AGENDA

The Denver Public Library Commission

Regular Bi-Monthly Meeting

Thursday, December 21st, 8:30 a.m.-11:30 a.m.

Montbello Branch Library (3570 W 1st Ave, Denver, CO 80219)

Link to join virtual Zoom meeting: https://us02web.zoom.us/j/85490555809

- 1. Call to order.
- 2. Introductions.
- 3. Approval of Commission Minutes from October 19, 2023.
- 4. Public Comment Period.
- 5. Approval of Westwood Redeemer Branch Library Name. Daisy Rocha from Council President Torres' Office, Victoria Nava Watson, Commissioner Jennifer Wolf
- 6. Overview of Montbello Branch Library. Sofia De La Mora
- 7. Election of 2024 Library Commission Officers. Nominating Committee
- 8. Finalize 2024 Library Commission Committees and Liaisons. Sonya Ulibarri
- 9. Report of President and Members. Sonya Ulibarri
- 10. Report of the Friends Foundation. Jeff Riley
- 11. Report of the City Librarian. Michelle Jeske
- 12. Approval of Employee Guidebook Revision. Will Welden
- 13. Budget Introduction Presentation. Amber Lindberg, Jina Dunn, Kirsten Decker
- 14. Approval of Final 2024 Budget. Amber Lindberg
- 15. Other Business.
- 16. Executive Session for City Librarian Performance Review.
- 17. Adjournment.

MINUTES

The Denver Public Library Commission

Regular Bi-Monthly Meeting

Thursday, October 19, 8:30 a.m.-11:30 a.m.

Ross-Barnum Branch Library (3570 W 1st Ave, Denver, CO 80219) Link to meeting recording:

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<u>Commissioners:</u> Sonya Ulibarri, Michael Niyompong, Jennifer Wolf, Cathy Lucas, Sean Montoya, Patty Salazar, Cedric Buchanon

<u>Staff:</u> Michelle Jeske, Stephanie Pinales, Zenzele Barnes, Annie Kemmerling, Erika Martinez, Tony Kaufmann, Rachel Fewell, Stacey Grijalva, Cole Hwa Davis, Virginia Vassar, Jeff Riley, Kirsten Decker, Nicanor Diaz, Jina Dunn, Zeth Lietzau, Olivia Piteša, Amber Lindberg, Jen Allison, Jay Torres Almodovar, Lisa Murillo, Karen Lam, Tyler Gomes, Nadia Rendon, Christina Wootton (virtual), Victoria Nava-Watson (virtual), Viviana Casillas (virtual), Dodie Ownes (virtual), Danielle Brooks (virtual), Joe Gosalvez (virtual), Elizabeth Warren (virtual), Olivia Gallegos (virtual)

Guests: Chantel Hayward (virtual)

1. Call to order.

The meeting was called to order at 8:31 a.m.

2. Introductions.

Staff and guests present introduced themselves.

3. Approval of Commission Minutes from August 17, 2023.

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

4. Public Comment Period.

N/A

5. Report of President and Members. Sonya Ulibarri

Commissioner Wolf reported that her visit to the Minneapolis Public Library was eventful; their libraries featured books for youth, recipes, and had good representation of Native culture by highlighting Indigenous authors and special edition bookmarks. Commissioner Buchanon shared an update that in the upcoming week, he will be attending a review process meeting to support the Juanita Gray Awards. Commissioner Montoya gave special thanks to Erika Martinez, Alvaro Sauceda Nuñez, and the entire Communications and Community Engagement team for their

work on the Latino Community Service Awards. He remarked the ceremony was well executed and many were in attendance. Commissioner Salazar echoed praise for the Latino Community Service Awards planning team.

Commissioner Lucas thanked Elizabeth Warren and Erika Martinez for their work and support on a STEM event and displays at Park Hill and Ford-Warren branches. Commissioner Ulibarri shared that Commissioner Mathews accepted a position as Interim Director of Denver Parks and Recreation through November. She was not able to attend the Commission meeting as a result of her duties but will be fully re-engaging once the position winds down. She also shared that the first in-person Denver Public Library Staff Day since the pandemic will be taking place on Thursday, October 26th. Additionally, Ulibarri attended the Career Online High School Graduation ceremony and remarked how wonderful it was to celebrate with families. The next graduation date will be February 24th. She lastly thanked staff for the tremendous work they have done in the year since the 2i ballot initiative passing in November 2022.

6. Appointment of Nominating Committee. Sonya Ulibarri

Commissioner Ulibarri announced, according to the bylaws, the annual meeting for elected officers will be held in December. As such, three members will need to be selected to form a Nominating Committee to create a slate of officers for the Commission President, Vice President, and Secretary positions for 2024. Members of the Nominating Committee will not be excluded from nominations. Commissioners Niyompong, Lucas, and Montoya elected to form the Nominating Committee.

7. Report of the Friends Foundation. Jeff Riley

Jeff Riley gave special thanks to all who participated in the Booklovers' Ball, sharing that over 400 guests attended and approximately \$400,000 was raised. Riley cited the Denver Public Schools fall break coincided with the event and affected attendance. He also highlighted that Simone Ross, the program host, and the live band created a special atmosphere for all attendees. A survey will be sent out to collect feedback on the event.

At the Friends Foundation Board meeting two new members were appointed. New members include Alton Dillard, former Denver Clerk and Recorder Public Information Officer, and Julie Davis, President of Business Banking at BMO. Riley thanked Commissioner Buchanon for the recommendations. Additionally, he thanked Danielle Brooks and the library marketing team for the creation of the 2022 Annual Report, which contains financial information for the library and Friends. Lastly, he announced the Holiday Lighting Party on November 30th at the McNichols Building with all Commissioners invited to attend.

8. Report of the City Librarian. Michelle Jeske

City Librarian Michelle Jeske began by announcing Jolon Clark, former Denver City Council member, Jolon Clark has been appointed as Executive Director of Denver Parks and Recreation. Jeske gave an update on the 2024 General Fund budget noting new factors affecting the process. These include the confluence of a new Mayor, the ongoing migrant crisis, six new City Council members, and constraints in the General Fund all while managing a new revenue stream in the DPL Fund. Mayor Johnston did not recommend most of the 2024 General Fund requests. The Digital Navigator program funding will be moving into the General Fund but will be term-limited through 2024.

In September, Jeske presented the 2024 budget proposal to the City Council. She anticipates further education will happen to inform the City Council on the ongoing needs of the library. Council has requested \$81 million in proposed changes to Mayor Johnston's budget plan. That included a request for the Plaza program to be funded through DPL Fund reserves. The Mayor has responded positively to \$10.6 million in additions to the budget and has stated he will work closely with library administration to collaborate on identifying Plaza program funding sources. Following the Mayor's recommendation, City Council will approve the budget in November and the Library Commission will have final approval in December.

The library will continue to focus on hours expansions, Central Library renovations and re-opening, and bond renovations and re-openings. Jeske highlighted the need to provide additional education for the Mayor and City Council on ordinance ballot language, continued fiscal policy development and approval, and strategic thinking about long-term General Fund support.

The renaming process of Barnum Branch Library will take a pause. Planning will commence at the end of 2023, in alignment with branch renovations, which will begin to take place in Q2 2024. The Special Collections and Archives team is completing due diligence work on potential names for the new Westwood Redeemer Branch and will bring forth final naming recommendations to the Commission at the December meeting.

The first Staff Day event since COVID will take place on October 26th. The event will be a half day, and all full time, part-time, and on-call staff in attendance will have a half day of PTO following the gathering. The event will feature a hot breakfast, interactive keynote speakers from Your Truth at Work, a woman-owned EDI consultant firm, breakout sessions, strategic roadmap updates, and employee of the year awards for 2022 and 2023.

Lastly, Jeske announced the December 21st Commission meeting at Montbello will be a full 3 hour meeting. The agenda will include 2023 updates to the HR Guidebook, the naming of the Westwood Redeemer Branch, election of officers, and the City Librarian performance review. Jeske also highlighted that the search for the 3 new Chief position roles have yielded good candidates, with two positions closed and entering the interviewing process.

Questions

Q: Staff Day, Can Commissioners still sign up to attend Staff Day?
 A: Yes, Karen Lam will help coordinate this on the back-end.

9. 2024 Holidays and Closures Approval. Michelle Jeske

The 2024 holidays and closures calendar is patterned after the 2023 calendar. There will be no Staff Day in 2024. Jeske shared that the HR and EDI teams will continue to review holiday closures with an equity lens in alignment with ongoingHR Guidebook edits. Of note, the Colorado Governor added Lunar New Year as a state holiday in 2024. In 2023, the library added Juneteenth and Indigenous Peoples' Day as observed holidays in addition to continuing quarterly wellness hours.

The calendar was motioned for approval by Commissioner Wolf, seconded by Commissioner Lucas, and all voted in favor.

10. Fiscal Policies Approval. Kirsten Decker

Kirsten Decker provided an overview of the Special Revenues Policy Handbook. The Commission Finance Committee approved the first set of fiscal policies to support good stewardship and management of the new DPL Fund and the Special Trust fund. The library's

Finance team also worked with the CityBudget Management Office and City Attorney to prepare these policies.

The balanced budget policy was created to mirror the City's General Fund commitment to sustaining a balanced budget. As such, expenditures are not to be greater than anticipated revenue on an annual basis. Decker highlighted the Special Revenue Fund is non-lapsing and any unspent dollars will become reserve.

The reserves policy supports the Finance team's goal to supplement the annual budget with additional revenue while planning for the future. The operating reserve mirrors the City's General Fund's operating reserve at a 15% minimum of the projected DPL Fund annual revenue estimate. For 2024, this total is approximately \$5.6 million. Reserve funds are preserved to address unplanned expenses that are beyond funds available in the existing budget and risk pool. This policy allows the library to address emergent expenses without having to reduce critical services.

The designated reserve allows for long-term planning through supporting large capital investments. Additionally, it will consist of different accounts specific to the general purpose of those dollars, which will support transparency. Examples of this include future capital investments and asset depreciation. Balance totals from this reserve will be provided to the Commission during the annual budget approval process.

The carry-forward policy exists to assess any unspent dollars at the end of each fiscal year. It should not be assumed that non-lapsing dollars will automatically roll forward into a department's budget for the following year. The Finance team works to be thoughtful about compounding priorities and collaborates with budget managers to achieve the goals of their department. There should not be an automatic surplus in any departmental budget. At the end of each year the Finance team will look at projected surplus in the DPL Fund. If there is surplus, follow-up conversations will be facilitated with departments to understand why or help support in the case of special circumstances. There would be a review process by the City Librarian for final approval for special circumstances.

The fiscal policies were motioned for approval by Commissioner Montoya, seconded by Commissioner Buchanon, and approved with all in favor.

