violence employees may have suffered. The leave may be used to take care of issues that may arise due to an abusive situation, such as filing a restraining order, attending court or securing safe housing. This leave can be taken as paid sick, vacation or PTO, or as a combination. Supervisors and employees should contact DPL HR if they need help with this leave.

**PERSONAL LEAVE OF ABSENCE (UNPAID)**

Occasionally, an unpaid personal leave of absence can be granted to an employee for any good reason when it is in the interest of the library to do so. An employee’s manager and division director can grant an employee a personal leave in increments of 30 days and not to exceed 365 days.

A personal leave of absence does not constitute a break in service but affects benefits and leave accruals after 30 days of unpaid leave. Any merit increase will be prorated to reflect the dates of an unpaid personal leave exceeding 30 days. It’s also important to note that returning from a personal leave may require returning to another position within the same pay grade.
STAFF DEVELOPMENT

We have a wide variety of internal and external learning and development opportunities for staff at all levels and phases of their careers. For more information on any of the opportunities listed below, please contact the Learning & Development Team.

LEARNING @ DPL

We have an internal learning management system that is available to all staff and covers not only job-specific learning needs but also a wide range of personal and professional needs, including a vast array of wellness-related resources. Employees will get paid for all job-related, or required, learning and development opportunities that happen on work time. Employee supervisors will determine if the opportunity is job-related, and should approve these events before employees are scheduled. If there is a cost associated with it, the library may fund the request. If an employee chooses to participate in a learning and development opportunity that is not job-related and/or is not supported by the library, the employee may do so on their own time and at their own expense.

NEW EMPLOYEE ORIENTATION

We have a plethora of ways to orient employees to the library culture and mission. One of our favorite ways is through a blended approach to New Employee Orientation (instructor-led sessions and eLearning). We cover a wide variety of topics, all to help employees understand the library a bit better! Each employee’s individual branch or department will also provide a customized orientation to acquaint new employees with their duties, responsibilities and role within their department.

In addition to our New Employee Orientation, new employees will be attending various learning opportunities, both in person and on demand, over their first year to set them up to be a successful staff member at the library. We have several required courses linked to our set of all staff competencies.

PROFESSIONAL DEVELOPMENT
We have a centralized budget to support staff professional development. Each fall, requests are collected for both external and internal professional development opportunities such as local training workshops, on-demand courses, and national conferences. The Learning & Development and Equity, Diversity, Inclusion & Engagement teams review requests for funding the following year considering various factors including, but not limited to, their connection and support of our Strategic Plan and how funds are distributed within individual teams and across the organization as a whole. Limited funding for emergent requests is also set aside. Job-specific training necessary for certifications and licenses required in certain job roles will be funded through department budgets.

**PROFESSIONAL MEMBERSHIPS**

We want employees to be well informed on important industry topics and practices, so we will consider paying for professional association memberships. The library also has several organizational memberships that may be of benefit to employees. Individual membership requests need to be approved by the employee’s supervisor and Service Director prior to enrollment/renewal.

**OUT OF TOWN TRAVEL**

We may subsidize out of town travel for a variety of reasons, including job related learning, conferences, conventions, educational courses, meetings or institutes. Non-exempt staff who are on library-subsidized travel must be paid for travel time in accordance with the Fair Labor Standards Act. Please reach out to the HR Office for details. We have certain fiscal reporting requirements for out of town travel.

**APPRECIATION**

The library uses a broad appreciation strategy tied directly to our DPL mission and values. This inclusive, ongoing program is designed to enhance employee engagement and encourage exemplary performance.

Our objective for the DPL Appreciation Program is to create an equitable ongoing recognition program supporting DPL values where each person feels appreciated. The scope and design of our appreciation strategy includes flexibility to award teams or individuals (addressing the variety of our work and cultural differences that appear in our work) and a component for recognition of all staffing types and levels, including our on-call staff and volunteers.

We have multiple annual Appreciation Awards tied to our mission and values and recognize these winners at system-wide staff events throughout the year. In addition to organizational
appreciation we also have varied ways to support peer-to-peer appreciation which employees will experience at team level and at a broader organization-wide level.

Every supervisor is allocated funds for team and individual appreciation of their direct reports. They are encouraged to speak with their employees individually to learn more about their individual appreciation preferences too - we know what works for one person may not be what another finds value in. In addition to this, they also have a set number of exemplary performance hours to award staff.

We also focus on ongoing appreciation, looking at the appreciation moments that regularly occur during an employee’s career such as how we welcome new hires, celebrate service milestones, retirements and other substantial moments in an employee’s career.

We have a staff team that helps us coordinate and provide meaningful appreciation experiences for the library.

**PERFORMANCE @ DPL**

Here at DPL, we take an ongoing approach to performance management. Supervisors and employees have ongoing dialogue throughout the year to discuss goals, performance expectations, and progress. Toward the end of the year, all employees engage in an annual review process. This process is in direct connection to the City, which utilizes a pay for performance program that includes both an annual performance review and a merit increase. When available, eligible staff will receive a merit increase based on their overall performance rating.

Goals should be set for new employees within the first 90 days. This includes both performance and development goals, which are not rated. Supervisors are required to meet, at a minimum, once per month with staff to hold one-on-one meetings where they can review progress, expectations, provide support, and adjust as needed. In addition to this we support multi-directional feedback in this process with skip-level meetings in the first and third quarters of the year. At mid-year, the supervisor will hold a more formal check-in with staff to update progress on annual goals in preparation for the annual review.

The annual review process begins in the fall with your self-evaluation, which gives employees the opportunity to reflect on their performance and highlight their achievements. Employees may also have additional reviewers give feedback on their performance from their perspective. An employee’s supervisor will rate each individual performance goal and provide their feedback on the employee’s performance and share the complete review with
their supervisor for reviewing rater approval. Reviewing raters will participate in calibration meetings to limit the impact of rater bias. The completion of the annual review will take place in the Workday Performance software. Once the online portion of an employee’s annual review is complete, the employee will meet with their supervisor to have one final discussion about their performance for the year. Following this, new performance and development goals will be set for the upcoming year, as well.

**PERFORMANCE IMPROVEMENT PLAN**

There are times when an employee may be struggling with their performance in improving their actions to meet expectations and objectives of their job responsibilities. This requires the creation of a Performance Improvement Plan that will clarify what is expected of the employee and offer suggestions to help motivate the employee’s progress toward the outlined standards.

A Performance Improvement Plan (PIP) is a supervisor tool used to work with an employee to improve the employee’s performance or behavior and to address performance discrepancies identified in a performance management process.

When a supervisor identifies a performance inquiry with an employee, they should follow these steps:

- Meet with HR and share concern to determine if the concern is a behavior or performance issue
- If the concern is a performance issue, then the supervisor will collaborate with HR in developing PIP for the employee
- If the concern is a behavior issue, then the supervisor will follow the corrective action process in collaboration with HR

The creation of a PIP is to create a plan that allows continuing dialogue between supervisors and employees for improved employee work performance. The following procedure should be followed by the supervisor in developing a PIP:

1. Identify the problem
2. Define the tasks, skills, or behaviors where improvement is required.
3. Establish priorities of the areas requiring improvement based on frequency of occurrence, relationship to all aspects of the position, and the consequence of an error
4. Identify the expectations upon which performance will be measured for each area requiring improvement.
5. Meets with the employee to develop a mutually agreeable action plan that specifies how to meet the expectations.
6. Establishes timetables for accomplishing change in performance or behavior with the employee.
7. Employee and supervisor sign the PIP.
8. Establish frequent review dates (weekly).
9. Conduct a final evaluation with the employee and determine if the plan was successful.
   a. If the plan is not successful, the supervisor will apply corrective action that is applicable.
DPL is conscious of how it is represented in the branch locations and communities we serve. The following information outlines the communication norms that all employees must follow and guidelines to participate in committees, task forces, and liaison positions that drive DPL initiatives.

COMMUNICATION AT DPL
DPL uses various tools and channels to communicate internally and externally to ensure all of our audiences are apprised and informed about important information. The following information addresses communication from DPL and communication within departments/teams:

Internal Communication Channels (with staff)
Internal Communications at DPL is dedicated to making sure staff are in the loop about our organization’s most important information so they are both connected and informed. As a function, the role of internal communications is to curate, enable and advise on best practices for DPL to communicate effectively, efficiently and in an engaging way.
Effective internal communication is a shared responsibility. All DPL staff are considered communicators and audiences. As such, it is the responsibility of staff to engage with and review organizational communications on a regular basis.
The internal communications channels available to DPL staff are available here.

Bulletin Boards
Traditional bulletin boards are located in non-public, staff areas of library departments and branches for both official and unofficial notices. Mandatory notices of all Federal, State and local labor laws are posted here.

External Communication Channels (Public-facing)
External Communications at DPL works to publicize the library as an organization, inform the public and the library’s stakeholders of organizational news and services, and manage the organization’s reputation. External Communication Channels include but are not limited to:
Our public website denverlibrary.org (multiple content managers), electronic newsletters (managed by communications), monthly magazines (managed by marketing), press releases/advisories (managed by communications), social media (managed by marketing), paid advertising (managed by marketing), public events (managed by communications).

Department/Team Communication
Each department or team utilizes their team-specific expectations for communication. Communication may be used through the Google Application platform, Email, Slack, Text, or Microsoft Teams. It is important that managers/supervisors set clear expectations of communication norms with their teams.

STAFF VOLUNTEERS
We are grateful to have a robust volunteer program and we have many opportunities for staff members to participate. Special voluntary activity undertaken outside of scheduled work hours and the scope of your duties, such as staffing booths at community fairs that do not require your participation by DPL, attendance at programs or visiting other organizations, will be at your discretion and not required or treated as paid time or overtime.

Additionally, we have a few guidelines around non-exempt staff volunteering at library events:

- You may not volunteer to do something that is part of your regular job duties.
- You may not work unpaid if the event is during your scheduled work shift. You may volunteer (unpaid) during your 30-minute unpaid lunch break or before or after your scheduled shift.
- If you are required to work outreach events or are assigned an outreach event by your supervisor, you must be paid for your time.
- If volunteering (unpaid) at events, you are library representatives and must present yourselves as such at all times.
- We do not allow staff or their immediate family to complete court-mandated community service hours at any location.

EMPLOYEE PARTICIPATION IN WORK-RELATED COMMITTEES, PROJECTS, AND TASK FORCES, ETC.
DPL is fortunate to have engaged employees interested in supporting the organization in various ways! DPL values input from employees on strategic and operational matters. Additionally, participation in these groups is seen as opportunities for professional growth and development.
This work also has to be balanced with performing job duties. Other duties as assigned within job descriptions shall account for no more than 10% of an employee’s work time. Therefore, in order to allow for other miscellaneous job-related duties, if an employee would like to participate in a committee, project, or task force unrelated to an employee's job description, participation in these activities should account for no more than 5% total of a full-time employee's work schedule. If the work needed to participate in a single group takes 5% of an employee’s time then that is the only group the employee can participate in.

Participation in committees, projects, workgroups, and task forces (and all other groups performing library work outside of one's specific job) must adhere to the following guidelines:

- There must be documented approval from the employee’s direct supervisor.
- A commitment of more than six months participation may not exceed a total of 5% of a full-time employee's work time per month. A commitment of more than six months participation may not exceed a total of 5% of a part-time or full-time employee's work time per month.
  - For example: This is a total of eight hours per month for a 40 hour employee, not per group.
- Participation should not be listed as a performance goal but may be listed as a development goal that is not weighted.
- If job performance for an employee becomes an issue, the supervisor can rescind their approval for participating in the group.

For more information about the various committees, projects, and task forces, please see Staffweb.

**STAFF LIAISONS**

DPL has a number of employee liaison opportunities that can potentially take more than 5% of an employee’s time. If an employee would like to participate in that work the following needs to occur:

- Documented approval from the supervisor and HR.
- A written scope of work with clear objectives that are included in a performance goal with a weight.
- Participation is required to be annual.
- If job performance for an employee becomes an issue, the supervisor can rescind their approval for participating as a liaison.
If an employee serving as a liaison is interested in participating in another group that is not directly tied to their job duties, this requires additional approval from the supervisor and speaking with HR. At any time, the supervisor may ask the employee to limit or cease participation in these activities.
SAFETY AND SECURITY

It is DPL’s policy for all employees to perform their work in the safest manner possible, consistent with safe work practices, and according to all governing laws and regulations. The safety and health of all staff and customers is paramount.

The following information gives employees guidance on safety classes; best ergonomic practices to perform their duties; the event of an emergency, workplace accident, injury, or illness; modified duty; surveillance; personal items and searches; and severe weather.

SAFETY CLASSES

DPL offers a wide variety of safety classes depending on the roles of each employee. Some are required; some are to help create a better awareness of the communities we serve. Employees can find safety classes and content through Learning@DPL.

ERGONOMIC AND SAFETY AWARENESS

Part of what makes the library so special is that it is a safe place for everyone. Creating a safe workspace involves everyone, from the person who budgets for chairs to the person sitting in them. At DPL, many of the tasks we do are specialized. We have created some resources (exercises, how to adjust workstation equipment, and more…) to help employees learn how to do those specialized tasks safely. We also have eLearning and other resources available on every DPL computer’s desktop (just click the Healthy U icon!).

All of these resources will help employees maintain awareness about their surroundings and help them perform their duties safely throughout the day.

EMERGENCY

In the event of an emergency, please call 911. If an employee is in a non-emergency situation that is perceived to be a threat to the safety or security of library staff, customers or property, Security should be immediately alerted at extension 5-1102.

At Central, Security Officers carry radios and are available for emergencies as well as routine
security tasks. In addition, some branch libraries have Security staff members who are trained in security protocol. Every branch location has a Preparedness Ambassador versed in procedures.

**WORKER’S COMPENSATION**

DPL offers Workers’ Compensation coverage for medical expenses and partial wage replacement if an employee’s claim is approved. Benefits for an on-the-job injury or illness are determined by the City’s Risk Management Department.

If an employee experiences a workplace accident, injury or illness, they should call the **OUCH Line at 303.436.6824**. For workplace accidents, injuries, or illnesses that require immediate medical assistance, call 911. In that case, an immediate supervisor is expected to call the OUCH Line at 303.436.6824 for their injured staff member. We ask that the OUCH line be notified within four days of the incident.

If medical treatment is needed, employees can use accrued vacation, sick or PTO time for the initial visit to an approved medical provider. Employees are responsible for their transportation to the medical facility for treatment.

Follow-up appointments should be scheduled outside of the employee’s regular shifts. If this is not possible, appointments should be scheduled at the beginning or end of a shift. Up to two hours may be paid for the appointment.

If the employee is not allowed to work, until Risk Management approves the claim, the initial three days of work loss are not paid by Workers’ Compensation. You are welcome to use accrued vacation, sick or PTO time.

If it is determined that the employee will remain out of the workplace, the employee may be provided with paid disability leave at 80% of your gross earnings for up to 90 consecutive calendar days from the date of the on-the-job injury or illness and runs concurrently with Family Medical Leave. For leaves beyond 90 days, the Risk Management Department may approve paid disability leave at 66 2/3% of gross earnings.

Staff on this type of leave may not use accrued time to make up the difference in their salary and are responsible for payment of their portion of benefit premiums while on Workers’ Compensation.
MODIFIED DUTY
DPL offers modified duty to regular staff members, which is a temporary reduction, restructuring or reassignment of duties necessary to meet physical restrictions as a result of an approved Workers’ Compensation claim, or as an approved accommodation through the City’s ADA team. Most often, the modified duty assignments are available through the Workers’ Compensation program, only when a staff member has temporary work restrictions and has not reached maximum medical improvement (MMI). Modified duty assignments are not permanent jobs. If we are unable to assign temporary duties at the library or within the City, the staff member may be placed on leave.

Modified duty will continue until the treating physician releases the staff member to full duty or the staff member has reached MMI and cannot perform the essential functions of their job with or without reasonable accommodation. An employee who has reached MMI may either be reassigned to a different position or medically disqualified.

VIDEO RECORDINGS
DPL uses video recording equipment in order to monitor security/safety and facilities operations, as well as to investigate disturbances or crime. In addition, some security staff are required to wear body cameras. All of these measures help us provide a safe and secure environment for customers and staff alike. For more information, please refer to the DPL’s Photo and Video policy.

PERSONAL ITEMS AND SEARCHES
Each library facility is a public building. Employees are responsible for finding a safe, secure spot for their personal possessions. The library does not assume responsibility for the loss or theft of personal items.

DPL maintains the right to conduct workplace inspections. All areas of the library, including library vehicles, parking lots, lockers, desks, files, email, voice- mail, computer files and other library property, can be subject to work-related searches. With reasonable cause, DPL also reserves the right to inspect personal items such as backpacks, purses, tote bags etc.

SEVERE WEATHER
Weather in Denver can often be unpredictable. If weather conditions make it necessary to open a facility later than the regularly scheduled time, close a facility earlier than the regularly scheduled time, or close for the day, DPL will communicate that change in schedule to all employees. Employees may receive notification from the City, but they should
wait for DPL’s notification.

If employees are not notified, DPL expects all employees to make a reasonable effort to report to work in severe weather situations.
There are different ways employees or DPL may end employment. They are categorized as either voluntary (resignation, retirement, or job abandonment) or involuntary terminations (dismissal, disqualification, and death).

**VOLUNTARY TERMINATION**

DPL considers Resignations, Retirement, and Job Abandonment as voluntary terminations due to employees leaving on their own accord. When an employee chooses to resign or retire, they must provide their supervisor with a notice of their last day. This ensures that the transition for the employee and their team goes well. Once the employee’s supervisor/manager is notified of the employee’s resignation or retirement, it is their responsibility to send the employee’s notice of resignation or retirement to HR. HR will send an “End of Employment Checklist” to the supervisor to guide them on items to collect and tasks to be completed by the employee.

The effective date of any end of employment will be the last day of regular hours worked unless the employee is on an approved leave of absence. Vacation, sick or PTO may not be used in lieu of working the last day. Failing to report to work for three consecutive scheduled shifts without proper notification is job abandonment, which will be considered a resignation.

We consider employees for future employment with the on-call staffing pool as long as employees provide at least two weeks’ notice.

**EXIT INTERVIEWS**

For voluntary terminations, a HR representative will send a meeting notice prior to an employee’s last day to conduct an exit interview. The information shared in the interview will help DPL to strengthen and improve the library’s employment processes and programs and overall customer service.

**IN VOLUNTARY TERMINATION**

DPL considers Dismissal, Disqualification, and Death as involuntary terminations (separations). A termination is the involuntary termination of a staff member by the library.
Causes of dismissal range from the final stage of the formal corrective action process to failure to satisfactorily complete a performance improvement plan (PIP). In these cases, DPL will give written notice on or before an employee’s last day.

Disqualification of employment at DPL may happen for the following reasons:

- A mental or physical impairment or incapacity occurs or is discovered after you were hired that prevents you from performing the essential functions of the job, with or without accommodation. Before a staff member is disqualified, the library will enter an ADA interactive process with you. Please see the Interactive Process section of the guidebook for more information.
- A disqualification may also occur based on the inability to acquire or maintain a certification or license required to perform the essential functions of a position as mandated by federal, state or local governmental laws and/or regulations.
- If an employee is under a restriction (e.g. a restraining order) in connection with a criminal proceeding and the employee cannot perform their job without violating that restriction, they may be disqualified.

It is important to note that employment at the Denver Public Library is on an at-will basis. This means that either the staff member or the organization may terminate the employment relationship at any time, for any reason, with or without notice. If an employee is separated from employment for disciplinary or performance-based issues, they are not eligible for future employment at the library or the City and County of Denver for a minimum of five years following the separation.

**FINAL PAY, BENEFITS, & RETIREMENT**

An employee’s final paycheck, including payment for all accrued, unused vacation or PTO, will be issued within 60 days of the last day worked by the city. Employees should contact Payroll at payrolldivision@denvergov.org or 720-913-5186 if they have further questions about their final pay.

Benefits will continue to the last day of the month in which the employee’s employment ends. If an employee’s last day of work is the last day of the month, their benefits will end on that day.

For information regarding retirement benefits through the Denver Employees Retirement Plan (DERP), contact DERP at 303-839-5419 or at www.derp.org. HR at DPL and the City’s HR does not manage employee retirement plans.

9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021. Remaining branches (except Central, Smiley, and Thunderbird Man) opened for half-days on April 13, while the 9 pilot branches opened full days. May 19 all open branches resumed full-day service Tue-Sat (Westwood Tue-Fri).

Online visits - total website visits by session, from G4 (formerly known as Google Analytics)
In Person visits - total door count from all locations, as collected by Trafsys doorcounter system.
9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021. Remaining branches (except Central, Smiley, and Thunderbird Man) opened for half-days on April 13, while the 9 pilot branches opened full days. May 19 all open branches resumed full-day service Tue-Sat (Westwood Tue-Fri).

Downloads - total downloads, including electronic books, movies, magazines, and music, as reported by CDO
Materials - total circulation of physical materials at all locations, including auto-renewals from Polaris ILS
<table>
<thead>
<tr>
<th>Location</th>
<th>Total Circulation</th>
<th>+/- Previous Month</th>
<th>2024/2023 Year/Year</th>
<th>YTD Y/Y</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bob Ragland (formerly Art Park)</td>
<td>799</td>
<td>(40)</td>
<td>(339)</td>
<td>-29.8%</td>
</tr>
<tr>
<td>Athmar Park</td>
<td>0</td>
<td>↓ (3,249)</td>
<td>(3,955)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>Bear Valley*</td>
<td>15,357</td>
<td>↑ 1,872</td>
<td>(491)</td>
<td>-3.1%</td>
</tr>
<tr>
<td>Blair-Caldwell African American Research Library</td>
<td>2,364</td>
<td>↑ 2,353</td>
<td>2,355</td>
<td>26166.7%</td>
</tr>
<tr>
<td>Thunderbird Man (formerly Byers)</td>
<td>1,544</td>
<td>↓ (14)</td>
<td>(277)</td>
<td>-15.2%</td>
</tr>
<tr>
<td>Central Library</td>
<td>19,481</td>
<td>↑ 1,745</td>
<td>107</td>
<td>0.6%</td>
</tr>
<tr>
<td>Decker</td>
<td>9,383</td>
<td>↑ 226</td>
<td>(901)</td>
<td>-8.8%</td>
</tr>
<tr>
<td>Eugene Field</td>
<td>19,067</td>
<td>↓ (835)</td>
<td>(5,519)</td>
<td>-22.4%</td>
</tr>
<tr>
<td>Ford-Warren</td>
<td>10,220</td>
<td>↑ 251</td>
<td>(2,239)</td>
<td>-18.0%</td>
</tr>
<tr>
<td>Green Valley Ranch*</td>
<td>17,184</td>
<td>↑ 2,811</td>
<td>1,198</td>
<td>7.5%</td>
</tr>
<tr>
<td>Hadley</td>
<td>6,825</td>
<td>↑ 2,004</td>
<td>1,074</td>
<td>18.7%</td>
</tr>
<tr>
<td>Hampden*</td>
<td>17,465</td>
<td>↑ 2,928</td>
<td>(446)</td>
<td>-2.5%</td>
</tr>
<tr>
<td>Mobile Services (Bookmobiles)</td>
<td>6,663</td>
<td>↑ 1,612</td>
<td>814</td>
<td>13.9%</td>
</tr>
<tr>
<td>Montbello</td>
<td>3,680</td>
<td>↑ 760</td>
<td>136</td>
<td>3.8%</td>
</tr>
<tr>
<td>Park Hill</td>
<td>24,499</td>
<td>↓ (102)</td>
<td>(4,588)</td>
<td>-15.8%</td>
</tr>
<tr>
<td>Pauline Robinson</td>
<td>4</td>
<td>↓ (3,418)</td>
<td>(3,877)</td>
<td>-99.9%</td>
</tr>
<tr>
<td>Rodolfo &quot;Corky&quot; Gonzales*</td>
<td>12,769</td>
<td>↑ 2,258</td>
<td>650</td>
<td>5.4%</td>
</tr>
<tr>
<td>Ross-Barnum</td>
<td>4,258</td>
<td>↑ 870</td>
<td>315</td>
<td>8.0%</td>
</tr>
<tr>
<td>Ross-Broadway</td>
<td>9,782</td>
<td>↑ 216</td>
<td>(738)</td>
<td>-7.0%</td>
</tr>
<tr>
<td>Ross-Cherry Creek*</td>
<td>12,809</td>
<td>↑ 12,809</td>
<td>12,809</td>
<td>100.0%</td>
</tr>
<tr>
<td>Ross-University Hills*</td>
<td>38,530</td>
<td>↑ 6,033</td>
<td>141</td>
<td>0.4%</td>
</tr>
<tr>
<td>Sam Gary*</td>
<td>51,776</td>
<td>↑ 12,023</td>
<td>2,959</td>
<td>6.1%</td>
</tr>
<tr>
<td>Schlessman Family</td>
<td>30,812</td>
<td>↑ 455</td>
<td>(4,727)</td>
<td>-13.3%</td>
</tr>
<tr>
<td>Smiley</td>
<td>12,856</td>
<td>↑ 1,579</td>
<td>(233)</td>
<td>-1.8%</td>
</tr>
<tr>
<td>Valdez-Perry*</td>
<td>1,576</td>
<td>↓ (88)</td>
<td>(540)</td>
<td>-25.5%</td>
</tr>
<tr>
<td>Virginia Village</td>
<td>12,451</td>
<td>↓ (6,386)</td>
<td>(10,227)</td>
<td>-45.1%</td>
</tr>
<tr>
<td>Westwood*</td>
<td>1,679</td>
<td>↑ 271</td>
<td>(43)</td>
<td>-2.5%</td>
</tr>
<tr>
<td>Woodbury</td>
<td>14,767</td>
<td>↑ 1,653</td>
<td>(860)</td>
<td>-5.5%</td>
</tr>
<tr>
<td>Denverlibrary.org Downloadables</td>
<td>400,049</td>
<td>↑ 145,841</td>
<td>117,082</td>
<td>41.4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>758,649</strong></td>
<td><strong>186,438</strong></td>
<td><strong>99,640</strong></td>
<td></td>
</tr>
</tbody>
</table>

→ The Athmar Park Branch Library and the Pauline Robinson Branch Library closed on August 27, 2023 for renovations.

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<table>
<thead>
<tr>
<th>Location</th>
<th>Total Circulation</th>
<th>+/- Previous Month</th>
<th>2023/2022 Year/Year</th>
<th>YTD Y/Y</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bob Ragland (formerly Art Park)</td>
<td>1,028</td>
<td>65</td>
<td>189</td>
<td>22.5%</td>
</tr>
<tr>
<td>Athmar Park</td>
<td>0</td>
<td>0</td>
<td>(3,249)</td>
<td>-100.0%</td>
</tr>
<tr>
<td>Bear Valley*</td>
<td>15,418</td>
<td>(946)</td>
<td>1,933</td>
<td>14.3%</td>
</tr>
<tr>
<td>Blair-Caldwell African American Research Library</td>
<td>2,251</td>
<td>(261)</td>
<td>2,240</td>
<td>20363.6%</td>
</tr>
<tr>
<td>Thunderbird Man (formerly Byers)</td>
<td>1,520</td>
<td>(138)</td>
<td>(38)</td>
<td>-2.4%</td>
</tr>
<tr>
<td>Central Library</td>
<td>18,688</td>
<td>(813)</td>
<td>952</td>
<td>5.4%</td>
</tr>
<tr>
<td>Decker</td>
<td>9,109</td>
<td>(1,137)</td>
<td>(48)</td>
<td>-0.5%</td>
</tr>
<tr>
<td>Eugene Field</td>
<td>18,719</td>
<td>(986)</td>
<td>(1,183)</td>
<td>-5.9%</td>
</tr>
<tr>
<td>Ford-Warren</td>
<td>18,719</td>
<td>(986)</td>
<td>(1,183)</td>
<td>-5.9%</td>
</tr>
<tr>
<td>Green Valley Ranch*</td>
<td>15,867</td>
<td>(1,162)</td>
<td>1,494</td>
<td>10.4%</td>
</tr>
<tr>
<td>Hadley</td>
<td>6,436</td>
<td>(491)</td>
<td>1,615</td>
<td>33.5%</td>
</tr>
<tr>
<td>Hampden*</td>
<td>17,082</td>
<td>(1,943)</td>
<td>2,545</td>
<td>17.5%</td>
</tr>
<tr>
<td>Mobile Services (Bookmobiles)</td>
<td>6,399</td>
<td>(1,111)</td>
<td>1,348</td>
<td>26.7%</td>
</tr>
<tr>
<td>Montbello</td>
<td>3,773</td>
<td>92</td>
<td>835</td>
<td>29.2%</td>
</tr>
<tr>
<td>Park Hill</td>
<td>24,163</td>
<td>(1,541)</td>
<td>(438)</td>
<td>-1.8%</td>
</tr>
<tr>
<td>Pauline Robinson</td>
<td>6</td>
<td>2</td>
<td>(3,416)</td>
<td>-99.8%</td>
</tr>
<tr>
<td>Rodolfo &quot;Corky&quot; Gonzales*</td>
<td>12,905</td>
<td>(658)</td>
<td>2,394</td>
<td>22.8%</td>
</tr>
<tr>
<td>Ross-Barnum</td>
<td>4,031</td>
<td>(356)</td>
<td>643</td>
<td>19.0%</td>
</tr>
<tr>
<td>Ross-Broadway</td>
<td>9,223</td>
<td>(1,063)</td>
<td>(343)</td>
<td>-3.6%</td>
</tr>
<tr>
<td>Ross-Cherry Creek*</td>
<td>12,126</td>
<td>398</td>
<td>12,126</td>
<td>100.0%</td>
</tr>
<tr>
<td>Ross-University Hills*</td>
<td>43,045</td>
<td>3,701</td>
<td>10,548</td>
<td>32.5%</td>
</tr>
<tr>
<td>Sam Gary*</td>
<td>48,509</td>
<td>(3,159)</td>
<td>8,756</td>
<td>22.0%</td>
</tr>
<tr>
<td>Schlessman Family</td>
<td>30,948</td>
<td>(2,023)</td>
<td>591</td>
<td>1.9%</td>
</tr>
<tr>
<td>Smiley</td>
<td>11,949</td>
<td>(1,353)</td>
<td>672</td>
<td>6.0%</td>
</tr>
<tr>
<td>Valdez-Perry*</td>
<td>1,537</td>
<td>(217)</td>
<td>(127)</td>
<td>-7.6%</td>
</tr>
<tr>
<td>Virginia Village</td>
<td>4,643</td>
<td>(10,270)</td>
<td>(14,194)</td>
<td>-75.4%</td>
</tr>
<tr>
<td>Westwood*</td>
<td>1,761</td>
<td>9</td>
<td>353</td>
<td>25.1%</td>
</tr>
<tr>
<td>Woodbury</td>
<td>14,902</td>
<td>(1,327)</td>
<td>1,788</td>
<td>13.6%</td>
</tr>
<tr>
<td>Denverlibrary.org Downloadables</td>
<td>384,983</td>
<td>(18,037)</td>
<td>130,775</td>
<td>51.4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>730,831</strong></td>
<td><strong>(46,036)</strong></td>
<td><strong>158,620</strong></td>
<td></td>
</tr>
</tbody>
</table>

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Denver Public Library
Total New Library Cards By Month

- 9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021. Remaining branches (except Central, Smiley, and Thunderbird Man) opened for half-days on April 13, while the 9 pilot branches opened full days. May 19 all open branches resumed full-day service Tue-Sat (Westwood Tue-Fri).


• **New Cards** - total number of new library card registrations (including computer user only cards), from Polaris.
Attendances - total program attendance from all locations, as submitted to Events Management tracking application (includes programs, library events, storytimes, and tours).
Sessions - total number of program sessions offered (as defined in Attendance), as submitted to Events Management tracking application.
22nd Annual Día del Niño at the DAM Celebrates Children in Denver


Visitors are encouraged to explore additional Golden Triangle Creative District organizations participating in this celebration, including the Denver Public Library, Clyfford Still Museum, History Colorado Center and the Center for Colorado Women’s History at the Byers-Evans House Museum.

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_4f857692-f695…

,, Denver Public Library, 100 Washington St., Denver. • WAVP Veterans Breakfast — From 7:30-10 a.m. at 1300 Fourth St NW, Waverly, IA 50677. Public welcome • Support Group- The support group “Healing after a loss to suicide” will meet from 10 a.m. to noon.
Overdue book from 1919 returned to Colorado library

By Morgan Whitley

This book has been checked out over 30K times from the Denver Public Library. If books could talk, this copy would surely have quite the story.

Fighting for Collective Bargaining for All Denver Public Workers


Should the amendment pass, approximately 700 workers at the Denver Public Library could be on the road to forming their own CWA-represented unit.
'It's a special day': Penrose Library reopens with refurbished interior, enhanced security features

By Debbie Kelley
https://gazette.com/news/local/it-s-a-special-day-penrose-library-reopens-with-refurbished-interior...

Patron Jim Roth said he met the woman who would become his wife at Denver Public Library in 1978, and they're still married. “We love libraries,” he said. “We want to support libraries. They’re a special place.”

Penrose Library reopens with refurbished interior, enhanced security features

By Debbie Kelley

Patron Jim Roth said he met the woman who would become his wife at Denver Public Library in 1978, and they’re still married. “We love libraries,” he said. “We want to support libraries. They’re a special place.”

Remodeled Penrose Library in downtown Colorado Springs reopens to oohs and aahs

By Debbie Kelley
https://gazette.com/news/remodeled-penrose-library-in-downtown-colorado-springs-reopens-to-oohs-and...

Patron Jim Roth said he met the woman who would become his wife at Denver Public
Library in 1978, and they’re still married. “We love libraries,” he said. “We want to support libraries. They’re a special place.”

Fundraiser to benefit animal shelter, Bette arts center
https://www.eastbaytimes.com/2024/04/10/alameda-briefs-fundraiser-to-benefit-animal-shelter-bette-a...

Eitner joins the city of Alameda after serving in management positions at the Denver Public Library, Santa Clara County Library District and most recently as the Solano County Library’s assistant director.

Alameda briefs: Fundraiser to benefit animal shelter, Bette arts center
https://dpl.muckrack.com/link/gFU11d/alameda-briefs-fundraiser-to-benefit-animal-shelter-bette-arts...

Eitner joins the city of Alameda after serving in management positions at the Denver Public Library, Santa Clara County Library District and most recently as the Solano County Library’s assistant director.
## Alameda briefs: Fundraiser to benefit animal shelter, Bette arts center

Eitner joins the city of Alameda after serving in management positions at the Denver Public Library, Santa Clara County Library District and most recently as the Solano County Library’s assistant director.

### Civic Center Park flower beds to be planted after all, despite budget cuts

By Heather Willard

This book has been checked out over 30K times from the Denver Public Library But the flower beds are one of the more visual measures that residents are starting to notice.
The Center Celebrates Transgender Day of Visibility
By Anna Lee
https://www.outfrontmagazine.com/the-center-celebrates-transgender-day-of-visibility/

On Saturday, March 30, attendees were greeted by books from Denver Public Library Bookmobile, a van packed with curiosities brought by the Denver Museum of Nature & Science’s Curiosity Cruiser, a plethora of engaging community events, and resources from a selection of groups aiding the transgender, nonbinary

Denver Forum -

Kids in kindergarten to 5th grade are welcome to attend the After School Club at the Denver Public Library Wednesday, April 10 at 2:30 p.m. for a program featuring Bremer County Conservation. Kids attending will learn about recycling with fun activities and stories.

"Harry Potter" has been checked out over 30K times from the Denver Public Library
By Maddie Rhodes
https://kdvr.com/news/local/this-book-has-been-checked-out-over-30k-times-from-the-denver-public-li...

DENVER (KDVR) — In the past decade, some books at the Denver Public Library have passed through thousands of hands and crossed tens of thousands of e-readers and audiobook listeners.
**This book has been checked out over 30K times from the Denver Public Library**

By Maddie Rhodes  

DENVER (KDVR) — In the past decade, some books at the Denver Public Library have passed through thousands of hands and crossed tens of thousands of e-readers and audiobook listeners.

**Should most Denver employees have collective bargaining rights?**

By Desiree Mathurin  

But about 7,000 employees, including for example those who work for the Denver Public Library and Parks and Recreation do not currently have collective bargaining options. One is through City Council referral and the other is through citizen signature collections. CWA is pursuing both options.
Community Calendar
https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_a220432e-f379...

Denver Public Library, 100 Washington St., Denver. • WAVP Veterans Breakfast — From 7:30-10 a.m. at 1300 Fourth St NW, Waverly, IA 50677. Public welcome • Support Group- The support group “Healing after a loss to suicide” will meet from 10 a.m. to noon.

Michael Eitner Named New Library Director

Eitner joins the City of Alameda after serving in management positions at the Denver Public Library, Santa Clara County Library District, and most recently as the Assistant Director of the Solano County Library.

The Eagle Valley Library District changed one thing this year to help patrons
By Zoe Goldstein
https://www.vaildaily.com/news/the-eagle-valley-library-district-changed-one-thing-this-year-to-hel...

In 2019, the Denver Public Library eliminated overdue fines and saw 35% of patrons with overdue books who had stopped using the library reengage.
Welton Street Cafe prepares to reopen as Denver’s historically Black business corridor flights to retain its legacy

Black people began moving to the neighborhood in the 1870s when southern railroad workers settled there and, by the 1920s, 90% of Denver’s Black residents lived in Five Points, according to a Denver Public Library history.

By Noelle Phillips


Black people began moving to the neighborhood in the 1870s when southern railroad workers settled there and, by the 1920s, 90% of Denver’s Black residents lived in Five Points, according to a Denver Public Library history.
Denver's Five Points; Welton street waits for its comeback

By Noelle Phillips
https://dpl.muckrack.com/link/gb48O1/denvers-five-points-welton-street-waits-for-its-comeback

And by the 1920s, 90% of Denver's Black residents lived in Five Points, according to a Denver Public Library history. Up through the 1950s, Five Points was known as a cultural and entertainment destination because of its jazz and blues nightclubs.

Welton Street Cafe prepares to reopen as Denver's historically Black business corridor fights to retain its legacy

By Noelle Phillips
https://dpl.muckrack.com/link/gbcieR/welton-street-cafe-prepares-to-reopen-as-denvers-historically-

Black people began moving to the neighborhood in the 1870s when southern railroad workers settled there and, by the 1920s, 90% of Denver's Black residents lived in Five Points, according to a Denver Public Library history.

List: Denver Library’s top 10 most borrowed books in 2023

By Maddie Rhodes

DENVER (KDVR) — Last year, readers at the Denver Public Library picked up 10 trending books that range from fact to fiction, love to heartbreak and some that are just downright dark.
List: Denver Library’s top 10 most borrowed books in 2023

By Maddie Rhodes
https://www.yahoo.com/lifestyle/list-denver-library-top-10-182053733.html

DENVER (KDVR) — Last year, readers at the Denver Public Library picked up 10 trending books that range from fact to fiction, love to heartbreak and some that are just downright dark.

Foothills Genealogical Society supports genealogical research in Park County

By Barbara Horning

What can genealogists find in the Denver Public Library? The answer will be revealed at the Foothills Genealogical Society meeting at 1:00 p.m. on Wednesday, April 10 - live, virtual, and free.
South Broadway open-air drug use is a ‘societal issue,’ library officials say

By Noah Festenstein
https://denvergazette.com/news/homelessness/denver-ross-broadway-library-drugs-homelessness/article...

Providing services and support to people in the middle of an open-air drug use crisis is one of the biggest challenges facing Denver Public Libraries’ Ross-Broadway branch. ... Denver Public Library has a “community resources team” that provides a “non-clinical” program aimed at building relationships with underserved people visiting its “harm reduction” location, Martinez said.

Did Mile High On The Cheap Win Westword’s Best of Denver for the 5th Year?
https://www.milehighonthecheap.com/did-mile-high-on-the-cheap-win-westwords-best-of-denver-for-the-...

This year, the accolades go to the Denver Public Library. We love libraries, so there are no hard feelings on our part. Libraries offer a world of free services and benefits to the community, so we’re definitely cheering them on.
Celebrate Earth Month with free programs at the Denver Library

https://www.communitynewspapergroup.com/waverly_newspapers/celebrate-earth-month-with-free-programs...

Earth month takes place every April and is a time to raise awareness of environmental issues and promote good stewardship of our planet. Every April the Denver Public Library offers a series of programs that help children and adults learn about gardening and nature and how they can help promote a healthy planet.

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_21f780da-f118...

- Denver Public Library, 100 Washington St., Denver. • WAVP Veterans Breakfast — From 7:30-10 a.m. at 1300 Fourth St NW, Waverly, IA 50677. Public welcome Sunday, April 14 • Waverly Lions Club- 7 a.m. to noon at the 4-H Building. All-you-can-eat pancakes, sausage, ham. Eat-in or take-out.

Best Souvenir Shops in Metro Denver


Whether you’re planning a dinner party, looking for easy weekday dinners or want to master Indian food, visit the Denver Public Library — with 25 branches and two bookmobiles citywide — for inspiration.
Best Endangered Old-Timey Souvenir Shop

https://www.westword.com/best-of/2024/shopping-and-services/best-endangered-old-timey-souvenir-shop...

Whether you’re planning a dinner party, looking for easy weekday dinners or want to master Indian food, visit the Denver Public Library — with 25 branches and two bookmobiles citywide — for inspiration.

Best Gift to Colorado - John Fielder's Colorado Collection


Whether you’re planning a dinner party, looking for easy weekday dinners or want to master Indian food, visit the Denver Public Library — with 25 branches and two bookmobiles citywide — for inspiration.
Best Possible Celebration of Denver - Museum of Denver

Whether you’re planning a dinner party, looking for easy weekday dinners or want to master Indian food, visit the Denver Public Library — with 25 branches and two bookmobiles citywide — for inspiration.

Best Free Service - Denver Public Library

Every April the Denver Public Library offers a series of programs that help children and adults learn about gardening and nature and how they can help promote a healthy environment. This month, the library has several free programs for community members to attend.
Community Calendar
https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_7446466a-edf2...