Questions:

- Q: Is the 15% in reserves for the operating reserve or is the amount 15% per reserve? A: The 15% is for the operating reserve. In this case, if the reserves are not used within a year, additional monies would not have to be allocated the next year unless projected revenue goes up significantly. This reserve will be level-set annually based on long-term planning and forecasting. The designated reserve has no specific dollar amount. This reserve will set aside resources annually outside of operating funds to support long-term goals. In the annual budget process, reserve totals will be recommended by the Finance team and approved by the City Librarian.
- Q: Areas nearby some library branches have experienced homeless encampment sweeps and these folks have migrated to the library. Some staff have stated this has created problems with accessing the building. In this example, would branches be able to access reserve funds if they need extra temporary support?
 - A: The carry-forward policy encompasses non-personnel operating dollars and has a risk pool of 2% of the General Fund allocation. The purpose of these policies is to protect the new DPL Fund and the Special Trust Fund to fulfill the intent of the ballot initiative and

- spend these dollars for future plans. The Finance team has the ability to reallocate funds as needed throughout the year. Policies will be reviewed every two years.
- Q: How many policies will need to be created for this process in the future?
 A: The goal of these policies is to establish the narrative on how these funds are to be used and their express purpose. The next three intended policies are more philosophical and will explain the Finance team's approach to capital planning and budget management. These will include grants management and long range fiscal policy.
 Additionally, the team will allude to the City's investment policy in the eventual case that the library creates its own investment policy.

11. 3rd Quarter Financial Report. Jina Dunn

Jina Dunn gave an overview of the Q3 budget, highlighting that within the General Fund, the Finance team is expecting supplies and services to be fully expended. The Finance team has been working with departmental budget managers to identify surplus funds and reallocate these funds to other departments in need. The supplies and services underspend is generally under 2% of the General Fund budget. In personnel, there is a potential of \$1 million in underspend. This is directly related to the City's position review process; this vacancy savings will support emergent needs with migrant services at the City. This total does accommodate the compensation adjustments that began in September.

In the DPL Fund, a second line has been added in revenue to include additional revenue; this category includes investment income. This separate line was created so these funds are not blended with property tax collections. This investment income does not substantially change the purpose of the 2i money so there will be no new plan created to allocate these funds. They will go into reserves and the strategic annual budgeting process. In personnel, the first round of hours expansions has been completed with the second round upcoming in Q4. Dunn anticipates a sizable amount of vacancy savings by the end of the year, in approximately the \$4.8 million range. In 2024, the team has a better idea of current and anticipated staffing needs, specifically regarding the Central Branch re-opening.

Dunn shared that within supplies and services in the DPL Fund, there will additionally be unspent monies. The new carry-forward policy will go into effect immediately; there are approximately \$2.3 million in encumbered funds which will likely be rolled forward to the 2024 budget through this new policy. These totals will be included in the Finance team's 2024 budget recommendation. Additionally, a surplus of \$1.8 million has been identified from various projects; these monies will support building the operating reserve. \$7.6 million has been identified as the budget for vehicle purchase and a fleet yard. Dunn highlighted there have been challenges with these projects in working with City partners and real estate entities. As such, this is not a single-year process. The team is facilitating conversations on internal investments and future projects with the City Librarian.

In regards to the Special Trust Fund, Dunn stated the team will not be requesting a special use distribution from the Friends Foundation. What has been received by the Friends to date will be the total for the year. However, the second installment of the endowment money is coming. Collection Services is utilizing its cash balance; this amount was not in the original budget for the year, Dunn noted, so it is nothing of concern. In the Capital Fund, there are \$6.8 million allocated to bond projects, \$5.4 million for the Central renovation, and \$1.5 million for the Athmar and Pauline Robinson branch renovations. These supplements will allow for the library to keep the full scope of the bond. New fiscal policies will help guide these conversations in the future with City partners. There are additional multi-year capital projects in progress.

Questions:

- Q: How much in total will the team carry-forward in the DPL Fund?
 A: The team anticipated that all the encumbrances (totalling \$2.3 million) will carry-forward. Any additional unspent monies will go into operating reserves. The official amount will be trued up by December.
- Q: Can you elaborate on timing for the DPL Fund, when did we receive the funds from income tax and when were they allocated. Will this cadence be stabilized in 2024?
 A: The expectation is that this cadence will be stabilized in 2024. Since the Finance team could not engage in contracting and recruiting at the start of 2023, there were delays at the beginning of the year. The team is level-setting moving forward and there is increased capacity thanks to new staffing. These things will allow for better understanding and management moving forward. Additionally, over the last few years the finance team has shored up the management of the General Fund and is expecting to do the same with the DPL Fund. The team is learning to navigate multiple sources of funding and increase accountability for budget managers.
- Q: In the General Fund, have all of the compensation adjustments been completed and will they be shored up by the end of 2023?
 A: Yes, the adjustments are already happening. For the rest of the year, the team has increased expenditures. September 1st was when the adjustments first went into effect on staff paychecks.
- Q: Where do funds come from if there are emergency needs? In regards to staff facing safety risks at branches, it's hard to see them struggle. Can monies be used in this way to support staff?
 - A: Right now, this is not a financial issue. We are having trouble recruiting and retaining staff in the security classification. At Gonzales, there are two security officers at this location as well as a community resource team member. We are open to talking about hiring private security in special circumstances but have avoided it due to wanting to be welcoming. There are multiple steps being taken to address these legitimate concerns.
- Q: In light of the new DPL Fund, increased recruiting and hiring, and hours expansion, is the Finance team expanding their team?
 A: Yes, both the Strategy and Finance teams have expanded their teams to support growing needs at the library. The support structure will continue to grow to support these additional funds.

12. DPL Fund Implementation Report. Cole Hwa Davis

Cole Hwa Davis highlighted that in regards to capacity, there has been increased hiring to support the second round of hours expansion. 56 new staff members have been hired and 41 positions have been posted to support hours expansion, with 8 of these positions being filled. Davis shared things are on-track to meet the next launch deadline, more details will be shared in early November. For compensation, all pay adjustments have been finalized and implemented. In collections, the library now offers *New York Times* access for library card holders; this will be the last database added for 2023. The IT team has tested data replication for a new cloud service and will be fully implemented by the end of October. Additionally, multiple branch refresh projects are kicking off in October with Cherry Creek reopening announcements coming soon.

Davis highlighted that a new CMMS (computerized maintenance management system) will be implemented at the library to support the facilities management. The system is designed

to centralize and improve facilities management information, collect data, track and manage assets, and forecast maintenance. This system aligns with the value of stewardship; this program will allow for the Facilities team to make data-driven decisions. Anthony Kauffman, the new Facilities Management Director, shared that strategic facilities management will help the department run in alignment with goals. Additionally, this system will allow for improved environmental sustainability through using data to identify and reduce carbon emissions at library spaces. Many spaces also have a predictable end of life cycle and this automation will help the Facilities team to understand and prioritize needs systemwide and support long-term planning. Data will allow for proactive preventative maintenance across the system and the ability to minimize deferred maintenance.

Questions:

- Q: What facilities management system were you using before? Will the City be able to plug into this reporting?
 - A: The Facilities team was using Infor. The system was not great at analyzing data from a cost or lifecycle standpoint. Part of the vision is to be a model and showcase how we can develop and implement this system to affect carbon emission and cost reductions City-wide. The workload will be heavier initially but the data will provide comprehensive understanding and enhancement in the future.
- Q: I'm surprised so much of our carbon emissions are from the fleet, what vehicles are part of the fleet?
 - A: Bookmobiles, skills trades (maintenance), and the Security team are teams that utilize the fleet. The library is participating in Energize Denver, which will allow the team to move away from fossil fuels. Additionally, the DPL Fund is allowing the team to hire a Planning Design and Production Manager, in addition to hiring a department manager and implementing this new software. It is also funding facilities audits to feed information into the new system so the team can be more proactive to facilities needs.
- Q: How widely used is this CMMS system?
 A: Tony has been using the system for 30 years. It is established and aligned with common practice with a real estate portfolio the size of the library. Additionally, a sustainability module will be used to measure data and create dashboards to show how we can be good stewards.

13. Plaza Program Presentation. Virginia Vassar

Virginia Vassar introduced that the Plaza program began at the library in 2008 as a program to help immigrants and refugees connect to a variety of services. To participate, there are no age restrictions, there is no library card needed and there are 8 locations with drop-in hours. Vassar also highlighted that programming is consistent weekly and year-round. and includes citizenship support, resource navigation, chromebook and hotspot lending, immigration legal help by phone, small business support, art workshops, standard driver's license help, and more. The Plaza program has also facilitated weekly English conversation groups at three migrant shelters across Denver. Vassar shared there have been challenges with resource navigation support and there have been regular check-in's with City agencies and community partners.

There are 40 Plaza staff members, ranging from part-time to on-call staff. This program is important for recruitment to the library, many applicants are coming from a background in

resource navigation roles and an array of skills, including language. Vassar shared the team is looking forward to the new library in Westwood which will include a space specially designed for Plaza and expanding programs.

Questions:

- Q: Can you speak to the importance of branches adding evening hours and the Plaza program?
- A: Total attendance in 2022 is around 2,500 participants and this shift has been possible because of evening hours. Shifting Plaza from afternoons to evenings added increased participation across locations. Additionally, Saturday programming has been added. Before COVID, the program only operated in the evenings.

14. Other Business.

N/A

15. Adjournment.

The meeting was adjourned at 10:41 a.m.

16. Overview and Tour of Ross-Barnum Branch. Lisa Murillo

Lisa Murillo gave the Commission a tour of the Ross-Barnum Branch. She highlighted the staff team, the Barnum community, popular branch programming, and highlighted plans for the upcoming branch renovations.

Minutes submitted by Zenzele Barnes on behalf of Secretary Mathews.

Requested Action: Approval

Westwood Redeemer Final Name Recommendation: Lena Archuleta Biography

November 21, 2023



Lena Lovato, who would later become Lena Archuleta, was born July 25, 1920 in the town of Clapham, New Mexico. Lena's family had been in New Mexico for more than 150 years and so she was very proud of her heritage. She loved to dance, and was skilled at performing many traditional Spanish and Mexican dances.

Later in life, Lena earned her degrees in Spanish and Education from University of Denver and returned to New Mexico to become an elementary school teacher. Lena always had a passion and interest in children's welfare.

Eventually, Lena moved to Denver with her husband and earned a masters degree in Library Science from DU. After graduation, she worked as a Spanish teacher and school librarian in elementary and middle schools across Denver. Although Lena was offered positions at many wealthy schools, she preferred working with low-income students.

In the early 1960s, Lena accepted a librarian position with the Denver Public Library. She was recognized as a talented leader, and soon became head of Community Relations for the Library.

Lena eventually took a job as the supervisor for a bilingual education program in Denver to bring more Spanish-language programs to early elementary school students and offer better English as Second Language (ESL) programs to schools.



In 1964, she helped create the Latin American Research and Service Agency (LARASA). LARASA helped people with job training, housing, and earning citizenship.

After earning a graduate school certificate in school administration, she became principal of Fairview Elementary School in 1976. She was the first Hispanic woman to become a school principal in Denver. Lena worked hard to make sure that all students at Fairview had the same opportunities.

In 1979, Lena retired but remained a consultant for Denver Public Schools. She served as president of the Colorado Library Association, and helped bring more Spanish language books and Hispanic archival materials to the Denver Public Library. She was a member of the Denver Landmark Preservation Commission, to help save old buildings from being destroyed.

Lena was one of the "Founding Mothers" of the Mi Casa Resource Center, which helped Hispanic women earn

better lives for themselves and their families through job training and business assistance.