Denver Public Library, 100 Washington St., Denver. • WAVP Veterans Breakfast — From 7:30-10 a.m. at 1300 Fourth St NW, Waverly, IA 50677. Public welcome Sunday, April 14 • Waverly Lions Club- 7 a.m. to noon at the 4-H Building. All-you-can-eat pancakes, sausage, ham. Eat-in or take-out.

Denver's downtown blooms will be less bountiful this year
By Heather Willard

In the city’s published 2024 budget plan, Parks and Recreation and Cultural Facilities, which includes the Denver Public Library system, accounted for $160 million of Denver’s budget.
## Denver’s downtown blooms will be less bountiful this year

**By Heather Willard**


Download the FOX31 App: Breaking news alerts & Pinpoint Weather

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## Music will fill the air in Denver this April - but there are also lots of other fun things to do

**By Christy Steadman**

https://coloradocommunitymedia.com/2024/04/01/music-will-fill-the-air-in-denver-this-april-but-ther...

How it works is throughout April, many local cultural institutions and organizations – The Denver Museum of Nature & Science, the Denver Art Museum, the Clyfford Still Museum, History Colorado, Denver Botanic Gardens, Denver Center for the Performing Arts, Denver Public Library and Denver Zoo, to name

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## APPRECIATION; Breashears, famed mountaineer, was revered in Colorado

**By John LaConte**

https://dpl.muckrack.com/link/gq5d3d/appreciation-breashears-famed-

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mountaineer-was-revered-in-color...

After the school day, Breashears would visit the Denver Public Library, finding books about mountaineering. His favorites were “The White Spider” by Heinrich Harrer and “Nanga Parbat Pilgrimage: The Lonely Challenge” by Hermann Buhl.

Colorado is a pretty healthy state nowadays. It wouldn’t be this way without the work of Dr. Florence Sabin

By Oscar Contreras, Óscar Contreras

That wasn’t her only contribution, according to Denver Public Library records. “One of her most important contributions was a free X-ray program, which could detect tuberculosis in its early stages,” the library’s entry on her life states.

Things to do in Denver this weekend, March 29-31

Other musical happenings include the Live Music and Art Showcase with RiNo hosted by the Denver Public Library, ArtPark, and LOUD. It’s also Easter weekend meaning there are Easter egg hunts for kiddos and adults taking place across the metro.
Colorado’s transgender youth are tired of being political pawns

By Alison Berg


Auggie Caudill, 16, outside the Denver Public Library Bear Valley branch. Photo: Alison Berg, Rocky Mountain PBS Caudill, who is 16 years old and non-binary, wishes the march had been a celebration.

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_748eadf8-eba7...

Denver Public Library, 100 Washington St., Denver. • WAVP Veterans Breakfast - From 7:30-10:00 AM at 1300 4th St NW, WAVERLY, IA 50677. Public Welcome Sunday, April 14 • Waverly Lions Club- 7 a.m. to noon at the 4-H Building. All-you-can-eat pancakes, sausage, ham. Eat-in or take-out.
Community Calendar

Denver Public Library, 100 Washington St., Denver. Sunday, April 14 * Waverly Lions Club- 7 a.m. to noon at the 4-H Building. All-you-can-eat pancakes, sausage, ham. Eat-in or take-out. Come help supper the Waverly Lions. Monday, April 15 * Waverly Senior Center - 9 a.m.

David Breashears, famed mountaineer who died March 14, was a legend in Colorado

By John LaConte
https://www.aspentimes.com/news/david-breashears-famed-mountaineer-who-died-march-14-was-a-legend-i...

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PLA 2024 Conference

http://www.imls.gov/events/pla-2024

Primary Topic: Community Engagement and Partnerships Panelist: Mike Caulfield Research Scientist University of Washington Toby Greenwalt Nidhi Hebbar Product Manager Google Kim Loan Chu Location: Greater Columbus Convention Center, TBA In 2022, Denver Public Library (DPL) was awarded
David Breashears, famed mountaineer who died March 14, was a legend in Colorado

By John LaConte

https://www.vaildaily.com/news/david-breashears-famed-mountaineer-who-died-march-14-was-a-legend-in...

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Casa Bonita’s 50th birthday: From a $3.45 dinner to a $40 million renovation

https://dpl.muckrack.com/link/giB9Bw/casa-bonitas-50th-birthday-from-a-345-dinner-to-a-40-million-r...

$4.45 Back in the day, it cost diners less than $5 to enjoy the all-you-can-eat Deluxe Dinner at Casa Bonita, according to an old, undated menu from the Denver Public Library.

A look back at Pink Palace history

https://quicktelecast.com/a-look-back-at-pink-palace-history/

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Lena Archuleta, Denver’s first Latina school principal, will have library named after her


United States Headlines News United States Latest News, United States Headlines DENVER — The Denver Public Library is getting ready to open a new location later this year in the city’s Westwood neighborhood.
Lena Archuleta, Denver’s first Latina school principal, will have library named after her

By Angelika Albaladejo

DENVER — The Denver Public Library is getting ready to open a new location later this year in the city’s Westwood neighborhood. It’ll be named after Lena Archuleta, whose legacy includes trailblazing in education, work training and seniors’ rights.

Denver City and County offices closed Monday for César Chávez Day

By Alex Edwards
https://denvergazette.com/news/denver-city-county-offices-closed-cesar-chavez/article_9e30fdd6-e860...

- The Denver Animal Shelter (night drop kennels will be open) • Auditor’s Office • City Council offices • Clerk and Recorder’s Office • Denver County Court • Denver Motor Vehicle offices • Housing Stability Offices • All Denver Public Libraries • Office of the Medical Examiner • All Recreation
A look back at Pink Palace history

By Mark Hobbs

https://pioneernewz.com/a-look-back-at-pink-palace-history/

(Casa Bonita via Denver Public Library) Casa Bonita’s new menu (Provided by Casa Bonita) Adobo Chicken (roasted chicken marinated in chipotle sauce).

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A look back at Pink Palace history

By James Billington
http://yoursbulletin.com/a-look-back-at-pink-palace-history/

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Casa Bonita’s 50th birthday: From a $3.45 dinner to a $40 million renovation

By Tiney Ricciardi
https://www.denverpost.com/2024/03/22/casa-bonita-restaurant-50th-anniversary-lakewood/

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A look back at Pink Palace history

By Mirza Jhon
https://webtimes.uk/a-look-back-at-pink-palace-history/

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**MEMORIES; Happy birthday,**

By Tiney Ricciardi

$4.45 Back in the day, it cost diners less than $5 to enjoy the all-you-can-eat Deluxe Dinner at Casa Bonita, according to an old, undated menu from the Denver Public Library.
Gallery Jupiter presents "Conspiracy of Color"
https://yourshepway.co.uk/35449/space-astronomy/gallery-jupiter-presents-conspiracy-of-color/

In New Jersey, she labored for the Michael Graves Architects from 1989 – 1997 designing colors for tasks such because the Disney Dolphin and Swan Accommodations, and the Denver Public Library. Her colour method continues to be very a lot influenced by her work with Mr. Graves.

Gallery Jupiter presents "Conspiracy of Color"

In New Jersey, she worked for the Michael Graves Architects from 1989 - 1997 designing colors for projects such as the Disney Dolphin and Swan Hotels, and the Denver Public Library. Her color approach is still very much influenced by her work with Mr. Graves. Before living in Princeton, Ms.
The local legend behind the creation of Sloans Lake in Denver, Colorado

By Maddie Rhodes

When Denver was founded, the area that is Sloans Lake had originally been a grassy basin, the Denver Public Library told FOX31. It wasn’t until one farmer’s mistake created the body of water.

Local legend: How a farmer’s mistake made Sloans Lake

By Maddie Rhodes

When Denver was founded, the area that is Sloans Lake had originally been a grassy basin, the Denver Public Library told FOX31. It wasn’t until one farmer’s mistake created the body of water.

Denver reaps what decriminalization has sown | Denver Gazette

https://www.coloradopolitics.com/opinion/denver-reaps-what-decriminalization-has-sown-denver-gazett...
Around Denver Public Libraries’ Ross-Broadway branch, near the corner of Broadway and East Bayaud Avenue. That’s right, the once-family-friendly place that is supposed to serve the community as a center of enlightenment — has been overtaken by swarms of drug addicts.

Manhattan Beach: The short history of Denver’s amusement park on Sloan’s Lake

By Maddie Rhodes

The history behind Manhattan Beach lies in the records of the Denver Public Library. Manhattan Beach’s promising beginnings When Manhattan Beach opened its doors in 1891 on the north shore of Sloans Lake, it was known as the largest amusement park west of the Mississippi.

The tragic history and closure of the Sloan’s Lake amusement park in 1914

By Maddie Rhodes

(Denver Public Library Special Collections,X-19530) Interior view of a dance hall at Manhattan Beach amusement park in Denver, Colorado; shows men and women dancing. (Denver Public Library Special Collections, X-19534) View of an exhibit at Manhattan Beach amusement park in Denver, Colorado; shows
EDITORIAL: Denver reaps what decriminalization has sown
https://denvergazette.com/opinion/editorials/editorial-denver-reaps-what-decriminalization-has-sown...

Around Denver Public Libraries’ Ross-Broadway branch, near the corner of Broadway and East Bayaud Avenue. That’s right, the once-family-friendly place that is supposed to serve the community as a center of enlightenment — has been overtaken by swarms of drug addicts.

Local News 03/20/24 - Star 97.7
http://star977.com/2024/03/20/local-news-03-20-24/

According to resources from the Denver Public Library, each pitched in a thousand dollars. On July 14, 1978, the Women’s Bank opened for business. People reportedly stood in line down the street in downtown Denver to deposit their money.
The Denver Public Library will host the Northeast Iowa Regional Art Show on Saturday, April 6. The show will include works of art by artists from the Cedar Valley area and surrounding counties including Black Hawk, Bremer, Benton, Butler, Buchanan, and Grundy.

Mac McCloud's Photos of Five Points Curated in New Book
By Steve Chavis
His entire photo archives are housed at the Denver Public Library, and a book of his images has been published.

The Denver Public Library will host the Northeast Iowa Regional Art Show on
Saturday, April 6. The show will include works of art by artists from the Cedar Valley area and surrounding counties including Black Hawk, Bremer, Benton, Butler, Buchanan, and Grundy.

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**Canadian Environmental History at ASEH 2024**

By Daniel Macfarlane

By Daniel Macfarlane

[https://niche-canada.org/2024/03/19/canadian-environmental-history-at-aseh-2024/](https://niche-canada.org/2024/03/19/canadian-environmental-history-at-aseh-2024/)

**Denver Public Library.** The following two tabs change content below. Bio Latest Posts Daniel is an Associate Professor in the School of the Environment, Geography, and Sustainability at Western Michigan University.

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**Budgetary Risk Pooling**


When Kirsten Decker assumed her role as the manager of strategy and evaluation for the **Denver Public Library** in 2019, she encountered a challenge she hadn’t faced before: a persistent and substantial budgetary surplus. ... Until recently, the **Denver Public Library**’s per-capita funding was among the lowest of its peer institutions. This underinvestment had led to a risk-averse culture and a scarcity mindset among library employees.
### 10 best Texas lodgings where you can still book a room for the eclipse

By Amber Heckler


Photo courtesy of The Denver Public Library, Special Collections Dallas Museum of Art DMA's 2024 SpringBreak Family Fun, inspired by the exhibition The Impressionist Revolution from Monet to Matisse, will bring events all week.

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### A city on a 'knife's edge': Businesses decry drug use along Denver's south Broadway

By Noah Festenstein


The open-air drug use is most pronounced surrounding the Denver Public Libraries' Ross-Broadway branch. Located near the corner of East Bayaud Avenue and Broadway, it intersects three different neighborhoods including Baker, Lincoln-Broadway and West Washington Park. Ross-Broadway and Denver Public Library authorities did not respond to multiple requests for comment. Business operators along the Broadway corridor said the chronic, open-air drug use is not only an eyesore, it has directly affected them.

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POWERED BY MUCK RACK
Denver Art Museum, zoo, botanic gardens


Take a trip back in time from Denver during the latter part of March
By Christy Steadman
https://coloradocommunitymedia.com/2024/03/16/take-a-trip-back-in-time-from-denver-during-the-latte...

The Denver Public Library’s Eugene Field Branch is offering a unique opportunity to travel through time and explore the Washington Park and Bonnie Brae neighborhoods. Participants will learn to use the library’s Time Traveler’s Map of Denver, and examine some rarely seen physical maps of the area.

🌟 A year after 'For the Record' report: How has the Golden community continued working toward racial equity?
By Corinne Westeman
https://dpl.muckrack.com/link/gOVlnd/a-year-after-for-the-record-report-how-has-the-golden-communit...
Over the last year, Golden community members, nonprofits and the city government have worked on various initiatives toward racial equity, diversity and inclusion.

Check It Out: ‘Soul Jar: Thirty-One Fantastical Tales by Disabled Authors’

By Wendy Thomas

Denver Public Library is celebrating Disability Awareness Month in March, and what better way to observe it than to check out books, movies and music by disabled creators? Check out “Soul Jar” at a Denver Public Library branch near you and find more great titles at denverlibrary.org.

Denver prepares for St. Patrick’s Day Parade, despite heavy snow

By Alex Edwards

He unsuccessfully ran for mayor three times in 1971, 1975 and 1983, according to Denver Public Library archives. He passed away in April of 1985. St. Patrick’s Day is on Sunday March 17, though Denver’s parade will be on Saturday March 16 beginning at 9:30 a.m., according to the organizers.
Denver Art Museum, zoo, botanical gardens

https://newsnetdaily.com/denver-art-museum-zoo-botanical-gardens/


Denver Art Museum, zoo, botanic gardens

By Mike Lally


Denver snowstorm latest: Colorado snow updates, closures and road impacts


The rest of Denver Parks and Recreation and the Denver Public Library will be closed today, DDPHE said. 6:36 a.m. | WINGS OVER THE ROCKIES CLOSURE | Both the Wings Over the Rockies Air & Space Museum in Lowry and the Exploration of Flight at Centennial Airport are closed today, the company confirmed.

Denver Art Museum, botanic gardens, zoo close Thursday due to heavy snow

https://dpl.muckrack.com/link/gOzrcK/denver-art-museum-botanic-gardens-zoo-close-thursday-due-to-he...

Denver Art Museum, botanic gardens, zoo close Thursday due to snow; DCPA shows canceled

https://dpl.muckrack.com/link/gOxpF1/denver-art-museum-botanic-gardens-zoo-close-thursday-due-to-sn...
Government offices, rec centers, Cherry Creek Dam Road to close in anticipation of March snow storm


All Denver Public Library branches will be closed on Thursday. The city’s rec centers will also be closed on Thursday.

Rosenberry Lecture Series: History for the Curious at History Colorado — Get Complimentary Tickets! - KUVO

By Arvida Rascón

https://www.kuvo.org/rosenberry-lecture-series-history-for-the-curious-at-history-colorado-get-comp...

The Girl Who Dared to Defy: Jane Street and the Rebel Maids won History Colorado’s Barbara Sudler Award, Denver Public Library’s Caroline Bancroft History Prize, and was finalista for the Colorado Book Award.
8-16 inches of snow expected, most on Thursday

By Armend Abazi
https://mydroll.com/8-16-inches-of-snow-expected-most-on-thursday/

Though not designated as a warming center, all open Denver Public Libraries are also available for those who need to get inside from the cold. Editor’s note: This article has been updated with information about emergency weather shelters and warming centers.

Denver weather: Snow shelters and warming centers open on Thursday, March 14

By Maddie Rhodes
https://kdvr.com/weather/severe-weather-shelters-warming-centers-to-open-for-thursday-march-14-stor...

Denver Parks and Recreation will open all currently operating recreation centers as daytime warming centers during regular business hours on Thursday and Friday. Although they’re not usually warming centers, open Denver Public Library locations are available to the public as a place to warm up during
Government offices, rec centers, Cherry Creek Dam Road to close in anticipation of March snow storm


All Denver Public Library branches will be closed on Thursday. The city’s rec centers will also be closed on Thursday. * City of Lakewood offices will be closed Thursday due to the inclement weather. This includes the Lakewood Parks and Recreation centers.

These severe weather shelters, warming centers to open for Thursday’s storm

By Maddie Rhodes


Denver Parks and Recreation will open all currently operating recreation centers as daytime warming centers during regular business hours on Thursday and Friday. Although they’re not usually warming centers, open Denver Public Library locations are available to the public as a place to warm up during

Denver will activate its severe weather shelters starting Wednesday ahead of prolonged snowfall

By Oscar Contreras, Óscar Contreras, Jeff Anastasio

https://www.denver7.com/news/local-news/denver-will-activate-its-severe-weather-shelters-starting-w...
While not designated as warming centers, open Denver Public Library locations are available to the public as an indoor reprieve from the cold and snow. People are asked to double-check library hours in advance here. For more information about shelter access, visit denvergov.org/findshelter.

Denver activates severe weather shelter plan ahead of approaching winter storm
By Jennifer McRae
While not designated as warming centers, open Denver Public Library locations are available to the public as an indoor reprieve from the cold and snow. Double-check library hours in advance: denverlibrary.org/locations.

Denver 90 years ago: What did City Park look like?
By Samantha Jarpe
In 1933, Jasper King took aerial photographs of Denver, which FOX31 obtained through the Denver Public Library. These photographs give a good snapshot of what the Mile High City looked like over 90 years ago, and a good idea of what has changed.
Denver 90 years ago: What did City Park look like?

By Samantha Jarpe


Colorado Museum of Natural History (now the Denver Museum of Nature & Science) circa 1933 (Denver Public Library Special Collections, X-28784) What hasn’t changed since 1933 when the aerial photographs were taken, some City Park mainstays have gone untouched.

Jewel Charity Ball starring Diana Ross tops this week’s 5 hottest FW headlines

By Stephanie Allmon Merry


Photo courtesy of The Denver Public Library, Special Collections Dallas Museum of Art DMA’s 2024 SpringBreak Family Fun, inspired by the exhibition The Impressionist Revolution from Monet to Matisse, will bring events all week.
50+ fun things to do on a 2024 spring break staycation in Dallas-Fort Worth

By Stephanie Allmon Merry


Photo courtesy of The Denver Public Library, Special Collections Dallas Museum of Art DMA’s 2024 Spring Break Family Fun, inspired by the exhibition The Impressionist Revolution from Monet to Matisse, will bring events all week.

Layoffs lash Colorado Public Radio, slicing into podcasts and production

By Corey Hutchins


Alex Hernandez, a special collection librarian at the Denver Public Library, has been digging through archived copies of old Colorado newspapers to illuminate stories of “dozens of cases of women who died in self-induced or unsafe abortions,” John Daley reported for CPR.

Library archives uncover long-lost history of Colorado women dying trying to get an abortion before it was legal

https://www.cpr.org/2024/03/07/denver-public-library-history-of-abortion-access-in-colorado/

The story was resurfaced by Alex Hernandez, a special collection librarian at the Denver Public Library, who has written about dozens of cases of women who died in self-induced or unsafe abortions. Often it was performed by someone without the necessary training or in unhygienic conditions.
Used Book Pop Up Sale at Bear Valley Library


The Denver Public Library Friends Foundation is hosting a Used Book Pop Up Sale at the Bear Valley Branch Library on Saturday, March 16, 2024, from 10 a.m. to 2 p.m. Both children’s books and adult titles will be available at bargain prices! Proceeds support the Denver Public Library. 5171 W.

The Biggest Issue on Americans’ Minds Is Also a Tough One to Agree On

https://newsdeal.in/voters-immigration-html/

In her job at the Denver Public Library, she often helps people who are filling out immigration paperwork or looking for employment. If she had the means to do so, she said, she would cook meals for hundreds of migrants she now sees living on the street. “It just hurts my heart,” she said.
The Biggest Issue on Americans’ Minds Is Also a Tough One to Agree On

By Bd Global
https://global.bihardainik.com/2024/03/05/the-biggest-issue-on-americans-minds-is-also-a-tough-one...

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The Largest Difficulty on Individuals’ Minds Is Additionally a Powerful One to Agree On

https://pressnewsagency.org/the-largest-difficulty-on-individuals-minds-is-additionally-a-powerful...

In her job on the Denver Public Library, she typically helps people who find
themselves filling out immigration paperwork or in search of employment. If she had the means to take action, she mentioned, she would cook dinner meals for a whole bunch of migrants she now sees residing on the road.

The Biggest Issue on Americans’ Minds Is Also a Tough One to Agree On

https://dnyuz.com/2024/03/05/the-biggest-issue-on-americans-minds-is-also-a-tough-one-to-agree-on/

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The Biggest Issue on Americans' Minds Is Also a Tough One to Agree On

By Jenny Medina, Jennifer Medina, Meridith Kohut, Ernesto Londono, Isadora Kosofsky, Michael Ciaglo, Jenn Ackerman

https://www.nytimes.com/2024/03/05/us/politics/voters-immigration.html

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At The Library: In Praise Of Social Workers

Denver Public Library became one of the first library systems in the country to employ full-time social workers, hiring our first in 2015.

Celebrating Women's History Month in Colorado
https://hispanicbusinesstv.com/celebrating-womens-history-month-in-colorado/

Denver’s Public Art department has a self-guided tour guide featuring 39 murals, statues and other works from women artists across the city. The Denver Public Library will host a free candle-making class on March 8 at Hadley Branch Library located at 1890 S. Grove St.
How to celebrate Women's History Month in Colorado

By Esteban L. Hernandez

Denver’s Public Art department has a self-guided tour guide featuring 39 murals, statues and other works from women artists across the city. The Denver Public Library will host a free candle-making class on March 8 at Hadley Branch Library located at 1890 S. Grove St.