In 1985, Lena was made a member of the Colorado Women's Hall of Fame. In 2002, the Denver Public Library created the Lena Archuleta Community Service Award and in 2004, LARASA created the Lena Archuleta Education Service Award.

Lena L. Archuleta Elementary School, in the Montbello neighborhood, was dedicated in 2002, to thank Lena for her years of service to the Denver Public Schools.

Lena passed away in 2011 at the age of 90 years old, but her legacy and impact continues to live on.



Agenda Item 7

Requested Action: Approval

Election of Officers for 2024

The members of the Commission Nominating Committee are Cathy Lucas, Michael Niyompong, and Sean Montoya.

The recommendation of the Nominating Committee is as follows:

- President, Sonya Ulibarri
- Vice President, Laurie Mathews
- Secretary, Patty Salazar

Draft 2024 Library Commission Committees and Liaison Roles

TBD on election	Meets with City Librarian as needed and on months full Commission doesn't meet to talk about current matters, provide guidance, develop Commission agendas, etc. This committee will also help strategize on library executive EDI efforts.	Executive Committee President Vice President Secretary
 Sonya Ulibarri Cedric Buchanon Zi Chong, former Commissioner/Communit y Representative 	Meets with library leadership and finance staff to develop fiscal policies and budget recommendations to bring to Library Commission.	Finance Committee
Cathy LucasMichael NiyompongJennifer Wolf	Meets as needed with library leadership to provide strategic thinking ahead of a renewal of strategic roadmap	Strategic Roadmap Ad Hoc Committee
Jennifer WolfSean Montoya	Meets with library leadership as needed to support naming and reconsideration of naming initiatives in alignment with the recognition policy	Branch Naming
Laurie Mathews	Represent Commission on Friends Foundation Advocacy Committee and participate in committee activities	Friends Foundation Advocacy Committee
Cathy Lucas	Committee meets several times to choose an honoree that has made a significant contribution to the Denver Public Library Western History Collection that enhances its value and/or expands the department's significance to the community.	Eleanor Gehres Award

		1
Cedric Buchanon	Committee meets several times to solicit and review applications, select awardees and plan event to honor African American men, women and youth who make outstanding contributions to the Denver Metro area and who exemplify the ideals and spirit represented by Gray's commitment to the community. Event held first week of February	Juanita Gray Community Service Award
Patty Salazar	Committee meets several times to solicit and review applications, select awardees and plan event to celebrate the contributions of Latinos who have made contributions to our community. Event held during Hispanic Heritage Month	Latino Awards
Sean Montoya		HR Policy Liaison

Agenda Item 11

Requested Action: Receive Report

December 2023 City Librarian Report Read a New Book with DPL



This December we're encouraging customers to read a new book. <u>Check out our 2023 Staff Picks for some suggestions.</u>

Celebrate Kwanzaa with DPL

This holiday season, Denver Public Library is celebrating Kwanzaa through a series of festive virtual programs that share and highlight the principles of Kwanzaa. Check out this year's programs.

Strong Library, Strong

Denver Update

New York Times Available for Cardholders

Thanks to funding from Strong Library, Strong Denver, supported by the DPL Fund, the New York Times is available for DPL cardholders. Customers can create a free account to enjoy full access to NYTimes.com. <u>Learn more.</u>



More Extended Hours

In November, we were able to bring even more library access to the community. Eleven more Denver Public Library branches extended open hours thanks to the DPL Fund. <u>Find our current hours.</u>

Ross-Cherry Creek Branch Library Reopens

The Ross-Cherry Creek Branch Library reopened to the public in mid-November after an almost two year closure with extended hours thanks to funding from Strong Library, Strong Denver, supported by the DPL Fund. The branch is open Monday-Thursday 10 a.m.-6 p.m. and Friday-Saturday 10 a.m. to 5 p.m.



Central Library's New Grand Staircase - One Step Closer to Completion

Library goers will be welcomed with a brand new staircase once the Central Library opens. The Grand Staircase replaces the outdated escalators that were once hidden in Schlessman Hall and will lead through most of the Central Library's floors.

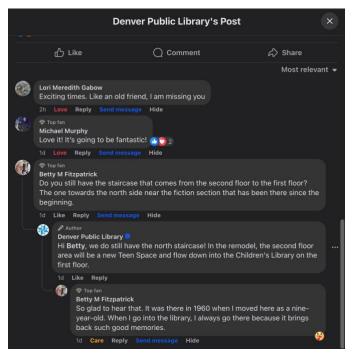
<u>Learn more about the Grand Staircase and previous Hard Hat Zone updates here.</u>

Library Services Are Still Available During Athmar Park And Pauline Robinson Branch Renovation Closures

Athmar Park and Pauline Robinson Branch Libraries are closed for renovations, but that doesn't mean you don't have access to library services. Athmar Park Branch Library continues limited services and programming through community partners such as Goldrick Elementary and the Athmar Recreation Center. Pauline Robinson regulars can



head to the Hiawatha Davis Jr. Recreation Center to browse books, hop on a laptop, and more.



Engage With Us

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

Spread the Word About DPL

Access this month's toolkit for DPL content and images to use in newsletters and social media.

Library Love

"A new customer asked about the details of the new New York Times digital access. On-call clerk Eliana and I explained how it all worked and the customer was so delighted, she had just moved here from New York and said "We don't even have this in NYC!" -- Submitted by staff via Stories of Impact

"I met a family at our regularly scheduled outreach at the Sun Valley Kitchen food bank. Since it happened to be the same day we had Onyx the Dinosaur visiting the library, and the kitchen is just a short walk/ride over from the library, I made sure to let them know we were having a dinosaur event at the library that afternoon as they selected a few comic books to take home. The kids were so excited and said they would ask their mom if they could come by later to see Onyx. I also told them about our weekly game club, which just widened their eyes even more. I showed them our event calendar, and they exclaimed 'This is my life....in a calendar!!'

Later that afternoon as I was starting storytime with our special guest, I saw the same kids come into the program. It was a great connection for all, and hopefully we'll see them again at game club. On a non-youth related note, I also connected with a Spanish speaking adult who has been attending our regular Loteria program. It meant a lot to me personally after a week of hard events for GON — it is so heartwarming to see the positive connections we have been able to build in the community thanks to our staff's dedication & support from Mobile Services. "-Submitted by staff via Stories of Impact

Employee Guidebook



Table of Contents

INTRODUCTION	6
WELCOME	6
ABOUT THIS GUIDEBOOK	6
OUR VISION	7
OUR MISSION	7
OUR VALUES	7
ORGANIZATION OF THE LIBRARY	8
RELATIONSHIP TO THE CITY AND COUNTY OF DENVER	g
LIBRARY HUMAN RESOURCES OFFICE	g
EMPLOYMENT PRACTICES	10
RECRUITMENT, SELECTION, AND JOB OFFERS	10
EQUAL EMPLOYMENT EMPLOYER	10
AMERICANS WITH DISABILITIES ACT	11
JOB POSTINGS	11
INTERNAL APPLICANTS	11
INTERVIEW PROCESS	12
REFERENCE CHECKS	12
JOB OFFERS	12
ASSESSMENTS	13
EMPLOYMENT STATUS	13
CLASSIFICATION	13
SCHEDULES	14
FLEXIBLE SCHEDULES/TELECOMMUTING	14
ON-CALL STAFFING/ADDITIONAL HOURS	15
TWO-POSITION STAFF MEMBERS	15
DUAL INCUMBENCY	15
PERSONNEL RECORDS	15
EMPLOYMENT REFERENCES/VERIFICATIONS	16
Employment Verifications	16
STAFF CONDUCT	17
CODE OF ETHICS	17
DISCRIMINATION, HARASSMENT AND RETALIATION	19
DISCRIMINATION	19

	HARASSMENT	20
	RETALIATION	20
	REPORTING DISCRIMINATION, HARASSMENT, AND RETALIATION	20
	WHISTLEBLOWER PROTECTION	. 21
	DRUG AND ALCOHOL POLICY	. 21
	WEAPONS	. 22
	VIOLENCE IN THE WORKPLACE	22
	REPORTING OF CONVICTIONS	. 23
	CONFIDENTIALITY	23
	POLITICAL ACTIVITIES	23
	SELLING/SOLICITATION	. 24
	ATTENDANCE AND PUNCTUALITY	. 24
	DRESS	. 24
	STAFF LIBRARY CARDS	24
	SMOKING	25
	ELECTRONIC USE AT THE LIBRARY	. 25
	SOCIAL MEDIA	. 26
	CONFLICT TRANSFORMATION	. 27
	MEDIATION	27
	CORRECTIVE ACTION	. 28
	Verbal Warning:	. 28
	Written Warning:	. 28
	Final Warning:	28
	GROUNDS FOR CORRECTIVE ACTION	. 28
P	AY PRACTICES	. 31
	PAY GRADES AND PAY RANGES	. 31
	OVERTIME	31
	PAY WHEN FIRST EMPLOYED	32
	PAY PERIODS/PAY DAYS	32
	WORKDAY TIMEKEEPING	32
	BREAKS	. 33
	SHIFT DIFFERENTIAL	33
	Promotions, Transfers, and Demotions	. 33
	MERIT INCREASES	34
	WORKING OUT OF CLASS ASSIGNMENT	34

PAY ADJUSTMENTS	35
JOB AUDIT/REALLOCATION	36
REORGANIZATION	36
INTERRUPTION OF SCHEDULED WORK	36
STANDBY PAY	37
CALL-BACK PAY	37
MILEAGE AND PARKING REIMBURSEMENT	37
BILINGUAL STIPEND	38
LIBRARY-ISSUED MOBILE PHONES	38
BENEFITS	39
INSURANCE	39
PAID TIME OFF (PTO)	39
VACATION TIME	40
SICK TIME	41
COLORADO HEALTHY FAMILIES AND WORKPLACES ACT (CHFWA)42
WELLNESS HOURS	42
DONATED TIME OFF	42
PAID HOLIDAYS	43
OTHER HOLIDAY-RELATED CLOSINGS	44
LEAVE OF ABSENCE	45
ADA INTERACTIVE PROCESS	45
ADMINISTRATIVE LEAVE	46
BEREAVEMENT LEAVE	46
FAMILY MEDICAL LEAVE ACT	47
JURY DUTY/COURT LEAVE	49
MILITARY/MILITARY TRAINING LEAVE	49
Military Leave with Pay:	49
Military Leave without Pay:	49
VICTIM OF VIOLENCE LEAVE	50
PERSONAL LEAVE OF ABSENCE (UNPAID)	50
STAFF DEVELOPMENT	51
LEARNING @ DPL	51
NEW EMPLOYEE ORIENTATION	51
PROFESSIONAL DEVELOPMENT	52
PROFESSIONAL MEMBERSHIPS	52

OUT OF TOWN TRAVEL	52
APPRECIATION	52
PERFORMANCE @ DPL	53
PERFORMANCE IMPROVEMENT PLAN	54
COMMUNICATION AND INVOLVEMENT	56
COMMUNICATION AT DPL	56
Internal Communication Channels (with staff)	56
Bulletin Boards	56
External Communication Channels (Public-facing)	56
Department/Team Communication	57
STAFF VOLUNTEERS	57
EMPLOYEE PARTICIPATION IN WORK-RELATED COMMITTEES, PROJECTS, AND TASK FORCES, ETC.	57
STAFF LIAISONS	58
SAFETY AND SECURITY	60
SAFETY CLASSES	60
ERGONOMIC AND SAFETY AWARENESS	60
EMERGENCY	60
WORKER'S COMPENSATION	61
MODIFIED DUTY	62
VIDEO RECORDINGS	62
PERSONAL ITEMS AND SEARCHES	62
SEVERE WEATHER	62
END OF EMPLOYMENT AT THE LIBRARY	64
VOLUNTARY TERMINATION	64
EXIT INTERVIEWS	64
INVOLUNTARY TERMINATION	64
EINAL DAY DENIETTE & DETIDEMENT	65

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

<u>WELCOMING:</u> 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.

<u>CURIOSITY:</u> We foster a culture of exploration, innovation and forward thinking by creating environments that support learning and growth.

<u>CONNECTION:</u> 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.

<u>EQUITY:</u> 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.

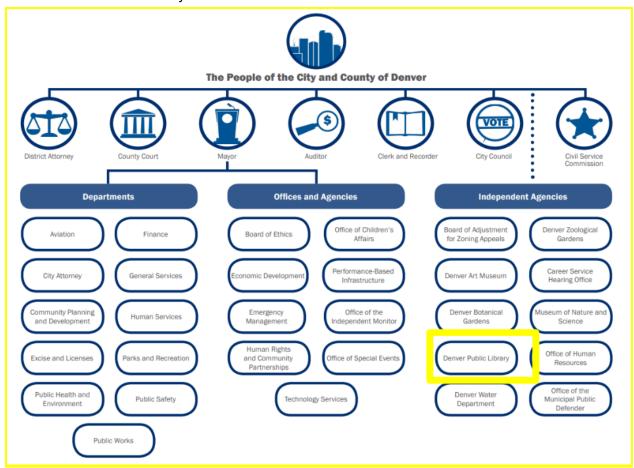
<u>STEWARDSHIP</u>: We are accountable to our community, using our resources responsibly. We lead with honesty and integrity, protect privacy and preserve and share the full history of our Denver community.

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 <u>HR Ticketing System</u>, direct messages, or emails. Discover the team by checking out the <u>HR page</u> on StaffWeb.

EMPLOYMENT PRACTICES

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.

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. 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.

<u>Full-time</u>_Employee that is regularly scheduled to work 40 hours per week in a position that has no specified end date.

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

<u>Limited Term</u>—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.

<u>On-call</u>—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.

<u>Exempt</u>—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.

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.

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.

STAFF CONDUCT

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:

<u>Employment of Immediate Family Members</u>—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.

<u>Gifts to Officers</u>, <u>Officials and Employees</u>—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.

<u>Outside Employment</u>—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.

<u>Conflict of Interest</u>—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
 - o objectively offensive to a reasonable person; and
 - o 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.

RETALIATION

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.

<u>Exempt Staff:</u> 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 11pm and 7am, 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.

INTERRUPTION 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:

- Submit a completed and authorized City Business Vehicle Request and Status Change 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).
- 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.

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.

BENEFITS

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 <u>link</u> or contact the library <u>HR office</u> 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 Accrual			
Years of Service	Monthly Accrual (20 hrs./wk.)	Monthly Accrual (30 hrs./wk.)	Monthly Accrual (40 hrs./wk.)
0-6 months	5 hours	7.5 hours	10 hours
6 mos-5 yrs.	6 hours	9 hours	12 hours
5-10 years	7.5 hours	11.25 hours	15 hours

10-15 years	9 hours	13.5 hours	18 hours
15+ years	9.5 hours	14.25 hours	19 hours

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:

Vacation Accrual			
Years of Service	Monthly Accrual (20 hrs./wk.)	Monthly Accrual (30 hrs./wk.)	Monthly Accrual (40 hrs./wk.)
5-10 years	5 hours	7.5 hours	10 hours
10-15 years	6 hours	9 hours	12 hours
15+ years	7 hours	10.5 hours	14 hours

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:

Sick Time Accrual			
Monthly Accrual (20 hrs./wk.)	Monthly Accrual (30 hrs./wk.)	Monthly Accrual (40 hrs./wk.)	
4 hours	6 hours	8 hours	

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:

	Full Years of Service	
9 years	Sick leave balance minus	360 hours
10+ years	Sick leave balance minus	400 hours

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 <u>link</u> to learn more about the Colorado Healthy Families and Workplaces Act (CHFWA) or contact the library <u>HR office</u>.

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:

Regular, limited or unlimited staff working 20-40 hrs/week	8 hours per quarter
On-call staff* (included regularly scheduled on-call staff and supplemental staff)	2 hours per quarter
Volunteers, supplemental, interns, and other non-paid staff	Not eligible

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 <u>link</u> to learn more about the Wellness Hours Program or contact the library <u>HR office</u>.

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.)

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 <u>HR Ticket</u> 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 <u>DPL HR</u> 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 <u>link</u> 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.

COMMUNICATION AND INVOLVEMENT

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 employees 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 disgualified.

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.

END OF EMPLOYMENT AT THE LIBRARY

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.

INVOLUNTARY 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.



Under City Charter, the Denver Public Library (DPL) Library Commission is given exclusive control over the library's appropriated money. As a City agency, DPL is required to follow the annual budget timeline as established by City Charter and the Budget Management Office. The library's budget is subject to the additional step of the Library Commission's approval.

DPL manages several funds that all operate on a calendar year. In general, that is where the similarities of the funds end. Revenues, expenditures, and fund balances are all treated differently from one fund type to another. City oversight, funder control, budget purpose and library autonomy also vary between the funds and within unique revenue sources of the funds. Funds managed by the library include a general fund, two special revenue funds, and grants funds.

The **General Fund** is supported completely through an annual appropriation from the City. While the library has more autonomy than many City agencies, City oversight still exists in approving full time equivalent (FTE) staffing levels and in allocating budget between *personnel*, *supplies and services*, and *capital*. The distribution amount varies each year as the library requests additional resources, limited-term distributions from previous years' lapse, or nominal increases are added for wages or benefits. Economic conditions and administration priorities may also result in decreases to the general fund. No fund balance is maintained by the library because all unspent budget is returned to the City each December 31.

The **Denver Public Library Fund (DPL Fund)** is a special revenue fund created by ordinance in 2023 to provide ongoing dedicated property tax revenue for the library. Property tax values vary annually based on property assessments; therefore the revenue in the DPL Fund will change each year. Property tax estimates are calculated by the City Department of Finance each fall for the subsequent budget year. Property taxes will be collected by the City throughout the year, but the full revenue budget will be appropriated January 1. At the end of each fiscal year, DPL and the City will reconcile actual revenues with projected and adjust our fund balance accordingly. Revenues are available to support the services and facilities of DPL but in accordance with the ordinance, will be used to supplement, and will not replace or supplant any general fund appropriations. DPL may retain any unspent funds in a fund balance at year end, which can be budgeted in a future year.

The **Special Trust Fund** is a special revenue fund that reports sources of revenue generated internally by the library or that flow through the DPL Friends Foundation. The sources, intent, and amount of funding in the Special Trust Fund vary widely from year to year as they are dependent on fundraising, economic and operational variances. As a result, the library's level of flexibility in spending these resources also varies. Any unspent budget is retained by the library and reflected as fund balance that may be expended in future years. The Special Trust Fund is often used to supplement our General Fund for operational activities, but is also used as a method to fund new projects we would not otherwise be able to support.

Grant funds vary from year to year and may be funded with private, local, state or federal sources. In 2024, we will have grant resources from all four types. While some grants flow through the DPL Friends Foundation or other City agencies, the grants reported here all come directly to the City and follow the City's contracting and reporting processes. How and when these resources are spent is at the discretion of the grantor making these the most rigid of the library's funding streams.

2024 Proposed Budget Reports

The first report below is a summary of the 2024 Proposed Budget for all library funds, with revenue and expenditures by operational division. This report is intended to depict the complete annual DPL operational plan.

Denver Public Library						
2024 Proposed Budget Summary						
	General Fund	DPL Fund	Other Funds	Total Library Funds		
Revenue						
Distribution from City and County of Denver	\$ 62,761,629	\$ -	\$ -	\$ 62,761,629		
Property Tax		37,575,603		37,575,603		
Grant Revenue			352,339	352,339		
Friends Foundation Transfers			290,000	290,000		
Endowment Distribution			300,000	300,000		
Other Revenue		480,000	192,000	672,000		
Total Revenue	62,761,629	38,055,603	1,134,339	101,951,571		
Expenditures						
Neighborhood Services	22,185,119	9,690,754	446,954	32,322,827		
Collection, Technology & Strategy	13,770,593	5,553,287	326,704	19,650,584		
Finance, Facilities & Security	8,456,364	4,974,076	2,000	13,432,440		
Central Library	9,376,789	688,909	272,767	10,338,465		
Administration	5,769,931	4,015,876	313,063	10,098,870		
Communication & Community Engagement	2,234,279	603,886	15,000	2,853,165		
Human Resources	916,612	619,170	5,000	1,540,782		
Capital Equipment	51,942	621,700		673,642		
DPL Capital Fund		5,410,000		5,410,000		
Total Expenditures	62,761,629	32,177,658	1,381,488	96,320,775		
Change in Fund Balance		5,877,945	(247,149)	5,630,796		
Fund Balance, Beginning (estimated)		19,781,020	2,586,499	22,367,519		
Operating Reserves (Unallocated Revenue)		3,968,544	117,300	4,085,844		
Designated Reserves		21,690,421		21,690,421		
Fund Balance, Ending	\$	\$	\$ 2,222,050	\$ 2,222,050		

The next report is a detailed view of the library's 2024 General Fund budget only, as appropriated by City Council. Revenues and expenditures are shown by type and the 2024 Proposed Budget is shown alongside the 2023 Revised Budget for comparative purposes. Additional details are provided in the *Notes* section below.

Denver Public Library						
2024 Proposed Budget - General Fund						
		2023 Revised Budget	2024 Proposed Budget	\$ Change	% Change	
ve	nue					
	stribution from City and County of enver					
Г	Personnel	\$ 48,792,200	\$ 52,848,045	\$ 4,055,845	8.3%	
Г	Supplies and Services	10,191,088	9,861,642	(329,446)	-3.2%	
Г	Capital Equipment	137,695	51,942	(85,753)	-62.3%	
F	Total Revenue	59,120,983	62,761,629	3,640,646	6.2%	
ре	nditures					
Pe	ersonnel					
Т	Salaries	34,163,079	37,087,335	2,924,256	8.6%	
	Benefits	14,629,121	15,760,710	1,131,589	7.7%	
Sı	upplies and Services					
	Books and Education Materials	5,651,740	5,622,640	(29,100)	-0.5%	
	Maintenance Agreements	1,273,841	1,325,255	51,414	4.0%	
	Professional Services	814,497	760,367	(54,130)	-6.6%	
	Leases and Rentals	414,570	423,143	8,573	2.1%	
	Technology Supplies and Equipment	290,436	265,109	(25,327)	-8.7%	
	Repair, Maintenance and Construction	426,532	303,891	(122,641)	-28.8%	
	Office Supplies and Furniture	487,225	229,656	(257,569)	-52.9%	
	Administrative Expenses	180,273	296,358	116,085	64.4%	
	Travel and Training	220,634	224,608	3,974	1.8%	
	Utilities	250,769	234,894	(15,875)	-6.3%	
	Operational Supplies and Materials	180,571	175,721	(4,850)	-2.7%	
	Capital Equipment	137,695	51,942	(85,753)	-62.3%	
Г	Total Expenditures	\$ 59,120,983	\$ 62,761,629	\$ 3,640,646	6.2%	

Below is the 2024 budget proposal for the Denver Public Library (DPL) Fund. Revenues and expenditures are shown by type and the 2024 Proposed Budget is shown alongside the 2023 Revised Budget for comparative purposes. Additional details are provided in the *Notes* section below.