How LIBRARIANS are now America’s frontline workers - and say they’re facing burnout from stress of coping with violent and 'traumatic' encounters amid homelessness, migrant, opioid and culture war crises | Daily Mail Online

By Noa Halff

In Colorado, Denver Public Library was the first to hire in-house social workers to help patrons access food, jobs and housing, The Denver Post reported.

How LIBRARIANS are now America’s frontline workers - and say they’re facing burnout from stress of coping with violent and 'traumatic' encounters amid homelessness, migrant, opioid and culture war crises | This is Money

By Noa Halff

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GPHC Command Central: Tilt Toward The Sun

Businesses/Churches/Groups City and County Denver Public Works Cure D’Ars Catholic Church Curtis Park Deli Dahlia Campus Farms and Gardens Food Bank of the Rockies Mayfair Liquors Messiah Community Church Overture 9th & CO Denver Public Library Park Hill Branch Library Park Hill United Church

Things to do in Denver this weekend, March 1-3

Denver Public Library at ReCreative Denver, 765 Santa Fe Drive. 6:15-8:45 p.m. Free. All ages. Comedy and theater Jesus Trejo. Comedy Works South, 5345 Landmark Place, Greenwood Village. 7:15 p.m. and 9:45 p.m. $26. Chaos Bloom Improv House Team Night. Chaos Bloom Theater, 70 S.
Things to do in Denver this weekend, March 1-3
By Cassidy Ritter, Lucha Libre, Isaac Vargas, Kyle Harris
https://denverite.com/2024/03/01/things-to-do-in-denver-this-weekend-march-1-3-2024/

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David Breashears, famed mountaineer who died March 14, was a legend in Colorado
https://dpl.muckrack.com/link/gqraPH/david-breashears-famed-mountaineer-who-died-march-14-was-a-leg...

After the school day, Breashears would visit the Denver Public Library, finding books about mountaineering. His favorites were "The White Spider" by Heinrich Harrer and "Nanga Parbat Pilgrimage: The Lonely Challenge" by Hermann Buhl.

Colorado proposal to create library committees to consider book bans fails to advance
By Marissa Ventrelli
https://gazette.com/premium/colorado-proposal-to-create-library-committees-to-consider-book-bans-fa...

Lauren Seegmiller, a librarian with the Denver Public Library system, said the bill not only safeguards patrons, but also protects library employees, such as herself, as threats from the public have increased in recent years.
Bill that would have created committees to consider whether to ban books, other content killed by Education Committee

By Marissa Ventrelli
https://www.coloradopolitics.com/education/bill-that-would-have-created-committees-to-consider-whet...

Lauren Seegmiller, a librarian with the Denver Public Library system, said the bill not only safeguards patrons, but also protects library employees, such as herself, as threats from the public have increased in recent years.

Colorado’s haunting legends: From the Yellow Honk House to the Lafayette Vampire

By Maddie Rhodes

The Denver Public Library says there have been stories passed down throughout the years, like the ghost jogger who taps on the sides of passing cars, a phantom Camaro with one headlight and a hitchhiker in white who disappears.
5 urban legends that still live in Colorado

By Maddie Rhodes

https://news.yahoo.com/5-urban-legends-still-live-160930375.html

The Denver Public Library says there have been stories passed down throughout the years, like the ghost jogger who taps on the sides of passing cars, a phantom Camaro with one headlight and a hitchhiker in white who disappears.
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Colorado proposal to create library committees to consider whether to ban books fails to advance

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Colorado bill proposes library committees to consider whether to ban books, other content

By Marissa Ventrelli
https://gazette.com/premium/colorado-bill-proposes-library-committees-to-consider-whether-to-ban-bo...

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Denver Forum -

Seuss at the Denver Public Library’s Annual Dr. Seuss Birthday Bash! The party takes place this Saturday, March 2 from 10:00 to 11:30 a.m. at the library. Families and children of all ages are welcome to take part in several Dr. Seuss crafts and games. ... Be sure to mark your calendar and enjoy a morning of free family fun at the Denver Public Library. No pre-registration is required. For more information about the event, visit the library’s website at www.denver.lib.ia.us, the Library’s Facebook page, or call the library at 984-5140.

Fort Collins history: Here are the 30 local properties listed on the National Register

By Erin Udell
https://www.coloradoan.com/picture-gallery/life/2024/02/27/these-fort-collins-properties-are-on-nat...

Denver Public Library Special Collections
The Opera House under construction at the 100 block of North College Avenue in 1880. Fort Collins Museum Of Discovery, H01427 The Patterson House, 121 N. Grant Ave., picture in 1948.

ereviews
https://dpl.muckrack.com/link/gdHV9a/ereviews

The archive comprises 10 collections, with materials drawn from the Denver Public Library, the Institute of Government Studies (UC Berkeley), the New York City Bar
10th Mountain Division soldiers gather to train, celebrate the past

By Jason Blevins
https://www.gjsentinel.com/news/western_colorado/10th-mountain-division-soldiers-gather-to-train-ce...

On his trip to the Rocky Mountains this month, Daniels visited the Denver Public Library. He connected with a historian there and they accessed a hard-to-find file. They found his great-grandfather’s Bronze Star citation. “Which my entire family has never seen,” he said.

Bright signs and cowboy boots: F.M. Light & Sons keeps Steamboat heritage alive

By Alison Berg

Photo: Denver Public Library Special Collections F.M. Light & Sons plastered 250 signs across Northwest Colorado, Utah and Wyoming during the Great Depression to drum up business.
### Dr. Seuss party set at Denver library

Seuss at the **Denver Public Library**’s annual Dr. Seuss Birthday Bash from 10 to 11:30 am Saturday, March 2. Families and children of all ages are welcome to take part in several Dr. Seuss crafts and games.

### Celebrating the Whimsical World of Dr. Seuss: Denver Public Library Hosts Annual Bash

Seuss at the **Denver Public Library**’s annual Birthday Bash. From themed activities to special entertainment, this event promises a celebration of creativity and joy. ... Seuss Birthday Bash at the **Denver Public Library** is more than just a celebration of one of the most beloved children’s authors. It is a testament to the enduring power of his work to inspire, educate, and entertain. Dr.
Denver Public Library to hold Dr. Seuss birthday party
March 2


Seuss at the Denver Public Library's Annual Dr. Seuss Birthday Bash from 10 to 11:30 a.m. March 2. Families and children of all ages are welcome to take part in several Dr. Seuss crafts and games.

Quarterra Announces Leasing is Underway for the 224-unit Kindred Apartments in Denver’s Golden Triangle

https://yieldpro.com/2024/02/quarterra-announces-leasing-is-underway-for-the-224-unit-kindred-apart...

Mint and the Denver Public Library. “Kindred puts residents within walking distance of all the top cultural sites in Denver,” said Chris Gillies, city president for Denver at Quarterra, in the press release.

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This Airport Has a Surprising Reputation for Conspiracy Theories

By Patricia Kaowthumrong

https://mediafeed.org/this-airport-has-a-surprising-reputation-for-conspiracy-theories/

According to the Denver Public Library, many believed that Denver didn’t even need a new airport, and that the project was a distraction designed to hide or disguise the construction of wicked structures. Once the airport opened in 1995, the myths and legends continued.

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Denver Public Library to hold Dr. Seuss birthday party March 2


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10th Mountain Division soldiers rally in Colorado to celebrate the past, train for alpine battles

By Jason Blevins

https://coloradosun.com/2024/02/23/10th-mountain-division-camp-hale-legacy-days/

On his trip to the Rocky Mountains this month, Daniels visited the Denver Public Library. He connected with a historian there and they accessed a hard-to-find file. They found his great-grandfather’s Bronze Star citation. “Which my entire family has never seen,” he said.
The Outsider | 10th Mountain soldiers rally at Camp Hale, Vail to celebrate historic WWII victories
By Jason Blevins
https://coloradosun.com/2024/02/22/outsider-20240222/

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Extended hours, branch renovations and less wait times: Things are happening at DPL
By Isaac Vargas, Sam Brasch, Kyle Harris, Rebecca Tauber
https://denverite.com/2024/02/22/denver-public-library-extended-hours-branch-renovations-updates/

The Denver Public Library has been up to a few things over the past year, especially with their latest funding boost from the Strong Library Strong Denver tax increase.

8 screen-free activities that are guaranteed to brighten your day
https://www.colorado.edu/health/2024/02/23/blog/screen-free

Participating libraries include the Boulder County Public Library, Denver Public Libraries, Demis Public Library (Littleton), Douglas County Libraries, Louisville Public Library, Jefferson County Public Libraries and more.
This airport has a surprising reputation for conspiracy theories

By Patricia Kaowthumrong

According to the Denver Public Library, many believed that Denver didn’t even need a new airport, and that the project was a distraction designed to hide or disguise the construction of wicked structures. Once the airport opened in 1995, the myths and legends continued.

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This airport has a surprising reputation for conspiracy theories

By Patricia Kaowthumrong
https://www.fox4now.com/denver-airport-surprising-reputation-conspiracy-theories

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https://www.fox17online.com/denver-airport-surprising-reputation-conspiracy-theories

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By Tony Aria, Patricia Kaowthumrong

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This airport has a surprising reputation for conspiracy theories
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https://www.krtv.com/denver-airport-surprising-reputation-conspiracy-theories

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Denver Forum -

Seuss at the Denver Public Library’s Annual Dr. Seuss Birthday Bash! The party takes place on Saturday, March 2 from 10:00 to 11:30 a.m. at the library. Families and children of all ages are welcome take part in several Dr. Seuss crafts and games. Be sure to mark your calendar and enjoy a morning of free family fun at the Denver Public Library. No pre-registration is required. For more information about the event, visit the library’s website at www.denver.lib.ia.us, the Library’s Facebook page, or call the library at 984-5140.

Quarterra starts leasing 224 units in Denver’s Golden Triangle
By Mary Salmonsen

Mint and the Denver Public Library. “Kindred puts residents within walking distance of all the top cultural sites in Denver,” said Chris Gillies, city president for Denver at Quarterra, in the press release.
### Douglas Bruce Joins Race for Colorado’s Fifth Congressional District — but His Reputation Precedes Him

By Hannah Metzger

https://www.westword.com/news/tabor-douglas-bruce-joins-republican-primary-for-colorados-cd5-194653...

Rocky Mountain News via Denver Public Library Kicking Photographer On his very first day as a state representative, Bruce made national headlines for kicking a news photographer during the House’s morning prayer.

### Together We Heal


offering mental health and wellness self-care tips Peer Support in Other Libraries Peers — In Their Own Words: Public Libraries Online article that discusses the evolution of social work peer support programs in libraries across the United States during the past decade Denver ... Public Library was an early adopter of the peer navigator model in libraries.

### Denver Library celebrates Dr. Seuss birthday

https://www.communitynewspapergroup.com/waverly_newspapers/denver-library-celebrates-dr-seuss-birth...

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History of Green Book travel and Lincoln Hills in Colorado

Credit: Denver Public Library Special Collections Winks Panorama, also known as Winks Lodge, was a hotel near Pinecliff that served African American tourists during the early and middle 20th century.

Five Point’s Blair-Caldwell library hosts Black History Month art exhibit
By Esteban L. Hernandez
https://www.axios.com/local/denver/2024/02/19/blair-caldwell-black-history-month-art-exhibit

Photo: Courtesy of Denver Public Library Dexter Nelson II, the museum & archives supervisor at the Blair-Caldwell African American Research Library, said he knew the library had to "show up" for its busiest month.
News Shorts: Mobile Clinic, Library Hours...
https://gesgazette.com/2024/02/17/news-shorts/

The measure provides Denver Public Library with an additional $32 million a year for expanded hours, upgrades to facilities and expanded, more diverse library materials. Details about Strong Library, Strong Denver expenditures can be found at www.denverlibrary.org/stronglibrary_strongdenver.

Ten Things to Do for Free in Denver (and Beyond) This Weekend
https://dpl.muckrack.com/link/g3UuNj/ten-things-to-do-for-free-in-denver-and-beyond-this-weekend

The Denver Public Library Friends Foundation is hosting another pop-up sale where both children’s books and adult titles will be available. Admission is free; find out more here. History Colorado Museum of Memory Whittier Neighborhood Saturday, February 17, 1 to 4 p.m.
Ed Ruscha: Beyond Words

There’s a period of incredible invention when the market’s not so strong, from the monumental Getty commission Picture Without Words, 1997, to his installations for the Miami-Dade and Denver Public Libraries. Not necessarily his best works, but major efforts.

Run around Denver in your underwear for charity and other fun things to do before February comes to a close
By Christy Steadman
https://coloradocommunitymedia.com/2024/02/15/run-around-denver-in-your-underwear-for-charity-and-o...

Denver Public Library is inviting the community to celebrate St. Patrick’s Day early this year. The Eugene Field Branch Library, 810 S. University Blvd., is hosting McGurn’s Wake, a local band which will perform traditional Irish music, from 11 a.m. to noon on March 2.

Ten Things to Do for Free in Denver (and Beyond) This Week
https://dpl.muckrack.com/link/g3eB0d/ten-things-to-do-for-free-in-denver-and-beyond-this-week

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Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

By Elizabeth Hernandez

https://www.courant.com/2024/02/15/librarians-social-workers-denver-public-library-homelessness-dru...

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https://usajaunnews.com/librarians-are-now-front-line-crisis-workers-managing-homeless-patrons-ment...

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8 Screen-Free Activities That Are Guaranteed To Brighten Your Day Health And Wellness Services

https://nationworldnews.com/8-screen-free-activities-that-are-guaranteed-to-brighten-your-day-health...

Participating libraries include Boulder County Public Library, Denver Public Library, DeMise Public Library (Littleton), Douglas County Library, Louisville Public Library, Jefferson County Public Library and more.

Check It Out: Nnedi Okorafor’s Re-Released ‘Shadow Speaker’

By Wendy Thomas

https://www.denvernorthstar.com/check-it-out-nnedi-okorafors-re-released-shadow-speaker/

Both are available now at a Denver Public Library near you. Haven’t claimed your prize for Winter of Reading yet? There’s still time! Visit a Denver Public Library branch near you with your completed brochure to get your library swag by Feb. 29.
Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

https://chronicleslive.com/librarians-are-now-front-line-crisis-workers-managing-homeless-patrons-m-

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By Abhishek soni


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8 Screen-Free Activities Guaranteed to Brighten Your Day | Health and wellness services

https://getaboutcolumbia.com/8-screen-free-activities-guaranteed-to-brighten-your-day-health-and-we-

Participating libraries include Boulder County Public Library, Denver Public Libraries, Demis (Littleton) Public Library, Douglas County Libraries, Louisville Public Library, Jefferson County Public Libraries and more.
**Black history in Colorado: Terri Gentry shares her family history**

By Angela Case

https://www.9news.com/article/news/local/black-history/black-history-colorado-terri-gentry-family-h...

From extensive touring to starting his own band, the George Morrison Jazz Orchestra, he enjoyed an accomplished musical career, according to a Denver Public Library history. In addition to playing in and managing several groups, Morrison mentored musicians and was soon known as “The Professor.”

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**Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners**

https://usanewssite.com/culture/librarians-are-now-front-line-crisis-workers-managing-homeless-patr...

Walk into one of metro Denver’s public libraries — among the few spaces where anyone can come inside and exist for free — and you’ll find a microcosm of society’s most pressing issues: Homelessness in Denver is at a peak, evidenced by the dozens of patrons in the city’s Central Library during a recent
Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

By Elizabeth Hernandez

https://www.theoaklandpress.com/2024/02/14/librarians-social-workers-denver-public-library-homeless...

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By Abdilatif Robyn

https://webtimes.uk/librarians-are-now-front-line-crisis-workers-managing-

Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

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https://www.macombdaily.com/2024/02/14/librarians-social-workers-denver-public-library-homelessness...

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### ENR Mountain States 2024 Top Young Professionals

**By Nancy Kristof**


Included among his portfolio of high-profile projects is the recent renovation of the Denver Public Library. The project required a multiphased renovation including multi-story event spaces, envelope modifications and the integration of new monumental stairs.

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### Colorado librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

**By Elizabeth Hernandez**

https://www.greeleytribune.com/2024/02/12/colorado-librarians-social-workers-denver-public-library-...

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A Complex Landscape | Budgets and Funding 2024
By Lisa Peet

Tax-based funding that isn’t dependent on economic fluctuations or the politics of elected officials—even more so if tax-based revenue is mandated by legislature, such as Denver’s Ballot Measure 2I, passed in fall 2022, which increased the property tax rate by 1.5 mills and dedicated those funds to Denver Public Library.

Winter of Reading challenge: for adults!

Take part in the Denver Public Library’s adult reading challenge, Winter of Reading, to find your next favorite book, explore the library’s offerings, and connect with other readers around Denver!
Colorado librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

By Elizabeth Hernandez

https://www.timescall.com/2024/02/11/colorado-librarians-social-workers-denver-public-library-homel...

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https://www.coloradohometownweekly.com/2024/02/11/colorado-librarians-social-workers-denver-public-

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Report: “Colorado Librarians are Now Front-Line Crisis Workers, Managing Homeless Patrons, Mental Illness, Book-Banners”

By Gary Price


From The Denver Post (about 2300 words): Walk into one of metro Denver’s public libraries — among the few spaces where anyone can come inside and exist for free — and you’ll find a microcosm of society’s most pressing issues: Homelessness in Denver is at a peak, evidenced by the dozens of patrons in
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Colorado librarians now front-line workers in crisis intervention

Walk into one of metro Denver’s public libraries - among the few spaces where anyone can come inside and exist for free - and you’ll find a microcosm of society’s most pressing issues: If public libraries act as an epicenter for society’s shortfalls, then their librarians are on the front lines of crisis.

beyond books; Working on the front lines

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https://dpl.muckrack.com/link/gvzAZE/colorado-librarians-are-now-front-line-crisis-workers-managing...

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https://dpl.muckrack.com/link/gvYic1/colorado-librarians-are-now-front-line-crisis-workers-managing...

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Today’s Alameda Treasure – 1125 Morton Street, The Baldwin-Pell House, Part 3 - Alameda Post

https://alamedapost.com/history/todays-alameda-treasure-1125-morton-street-the-baldwin-pell-house-p...
The passed-down oral history had indicated that both parents died in car crashes, but a 2013 article on the Denver Public Library’s Genealogy and Western History page tells the story of the Pell Oyster and Fish House, which operated for 56 years in Denver. … While his mother and wife did apparently die in automobile accidents, he actually died of a stroke—at least if the reporting of the Denver Public Library is correct. When it comes to history, you sometimes have to consider multiple sources and decide which one is more likely to be correct.

Chuck Zukowski: Mysterious cattle mutilations
https://nexusnewsfeed.com/article/unexplained/chuck-zukowski-mysterious-cattle-mutilations/

The following is newspaper clip from the Denver Public Library. Newspaper clipping from the Denver Public Library. Link below. Snippy’s skeleton, or should I say, Lady’s skeleton, is on display at the UFO Watch Tower in Hooper, Colorado.

Denver Public Library’s Blacks in Colorado Hall of Fame has new member
https://auburnpub.com/partners/cnn/denver-public-librarys-blacks-in-colorado-hall-of-fame-has-new-m...

By Ari Armstrong
https://coloradotimesrecorder.com/2024/02/rep-ken-degraaf-becomes-third-co-elected-official-to-publ...

The Denver Public Library is less than a mile from the capitol. DeGraaf easily could learn the basics of biological evolution if he wanted. He remains ignorant by choice.

Casa Bonita Serves Up Inspiration for Next Gallery’s Annual Show: "How Do You Like Me Now?"

By Patricia Calhoun
https://www.westword.com/arts/casa-bonita-serves-inspiration-for-next-galleries-annual-denver-show-1...

According to the Denver Public Library, Casa Bonita opened on March 25, 1974 — but then, the Historic Lakewood plaque on the building has the year 1973, when the renovation of an old Joslin’s department store into a fantasy land began.
The Denver Public Library is hosting a Valentine Card Workshop for all ages on Saturday, Feb. 10 from 10:00 to 11:30 a.m. at the library. Kids and adults will be able to make and take eight cute and clever cards to give to friends and family.

Denver Library’s Black History Month Programming All of February All Denver Public Library locations The Denver Public Library embraces Black History Month with a diverse array of programs that highlight the historical and contemporary achievements of African Americans.

According to the Denver Public Library, Casa Bonita opened on March 25, 1974 but then, the Historic Lakewood plaque on the building has the year 1973, when the renovation of an old Joslin’s department store into a fantasy land began.
Denver library talk on 'Rosie Riveters'
https://dpl.muckrack.com/link/gcoVeb/denver-library-talk-on-rosie-riveters

DENVER The Denver Public Library will host Iowa author and historian Linda Betsinger McCann for a program at 2 p.m. Feb. 20 at the library. McCann will discuss her new book, "The Rosie Riveters of Iowa." The program is free, and refreshments will be served. Preregistration is not needed.