Denver Public Library						
2024 Proposed Budget - Denver Public Library Fund						
-						
		2023 Revised Budget	2024 Proposed _ Budget	\$ Change	% Change	
leve	enue					
Pr	roperty Tax	\$ 32,161,008	\$ 37,575,603	\$ 5,414,595	16.8%	
Ot	ther		480,000	\$ 480,000	0%	
	Total Revenue	32,161,008	38,055,603	5,894,595	18.3%	
хре	enditures					
P	ersonnel					
	Salaries	5,913,331	14,442,380	8,529,049	144.2%	
	Benefits	2,069,666	5,054,833	2,985,167	144.2%	
S	upplies and Services					
	Books and Education Materials	1,707,179	3,437,824	1,730,645	101.4%	
	Technology Supplies and Equipme	nt 1,254,331	61,000	(1,193,331)	-95.1%	
	Professional Services	4,760,472	1,547,559	(3,212,913)	-67.5%	
	Office Supplies and Furniture	459,342	700,696	241,354	52.5%	
	Travel and Training	89,657	359,734	270,077	301.2%	
	Administrative Expenses	204,000	3,250	(200,750)	-98.4%	
	Leases and Rentals	2,625,000	48,000	(2,577,000)	-98.2%	
	Repair, Maintenance and Construc	tion 694,000		(694,000)	-100.0%	
	Maintenance Agreements	375,000	490,682	115,682	30.8%	
	Utilities				0%	
	Operational Supplies and Materials	5			0%	
	Capital Equipment	2,425,120	621,700	(1,803,420)	-74%	
D	PL Capital Fund	8,450,000	5,410,000	(3,040,000)	-36.0%	
	Total Expenditures	\$ 31,027,098	\$ 32,177,658	\$ 1,150,560	3.7%	

The final report in this package contains the 2024 proposed budget for all remaining funds including the Special Trust Fund and all grant funds. 2023 comparative information is provided and additional details are provided in the following *Notes* section.

2024 Proposed Budget - Other Funds						
		2023 Revised Budget	2024 Proposed — Budget	\$ Change	% Change	
ven	ue					
Gra	nt Revenue	\$ 1,653,664	\$ 352,339	\$ (1,301,325)	-78.7	
DPL	Friends Foundation Transfers	979,379	290,000	(689,379)	-70.4	
End	lowment Distribution	300,000	300,000	-	0.0	
Oth	ner Revenue	261,000	192,000	(69,000)	-26.4	
	Total Revenue	3,194,043	1,134,339	(2,059,704)	-64.5	
pen	ditures					
Spe	ecial Trust Fund					
	Restricted					
	Neighborhood Services	596,247	431,954	(164,293)	-27.	
	Collection, Technology & Strategy	57,500	57,500		0.	
	Central Library Administration	173,078	42,600	(130,478)	-75.	
	Human Resources	8,400		(8,400)	-100.	
	Communication & Community Engagement					
	Administration					
	Finance, Facilities & Security					
	Unrestricted					
	Central Library	130,000	166,095	36,095	27.	
	Collection, Technology & Strategy	122,053	92,500	(29,553)	-24.	
	Neighborhood Services	26,450	15,000	(11,450)	-43.	
	Communication & Community Engagement	26,515	15,000	(11,515)	-43.	
	Human Resources	33,700	5,000	(28,700)	-85.	
	Finance, Facilities & Security	7,000	2,000	(5,000)	-71.	
	Administration	900	1,500	600	66.	
	Undesignated	126,557	200,000	73,443	58.	
	Subtotal	1,308,400	1,029,149	(279,251)	-21.	

Gr	ant Funds				
	Institute for Museums and Library Services	198,328	111,563	(86,765)	-43.7%
	State Grant for Libraries	181,577	176,704	(4,873)	-2.7%
	NEH	195,388	64,072	(131,316)	-67.2%
	American Recovery Plan Act - CCD	1,078,371		(1,078,371)	-100.0%
	Subtotal	1,653,664	352,339	(1,301,325)	-78.7%
	Total Expenditures	\$ 2,962,064	\$ 1,381,488	\$ (1,580,576)	-53.4%

Notes

General Fund

The 2024 General Fund budget contains an increase of \$3.6 million and 12.33 FTE over 2023 for expansions and citywide personnel adjustments. These additional FTE include full year position costing for the new Westwood Redeemer branch, which were prorated as partial FTE in 2023, and 4.0 FTE digital navigator positions previously funded with ARPA. The digital navigator positions are the only expansion request approved by City Council for 2024 and they are limited term through 12/31/2024. These position increases bring our total General Fund appropriation to 611.33 FTE for the 2024 fiscal year.

Other adjustments to personnel budget in 2024 include citywide increases of 4.0% for agency merit increases and additional budget to accommodate increases in Denver minimum wage. These increases are reflected in the *Salaries* line and also in the *Benefits* line to incorporate impacts in pension contributions and payroll taxes.

An overall reduction in *Office Supplies and Furniture* and *Books and Education Materials* reflects one time 2023 funding for start-up expenses at the new Westwood Redeemer branch. The contingency Risk Pool of \$100,000 is budgeted in the *Administrative Services* line until allocated. Once requested these funds are distributed into department budgets in the service type that is applicable. The Risk Pool has been fully spent each year for unanticipated operating needs since its creation in 2022.

Other line items have been adjusted from prior year to account for changes in current level of service costs and annual fluctuations in department-level operations. In 2024, the General Fund had the capacity to increase budgets for a portion of our contract rate increases and inflation of material and service costs to maintain our current level of services. Remaining adjustments and new investments were funded through the Denver Public Library Fund.

Denver Public Library (DPL) Fund

Per City ordinance, the DPL Fund is intended to supplement, not supplant, the General Fund. This means these funds should add to or enhance our services and should not take the place of services already supported by the General Fund. To progress DPL's Strategic Roadmap, the DPL Fund will continue ongoing investments from 2023 and fund new investments that explicitly augment our services.

Under advice of the Department of Finance, the library is taking a conservative approach in our revenue estimates for 2024. The failure of Proposition HH in November 2023 and subsequent SB23B-001, approved post-election via a special legislative session to provide temporary residential property tax relief in 2024, leave uncertainties around future legislation that could impact DPL's property tax collections. An

additional budget line was added in 2024 for other revenue, which currently consists of investment income.

Personnel budget will increase by 61.25 FTE in 2024 for additional staffing to fully open the Central Library when construction is complete, and to continue expanding branch hours and support teams. FTE were also included to continue the Plaza program, currently funded by a private grant which is expiring in 2024. Funding was requested for the Plaza program during the 2024 City budget process, and was noted as a priority of City Council, though additional budget was not appropriated by the City for the program.

In supplies and services, an additional investment of \$1.7 million in *Books and Education Materials* will bring our ratio of collection materials to total operating expenditures to 10.2%, up from 8.37%, closer to the industry benchmark of 12%. Additional investments include an events management platform to manage meeting rooms, study rooms, and events services and promotions; staff training focused on supporting youth customers and conflict prevention; and author events.

Other line items show a budget decrease in 2024 due to one-time projects in 2023 including network security upgrades and ADA compliance (*Technology Supplies and Equipment*), the Special Collection's Rocky Mountain News project (*Professional Services*), and a warehouse and fleet yard (*Leases and Rentals*), renovation supplement at Blair-Caldwell Branch (*Repair, Maintenance and Construction*), and new fleet vehicles (*Capital Equipment*). Most of these projects were completed or initiated in 2023, though some unfinished projects will be evaluated for eligibility in accordance with the library's Carry Forward policy.

As stated in the Reserves Policies the annual summary of designated reserves as of January 1, 2024, is as follows:

Prior Year Carry Forward	\$1,739,796
Library Facilities Deferred Maintenance	\$6,060,000
Library Facilities Life Cycle Sustainment	\$875,000
Library Bond Funded Project Supplemental	\$6,925,000
Facility Capital Equipment	\$1,770,886
Central Library Reopening	\$4,319,738

The Operating Reserves Policy requires DPL to maintain a minimum 15% of projected annual revenue or a recommendation to restore the reserve to the outlined amount. For 2024 the Operating Reserve will be \$3,968,544 which is 10.4% of 2024 annual revenue estimates.

Other Funds

Special Trust Fund revenue will decrease in 2024 as the library continues the process of implementing the DPL Fund and is not actively seeking other new funding sources. In 2024, the DPL Friends Foundation budgeted \$200,000 in fundraising support, which was not budgeted for the past two years while the Foundation provided support for research and costs associated with the 2i ballot initiative. The estimated balance available in the Special Trust Fund at December 31, 2023 is \$2,586,499; this is displayed as *Fund Balance, Beginning (estimated)* on the 2024 Proposed Budget Summary report. The budget will change throughout the year as additional revenue is generated and opportunities and needs arise at the library.

Some of the ongoing programs in the Special Trust Fund are Read Aloud, Little University, After School Is Cool, Plaza (final year in Special Trust Fund), Career Online High School, NextFifty, and special collection digital migration.

DPL will no longer receive American Recovery Plan Act (ARPA) funding through the City in 2024. Programs previously funded by ARPA have been included in the DPL Fund beginning next year. Large

grants with Institute for Museum and Library Services and National Endowment for the Humanities will also be completed in 2024 resulting in several large decreases in grant activity next year.

Capital Investments

While not presented in this report, capital investments are an important part of the library's fiscal activity. Capital funding comes from various sources including 2017 Elevate Denver Bond, 2021 RISE Denver Bond, Facilities Improvement Team (FIT), and Capital Improvement Programs (CIP). These resources are appropriated to centralized City agencies including the Department of Transportation and Infrastructure (DOTI) and the City Department of Finance that then allocate them to other City agencies, such as DPL. There are different methods of applying for each of these resources, and most do not occur on the same cycle as our operating budget. Once approved, project budgets are managed by the allocating agency (i.e. DOTI) with the library acting as the end customer in the transaction. Spending of capital project budgets occurs over multiple years. The library received \$1,075,000 of new FIT funding in 2024 for fire alarm replacements and HVAC system upgrades. Some of these projects will be incorporated into upcoming bond renovations, while others will begin design work in 2024 as stand-alone projects.