Ten Things to Do for Black History Month In and Around Denver

By Toni Tresca

Denver Library’s Black History Month Programming All of February All Denver Public Library locations The Denver Public Library embraces Black History Month with a diverse array of programs that highlight the historical and contemporary achievements of African Americans.
### 'Rosie Riveters of Iowa' program offered at Denver Library

https://www.communitynewspapergroup.com/waverly_newspapers/rosie-riveters-of-iowa-program-offered-a...

The **Denver Public Library** will host Iowa author and historian Linda Betsinger McCann for a program on “The Rosie Riveters of Iowa” which is the topic of her new book. The program will take place on Tuesday, Feb. 20 at 2 p.m. at the library.

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### Denver Public Library honors first Black person born in Colorado in special ceremony

By Jesse Sarles


William Whitsell was inducted into the **Denver Public Library’s** Blacks in Colorado Hall of Fame on Saturday afternoon. "We’re just here to honor such a great man," said Damon Jones, who is Whitsell’s great great grandson.

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Denver Public Library’s Blacks in Colorado Hall of Fame has new member
https://newspub.live/west/colorado/denver-public-librarys-blacks-in-colorado-hall-of-fame-has-new-m...

Watch CBS News Denver Public Library’s Blacks in Colorado Hall of Fame has new member Damon Jones was surprised when he learned that his great great grandfather was William Whitsell, the first Black male born in Colorado.

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William Whitsell, first African American male born in Colorado, honored during ceremony
By Jessica Crawford
https://www.koaa.com/news/covering-colorado/william-whitsell-first-african-american-male-born-in-co...

According to the Denver Public Library, Whitsell was the first African-American male born in Colorado. "It probably didn’t even hit him like that ... even to know that he was the first Black male born in Colorado," said Jones.

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Quarterra Multifamily Announces the Start of Leasing at 224-Unit Kindred Apartment Homes in Denver's Golden Triangle Neighborhood | MultifamilyBiz.com

https://www.multifamilybiz.com/news/10777/quarterra_multifamily_announces_the_start_of_leasi...

Mint and Denver Public Library. The community is also just a short distance from the city's major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver’s historic Golden Triangle neighborhood.

Fort Collins pioneer being added to Colorado Business Hall of Fame

By Erin Udell

https://dpl.muckrack.com/link/g7vDjr/fort-collins-pioneer-being-added-to-colorado-business-hall-of-...

formerly enslaved woman who used her investments made during Colorado’s Gold Rush to help other formerly enslaved people move to Colorado; Mary Elitch Long, who opened Denver’s Elitch Zoological Gardens in 1890; and Anne Evans, who helped develop cultural institutions like the Denver Art Museum and the Denver … Public Library.
William Whitsell, first African American male born in Colorado, honored during ceremony

According to the Denver Public Library, Whitsell was the first African-American male born in Colorado. "It probably didn’t even hit him like that ... even to know that he was the first Black male born in Colorado," said Jones.

By Jessica Crawford

'Rosie Riveters of Iowa' topic of Denver Public Library presentation Feb. 20

According to the Denver Public Library, Whitsell was the first African-American male born in Colorado. "It probably didn’t even hit him like that ... even to know that he was the first Black male born in Colorado," said Jones.
DENVER -- The Denver Public Library will host Iowa author and historian Linda Betsinger McCann for a program at 2 p.m. Feb. 20 at the library. McCann will discuss her new book, “The Rosie Riveters of Iowa.” The program is free, and refreshments will be served. Preregistration is not needed.
OUTDOORS; Win free skiing at A-Basin through the Denver Public Library

By Michael Braithwaite

https://dpl.muckrack.com/link/g7I0D1/outdoors-win-free-skiing-at-a-basin-through-the-denver-public-

Denver Public Library cardholders just got another freebie. Through March 1, library members can enter to win a free day on the slopes at Arapahoe Basin, including lift tickets, ski rentals, transportation from Denver and lunch for up to four people, according to the library’s website. “The freedom to explore and connect is a huge piece of (our) mission,” Denver Public Library’s Manager of Strategic Partnerships Beth Warren said Thursday afternoon. “One of the things we want to do is provide experiences and services for free, using only your library card.”

Nearly 80 dogs rescued from unlicensed animal facility in Lyons


Related Articles
Lauren Boebert’s election switch is shifting money game in Colorado’s two largest congressional districts
How to win free skiing at A-Basin through the Denver Public Library
'Founding mother' of Fort Collins to be inducted into Colorado Business Hall of Fame

By Erin Udell

https://www.coloradoan.com/story/life/2024/02/02/fort-collins-pioneer-being-added-to-colorado-busin...

formerly enslaved woman who used her investments made during Colorado’s Gold Rush to help other formerly enslaved people move to Colorado; Mary Elitch Long, who opened Denver’s Elitch Zoological Gardens in 1890; and Anne Evans, who helped develop cultural institutions like the Denver Art Museum and the Denver Public Library.

Things to do in Denver this weekend, Feb. 2-4

By Cassidy Ritter, Kevin Beaty, Desiree Mathurin, Isaac Vargas


Denver Public Library at ReCreative Denver, 765 Santa Fe Dr. 6:15-9 p.m. Free. All ages. Comedy and theater The Sklar Brothers. Comedy Works South, 5345 Landmark Place, Greenwood Village. 7:15 p.m. and 9:45 p.m. $28. Rotating Tap Comedy.
How to win free skiing at A-Basin through the Denver Public Library

By Michael Braithwaite
https://dpl.muckrack.com/link/g78s8V/how-to-win-free-skiing-at-a-basin-through-the-denver-public-li...

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Denver Public Library, Arapahoe Basin team up to give away free skiing

https://metajaunnews.com/denver-public-library-arapahoe-basin-team-up-to-give-away-free-skiing/

Denver Public Library cardholders just got another freebie. Through March 1, library members can enter to win a free day on the slopes at Arapahoe Basin, including lift tickets, ski rentals, transportation from Denver and lunch for up to four people, according to the library’s website. “The freedom to explore and connect is a huge piece of (our) mission,” Denver Public Library’s Manager of Strategic Partnerships Beth Warren said Thursday afternoon. “One of the things we want to do is provide experiences and services for free, using only your library card.”
### How to win a free day of skiing at A-Basin through the Denver Public Library

By Michael Braithwaite

https://www.denverpost.com/2024/02/01/win-free-skiing-arapahoe-basin-denver-library/

Denver Public Library cardholders just got another freebie. Through March 1, library members can enter to win a free day on the slopes at Arapahoe Basin, including lift tickets, ski rentals, transportation from Denver and lunch for up to four people, according to the library’s website. … “The freedom to explore and connect is a huge piece of (our) mission,” Denver Public Library’s Manager of Strategic Partnerships Beth Warren said Thursday afternoon. “One of the things we want to do is provide experiences and services for free, using only your library card.”

### More than rooftops: How Iván Anaya plans to redevelop the Auraria neighborhood - Denver Business Journal

By Kate Tracy


His clients at Astucia included the Emily Griffith Technical College, the Littleton Housing Authority, the Denver Public Library and Denver Public Schools. He started his current role as Mountain West president at Columbia Ventures in 2022. There, he’s been a part of multiple projects.

### Win a ski day with a pro skier from Peak skis | Whiteout

By Jonathan Ingraham

https://denvergazette.com/outdoors/whiteout/pro-ski-day-win-peak-skis/

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**Bar Chart**

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• Arapahoe Basin and the Denver Public Library have teamed up to provide library cardholders a chance to win an all-expense-paid ski trip to the ski area on the south slopes of Loveland Pass. The first winners spent a day at the resort on Sunday, but the next drawing will occur in February.

A Complex Landscape; Budgets Grew Across All Areas In 2023, And While It's Too Early To Predict What Those Gains Bode, The

By Lisa Peet

https://dpl.muckrack.com/link/gc3hT5/a-complex-landscape-budgets-grew-across-all-areas-in-2023-and-...

tax-based funding that isn’t dependent on economic fluctuations or the politics of elected officials—even more so if tax-based revenue is mandated by legislature, such as Denver’s Ballot Measure 2I, passed in fall 2022, which increased the property tax rate by 1.5 mills and dedicated those funds to Denver ... Public Library.

More than rooftops: How Iván Anaya plans to redevelop the Auraria neighborhood

By Kate Tracy

https://dpl.muckrack.com/link/g7zT29/more-than-rooftops-how-ivan-anaya-plans-to-redevelop-the-aurar...

His clients at Astucia included the Emily Griffith Technical College, the Littleton Housing Authority, the Denver Public Library and Denver Public Schools. He started his current role as Mountain West president at Columbia Ventures in 2022. There, he’s been a part of multiple projects.
Win a ski day with a pro skier from Peak skis | Whiteout
By Jonathan Ingraham
https://gazette.com/life/skiing-snowboarding/pro-ski-day-win-peak-skis/article_d8920456-1c65-5884-9...

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Colorado Ski Area Giving Library Cardholders Chance To Win All-Expenses-Paid Trip
By Ella Boyd
https://www.powder.com/trending-news/arapahoe-basin-library-trip

A-Basin, CO, and the Denver Public Library have teamed up to provide library cardholders a chance to win an all-expense-paid ski trip, and it’s for a good cause. "The first winners came to spend a day at our resort on Sunday, January 28 and the next drawing will occur in February."
Arapahoe Basin Ski Area, CO, and Denver Public Library Team Up to Bring the Joy of the Mountains to All
https://snowbrains.com/arapahoe-basin-ski-area-and-denver-public-library-team-up-to-bring-the-joy-o...

Arapahoe Basin Ski Area, Colorado, has partnered with the Denver Public Library to give library cardholders a chance to win an all-expenses-paid ski trip to the slopes at A-Basin.

Denver Celebrates Black History Month with a Series of Cultural Events and Activities
https://bnnbreaking.com/arts/denver-celebrates-black-history-month-with-a-series-of-cultural-events...

Further intensifying the exploration, the Denver Public Library has curated a list of resources for a deeper dive into the historical contributions of African Americans.

A-Basin partners with Denver Public Library to give cardholders a chance to win a ski trip
By Cody Jones
https://dpl.muckrack.com/link/gZmss8/a-basin-partners-with-denver-public-library-to-give-cardholder...

This winter, Arapahoe Basin Ski Area has partnered with the Denver Public Library to give library cardholders a chance to win an all-expenses-paid ski trip to the slopes at A-Basin. In the partnership, one winner will be selected at random each month in January, February and March.
Denver Public Library calls for community input on Baker-area library ahead of renovations

By Janelle Finch
https://www.9news.com/article/news/community/denver-public-library-seeks-community-input-renovation...

DENVER — The Denver Public Library is looking for community engagement as they prepare to renovate the Ross-Broadway Branch Library in the Baker area. Right now, they’re encouraging library users to provide feedback through an open survey.

A-Basin partners with Denver Public Library to give cardholders a chance to win a ski trip

By Cody Jones

This winter, Arapahoe Basin Ski Area has partnered with the Denver Public Library to give library cardholders a chance to win an all-expenses-paid ski trip to the slopes at A-Basin. In the partnership, one winner will be selected at random each month in January, February and March.
The Denver Public Library is hosting a Valentine Card Workshop for all ages on Saturday, Feb. 10 from 10:00 to 11:30 a.m. at the library. Kids and adults will be able to make and take eight cute and clever cards to give to friends and family.

Colorado Con Artists: Denver Crypto Pastor Isn't the State's First Famous Fraudster

By Hannah Metzger

Denver Public Library Special Collections Smith operated a saloon and gambling hall in Denver, paying off law enforcement and politicians to get away with his illegal activity.

MediaPost Agency Daily: Who Will Replace WPP Chairman Roberto Quarta? ...Madison Avenue's 'Avengers'

Ben Jankowski by Bill Duggan Google Cookies Crumble With Results Better Than Apple, But Not Good Enough by Laurie Sullivan Advertisement Place your brand in
Denver Public Library Brings Skiing To Lower-Income Families

By Fern Siegel


The Denver Public Library and the Arapahoe Basin ski resort are hoping to dent that perception — bringing the joy of skiing to lower-income Colorado families. And they are doing it via the library.

The story behind Lulu City, Rocky Mountain National Park's ghost town

By Stephanie Butzer

https://www.newsbreak.com/grand-county-co/3312710052695-the-story-behind-lulu-city-rocky-mountain-n...

Denver Public Library Special Collections [X-3704] View of the remains of a log cabin along an overgrown road in Lulu City (Grand County), Colorado; shows a sign with “Lulu City,” engraved on it; (probably) Lulu Mountain in the background.
The ‘Cliffs are on their way to becoming the next ghost town, not the next Aspen

https://wetmountaintribune.com/2024/01/27/the-cliffs-are-on-their-way-to-becoming-the-next-ghost-to...

Denver Public Library Special Collections, Z-12892, publication rights purchased) (Originally published 01/18/2023) Editorial by Jordan Hedberg For half a century, local sentiment has focused on wringing its hands about avoiding becoming the next Aspen, Breckenridge, or Vail.

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Friday Stir

By Kyle O'Brien

https://www.adweek.com/agencySpy/friday-stir-185/

-Denver agency Cactus is working with the Arapahoe Basin ski resort and the Denver Public Library to bring the joy of skiing to lower-income Colorado families. Library card holders enter their names through the Museum & Cultural Passes portal on the library’s website.
How do you get teens to visit the library? Maybe with a librarian focused on them and an open space where they can just exist

By Kyle Harris, Rebecca Tauber, Desiree Mathurin, Isaac Vargas

Kling is one of three teen librarians within the Denver Public Library system, a position and set of programming the system is trying to grow in the next few years. From an “administrative perspective,” increasing teen programming is a way to keep the whole family interested in the library.

Appropriations Requests

Alamosa, CO $ 5,000,000 Building a DPL Youth Empowerment Center at Central Library City and County of Denver This project will create a youth empowerment center at the Denver Public Library’s Central location.

Arapahoe Basin, Denver Public Library Denver & Agency Cactus Team Up To Bring Ultimate Skiing Experience To Everyone
Denver offering free radon testing kits to residents

By Samantha Jarpe


The testing kits will be offered from 11 a.m. until 3 p.m. and are on a first-come, first-served basis: Thursday, Jan. 25 at Denver Public Library – Hadley Branch at 1890 South Grove Street Friday, Jan. 26 at Denver Public Library – Hampden Branch at 9755 East Girard Avenue. What is radon?

NABWIC Talks Denver Airport Strategic Programs with Michelle Sandoval

https://www.blogtalkradio.com/nabwic/2024/01/24/nabwic-talks-denver-airport-strategic-programs-with...

She’s also involved with the Society of American Military Engineers, Denver Public Library Latino Awards Committee, and many more Available when logged-in to Facebook and if Targeting Cookies are enabled
NABWIC Talks with Michelle Sandoval, Director of Strategic Outreach and Engagement

https://www.ivoox.com/en/nabwic-talks-with-michelle-sandoval-director-of-strategic-audios-mp3_rf_12...

She’s also involved with the Society of American Military Engineers, Denver Public Library Latino Awards Committee, and many more. Tune in to discover Michelle’s insights on construction, community service, and leadership. Don’t miss this enlightening episode.

NABWIC talks with Michelle Sandoval, Director of Strategic Outreach & Engagement

https://www.blogtalkradio.com/nabwic/2024/01/22/nabwic-talks-with-michelle-sandoval-director-of-str...

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Help Protect Your Family with a Free Radon Test Kit

https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Dire...

-3 p.m. at Denver Public Library (DPL) – Sam Gary Branch (2961 Roslyn St.)
Wednesday, Jan. 24 between 11 a.m.-3 p.m. at DPL – Green Valley Ranch Branch
How to Get Free Access to Udemy Courses
By L. Salazar Flynn
https://medium.com/@elsalazarflynn/how-to-get-free-access-to-udemy-courses-5d80cfd56751

I’m a member of the Denver Public Library, and I used my card to set up an account. In about two minutes, I had almost total access to the site where I’d initially considered spending $80 for a single course. The possibilities seemed endless.

2024 Dartmouth Medal Winner Announced
By Ninah Moore
https://rusaupdate.org/2024/01/2024-dartmouth-medal-winner-announced/

Lauren Seegmiller, Denver Public Library, and Kaite Mediatore Stover, Kansas City Public Library.
Essential Cookbooks 2024: The CODES List

By Ninah Moore

https://rusaupdate.org/2024/01/essential-cookbooks-2024-the-codes-list/

Gardiner, Wake County Public Libraries, NC, chair; Dodie Ownes, Denver Public Library, CO, vice-chair; Ron Block, Cuyahoga County Public Library, OH; Jessica Jones, Takoma Park Maryland Library, MD; Edward Kownslar, Stephen F.

Things to do in Denver this weekend, Jan. 19-21

By Cassidy Ritter, Rebecca Tauber, Caitlyn Kim, Paolo Zialcita


Denver Public Library at Fiction Beer Co., 7101 E. Colfax Ave. 5:45-7:30 p.m. Free. An Evening of Dancing Horses. National Western Events Center, 4655 Humboldt St. 7 p.m. $30-$51. Pro Rodeo – CU Performance. Denver Coliseum, 4600 Humboldt St. 8 p.m. $42-$89.

Colorado lawmakers remember former state Rep. Alice Borodkin of Denver

By Marianne Goodland

https://www.coloradopolitics.com/news/colorado-lawmakers-remember-former-
Colorado lawmakers remember former state Rep. Alice Borodkin of Denver

By Marianne Goodland

https://gazette.com/colorado_politics/colorado-lawmakers-remember-former-state-rep-alice-borodkin-of-denver...

Her papers are housed at the Denver Public Library.
LaVozColorado has a permanent home at the Denver Public Library

By Ernest Gurulé

https://lavozcolorado.com/2024/01/17/lavozcolorado-has-a-permanent-home-at-the-denver-public-librar...

Besides recording the biggest events in Denver and Colorado for a half century, LaVozColorado will soon have a permanent, archived home at the Denver Public Library. The Colorado Trust has awarded the Denver Public Library a grant to digitize the state’s largest and oldest bilingual newspaper.

Denver Public Library’s Plaza Program: A Beacon for Immigrants

https://bnnbreaking.com/breaking-news/education/denver-public-librarys-plaza-program-a-beacon-for-i...

Denver Public Library’s Plaza Program: A Beacon for Immigrants Since 2008, the Denver Public Library’s Plaza Program has been a lifeline for immigrants seeking to acclimate to their new life in Denver and the United States. ... This initiative, free and open to all, extends a variety of services through multiple branches of the Denver Public Library (DPL) system. These services include English conversation groups, computer assistance, citizenship and legal aid navigation classes, and networking opportunities.
How Denver Public Library’s Plaza Program is helping U.S. newcomers adjust to life in the city

By Rebecca Tauber, Kyle Harris, John Daley, Paolo Zialcita

Newcomers to the United States and the people trying to help them are finding a crucial resource available in a very obvious place: the Denver Public Library. ... Denver Public Library’s Ross-Barnum branch on 1st Avenue. June 22, 2023. Kevin J.

Here’s how to help get someone into an emergency overnight winter shelter in Denver

By John Daley, Rebecca Tauber, Paolo Zialcita, Kyle Harris

Find your nearest Denver Public Library here.

The Best Food + Drink Events in Denver This week, January 15th. - 21st.

By Steph Wilson

Expect a rapid-fire round of insights from experts at DMNS, Denver Botanic Gardens, and Denver Public Library. They’ve got just seconds to spill secrets on preserving the past, all over cocktails.
Photos: Top five Denver snowstorms in history
By Maddie Rhodes
https://kdvr.com/weather/photos-top-five-denver-snowstorms-in-history/

(Credit: Denver Public Library) The largest snowstorm in Denver history dates back over 100 years. Within less than a week, Denver totaled 45.7 inches of snow. According to the Denver Public Library, during this time, the entire streetcar system was stopped.

Exploring Martin Luther King Jr.’s connections to Colorado through Denver Library’s archives
By Elaine Tassy
https://www.cpr.org/2024/01/15/exploring-martin-luther-king-jr-s-connections-to-colorado-through-de...

,, and then there’s what can be found at the Denver Public Library’s Central Library branch. Among the findings are newspaper clippings, including one with a picture of a statue of the slain civil rights leader, made in the 1970’s.
‘It was like a refuge:’ Neighbors remember Martin Luther King, Jr. Boulevard history, then and now

By Alison Berg, Peter Vo
https://www.rmpbs.org/blogs/rocky-mountain-pbs/denver-martin-luther-king-blvd/

Black families were excluded from downtown Denver, Howard said, and were pushed northeast into Five Points, according to archives from Denver Public Libraries. As Black families tried to push east of Downing Street, they ran into a practice known as redlining, Howard said.

“it’s impossible to make it here”; More generations living together

By Elizabeth Hernandez
https://dpl.muckrack.com/link/ghzD4k/its-impossible-to-make-it-here-more-generations-living-together

Juan Manuel Ramirez Anzures would like to move out of his grandparents’ West Colfax home, but he’d be shelling out nearly half of his monthly income as a Denver Public Library employee at least to afford rent in the city where he grew up.

More generations living under one roof as Coloradans battle high housing costs, caregiving needs

By Elizabeth Hernandez
https://www.greeleytribune.com/2024/01/13/multigenerational-households-increasing-colorado-cost-of-…

MEDIA OUTLET Greeley Tribune
PUBLISHED Jan. 13, 2024, 9:11 a.m.
SIMILARWEB UVM 277,775
Juan Manuel Ramirez Anzures would like to move out of his grandparents’ West Colfax home, but he’d be shelling out nearly half of his monthly income as a Denver Public Library employee — at least — to afford rent in the city where he grew up.