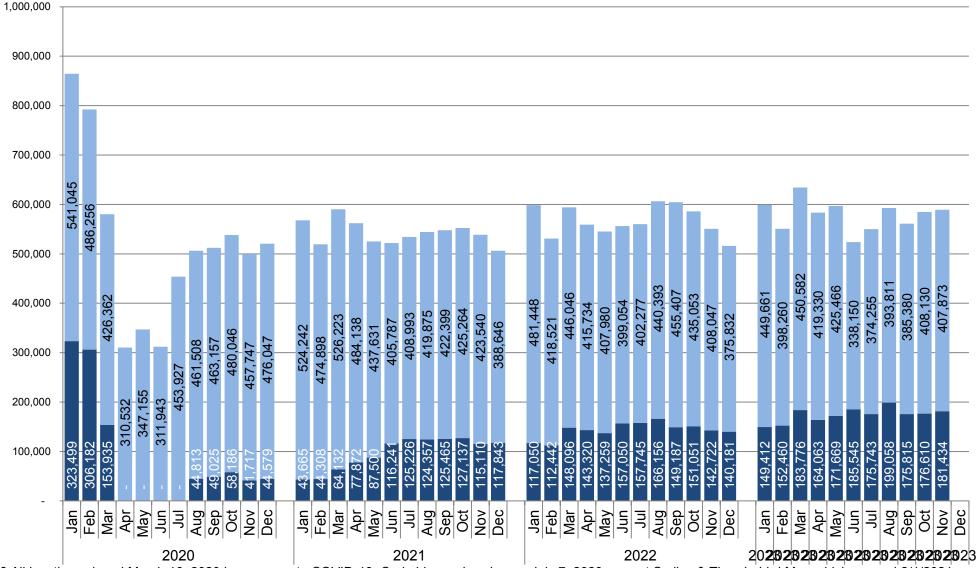
Another major source of funding is the DPL Capital Fund, which is another fund created by ordinance in 2023 from the 2i ballot initiative. The library has authority to appropriate budget from the DPL Fund to the DPL Capital Fund with City Council approval; this can occur both within and outside of the City's annual budget process, though it is preferred for these appropriations to take place as part of the annual budget process. The library's Reserves Policy allows budget to be held as Designated Reserves for the purpose of future capital investments or large purchases. In 2024, \$5,410,000 will be allocated to Designated Reserves in DPL Capital Fund for the purpose of correcting identified deferred maintenance items.

No new budget was appropriated in 2024 for CIP or bond projects.

Denver Public Library Total Visits By Month

Online

■ In Person



→ All locations closed March 16, 2020 in response to COVID-19. Curbside services began July 7, 2020, except Smiley & Thunderbird Man which opened 2/1/2021 and 7/1/2021 respectively.

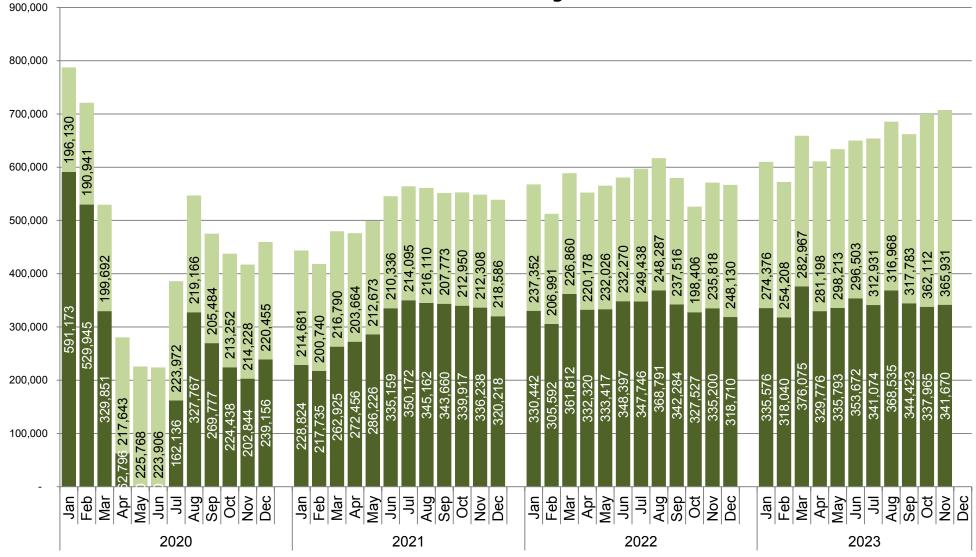
→9 locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021. Remaining branches (except Central, Smiley, and Thunderbird Man) opened for half-days on April 13, while the 9 pilot branches opened full days. May 19 all open branches resumed full-day service Tue-Sat (Westwood Tue-Fri).

→ Google Analytics modified their service to G4 analytics and History websites are in process of being transitioned, June and July website data is missing this subsite.

Denver Public Library Total Circulation By Month

Downloads

Materials



- → All locations closed March 16, 2020 in response to COVID-19. Curbside services began July 7, 2020, except Smiley & Thunderbird Man (closed for renovations).
- →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).
- → Smiley Branch Library resumed service February 1, 2021. Thunderbird Man Branch Library resumed service July 1, 2021.
- →RB Digital (e-magazines) added a subscription feature that allows customers to opt-in to auto-checkout of new issues for favorite titles in November 2018.
- → MacMillain publishers ebook embargo (limiting libraries to a single copy of any title for the first eight weeks after publication) took effect on November 1, 2019.

Location	Total	+,	/- Previous		2023/2022	YTD Y/Y
Location	Circulation		Month		Year/Year	110 1/1
Bob Ragland (formerly Art Park)	815		(22)	\Rightarrow	(307)	-27.4%
Athmar Park	17		(323)	→	(3,530)	-99.5%
Bear Valley*	14,737	1	436	1	1,360	10.2%
Blair-Caldwell African American Research Library	2,156	1	27	1	2,148	26850.0%
Thunderbird Man (formerly Byers)	1,647	1	3	1	112	7.3%
Central Library	18,786	4	(1,662)	♣	(3,175)	-14.5%
Decker	9,462	1	214	1	534	6.0%
Eugene Field	19,892	1	280	Ψ	(1,989)	-9.1%
Ford-Warren	10,361	1	94	1	552	5.6%
Green Valley Ranch*	15,759	\Rightarrow	(173)	1	539	3.5%
Hadley	6,840	\Rightarrow	(234)	1	2,266	49.5%
Hampden*	17,842	\Rightarrow	(67)	1	2,720	18.0%
Mobile Services (Bookmobiles)	6,150	1	573	1	1,489	31.9%
Montbello	3,084	\Rightarrow	(59)	1	71	2.4%
Park Hill	25,001	1	587	1	246	1.0%
Pauline Robinson	14	\Rightarrow	(276)	Ψ	(3,163)	-99.6%
Rodolfo "Corky" Gonzales*	12,822	1	342	1	2,169	20.4%
Ross-Barnum	3,582		(193)	Ψ	(521)	-12.7%
Ross-Broadway	9,797	1	602	-	(82)	-0.8%
Ross-Cherry Creek*	3,169	1	3,133	1	3,169	100.0%
Ross-University Hills*	31,722		(65)	Ψ	(2,269)	-6.7%
Sam Gary*	47,036	1	512	1	5,372	12.9%
Schlessman Family	30,851	4	(743)	₩	(2,211)	-6.7%
Smiley	12,641	1	1,200	1	384	3.1%
Valdez-Perry*	1,969		(34)	1	268	15.8%
Virginia Village	19,918		(445)	1	556	2.9%
Westwood*	1,481	1	15	-	(193)	-11.5%
Woodbury	14,116		(16)	-	(42)	-0.3%
Denverlibrary.org Downloadables	317,783	→	(44,329)	1	365,931	55.2%
Total	659,450	\	(40,623)	1	372,404	

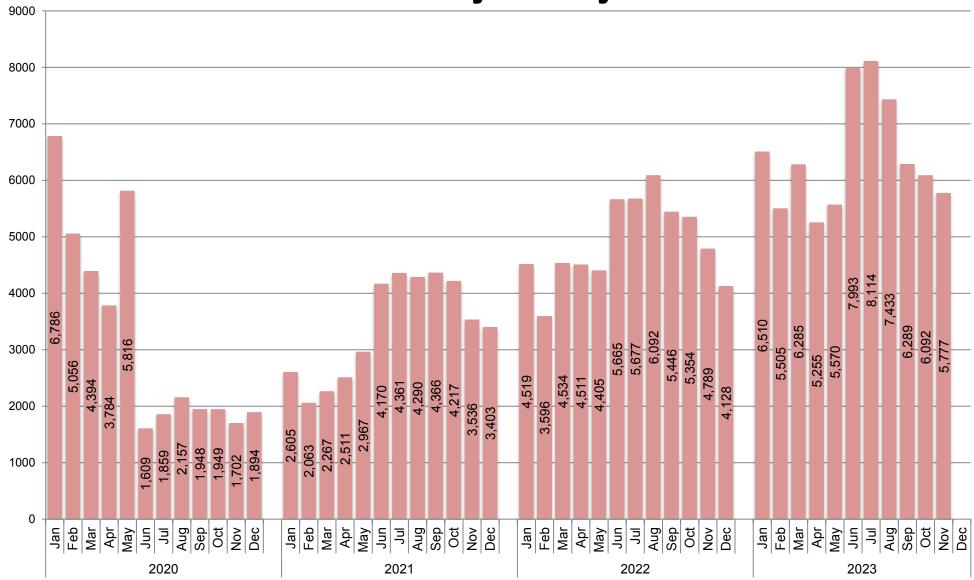
- →Bob Ragland (Art Park) location opened to the public on February 15, 2022.
- → Cherry Creek closed January 18, 2022 for extended building repairs. Smiley closed July 7, 2020 February 2, 2021 and Thunderbird Man closed July 7, 2020 June 30, 2021 for building renovations.
- → All locations closed beginning March 16, 2020 in response to COVID-19. Curbside Service commenced on July 7, 2020, except for Smiley and Byers branches which are closed for renovations.

^{*9} locations reopened for half-day in building service Tue-Sat beginning March 9, 2021. These locations added full days Tue-Sat beginning April 13, while all other locations but Smiley, Byers, and Central began half days. Smiley opened for half days on April 28; Byers on June 15, 2021. All branches except Central and Byers were open full days as of May 19, 2021. Westwood is only open Tue-Fri 10-5. Central reopened with very limited service on Floor 1 on July 18,2021. In November 2021, the former Byers Branch Library was renamed as John "Thunderbird Man" Emhoolah, Jr. Branch Library.

Location	Total Circulation	+/-	- Previous Month		023/2022 'ear/Year	YTD Y/Y
Bob Ragland (formerly Art Park)	837	\Rightarrow	(230)	\Rightarrow	(126)	-13.1%
Athmar Park	340	4	(663)	₩	(3,521)	-91.2%
Bear Valley*	14,301	1	140	1	1,077	8.1%
Blair-Caldwell African American Research Library	2,129	1	377	1	2,124	42480.0%
Thunderbird Man (formerly Byers)	1,644	1	140	1	179	12.2%
Central Library	20,448	1	1,075	1	331	1.6%
Decker	9,248	1	13	1	338	3.8%
Eugene Field	19,612	4	(1,340)	•	(1,804)	-8.4%
Ford-Warren	10,267	\Rightarrow	(394)	>	(400)	-3.7%
Green Valley Ranch*	15,932	\Rightarrow	(165)	1	785	5.2%
Hadley	7,074	1	1,020	1	3,006	73.9%
Hampden*	17,909	\Rightarrow	(112)	1	3,088	20.8%
Mobile Services (Bookmobiles)	5,577	1	956	1	547	10.9%
Montbello	3,143	1	93	1	145	4.8%
Park Hill	24,414	4	(1,099)	1	335	1.4%
Pauline Robinson	290	4	(589)	•	(2,866)	-90.8%
Rodolfo "Corky" Gonzales*	12,480	1	473	1	1,814	17.0%
Ross-Barnum	3,775		(305)	>	(356)	-8.6%
Ross-Broadway	9,195	1	14	>	(217)	-2.3%
Ross-Cherry Creek*	36	1	32	1	36	100.0%
Ross-University Hills*	31,787	4	(2,759)	>	(371)	-1.2%
Sam Gary*	46,524	→	(1,998)	1	5,316	12.9%
Schlessman Family	31,594		(192)	•	(1,260)	-3.8%
Smiley	11,441		(313)	1	245	2.2%
Valdez-Perry*	2,003	1	13	1	460	29.8%
Virginia Village	20,363	4	(521)	1	1,374	7.2%
Westwood*	1,466	1	210	>	(219)	-13.0%
Woodbury	14,132		(333)	1	397	2.9%
Denverlibrary.org Downloadables	362,112	1	44,329	1	163,706	82.5%
Total	700,073	1	37,872	1	174,163	

[→] Bob Ragland (Art Park) location opened to the public on February 15, 2022.

Denver Public Library Total New Library Cards By Month



[→] All locations closed March 16, 2020 in response to COVID-19. Curbside services began July 7, 2020, except Smiley & Thunderbird Man (closed for renovations).

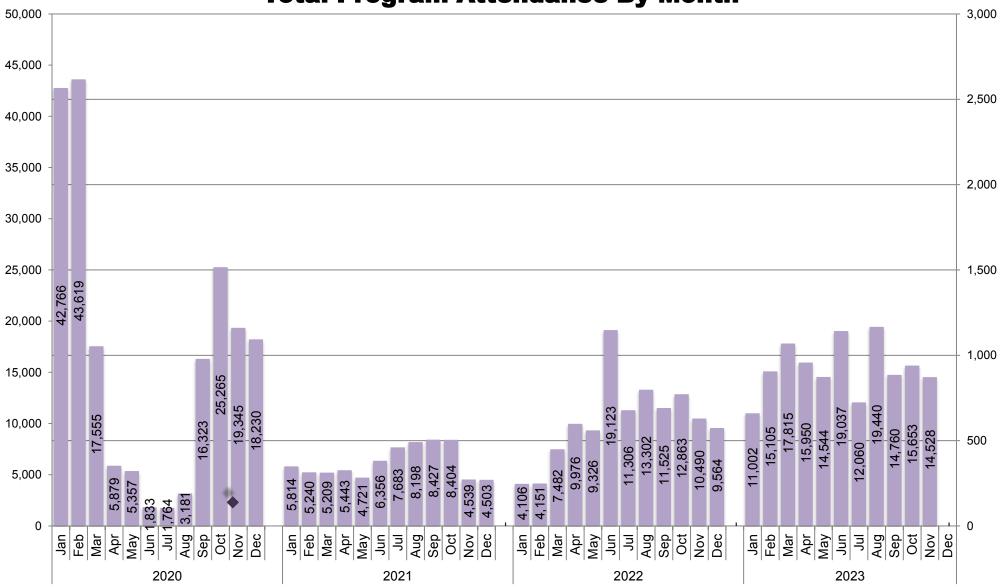
^{→ 9} locations reopened for half-day in-building service Tue-Sat beginning March 9, 2021. Remaining branches (except Central, Smiley, and Thunderbird Man) opened for half-days on April 13, while the 9 pilot branches opened full days. May 19 all open branches resumed full-day service Tue-Sat (Westwood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

[→] Smiley Branch Library resumed service February 1, 2021. Thunderbird Man Branch Library resumed service July 1, 2021.

New Cards - total number of new library card registrations (including computer user only cards), from Polaris.

◆ Sessions

Denver Public Library Total Program Attendance By Month



→All in-person programs were cancelled starting March 12, 2020 and all DPL locations closed on March 16, 2020 in response to COVID-19. Virtual programming was introduced starting March 27, 2020, with only live views counting for attendance totals. Spring Read Aloud sessions pending. In-person programming was intermittant based on pandemic protocols in 2020-2021, with the return to more in-person programming in March 2022.

Attendance - total program attendance from all locations, as submitted to Events Management tracking application (inlcudes programs, library events, storytimes, and tours). Sessions - total number of program sessions offered (as defined in Attendance), as submitted to Events Management tracking application

Library Commission Packet

October 10th 2023 to December 12th 2023

Generated on December 12th 2023 at 3:16 PM.



ARTICLES TOTAL ENGAGEMENT

150 115

JOURNALIST REACH UVM

1,761 131,838,626

Insights by similarweb

AVG. ENGAGEMENT

2

JOURNALIST SHARES

TOTAL AVE

0

\$1,472,378.3

How does Colorado honor its notable authors and poets?

By Terence West

https://www.energyportal.eu/how-does-colorado-honor-its-notable-authors-and-poets/

The **Denver Public Library** and the Tattered Cover Book Store are prominent institutions that actively promote and celebrate Colorado's literary heritage. Frequently Asked Questions (FAQ): Q: Are there any notable authors from Colorado?

MEDIA OUTLET	EnergyPortal.eu
PUBLISHED	Dec. 11, 2023, 10:57 p.m.
SIMILARWEB UVM 6	655,369
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$6,062.16

2023 Partners in Philanthropy winner: Hope Communities

https://www.bizjournals.com/denver/news/2023/12/08/partners-in-philanthropy-hope-communities.html

Some current active community partners include Spring
Institute, Project Worthmore, Fax Partnership, East Colfax
Community Collective, Street Fraternity, **Denver Public Library**, FirstBank, Colorado Legal Services, Colorado Refugee
Services Program, Ability Connection Colorado, Rocky
Mountain Communities

MEDIA OUTLET	Denver Business Journal
PUBLISHED	Dec. 8, 2023, 10:17 a.m.
SIMILARWEB UVM 🚯	6,462,409
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$59,777.28

2023 Partners in Philanthropy winner: Hope Communities

https://muckrack.com/link/gKaU5u/2023-partners-in-philanthropy-winner-hope-communities

Some current active community partners include Spring Institute, Project Worthmore, Fax Partnership, East Colfax Community Collective, Street Fraternity, **Denver Public**

MEDIA OUTLET	Denver Business Journal
PUBLISHED	Dec. 8, 2023, 7 a.m.
SIMILARWEB UVM 🚯	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0

Library, FirstBank, Colorado Legal Services, Colorado Refugee Services Program, Ability Connection Colorado, Rocky Mountain Communities

TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$7,895.00

The Model Cities of No Man's Land

By Doug Geiling

https://yellowscene.com/2023/12/07/the-model-cities-of-no-mans-land/

PHOTOS PROVIDED BY THE CARNEGIE LIBRARY FOR LOCAL HISTORY, **DENVER PUBLIC LIBRARY** SPECIAL COLLECTIONS, GREELEY HISTORY MISEUM, LONGMONT MUSEUM, AND USGS HISTORICAL MINING PHOTOGRAPHS In 1945, as American war veterans returned home from the Second World War, Denver was a small and compact agricultural

MEDIA OUTLET	Yellow Scene Magazine
PUBLISHED	Dec. 7, 2023, 3:01 p.m.
SIMILARWEB UVM	26,580
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$245.86

Need a book recommendation? Denver Public Library's staff has some suggestions.

https://hispanicbusinesstv.com/need-a-book-recommendation-denver-public-librarys-staff-has-some-sug...

Driving the news: The **Denver Public Library** has published its 2023 staff picks, with a selection of fiction, nonfiction, teen and children's books.

MEDIA OUTLET	Hispanic Business TV
PUBLISHED	Dec. 6, 2023, 8:11 p.m.
SIMILARWEB UVM 🔇	3,165
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$29.28

Need a book recommendation? Denver Public Library's staff has some suggestions.

By Esteban L. Hernandez

https://www.axios.com/local/denver/2023/12/06/denver-public-library-staff-favorite-reads

Denver Public Library staff picks their favorite reads Share on facebook (opens in new window) Share on twitter (opens in new window) Share on linkedin (opens in new window) Share on nextdoor (opens in new window) Share on email (opens in new window) Illustration: Maura Losch/Axios Both bookworms

MEDIA OUTLET	Axios
PUBLISHED	Dec. 6, 2023, 4:37 p.m.
SIMILARWEB UVM	17,225,016
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$159,331.40

Denver's rival newspapers see their real estate swallowed by the city

By Thomas Gounley

https://s31833.pcdn.co/2023/12/04/denvers-rival-newspapers-see-their-real-estate-swallowed-by-the-c...

Colfax Ave. in June 1952, according to the **Denver Public Library**. In 2000, the Rocky and Post agreed to a joint operating agreement, maintaining separate newsrooms while sharing business staff.

MEDIA OUTLET	s31833.pcdn.co
PUBLISHED	Dec. 4, 2023, 7:25 a.m.
SIMILARWEB UVM	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	

Denver's rival newspapers see their real estate swallowed by the city

By Thomas Gounley

https://businessden.com/2023/12/04/denvers-rival-newspapers-see-their-real-estate-swallowed-by-the-...

Colfax Ave. in June 1952, according to the **Denver Public Library**. In 2000, the Rocky and Post agreed to a joint operating agreement, maintaining separate newsrooms while sharing business staff.

MEDIA OUTLET	BusinessDen
PUBLISHED	Dec. 4, 2023, 7:18 a.m.
SIMILARWEB UVM 6	51,830
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$479.43

Food Insecurity Is Persistent - So Is Our Will To Fight It

https://deal.town/the-growhaus/food-insecurity-is-persistent---so-is-our-will-to-fight-it-F3QFKXNF4

Our strategic partnerships with **Denver Public Library** and Boys and Girls Clubs are a testament to the power of community collaboration, allowing The GrowHaus to provide fresh food to over 5,000 neighbors weekly - much of which is grown locally!

MEDIA OUTLET	Deal Town
PUBLISHED	Dec. 4, 2023, midnight
SIMILARWEB UVM	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	

What is the local folklore about mountains in Colorado?

By Terence West

https://www.energyportal.eu/news/what-is-the-local-folklore-about-mountains-in-colorado/557940/

MEDIA OUTLET	EnergyPortal.eu	
PUBLISHED	Dec. 3, 2023, 10:44 p.m.	
SIMILARWEB UVM	419,718	
JOURNALIST SHARES	0	

Sources: - Colorado Encyclopedia:

https://coloradoencyclopedia.org/ – Legends of America: https://www.legendsofamerica.com/colorado-legends/ – Denver Public Library: https://history.denverlibrary.org/

research/colorado-folklore

SENTIMENT

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$3,882.39

December Activities for Colorado Hebrew Chorale and Kol Nashim

By Barbara Zimmerman

https://boulderjewishnews.org/2023/december-activities-for-colorado-hebrew-chorale-and-kol-nashim/

Dec. 8, 11 AM Chanukah in Story and Song at Decker Branch, **Denver Public Library**, 1501 S. Logan Street, Denver. Sun. Dec. 10, 3 PM Chanukah in Story and Song at Belmar Branch, Jefferson County Public Library, 555 Allison Parkway, Lakewood, CO Sun.