Checking Out: ‘With Love, From Cold World’

By Wendy Thomas


A fun read for a chilly day, check out “With Love, From Cold World” at a Denver Public Library branch near you. Looking for a way to expand your reading life? Sign up for Denver Public Library’s Winter of Reading. Participants ages 18 and up complete library-related challenges to earn library swag.

Denver Braces for Arctic Blast: Extends Cold Weather Shelter Hours

By Nitish Verma

https://bnnbreaking.com/world/us/denver-braces-for-arctic-blast-extends-cold-weather-shelter-hours/

Additionally, selected Denver Public Library locations offer indoor relief from the cold. The Glenarm Recreation Center is set to function solely as a daytime shelter and warming center on Martin Luther King Jr. Day.
More generations living under one roof as Coloradans battle high housing costs, caregiving needs

Juan Manuel Ramirez Anzures would like to move out of his grandparents’ West Colfax home, but he’d be shelling out nearly half of his monthly income as a **Denver Public Library** employee — at least — to afford rent in the city where he grew up.

Multigenerational households increase in Colorado due to high costs

By Helen Gray

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By Elizabeth Hernandez

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More generations living under one roof as Coloradans battle high housing costs, caregiving needs

By Elizabeth Hernandez

https://www.journal-advocate.com/2024/01/12/multigenerational-households-increasing-colorado-cost-o...

Juan Manuel Ramirez Anzures would like to move out of his grandparents’ West Colfax home, but he’d be shelling out nearly half of his monthly income as a Denver Public Library employee — at least — to afford rent in the city where he grew up.

Things to do in Denver this weekend, Jan. 12-14

By Cassidy Ritter, Tony Gorman, Desiree Mathurin, Rebecca Tauber

https://denverite.com/2024/01/12/things-to-do-in-denver-this-weekend-jan-12-14/

Denver Public Library, online. 10-11 a.m. Free. Advanced registration required. Denver Nuggets vs. New Orleans Pelicans. Ball Arena, 1000 Chopper Circle. Watch on Altitude or ESPN, or listen at 92.5 FM. 8 p.m. Prices vary. Saturday, Jan. 13 Just for fun Pro Rodeo – CSU Performance.
More generations living under one roof as Coloradans battle high housing costs, caregiving needs

By Elizabeth Hernandez

Juan Manuel Ramirez Anzures would like to move out of his grandparents' West Colfax home, but he'd be shelling out nearly half of his monthly income as a Denver Public Library employee at least to afford rent in the city where he grew up.
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More generations living under one roof as Coloradans battle high housing costs, caregiving needs

By Elizabeth Hernandez

Juan Manuel Ramirez Anzures would like to move out of his grandparents’ West Colfax home, but he’d be shelling out nearly half of his monthly income as a Denver Public Library employee at least to afford rent in the city where he grew up.

Severe Weather Shelter Extended to 24 Hours

While not designated as warming centers, open Denver Public Library locations are available to the public as an indoor reprieve from the cold. Double-check library hours in advance: denverlibrary.org/locations.
So you want to read more in 2024? The Denver Public Library’s interactive Winter of Reading program might help

By Rebecca Tauber, Isaac Vargas, Desiree Mathurin, Kyle Harris

The Denver Public Library may help keep you on track. DPL’s Winter of Reading program is now up and running and continues through Feb. 28. The goal of the program is to increase engagement with the public through reading challenges, meet and greets and some fun decorating.

Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments
https://www.news-journal.com/quarterra-multifamily-announces-the-start-of-leasing-at-kindred-apartm...

Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver’s historic Golden Triangle neighborhood.
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Draper Journal | Educating | Entertaining | Informing | Press Releases
https://pr.draperjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre...

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Elmore County’s Oldest Newspaper

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Frankfort blood donor center has collected 1,225 pints
https://smb.state-journal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

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Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.stocktitan.net/news/LEN/quarerra-multifamily-announces-the-start-of-leasing-at-kindred...

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Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments - Lennar (NYSE:LEN)

https://www.benzinga.com/pressreleases/24/01/n36599624/quarterra-multifamily-announces-the-start-of...

Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Check out these featured investments from Benzinga’s Real Estate Offerings Screener.
South Jordan Journal | Educating | Entertaining | Informing
Press Releases

Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues - Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver’s historic Golden Triangle neighborhood.

Martin Luther King Jr. Day Events
By Arvida Rascón
https://www.kuvo.org/martin-luther-king-jr-day-events-2/

The program begins with bilingual story time in English and Spanish and movement activities in the galleries led by a librarian from Denver Public Library. Then, they will move to The Making Space hands-on art studio to create. Rev. Dr. Martin Luther King Jr.

Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments
https://www.finanzen.net/nachricht/aktien/quarterra-multifamily-announces-the-start-of-leasing-at-k...

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**Connect Iredell | Press Releases**

https://pr.connectiredell.net/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

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**Cottonwood Heights Journal | Educating | Entertaining | Informing | Press Releases**

https://pr.cottonwoodheightsjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

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Manhattan Beach CA - Manhattan Beach News - MB News
Millis/Medway - Local Town Pages

https://pr.millismedwaynews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin... 

Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver’s historic Golden Triangle neighborhood.

Murray Journal | Educating | Entertaining | Informing | Press Releases

https://pr.murrayjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindre... 

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https://pr.timesofsandiego.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

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Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

http://crweworld.com/article/news-provided-by-pr-newswire/3276587/quarterra-multifamily-announces-t...

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https://www.advfn.com/stock-market/NYSE/LEN/stock-news/93021795/quarterra-multifamily-announces-the...

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Quarterra Multifamily Announces The Start Of Leasing At Kindred Apartments

By Impersonating IPS Officer..

https://menafn.com/1107710486/Quarterra-Multifamily-Announces-The-Start-Of-Leasing-At-Kindred-Apartment...

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http://de.advfn.com/borse/NYSE/LEN.B/nachrichten/93021794/quarterra-multifamily-announces-the-start...

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Quarterra Multifamily Announces the Start of Leasing at Kindred Apartments

https://www.placera.se/placera/pressmeddelanden/2024/01/11/lennar-quarterra-multifamily-announces-t...

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Leasing-at-Kindred-Ap...

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Small Business - Gates County Index
https://smb.gatescountyindex.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred...

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Small Business - Harlan Enterprise
https://smb.harlandaily.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred...

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Small Business - Jefferson Davis County
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Small Business - Jessamine Journal
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**Small Business - Kenbridge Victoria Dispatch**

https://smb.kenbridgevictoriadispatch.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leas...

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**Small Business - LaGrange Daily News**

https://smb.lagrangenews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

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**Small Business - Lowndes Signal**

https://smb.lowndessignal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

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Small Business - Port Arthur News
https://smb.panews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred-Apar...

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Small Business - Shelby County Reporter
https://smb.shelbycountyreporter.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-a...

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Small Business - The Brewton Standard

https://smb.brewtonstandard.com/article/Quarerra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

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Small Business - The Charlotte Gazette

https://smb.thecharlottegazette.com/article/Quarerra-Multifamily-Announces-the-Start-of-Leasing-at-Ki...
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Small Business - The Demopolis Times

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Small Business - The Greenville Advocate

https://smb.greenvilleadvocate.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

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Small Business - The Roanoke-Chowan News-Herald
https://smb.roanoke-chowannewsherald.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasi...
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Small Business - The Selma Times-Journal
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Small Business - The Stanly News & Press

https://smb.thesnaponline.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindr...

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Small Business - Vicksburg Warren County
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Small Business - Winchester Sun
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**Small Business - www.elizabethton.com**

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**Small Business | L’Observateur**

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**Small Business | Leader Publications**


Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues — Empower Field at Mile High, Ball
Small Business | The Oxford Eagle

https://smb.oxfordeagle.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kindred...

Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver’s historic Golden Triangle neighborhood.

Small Business | The Suffolk News-Herald


Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver’s historic Golden Triangle neighborhood.
Small Business | The Tribune

https://smb.irontontribune.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

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Small Business | Washington Daily News

https://smb.thewashingtondailynews.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing...

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South Salt Lake Journal
https://pr.southsaltlakejournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at...

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South Valley Journal | Educating | Entertaining | Informing | Press Releases
https://pr.rivertonjournal.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kind...

Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver’s historic Golden Triangle neighborhood.

Stockwatch

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The Chillicothe Voice | Press Releases
https://pr.chillicothevoice.com/article/Quarterra-Multifamily-Announces-the-Start-of-Leasing-at-Kin...

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Times of the Islands Magazine
https://pr.timesoftheislands.com/article/Quarterra-Multifamily-Announces-the-
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What’s Hot in Southwest Florida

Mint and Denver Public Library. The community is also just a short distance from the city’s major sports and entertainment venues — Empower Field at Mile High, Ball Arena and Coors Field. Quarterra is leading the re-emergence of Denver’s historic Golden Triangle neighborhood.

More generations living under one roof as Coloradans battle high housing costs, caregiving needs

Juan Manuel Ramirez Anzures would like to move out of his grandparents’ West Colfax home, but he’d be shelling out nearly half of his monthly income as a Denver Public Library employee — at least — to afford rent in the city where he grew up.

Earth Is at the Center of Gale’s New Archival Collection

By Terry Ballard

It has been in production for more than 7 years and is the result of partnerships with a number of libraries, notably the Denver Public Library, the Institute of Government Studies Library at the University of California–Berkeley, the New York City Bar Association, Yale University, and the National Archives.
Strategy and Evaluation Leads to Trust and Better Decision-Making

https://www.gfoa.org/materials/gfr1223-denver-public-library

The work of the Strategy and Evaluation Team at the Denver Public Library (DPL) is based on collaboration and innovation.

How to help migrants arriving in Denver -- and what they say they need

By Kevin Beaty, Rebecca Tauber, Kyle Harris, Paolo Zialcita


Denver Public Library For people looking for information — any and all information — the libraries are a great resource. They even publish the New American Resource Guide which includes information about housing, healthcare, taxes, employment, case management and more.
Denver extends activation of Cold Weather Shelters for the next week as temperatures drop in Colorado

https://www.cbsnews.com/colorado/news/denver-extends-activation-cold-weather-shelters-next-week-tem...

Denver Parks and Recreation Rec Centers and Denver Public Library branches will be open during normal business hours to visitors/guests who are seeking relief from the cold. Families that are in need of shelter ahead of the cold weather should contact the Connection Center at 303-295-3366.

Downtown Penrose Library to close for renovations, including security upgrades

By Debbie Kelley
https://gazette.com/news/local/downtown-penrose-library-to-close-for-renovations-including-security...

Denver Public Library also abides by its library use policy that details how the organization interacts with the different populations that use the facility, said spokesperson Olivia Gallegos.

Meet Brittany Ballard

https://canvasrebel.com/meet-brittany-ballard/

We work with clients such as Denver Public Library and Denver Public Schools, and
I’m very excited to expand our offerings in 2024. I’m also a recording artist and DJ, “Baby Luck,” with numerous songs and mixes released on prominent electronic record labels.

The historic fire that almost killed a developing Denver | OutThere Colorado

By Piper Russell
https://denvergazette.com/outtherecolorado/news/the-historic-fire-that-almost-killed-a-developing-d...

According to the Denver Public Library, a small fire broke out in the early morning of April 19, at the rear of Cherokee House, an entertainment establishment on the southwest corner of Fifteenth and Blake. Due to a strong wind and an abundance of flammable buildings, the fire grew quickly.

Things to do in Denver this weekend, Jan. 5-7

By Cassidy Ritter, Rebecca Tauber, Desiree Mathurin, Kyle Harris
https://denverite.com/2024/01/05/things-to-do-in-denver-this-weekend-jan-5-7/

Denver Public Library, online. 10-11 a.m. Free. Advanced registration required. Denver Nuggets vs. Orlando Magic. Ball Arena, 1000 Chopper Circle. Watch on Altitude or listen at 92.5 FM. 7 p.m. Prices vary. Saturday, Jan. 6 just for fun National Western Stock Show.
Sip Rocky Mountain Oyster Stout at Wynkoop in Denver and More Beer News

By Ryan Pachmayer
https://www.westword.com/restaurants/rocky-mountain-oyster-stout-wynkoop-2023-18635629

Denver Public Library Upcoming Events Winter of Reading Launch Party Saturday, January 6, 1 to 5 p.m. Fiction Beer 7101 East Colfax Avenue The Denver Public Library Friends Foundation is hosting this Winter of Reading Launch Party at Fiction Brewing.

This Week in Beer: Ball Out With Rocky Mountain Oyster Stout and More

By Ryan Pachmayer
https://dpl.muckrack.com/link/gI1kEP/this-week-in-beer-ball-out-with-rocky-mountain-oyster-stout-an...

Fiction Beer 7101 East Colfax Avenue The Denver Public Library Friends Foundation is hosting this Winter of Reading Launch Party at Fiction Brewing. Learn about the 2024 WOR program, sign up for a library card, make buttons and participate in trivia from 3 to 4 p.m.
The Sunriser | Cows, clowns and coffee: A guide to the Stock Show

https://www.nation.lk/online/the-sunriser-cows-clowns-and-coffee-a-guide-to-the-stock-show-249321.h...

— 9News Free things you didn’t know you could get from the Denver Public Library. Check out sewing machines, lawn mowers and book a recording studio. Free museum and state park passes. Meet with a librarian on how to start a business. — Denverite How do I cut back on drinking?

Denver Public Library Amplifies Services and Resource Offerings

By Aqsa Younas Rana


Denver Public Library Amplifies Services and Resource Offerings The Denver Public Library (DPL), thanks to a measure passed by Denver voters in 2022, has undergone significant upgrades and expanded its service offerings. … Overall, the Denver Public Library’s recent upgrades and expanded services demonstrate a commitment to serving the community’s evolving needs, fostering learning, creativity, and personal growth. Sign up for our daily newsletter covering global breaking news around the world.

Free things you didn’t know you could get from the Denver Public Library

By Kyle Harris, Rebecca Tauber, Desiree Mathurin, Isaac Vargas

https://denverite.com/2024/01/03/free-things-to-do-denver-library/

Colorado residents and students attending a Colorado college or university are eligible for a free Denver Public Library Card. Educators who reside or work in Denver may also apply for an Educator Card. Click here for info on how to get a library card.
Winter Reading Program at Denver Public Library

https://www.9news.com/video/entertainment/television/programs/colorado-and-company/73-e4d309b9-5a47...
**22nd Annual Día del Niño at the DAM Celebrates Children in Denver**


Visitors are encouraged to explore additional Golden Triangle Creative District organizations participating in this celebration, including the Denver Public Library, Clyfford Still Museum, History Colorado Center and the Center for Colorado Women’s History at the Byers-Evans House Museum.

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**Community Calendar**

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_4f857692-f695...

.., Denver Public Library, 100 Washington St., Denver. • WAVP Veterans Breakfast — From 7:30-10 a.m. at 1300 Fourth St NW, Waverly, IA 50677. Public welcome • Support Group- The support group “Healing after a loss to suicide” will meet from 10 a.m. to noon.
Overdue book from 1919 returned to Colorado library

By Morgan Whitley

This book has been checked out over 30K times from the Denver Public Library if books could talk, this copy would surely have quite the story.

Fighting for Collective Bargaining for All Denver Public Workers


Should the amendment pass, approximately 700 workers at the Denver Public Library could be on the road to forming their own CWA-represented unit.
'It’s a special day': Penrose Library reopens with refurbished interior, enhanced security features
By Debbie Kelley
https://gazette.com/news/local/it-s-a-special-day-penrose-library-reopens-with-refurbished-interior...
Patron Jim Roth said he met the woman who would become his wife at Denver Public Library in 1978, and they’re still married. “We love libraries,” he said. “We want to support libraries. They’re a special place.”

Penrose Library reopens with refurbished interior, enhanced security features
By Debbie Kelley
Patron Jim Roth said he met the woman who would become his wife at Denver Public Library in 1978, and they’re still married. “We love libraries,” he said. “We want to support libraries. They’re a special place.”

Remodeled Penrose Library in downtown Colorado Springs reopens to oohs and aahs
By Debbie Kelley
https://gazette.com/news/remodeled-penrose-library-in-downtown-colorado-springs-reopens-to-oohs-and...
Patron Jim Roth said he met the woman who would become his wife at Denver Public
Library in 1978, and they’re still married. “We love libraries,” he said. “We want to support libraries. They’re a special place.”

Fundraiser to benefit animal shelter, Bette arts center
https://www.eastbaytimes.com/2024/04/10/alameda-briefs-fundraiser-to-benefit-animal-shelter-bette-a...

Eitner joins the city of Alameda after serving in management positions at the Denver Public Library, Santa Clara County Library District and most recently as the Solano County Library’s assistant director.

Alameda briefs: Fundraiser to benefit animal shelter, Bette arts center
https://dpl.muckrack.com/link/gFU11d/alameda-briefs-fundraiser-to-benefit-animal-shelter-bette-arts...

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Eitner joins the city of Alameda after serving in management positions at the Denver Public Library, Santa Clara County Library District and most recently as the Solano County Library’s assistant director.

Civic Center Park flower beds to be planted after all, despite budget cuts
By Heather Willard

This book has been checked out over 30K times from the Denver Public Library But the flower beds are one of the more visual measures that residents are starting to notice.
The Center Celebrates Transgender Day of Visibility

By Anna Lee
https://www.outfrontmagazine.com/the-center-celebrates-transgender-day-of-visibility/

On Saturday, March 30, attendees were greeted by books from Denver Public Library Bookmobile, a van packed with curiosities brought by the Denver Museum of Nature & Science's Curiosity Cruiser, a plethora of engaging community events, and resources from a selection of groups aiding the transgender, nonbinary

Denver Forum -

Kids in kindergarten to 5th grade are welcome to attend the After School Club at the Denver Public Library Wednesday, April 10 at 2:30 p.m. for a program featuring Bremer County Conservation. Kids attending will learn about recycling with fun activities and stories.

"Harry Potter" has been checked out over 30K times from the Denver Public Library

By Maddie Rhodes
https://kdvr.com/news/local/this-book-has-been-checked-out-over-30k-times-from-the-denver-public-li...

DENVER (KDVR) — In the past decade, some books at the Denver Public Library have passed through thousands of hands and crossed tens of thousands of e-readers and audiobook listeners.
This book has been checked out over 30K times from the Denver Public Library

By Maddie Rhodes

DENVER (KDVR) — In the past decade, some books at the Denver Public Library have passed through thousands of hands and crossed tens of thousands of e-readers and audiobook listeners.

Should most Denver employees have collective bargaining rights?

By Desiree Mathurin

But about 7,000 employees, including for example those who work for the Denver Public Library and Parks and Recreation do not currently have collective bargaining options. One is through City Council referral and the other is through citizen signature collections. CWA is pursuing both options.
Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_a220432e-f379...

Denver Public Library, 100 Washington St., Denver. • WAVP Veterans Breakfast — From 7:30-10 a.m. at 1300 Fourth St NW, Waverly, IA 50677. Public welcome • Support Group— The support group “Healing after a loss to suicide” will meet from 10 a.m. to noon.

Michael Eitner Named New Library Director


Eitner joins the City of Alameda after serving in management positions at the Denver Public Library, Santa Clara County Library District, and most recently as the Assistant Director of the Solano County Library.

The Eagle Valley Library District changed one thing this year to help patrons

By Zoe Goldstein

https://www.vaildaily.com/news/the-eagle-valley-library-district-changed-one-thing-this-year-to-hel...

In 2019, the Denver Public Library eliminated overdue fines and saw 35% of patrons with overdue books who had stopped using the library reengage.
## Welton Street Cafe prepares to reopen as Denver’s historically Black business corridor flights to retain its legacy

Black people began moving to the neighborhood in the 1870s when southern railroad workers settled there and, by the 1920s, 90% of Denver’s Black residents lived in Five Points, according to a Denver Public Library history.  

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## Welton Street Cafe prepares to reopen as Denver’s historically Black business corridor flights to retain its legacy

By Noelle Phillips  

Black people began moving to the neighborhood in the 1870s when southern railroad workers settled there and, by the 1920s, 90% of Denver’s Black residents lived in Five Points, according to a Denver Public Library history.
**denver’s Five Points; Welton street waits for its comeback**

By Noelle Phillips

https://dpl.muckrack.com/link/gb48O1/denvers-five-points-welton-street-waits-for-its-comeback

And by the 1920s, 90% of Denver’s Black residents lived in Five Points, according to a Denver Public Library history. Up through the 1950s, Five Points was known as a cultural and entertainment destination because of its jazz and blues nightclubs.

**Welton Street Cafe prepares to reopen as Denver's historically Black business corridor fights to retain its legacy**

By Noelle Phillips


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**List: Denver Library’s top 10 most borrowed books in 2023**

By Maddie Rhodes


DENVER (KDVR) — Last year, readers at the Denver Public Library picked up 10 trending books that range from fact to fiction, love to heartbreak and some that are just downright dark.
List: Denver Library’s top 10 most borrowed books in 2023
By Maddie Rhodes
https://www.yahoo.com/lifestyle/list-denver-library-top-10-182053733.html
DENVER (KDVR) — Last year, readers at the Denver Public Library picked up 10 trending books that range from fact to fiction, love to heartbreak and some that are just downright dark.

Foothills Genealogical Society supports genealogical research in Park County
By Barbara Horning
What can genealogists find in the Denver Public Library? The answer will be revealed at the Foothills Genealogical Society meeting at 1:00 p.m. on Wednesday, April 10 - live, virtual, and free.
South Broadway open-air drug use is a ‘societal issue,’ library officials say

By Noah Festenstein
https://denvergazette.com/news/homelessness/denver-ross-broadway-library-drugs-homelessness/article...

Providing services and support to people in the middle of an open-air drug use crisis is one of the biggest challenges facing Denver Public Libraries’ Ross-Broadway branch. ... Denver Public Library has a “community resources team” that provides a “non-clinical” program aimed at building relationships with underserved people visiting its “harm reduction” location, Martinez said.

Did Mile High On The Cheap Win Westword’s Best of Denver for the 5th Year?

https://www.milehighonthecheap.com/did-mile-high-on-the-cheap-win-westwords-best-of-denver-for-the...

This year, the accolades go to the Denver Public Library. We love libraries, so there are no hard feelings on our part. Libraries offer a world of free services and benefits to the community, so we’re definitely cheering them on.
Celebrate Earth Month with free programs at the Denver Library

https://www.communitynewspapergroup.com/waverly_newspapers/celebrate-earth-month-with-free-programs...

Earth month takes place every April and is a time to raise awareness of environmental issues and promote good stewardship of our planet Every April the Denver Public Library offers a series of programs that help children and adults learn about gardening and nature and how they can help promote a healthy

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_21f780da-f118...

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Best Souvenir Shops in Metro Denver


Whether you’re planning a dinner party, looking for easy weekday dinners or want to master Indian food, visit the Denver Public Library — with 25 branches and two bookmobiles citywide — for inspiration.
Best Endangered Old-Timey Souvenir Shop

https://www.westword.com/best-of/2024/shopping-and-services/best-endangered-old-timey-souvenir-shop...

Whether you’re planning a dinner party, looking for easy weekday dinners or want to master Indian food, visit the Denver Public Library — with 25 branches and two bookmobiles citywide — for inspiration.

Best Gift to Colorado - John Fielder's Colorado Collection


Whether you’re planning a dinner party, looking for easy weekday dinners or want to master Indian food, visit the Denver Public Library — with 25 branches and two bookmobiles citywide — for inspiration.
Best Possible Celebration of Denver - Museum of Denver


Whether you’re planning a dinner party, looking for easy weekday dinners or want to master Indian food, visit the Denver Public Library — with 25 branches and two bookmobiles citywide — for inspiration.

Best Free Service - Denver Public Library


d Denver Forum -


Every April the Denver Public Library offers a series of programs that help children and adults learn about gardening and nature and how they can help promote a healthy environment. This month, the library has several free programs for community members to attend.
Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_7446466a-edf2...

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Denver's downtown blooms will be less bountiful this year

By Heather Willard


In the city’s published 2024 budget plan, Parks and Recreation and Cultural Facilities, which includes the Denver Public Library system, accounted for $160 million of Denver’s budget.
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Download the FOX31 App: Breaking news alerts & Pinpoint Weather In the city’s published 2024 budget plan, Parks and Recreation and Cultural Facilities, which includes the Denver Public Library system, accounted for $160 million of Denver’s budget.

Music will fill the air in Denver this April - but there are also lots of other fun things to do

By Christy Steadman
https://coloradocommunitymedia.com/2024/04/01/music-will-fill-the-air-in-denver-this-april-but-ther...

How it works is throughout April, many local cultural institutions and organizations – The Denver Museum of Nature & Science, the Denver Art Museum, the Clyfford Still Museum, History Colorado, Denver Botanic Gardens, Denver Center for the Performing Arts, Denver Public Library and Denver Zoo, to name

APPRECIATION; Breashears, famed mountaineer, was revered in Colorado

By John LaConte
https://dpl.muckrack.com/link/gq5d3d/appreciation-breashears-famed-
After the school day, Breashears would visit the Denver Public Library, finding books about mountaineering. His favorites were “The White Spider” by Heinrich Harrer and “Nanga Parbat Pilgrimage: The Lonely Challenge” by Hermann Buhl.

Colorado is a pretty healthy state nowadays. It wouldn’t be this way without the work of Dr. Florence Sabin

By Oscar Contreras, Óscar Contreras
https://www.denver7.com/news/womens-history-month/colorado-is-a-pretty-healthy-state-nowadays-it-wo...

That wasn’t her only contribution, according to Denver Public Library records. “One of her most important contributions was a free X-ray program, which could detect tuberculosis in its early stages,” the library’s entry on her life states.

Things to do in Denver this weekend, March 29-31


Other musical happenings include the Live Music and Art Showcase with RiNo hosted by the Denver Public Library, ArtPark, and LOUD. It’s also Easter weekend meaning there are Easter egg hunts for kiddos and adults taking place across the metro.
Colorado’s transgender youth are tired of being political pawns

By Alison Berg


Auggie Caudill, 16, outside the Denver Public Library Bear Valley branch. Photo: Alison Berg, Rocky Mountain PBS Caudill, who is 16 years old and non-binary, wishes the march had been a celebration.

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_748eadf8-eba7...

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Community Calendar


Denver Public Library, 100 Washington St., Denver. Sunday, April 14 * Waverly Lions Club- 7 a.m. to noon at the 4-H Building. All-you-can-eat pancakes, sausage, ham. Eat-in or take-out. Come help supper the Waverly Lions. Monday, April 15 * Waverly Senior Center - 9 a.m.

David Breashears, famed mountaineer who died March 14, was a legend in Colorado

By John LaConte
https://www.aspentimes.com/news/david-breashears-famed-mountaineer-who-died-march-14-was-a-legend-i...

After the school day, he would visit the Denver Public Library, finding books about mountaineering. His favorites were “The White Spider” by Heinrich Harrer and “Nanga Parbat Pilgrimage: The Lonely Challenge” by Hermann Buhl.

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https://dpl.muckrack.com/link/gqwqTh/david-breashears-famed-mountaineer-who-died-march-14-was-a-leg...

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PLA 2024 Conference

http://www.imls.gov/events/pla-2024

Primary Topic: Community Engagement and Partnerships Panelist: Mike Caulfield Research Scientist University of Washington Toby Greenwalt Nidhi Hebbar Product Manager Google Kim Loan Chu Location: Greater Columbus Convention Center, TBA In 2022, Denver Public Library (DPL) was awarded
David Breashears, famed mountaineer who died March 14, was a legend in Colorado

By John LaConte

https://www.vaildaily.com/news/david-breashears-famed-mountaineer-who-died-march-14-was-a-legend-in...

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Casa Bonita’s 50th birthday: From a $3.45 dinner to a $40 million renovation

https://dpl.muckrack.com/link/giB9Bw/casa-bonitas-50th-birthday-from-a-3-45-dinner-to-a-40-million-r...

$4.45 Back in the day, it cost diners less than $5 to enjoy the all-you-can-eat Deluxe Dinner at Casa Bonita, according to an old, undated menu from the Denver Public Library.

A look back at Pink Palace history

https://quicktelecast.com/a-look-back-at-pink-palace-history/

$4.45 Back in the day, it cost diners less than $5 to enjoy the all-you-can-eat Deluxe Dinner at Casa Bonita, according to an old, undated menu from the Denver Public Library.

Lena Archuleta, Denver’s first Latina school principal, will have library named after her


United States Headlines News United States Latest News, United States Headlines DENVER — The Denver Public Library is getting ready to open a new location later this year in the city’s Westwood neighborhood.
Lena Archuleta, Denver’s first Latina school principal, will have library named after her

By Angelika Albaladejo

DENVER — The Denver Public Library is getting ready to open a new location later this year in the city’s Westwood neighborhood. It’ll be named after Lena Archuleta, whose legacy includes trailblazing in education, work training and seniors’ rights.

Denver City and County offices closed Monday for César Chávez Day

By Alex Edwards
https://denvergazette.com/news/denver-city-county-offices-closed-cesar-chavez/article_9e30fdd6-e860...

• The Denver Animal Shelter (night drop kennels will be open) • Auditor’s Office • City Council offices • Clerk and Recorder’s Office • Denver County Court • Denver Motor Vehicle offices • Housing Stability Offices • All Denver Public Libraries • Office of the Medical Examiner • All Recreation
A look back at Pink Palace history

By Mark Hobbs
https://pioneernewz.com/a-look-back-at-pink-palace-history/

(Casa Bonita via Denver Public Library) Casa Bonita’s new menu (Provided by Casa Bonita) Adobo Chicken (roasted chicken marinated in chipotle sauce).

$4.45 Back in the day, it cost diners less than $5 to enjoy the all-you-can-eat Deluxe Dinner at Casa Bonita, according to an old, undated menu from the Denver Public Library.
A look back at Pink Palace history

By James Billington
http://yoursbulletin.com/a-look-back-at-pink-palace-history/

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Casa Bonita’s 50th birthday: From a $3.45 dinner to a $40 million renovation

By Tiney Ricciardi
https://www.denverpost.com/2024/03/22/casa-bonita-restaurant-50th-anniversary-lakewood/

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A look back at Pink Palace history

By Mirza Jhon
https://webtimes.uk/a-look-back-at-pink-palace-history/

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By Christine Ricciardi

https://www.dailycamera.com/2024/03/22/casa-bonita-restaurant-50th-anniversary-lakewood/

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https://dpl.muckrack.com/link/gipLyQ/casa-bonitas-50th-birthday-from-a-345-dinner-to-a-40-million-r...

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**MEMORIES; Happy birthday,**

By Tiney Ricciardi

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Gallery Jupiter presents "Conspiracy of Color"
https://yourshepway.co.uk/35449/space-astronomy/gallery-jupiter-presents-conspiracy-of-color/

In New Jersey, she labored for the Michael Graves Architects from 1989 – 1997 designing colours for tasks such because the Disney Dolphin and Swan Accommodations, and the Denver Public Library. Her colour method continues to be very a lot influenced by her work with Mr. Graves.

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Gallery Jupiter presents "Conspiracy of Color"

In New Jersey, she worked for the Michael Graves Architects from 1989 - 1997 designing colors for projects such as the Disney Dolphin and Swan Hotels, and the Denver Public Library. Her color approach is still very much influenced by her work with Mr. Graves. Before living in Princeton, Ms.
The local legend behind the creation of Sloans Lake in Denver, Colorado

By Maddie Rhodes

When Denver was founded, the area that is Sloans Lake had originally been a grassy basin, the Denver Public Library told FOX31. It wasn’t until one farmer’s mistake created the body of water.

Local legend: How a farmer’s mistake made Sloans Lake

By Maddie Rhodes

When Denver was founded, the area that is Sloans Lake had originally been a grassy basin, the Denver Public Library told FOX31. It wasn’t until one farmer’s mistake created the body of water.

Denver reaps what decriminalization has sown | Denver Gazette

https://www.coloradopolitics.com/opinion/denver-reaps-what-decriminalization-has-sown-denver-gazett...
Around Denver Public Libraries’ Ross-Broadway branch, near the corner of Broadway and East Bayaud Avenue. That’s right, the once-family-friendly place that is supposed to serve the community as a center of enlightenment — has been overtaken by swarms of drug addicts.

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**Manhattan Beach: The short history of Denver’s amusement park on Sloan’s Lake**

By Maddie Rhodes


The history behind Manhattan Beach lies in the records of the Denver Public Library. Manhattan Beach’s promising beginnings When Manhattan Beach opened its doors in 1891 on the north shore of Sloans Lake, it was known as the largest amusement park west of the Mississippi.

**The tragic history and closure of the Sloan’s Lake amusement park in 1914**

By Maddie Rhodes


(Denver Public Library Special Collections,X-19530) Interior view of a dance hall at Manhattan Beach amusement park in Denver, Colorado; shows men and women dancing. (Denver Public Library Special Collections, X-19534) View of an exhibit at Manhattan Beach amusement park in Denver, Colorado; shows
EDITORIAL: Denver reaps what decriminalization has sown
https://denvergazette.com/opinion/editorials/editorial-denver-reaps-what-decriminalization-has-sown...

Around Denver Public Libraries’ Ross-Broadway branch, near the corner of Broadway and East Bayaud Avenue. That’s right, the once-family-friendly place that is supposed to serve the community as a center of enlightenment — has been overtaken by swarms of drug addicts.

Local News 03/20/24 - Star 97.7
http://star977.com/2024/03/20/local-news-03-20-24/

According to resources from the Denver Public Library, each pitched in a thousand dollars. On July 14, 1978, the Women’s Bank opened for business. People reportedly stood in line down the street in downtown Denver to deposit their money.
Denver Library hosts regional art show

The Denver Public Library will host the Northeast Iowa Regional Art Show on Saturday, April 6. The show will include works of art by artists from the Cedar Valley area and surrounding counties including Black Hawk, Bremer, Benton, Butler, Buchanan, and Grundy.

Mac McCloud’s Photos of Five Points Curated in New Book

By Steve Chavis

His entire photo archives are housed at the Denver Public Library, and a book of his images has been published.
Saturday, April 6. The show will include works of art by artists from the Cedar Valley area and surrounding counties including Black Hawk, Bremer, Benton, Butler, Buchanan, and Grundy.

**Canadian Environmental History at ASEH 2024**

By Daniel Macfarlane

https://niche-canada.org/2024/03/19/canadian-environmental-history-at-aseh-2024/

*Denver Public Library*. The following two tabs change content below. Bio Latest Posts Daniel is an Associate Professor in the School of the Environment, Geography, and Sustainability at Western Michigan University.

**Budgetary Risk Pooling**

https://www.gfoa.org/materials/gfr0224-risk-pooling

When Kirsten Decker assumed her role as the manager of strategy and evaluation for the *Denver Public Library* in 2019, she encountered a challenge she hadn’t faced before: a persistent and substantial budgetary surplus. ... Until recently, the *Denver Public Library*’s per-capita funding was among the lowest of its peer institutions. This underinvestment had led to a risk-averse culture and a scarcity mindset among library employees.
### 10 best Texas lodgings where you can still book a room for the eclipse

By Amber Heckler  

Photo courtesy of The [Denver Public Library](https://denverpubliclibrary.org), Special Collections Dallas Museum of Art DMA's 2024 SpringBreak Family Fun, inspired by the exhibition The Impressionist Revolution from Monet to Matisse, will bring events all week.

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### A city on a 'knife's edge': Businesses decry drug use along Denver’s south Broadway

By Noah Festenstein  

The open-air drug use is most pronounced surrounding the [Denver Public Libraries’](https://denverpubliclibrary.org) Ross-Broadway branch. Located near the corner of East Bayaud Avenue and Broadway, it intersects three different neighborhoods including Baker, Lincoln-Broadway and West Washington Park. ... Ross-Broadway and [Denver Public Library](https://denverpubliclibrary.org) authorities did not respond to multiple requests for comment. Business operators along the Broadway corridor said the chronic, open-air drug use is not only an eyesore, it has directly affected them.
Denver Art Museum, zoo, botanic gardens


... Denver All City of Denver public libraries and recreation centers Garden of the Gods Visitor and Nature Center, Colorado Springs Rocky Mountain National Park.

Take a trip back in time from Denver during the latter part of March

By Christy Steadman

https://coloradocommunitymedia.com/2024/03/16/take-a-trip-back-in-time-from-denver-during-the-latte...

The Denver Public Library's Eugene Field Branch is offering a unique opportunity to travel through time and explore the Washington Park and Bonnie Brae neighborhoods. Participants will learn to use the library's Time Traveler's Map of Denver, and examine some rarely seen physical maps of the area.

A year after 'For the Record' report: How has the Golden community continued working toward racial equity?

By Corinne Westeman

https://dpl.muckrack.com/link/gOVlnd/a-year-after-for-the-record-report-how-has-the-golden-communit...
Over the last year, Golden community members, nonprofits and the city government have worked on various initiatives toward racial equity, diversity and inclusion.

Check It Out: ‘Soul Jar: Thirty-One Fantastical Tales by Disabled Authors’

By Wendy Thomas

https://www.denvernorthstar.com/check-it-out-soul-jar-thirty-one-fantastical-tales-by-disabled-auth...

Denver Public Library is celebrating Disability Awareness Month in March, and what better way to observe it than to check out books, movies and music by disabled creators? Check out “Soul Jar” at a Denver Public Library branch near you and find more great titles at denverlibrary.org.

Denver prepares for St. Patrick’s Day Parade, despite heavy snow

By Alex Edwards

https://denvergazette.com/news/denver-prepares-for-st-patricks-day-parade-despite-heavy-snow/articl...

He unsuccessfully ran for mayor three times in 1971, 1975 and 1983, according to Denver Public Library archives. He passed away in April of 1985. St. Patrick’s Day is on Sunday March 17, though Denver’s parade will be on Saturday March 16 beginning at 9:30 a.m., according to the organizers.
Denver Art Museum, zoo, botanical gardens

https://newsnetdaily.com/denver-art-museum-zoo-botanical-gardens/

Denver Art Museum, zoo, botanical gardens


By Mike Lally


Denver snowstorm latest: Colorado snow updates, closures and road impacts


The rest of Denver Parks and Recreation and the Denver Public Library will be closed today, DDPHE said. 6:36 a.m. | WINGS OVER THE ROCKIES CLOSURE | Both the Wings Over the Rockies Air & Space Museum in Lowry and the Exploration of Flight at Centennial Airport are closed today, the company confirmed.

Denver Art Museum, botanic gardens, zoo close Thursday due to heavy snow

https://dpl.muckrack.com/link/gOzrcK/denver-art-museum-botanic-gardens-zoo-close-thursday-due-to-he...


Denver Art Museum, botanic gardens, zoo close Thursday due to snow; DCPA shows canceled

https://dpl.muckrack.com/link/gOxpF1/denver-art-museum-botanic-gardens-zoo-close-thursday-due-to-sn...

Government offices, rec centers, Cherry Creek Dam Road to close in anticipation of March snow storm

https://coloradocommunitymedia.com/2024/03/13/government-offices-rec-centers-cherry-creek-dam-road...

All Denver Public Library branches will be closed on Thursday. The city’s rec centers will also be closed on Thursday.

Rosenberry Lecture Series: History for the Curious at History Colorado — Get Complimentary Tickets! - KUVO

By Arvida Rascón

https://www.kuvo.org/rosenberry-lecture-series-history-for-the-curious-at-history-colorado-get-comp...

The Girl Who Dared to Defy: Jane Street and the Rebel Maids won History Colorado’s Barbara Sudler Award, Denver Public Library’s Caroline Bancroft History Prize, and was finalist for the Colorado Book Award.
8-16 inches of snow expected, most on Thursday
By Armend Abazi
https://mydroll.com/8-16-inches-of-snow-expected-most-on-thursday/

Though not designated as a warming center, all open Denver Public Libraries are also available for those who need to get inside from the cold. Editor’s note: This article has been updated with information about emergency weather shelters and warming centers.

Denver weather: Snow shelters and warming centers open on Thursday, March 14
By Maddie Rhodes
https://kdvr.com/weather/severe-weather-shelters-warming-centers-to-open-for-thursday-march-14-stor...

Denver Parks and Recreation will open all currently operating recreation centers as daytime warming centers during regular business hours on Thursday and Friday. Although they're not usually warming centers, open Denver Public Library locations are available to the public as a place to warm up during
Government offices, rec centers, Cherry Creek Dam Road to close in anticipation of March snow storm


All Denver Public Library branches will be closed on Thursday. The city’s rec centers will also be closed on Thursday. * City of Lakewood offices will be closed Thursday due to the inclement weather. This includes the Lakewood Parks and Recreation centers.

These severe weather shelters, warming centers to open for Thursday’s storm

By Maddie Rhodes


Denver Parks and Recreation will open all currently operating recreation centers as daytime warming centers during regular business hours on Thursday and Friday. Although they’re not usually warming centers, open Denver Public Library locations are available to the public as a place to warm up during

Denver will activate its severe weather shelters starting Wednesday ahead of prolonged snowfall

By Oscar Contreras, Óscar Contreras, Jeff Anastasio

https://www.denver7.com/news/local-news/denver-will-activate-its-severe-weather-shelters-starting-w...
While not designated as warming centers, open Denver Public Library locations are available to the public as an indoor reprieve from the cold and snow. People are asked to double-check library hours in advance here. For more information about shelter access, visit denvergov.org/findshelter.

Denver activates severe weather shelter plan ahead of approaching winter storm

By Jennifer McRae


While not designated as warming centers, open Denver Public Library locations are available to the public as an indoor reprieve from the cold and snow. Double-check library hours in advance: denverlibrary.org/locations.

Denver 90 years ago: What did City Park look like?

By Samantha Jarpe


In 1933, Jasper King took aerial photographs of Denver, which FOX31 obtained through the Denver Public Library. These photographs give a good snapshot of what the Mile High City looked like over 90 years ago, and a good idea of what has changed.
Denver 90 years ago: What did City Park look like?

By Samantha Jarpe


Colorado Museum of Natural History (now the Denver Museum of Nature & Science) circa 1933 (Denver Public Library Special Collections, X-28784) What hasn’t changed Since 1933 when the aerial photographs were taken, some City Park mainstays have gone untouched.

Jewel Charity Ball starring Diana Ross tops this week’s 5 hottest FW headlines

By Stephanie Allmon Merry


Photo courtesy of The Denver Public Library, Special Collections Dallas Museum of Art DMA’s 2024 SpringBreak Family Fun, inspired by the exhibition The Impressionist Revolution from Monet to Matisse, will bring events all week.
50+ fun things to do on a 2024 spring break staycation in Dallas-Fort Worth

By Stephanie Allmon Merry

Photo courtesy of The Denver Public Library, Special Collections Dallas Museum of Art DMA’s 2024 SpringBreak Family Fun, inspired by the exhibition The Impressionist Revolution from Monet to Matisse, will bring events all week.

Layoffs lash Colorado Public Radio, slicing into podcasts and production

By Corey Hutchins

Alex Hernandez, a special collection librarian at the Denver Public Library, has been digging through archived copies of old Colorado newspapers to illuminate stories of “dozens of cases of women who died in self-induced or unsafe abortions,” John Daley reported for CPR.

Library archives uncover long-lost history of Colorado women dying trying to get an abortion before it was legal

https://www.cpr.org/2024/03/07/denver-public-library-history-of-abortion-access-in-colorado/

The story was resurfaced by Alex Hernandez, a special collection librarian at the Denver Public Library, who has written about dozens of cases of women who died in self-induced or unsafe abortions. Often it was performed by someone without the necessary training or in unhygienic conditions.
Used Book Pop Up Sale at Bear Valley Library


The Denver Public Library Friends Foundation is hosting a Used Book Pop Up Sale at the Bear Valley Branch Library on Saturday, March 16, 2024, from 10 a.m. to 2 p.m. Both children’s books and adult titles will be available at bargain prices! Proceeds support the Denver Public Library. 5171 W.

The Biggest Issue on Americans’ Minds Is Also a Tough One to Agree On

https://newsdeal.in/voters-immigration-html/

In her job at the Denver Public Library, she often helps people who are filling out immigration paperwork or looking for employment. If she had the means to do so, she said, she would cook meals for hundreds of migrants she now sees living on the street. “It just hurts my heart,” she said.
The Biggest Issue on Americans’ Minds Is Also a Tough One to Agree On

By Bd Global

In her job at the Denver Public Library, she often helps people who are filling out immigration paperwork or looking for employment. If she had the means to do so, she said, she would cook meals for hundreds of migrants she now sees living on the street. “It just hurts my heart,” she said.

The Largest Difficulty on Individuals’ Minds Is Additionally a Powerful One to Agree On

In her job on the Denver Public Library, she typically helps people who find
themselves filling out immigration paperwork or in search of employment. If she had the means to take action, she mentioned, she would cook dinner meals for a whole bunch of migrants she now sees residing on the road.

The Biggest Issue on Americans’ Minds Is Also a Tough One to Agree On
https://dnyuz.com/2024/03/05/the-biggest-issue-on-americans-minds-is-also-a-tough-one-to-agree-on/

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The Biggest Issue on Americans' Minds Is Also a Tough One to Agree On
By Jenny Medina, Jennifer Medina, Meridith Kohut, Ernesto Londono, Isadora Kosofsky, Michael Ciaglo, Jenn Ackerman
https://www.nytimes.com/2024/03/05/us/politics/voters-immigration.html

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At The Library: In Praise Of Social Workers

Denver Public Library became one of the first library systems in the country to employ full-time social workers, hiring our first in 2015.

Celebrating Women’s History Month in Colorado
https://hispanicbusinesstv.com/celebrating-womens-history-month-in-colorado/

Denver’s Public Art department has a self-guided tour guide featuring 39 murals, statues and other works from women artists across the city. The Denver Public Library will host a free candle-making class on March 8 at Hadley Branch Library located at 1890 S. Grove St.
How to celebrate Women's History Month in Colorado
By Esteban L. Hernandez

Denver’s Public Art department has a self-guided tour guide featuring 39 murals, statues and other works from women artists across the city. The Denver Public Library will host a free candle-making class on March 8 at Hadley Branch Library located at 1890 S. Grove St.

How LIBRARIANS are now America's frontline workers - and say they’re facing burnout from stress of coping with violent and 'traumatic' encounters amid homelessness, migrant, opioid and culture war crises | Daily Mail Online
By Noa Halff

In Colorado, Denver Public Library was the first to hire in-house social workers to help patrons access food, jobs and housing, The Denver Post reported.

How LIBRARIANS are now America's frontline workers - and say they're facing burnout from stress of coping with violent and 'traumatic' encounters amid homelessness, migrant, opioid and culture war crises | This is Money
By Noa Halff

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GPHC Command Central: Tilt Toward The Sun
Businesses/Churches/Groups City and County Denver Public Works Cure D’Ars Catholic Church Curtis Park Deli Dahlia Campus Farms and Gardens Food Bank of the Rockies Mayfair Liquors Messiah Community Church Overture 9th & CO Denver Public Library Park Hill Branch Library Park Hill United Church

Things to do in Denver this weekend, March 1-3
Denver Public Library at ReCreative Denver, 765 Santa Fe Drive. 6:15-8:45 p.m. Free. All ages. Comedy and theater Jesus Trejo. Comedy Works South, 5345 Landmark Place, Greenwood Village. 7:15 p.m. and 9:45 p.m. $26. Chaos Bloom Improv House Team Night. Chaos Bloom Theater, 70 S.
Things to do in Denver this weekend, March 1-3

By Cassidy Ritter, Lucha Libre, Isaac Vargas, Kyle Harris

https://denverite.com/2024/03/01/things-to-do-in-denver-this-weekend-march-1-3-2024/

Denver Public Library at ReCreative Denver, 765 Santa Fe Drive. 6:15-8:45 p.m. Free. All ages. Comedy and theater Jesus Trejo. Comedy Works South, 5345 Landmark Place, Greenwood Village. 7:15 p.m. and 9:45 p.m. $26. Chaos Bloom Improv House Team Night. Chaos Bloom Theater, 70 S.

David Breashears, famed mountaineer who died March 14, was a legend in Colorado

https://dpl.muckrack.com/link/gqraPH/david-breashears-famed-mountaineer-who-died-march-14-was-a-leg...

After the school day, Breashears would visit the Denver Public Library, finding books about mountaineering. His favorites were “The White Spider” by Heinrich Harrer and “Nanga Parbat Pilgrimage: The Lonely Challenge” by Hermann Buhl.

Colorado proposal to create library committees to consider book bans fails to advance

By Marissa Ventrelli

https://gazette.com/premium/colorado-proposal-to-create-library-committees-to-consider-book-bans-fa...

Lauren Seegmiller, a librarian with the Denver Public Library system, said the bill not only safeguards patrons, but also protects library employees, such as herself, as threats from the public have increased in recent years.
Bill that would have created committees to consider whether to ban books, other content killed by Education Committee

By Marissa Ventrelli
https://www.coloradopolitics.com/education/bill-that-would-have-created-committees-to-consider-whet...

Lauren Seegmiller, a librarian with the Denver Public Library system, said the bill not only safeguards patrons, but also protects library employees, such as herself, as threats from the public have increased in recent years.

Colorado’s haunting legends: From the Yellow Honk House to the Lafayette Vampire

By Maddie Rhodes
https://www.fox21news.com/top-stories/colorados-haunting-legends-from-the-yellow-honk-house-to-the...

The Denver Public Library says there have been stories passed down throughout the years, like the ghost jogger who taps on the sides of passing cars, a phantom Camaro with one headlight and a hitchhiker in white who disappears.
5 urban legends that still live in Colorado

By Maddie Rhodes

https://news.yahoo.com/5-urban-legends-still-live-160930375.html

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5 urban legends that still live in Colorado

https://reportwire.org/5-urban-legends-that-still-live-in-colorado/

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5 urban legends that still live in Colorado

By Maddie Rhodes

https://kdvr.tv/5-urban-legends-that-still-live-in-colorado/
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Colorado proposal to create library committees to consider whether to ban books fails to advance

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Colorado bill proposes library committees to consider whether to ban books, other content

By Marissa Ventrelli
https://gazette.com/premium/colorado-bill-proposes-library-committees-to-consider-whether-to-ban-bo...

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Denver Forum -

Seuss at the Denver Public Library’s Annual Dr. Seuss Birthday Bash! The party takes place this Saturday, March 2 from 10:00 to 11:30 a.m. at the library. Families and children of all ages are welcome take part in several Dr. Seuss crafts and games. ... Be sure to mark your calendar and enjoy a morning of free family fun at the Denver Public Library. No pre-registration is required. For more information about the event, visit the library’s website at www.denver.lib.ia.us, the Library’s Facebook page, or call the library at 984-5140.

Fort Collins history: Here are the 30 local properties listed on the National Register

By Erin Udell
https://www.coloradoan.com/picture-gallery/life/2024/02/27/these-fort-collins-properties-are-on-nat...

Denver Public Library Special Collections The Opera House under construction at the 100 block of North College Avenue in 1880. Fort Collins Museum Of Discovery, H01427 The Patterson House, 121 N. Grant Ave., picture in 1948.

ereviews
https://dpl.muckrack.com/link/gdHV9a/ereviews

The archive comprises 10 collections, with materials drawn from the Denver Public Library, the Institute of Government Studies (UC Berkeley), the New York City Bar
10th Mountain Division soldiers gather to train, celebrate the past

By Jason Blevins
https://www.gjsentinel.com/news/western_colorado/10th-mountain-division-soldiers-gather-to-train-ce...

On his trip to the Rocky Mountains this month, Daniels visited the Denver Public Library. He connected with a historian there and they accessed a hard-to-find file. They found his great-grandfather’s Bronze Star citation. “Which my entire family has never seen,” he said.

Bright signs and cowboy boots: F.M. Light & Sons keeps Steamboat heritage alive

By Alison Berg

Photo: Denver Public Library Special Collections F.M. Light & Sons plastered 250 signs across Northwest Colorado, Utah and Wyoming during the Great Depression to drum up business.
Dr. Seuss party set at Denver library
Seuss at the Denver Public Library’s annual Dr. Seuss Birthday Bash from 10 to 11:30 am Saturday, March 2. Families and children of all ages are welcome to take part in several Dr. Seuss crafts and games.

Celebrating the Whimsical World of Dr. Seuss: Denver Public Library Hosts Annual Bash
Seuss at the Denver Public Library’s annual Birthday Bash. From themed activities to special entertainment, this event promises a celebration of creativity and joy. ... Seuss Birthday Bash at the Denver Public Library is more than just a celebration of one of the most beloved children’s authors. It is a testament to the enduring power of his work to inspire, educate, and entertain. Dr.
Denver Public Library to hold Dr. Seuss birthday party

March 2


Seuss at the Denver Public Library’s Annual Dr. Seuss Birthday Bash from 10 to 11:30 a.m. March 2. Families and children of all ages are welcome to take part in several Dr. Seuss crafts and games.

Quarterra Announces Leasing is Underway for the 224-unit Kindred Apartments in Denver’s Golden Triangle

https://yieldpro.com/2024/02/quarterra-announces-leasing-is-underway-for-the-224-unit-kindred-apartment...

Mint and the Denver Public Library. “Kindred puts residents within walking distance of all the top cultural sites in Denver,” said Chris Gillies, city president for Denver at Quarterra, in the press release.
This Airport Has a Surprising Reputation for Conspiracy Theories

By Patricia Kaowthumrong
https://mediafeed.org/this-airport-has-a-surprising-reputation-for-conspiracy-theories/

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10th Mountain Division soldiers rally in Colorado to celebrate the past, train for alpine battles
By Jason Blevins
https://coloradosun.com/2024/02/23/10th-mountain-division-camp-hale-legacy-days/

On his trip to the Rocky Mountains this month, Daniels visited the Denver Public Library. He connected with a historian there and they accessed a hard-to-find file. They found his great-grandfather’s Bronze Star citation. “Which my entire family has never seen,” he said.
The Outsider | 10th Mountain soldiers rally at Camp Hale, Vail to celebrate historic WWII victories

By Jason Blevins
https://coloradosun.com/2024/02/22/outsider-20240222/

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Extended hours, branch renovations and less wait times: Things are happening at DPL

By Isaac Vargas, Sam Brasch, Kyle Harris, Rebecca Tauber
https://denverite.com/2024/02/22/denver-public-library-extended-hours-branch-renovations-updates/

The Denver Public Library has been up to a few things over the past year, especially with their latest funding boost from the Strong Library Strong Denver tax increase.

8 screen-free activities that are guaranteed to brighten your day

https://www.colorado.edu/health/2024/02/23/blog/screen-free

Participating libraries include the Boulder County Public Library, Denver Public Libraries, Demis Public Library (Littleton), Douglas County Libraries, Louisville Public Library, Jefferson County Public Libraries and more.
This airport has a surprising reputation for conspiracy theories

By Patricia Kaowthumrong
https://www.ktvh.com/denver-airport-surprising-reputation-conspiracy-theories

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By Tony Aria, Patricia Kaowthumrong


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Denver Forum -

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Quarterra starts leasing 224 units in Denver’s Golden Triangle

By Mary Salmonsen

Mint and the Denver Public Library. “Kindred puts residents within walking distance of all the top cultural sites in Denver,” said Chris Gillies, city president for Denver at Quarterra, in the press release.
Douglas Bruce Joins Race for Colorado’s Fifth Congressional District — but His Reputation Precedes Him

By Hannah Metzger
https://www.westword.com/news/tabor-douglas-bruce-joins-republican-primary-for-colorados-cd5-194653...

Rocky Mountain News via Denver Public Library Kicking Photographer On his very first day as a state representative, Bruce made national headlines for kicking a news photographer during the House’s morning prayer.

Together We Heal


offering mental health and wellness self-care tips Peer Support in Other Libraries Peers — In Their Own Words: Public Libraries Online article that discusses the evolution of social work peer support programs in libraries across the United States during the past decade Denver ... Public Library was an early adopter of the peer navigator model in libraries.

Denver Library celebrates Dr. Seuss birthday

https://www.communitynewspapergroup.com/waverly_newspapers/denver-library-celebrates-dr-seuss-birth...

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**History of Green Book travel and Lincoln Hills in Colorado**


Credit: Denver Public Library

Special Collections Winks Panorama, also known as Winks Lodge, was a hotel near Pinecliffe that served African American tourists during the early and middle 20th century.

**Five Point’s Blair-Caldwell library hosts Black History Month art exhibit**

By Esteban L. Hernandez

https://www.axios.com/local/denver/2024/02/19/blair-caldwell-black-history-month-art-exhibit

Photo: Courtesy of Denver Public Library

Dexter Nelson II, the museum & archives supervisor at the Blair-Caldwell African American Research Library, said he knew the library had to "show up" for its busiest month.
News Shorts: Mobile Clinic, Library Hours...
https://gesgazette.com/2024/02/17/news-shorts/

The measure provides Denver Public Library with an additional $32 million a year for expanded hours, upgrades to facilities and expanded, more diverse library materials. Details about Strong Library, Strong Denver expenditures can be found at www.denverlibrary.org/stronglibrary_strongdenver.

Ten Things to Do for Free in Denver (and Beyond) This Weekend
https://dpl.muckrack.com/link/g3UuNj/ten-things-to-do-for-free-in-denver-and-beyond-this-weekend

The Denver Public Library Friends Foundation is hosting another pop-up sale where both children's books and adult titles will be available. Admission is free; find out more here. History Colorado Museum of Memory Whittier Neighborhood Saturday, February 17, 1 to 4 p.m.
Ed Ruscha: Beyond Words

There's a period of incredible invention when the market's not so strong, from the monumental Getty commission Picture Without Words, 1997, to his installations for the Miami-Dade and Denver Public Libraries. Not necessarily his best works, but major efforts.

Run around Denver in your underwear for charity and other fun things to do before February comes to a close
By Christy Steadman
https://coloradocommunitymedia.com/2024/02/15/run-around-denver-in-your-underwear-for-charity-and-o...

Denver Public Library is inviting the community to celebrate St. Patrick's Day early this year. The Eugene Field Branch Library, 810 S. University Blvd., is hosting McGurn’s Wake, a local band which will perform traditional Irish music, from 11 a.m. to noon on March 2.

Ten Things to Do for Free in Denver (and Beyond) This Week
https://dpl.muckrack.com/link/g3eB0d/ten-things-to-do-for-free-in-denver-and-beyond-this-week

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Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

By Elizabeth Hernandez

https://www.courant.com/2024/02/15/librarians-social-workers-denver-public-library-homelessness-dru...

In addition to these services, the Denver Public Library was among the first library districts in the nation to hire in-house social workers in 2015, said Rachel Fewell, director of the Central Library. ... Still, such emergencies account for an extremely small percentage of the Denver Public Library's visitors.

Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

https://usajaunnews.com/librarians-are-now-front-line-crisis-workers-managing-homeless-patrons-ment...

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8 Screen-Free Activities That Are Guaranteed To Brighten Your Day

Health And Wellness Services

https://nationworldnews.com/8-screen-free-activities-that-are-guaranteed-to-brighten-your-day-healt...

Participating libraries include Boulder County Public Library, Denver Public Library, DeMise Public Library (Littleton), Douglas County Library, Louisville Public Library, Jefferson County Public Library and more. 5.

Check It Out: Nnedi Okorafor’s Re-Released ‘Shadow Speaker’

By Wendy Thomas

https://www.denvernorthstar.com/check-it-out-nnedi-okorafores-re-released-shadow-speaker/

Both are available now at a Denver Public Library near you. Haven’t claimed your prize for Winter of Reading yet? There’s still time! Visit a Denver Public Library branch near you with your completed brochure to get your library swag by Feb. 29.
Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

By Abhishek soni

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8 Screen-Free Activities Guaranteed to Brighten Your Day | Health and wellness services

Participating libraries include Boulder County Public Library, Denver Public Libraries, Demis (Littleton) Public Library, Douglas County Libraries, Louisville Public Library, Jefferson County Public Libraries and more.
**Black history in Colorado: Terri Gentry shares her family history**

By Angela Case

https://www.9news.com/article/news/local/black-history/black-history-colorado-terri-gentry-family-h...

From extensive touring to starting his own band, the George Morrison Jazz Orchestra, he enjoyed an accomplished musical career, according to a Denver Public Library history. In addition to playing in and managing several groups, Morrison mentored musicians and was soon known as “The Professor.”

**Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners**

https://usanewssite.com/culture/librarians-are-now-front-line-crisis-workers-managing-homeless-patr...

Walk into one of metro Denver’s public libraries — among the few spaces where anyone can come inside and exist for free — and you’ll find a microcosm of society’s most pressing issues: Homelessness in Denver is at a peak, evidenced by the dozens of patrons in the city’s Central Library during a recent
Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

By Elizabeth Hernandez
https://www.theoaklandpress.com/2024/02/14/librarians-social-workers-denver-public-library-homeless...

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By Abdilatif Robyn
https://webtimes.uk/librarians-are-now-front-line-crisis-workers-managing-

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https://www.mercurynews.com/2024/02/14/librarians-social-workers-denver-public-library-homelessness...

People work at computer stations in the community technology center at the Denver Public Library's Central Library in downtown Denver on Jan. 31, 2024. (Photo by
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Librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

By Elizabeth Hernandez

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ENR Mountain States 2024 Top Young Professionals

By Nancy Kristof


Included among his portfolio of high-profile projects is the recent renovation of the Denver Public Library. The project required a multiphased renovation including multi-story event spaces, envelope modifications and the integration of new monumental stairs.

Colorado librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

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https://www.greeleytribune.com/2024/02/12/colorado-librarians-social-workers-denver-public-library-...

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**A Complex Landscape | Budgets and Funding 2024**

By Lisa Peet

Tax-based funding that isn’t dependent on economic fluctuations or the politics of elected officials—even more so if tax-based revenue is mandated by legislature, such as Denver’s Ballot Measure 2I, passed in fall 2022, which increased the property tax rate by 1.5 mills and dedicated those funds to Denver Public Library.

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**Winter of Reading challenge: for adults!**

Take part in the Denver Public Library’s adult reading challenge, Winter of Reading, to find your next favorite book, explore the library’s offerings, and connect with other readers around Denver!
Colorado librarians are now front-line crisis workers, managing homeless patrons, mental illness, book-banners

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https://www.timescall.com/2024/02/11/colorado-librarians-social-workers-denver-public-library-homel...  

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Report: “Colorado Librarians are Now Front-Line Crisis Workers, Managing Homeless Patrons, Mental Illness, Book-Banners”

By Gary Price

From The Denver Post (about 2300 words): Walk into one of metro Denver’s public libraries — among the few spaces where anyone can come inside and exist for free — and you’ll find a microcosm of society’s most pressing issues: Homelessness in Denver is at a peak, evidenced by the dozens of patrons in
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Colorado librarians now front-line workers in crisis intervention


Walk into one of metro Denver’s public libraries - among the few spaces where anyone can come inside and exist for free - and you’ll find a microcosm of society’s most pressing issues: If public libraries act as an epicenter for society’s shortfalls, then their librarians are on the front lines of crisis.

beyond books; Working on the front lines

https://dpl.muckrack.com/link/gvgPwD/beyond-books-working-on-the-front-lines

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SENTIMENT Negative
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