MEDIA OUTLET	Boulder Jewish News	
PUBLISHED	Dec. 3, 2023, 6:27 p.m.	
SIMILARWEB UVM 🔇	9,512	
JOURNALIST SHARES		
JOURNALIST REACH		
TOTAL ENGAGEMENT		
SENTIMENT	Neutral	
PITCH PLACEMENT		
AVE	\$87.99	

This glass mansion in Colorado is for sale for the first time in 20 years

 $https://hispanicbusiness tv.com/this-glass-mansion-in-colorado-is-for-sale-for-the-first-time-in-20-\dots\\$

The local architect is also known for the **Denver Public Library's** Lowry branch, which features a two-story atrium of clear and sandblasted glass.

MEDIA OUTLET	Hispanic Business TV
PUBLISHED	Dec. 1, 2023, 11:18 p.m.
SIMILARWEB UVM	3,165
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$29.28

Chanukah in Story and Song

https://yourhub.denverpost.com/blog/2023/12/chanukahin-story-and-song/312286/

Dec. 8 at the Decker Branch, **Denver Public Library**, 1501 South Logan St. The concert is free and family-friendly. For more information, call 303-355-0232 or visit www.coloradohebrewchorale.org.

MEDIA OUTLET	Your Hub
PUBLISHED	Dec. 1, 2023, 9:51 p.m.
SIMILARWEB UVM 🜓	18,182
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	

AVE	\$168.18

Old Fashioned Christmas set for Denver on Saturday and Sunday

By Donald Promnitz

https://www.newspressnow.com/news/regional_news/iowa/old-fashioned-christmas-set-for-denver-on-satu...

On Saturday afternoon, Santa will be arriving with bags of candy and an ornament-making craft project will take place at the **Denver Public Library** starting at 2 p.m. for those waiting to see him. Smith Studio will take pictures of children with Santa.

MEDIA OUTLET	News-Press Now
PUBLISHED	Dec. 1, 2023, 9:21 p.m.
SIMILARWEB UVM 🗳	276,033
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$2,553.31

History Lesson: Where The Bodies Are Buried

https://greaterparkhill.org/history-lesson-where-the-bodies-are-buried/

Smiley also played a major role creating the **Denver Public Library** system.

MEDIA OUTLET	greaterparkhill.org
PUBLISHED	Dec. 1, 2023, 8:25 p.m.
SIMILARWEB UVM 🖴	511
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$4.73

Old Fashioned Christmas set for Denver on Saturday and Sunday

By Donald Promnitz

https://wcfcourier.com/news/local/old-fashioned-christmas-saturday-sunday-denver/article_40471812-9...

On Saturday afternoon, Santa will be arriving with bags of candy and an ornament-making craft project will take place at the **Denver Public Library** starting at 2 p.m. for those waiting to see him. Smith Studio will take pictures of children with Santa.

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Dec. 1, 2023, 4:21 p.m.
SIMILARWEB UVM 🚯	209,863
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	11
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$1,941.23

This glass mansion in Colorado is for sale for the first time in 20 years

By Alayna Alvarez

https://www.axios.com/local/denver/2023/12/01/glass-house-random-road-cherry-hills-village

The local architect is also known for the **Denver Public Library's** Lowry branch, which features a two-story atrium of clear and sandblasted glass.

MEDIA OUTLET	Axios
PUBLISHED	Dec. 1, 2023, 8:34 a.m.
SIMILARWEB UVM 🜓	17,225,016
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$159,331.40

Old Fashioned Christmas set for Denver on Saturday and Sunday

By Donald Promnitz

https://muckrack.com/link/gB9MO8/old-fashioned-christmas-set-for-denver-on-saturday-and-sunday

On Saturday afternoon, Santa will be arriving with bags of candy and an ornament-making craft project will take place at the **Denver Public Library** starting at 2 p.m. for those waiting to see him. Smith Studio will take pictures of children with Santa.

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Dec. 1, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,069.00

Old Fashioned Christmas set for Denver on Saturday and Sunday

By Donald Promnitz

https://muckrack.com/link/gBzj4v/old-fashioned-christmas-set-for-denver-on-saturday-and-sunday

On Saturday afternoon, Santa will be arriving with bags of candy and an ornament-making craft project will take place at the **Denver Public Library** starting at 2 p.m. for those waiting to see him. Smith Studio will take pictures of children with Santa.

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Dec. 1, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	Data Not Applicable
AVE	\$5,626.00

Holiday Events and Charitable Opportunities plus More Dec. and Early Jan. Happenings

https://frontporchne.com/article/december-and-early-january-events/

All Seasons Choir is a collaboration between Swallow Hill Music and **Denver Public Library**. 5–6pm. Sam Gary Library, 2961 Roslyn St. denverlibrary.org 12/19 Tuesday—Astronomy Night. Join Standley Lake Stargazing from 6–8 pm. Stanley Marketplace, 2501 N.

MEDIA OUTLET	Front Porch
PUBLISHED	Nov. 30, 2023, 6:20 p.m.
SIMILARWEB UVM 🜓	2,935
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$27.15

Vigil held Wednesday to honor Sand Creek Massacre 150 years ago to the day

By Deb Stanley, Katie Parkins

https://www.koaa.com/news/covering-colorado/vigil-held-wednesday-to-honor-sand-creek-massacre-150-y...

As we finish Native American Indian Heritage Month this November, the **Denver Public Library** hosted a candlelight vigil on the west steps of the state capitol Wednesday. night in honor of the Sand Creek Massacre victims.

MEDIA OUTLET	KOAA-TV (Pueblo, CO)
PUBLISHED	Nov. 30, 2023, 6:07 p.m.
SIMILARWEB UVM 🚯	413,201
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,822.11

Embracing Aging Through Creativity and Connections

https://frontporchne.com/article/embracing-aging-through-creativity-and-connections/

Her days are filled with free activities for seniors—from taking photography classes, to attending lectures, to participating in an intergenerational choir—that are all organized by the **Denver Public Library**. Cohen says that the activities give meaning to her life.

MEDIA OUTLET	Front Porch
PUBLISHED	Nov. 30, 2023, 2:45 p.m.
SIMILARWEB UVM 🚯	2,935
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$27.15

Movers and Shakers Week Ending 12.01.23

https://milehighcre.com/movers-and-shakers-weekending-12-01-23/

ArtPark is home to the Bob Ragland Branch of the **Denver Public Library**, the Denver Zine library, RedLine Contemporary

Art Center, Alto Gallery, Comal and Truss House, a

MEDIA OUTLET	Mile High CRE
PUBLISHED	Nov. 30, 2023, 2:29 p.m.
SIMILARWEB UVM 🕥	38,344
JOURNALIST SHARES	0

4,000-square-foot community and performance art venue that opened this past summer.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$354.68

Vigil held Wednesday to honor Sand Creek Massacre 150 years ago to the day

https://247newsaroundtheworld.com/crime/vigil-held-wednesday-to-honor-sand-creek-massacre-150-years...

As we finish Native American Indian Heritage Month this November, the **Denver Public Library** hosted a candlelight vigil on the west steps of the state capitol Wednesday. night in honor of the Sand Creek Massacre victims.

MEDIA OUTLET	247 News Around The World
PUBLISHED	Nov. 30, 2023, 1:53 p.m.
SIMILARWEB UVM	55,218
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$510.77

Vigil held Wednesday to honor Sand Creek Massacre 150 years ago to the day

By Deb Stanley, Katie Parkins

https://www.denver7.com/news/local-news/vigil-held-wednesday-to-honor-sand-creek-massacre-150-years...

As we finish Native American Indian Heritage Month this November, the **Denver Public Library** hosted a candlelight vigil on the west steps of the state capitol Wednesday. night in honor of the Sand Creek Massacre victims.

MEDIA OUTLET	KMGH-TV (Denver, CO)
PUBLISHED	Nov. 30, 2023, 12:27 p.m.
SIMILARWEB UVM 🜖	1,031,336
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	1
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$9,539.86

\$8.5M Cherry Hills glass house hits market for 1st time in 20 years (Photos)

https://www.bizjournals.com/denver/news/2023/11/30/14-random-road-cherry-hills-village-for-sale.html

Brendle is known for his work on the **Denver Public Library's** Schlessman Family Branch, located at 100 Poplar St. There, he created a two-story atrium using four different kinds of clear and sandblasted glass, according to LIV Sotheby's.

MEDIA OUTLET	Denver Business Journal
PUBLISHED	Nov. 30, 2023, 11:17 a.m.
SIMILARWEB UVM 🕥	6,462,409
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	7
SENTIMENT	Neutral

PITCH PLACEMENT

AVE \$59,777.28

The Rise and Fall of Colorado's First Drive-In By Nate Wilde

https://k99.com/the-humpty-dumpty-the-rise-and-fall-of-colorados-first-drive-in/

Credit: **Denver Public Library** Special Collections, Rocky Mountain News Photograph Collection Cars parked around the building and patrons placed their orders in the window. The curb girls delivered the food to hungry diners.

MEDIA OUTLET	K99 - KUADFM
PUBLISHED	Nov. 30, 2023, 11:06 a.m.
SIMILARWEB UVM 🕥	139,587
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$1,291.18

PUBLIC LIBRARIES.

By Adam Eric

https://muckrack.com/link/gUaujf/public-libraries

These libraries, among others like the Los Angeles Public Library, the Detroit Public Library, and the **Denver Public Library**, constitute the very first libraries with dedicated music departments.

MEDIA OUTLET	Notes
PUBLISHED	Nov. 30, 2023, 8:32 a.m.
SIMILARWEB UVM 🚯	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

*8.5M Cherry Hills glass house hits market for 1st time in 20 years (Photos)

By Kourtney Geers

https://muckrack.com/link/gU2h3H/85m-cherry-hills-glass-house-hits-market-for-1st-time-in-20-years-...

Brendle is known for his work on the **Denver Public Library's** Schlessman Family Branch, located at 100 Poplar St. There, he created a two-story atrium using four different kinds of clear and sandblasted glass, according to LIV Sotheby's.

MEDIA OUTLET	Denver Business Journal
PUBLISHED	Nov. 30, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	Data Not Applicable
AVE	\$7,895.00

Denver Old-Fashioned Christmas

https://www.communitynewspapergroup.com/waverly_newspapers/denver-old-fashioned-christmas/article_9...

String Quartet Music in bank lobby **Denver Public Library** 9 a.m. — 5 p.m. Friends of the Library Silent Auction Bidding on themed baskets 9 a.m.-5p.m. "PaperPie Books" Book Fair (formerly Usborne). 1-5 p.m. Cash & carry children's books & toys, Ornament Craft Station 1-5 p.m.

MEDIA OUTLET	Waverly Newspapers
PUBLISHED	Nov. 30, 2023, 1:42 a.m.
SIMILARWEB UVM	31,997
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$295.97

\$8.5M Cherry Hills glass house hits market for 1st time in 20 years

https://www.9news.com/article/money/markets/real-estate/cherry-hills-village-denver-glass-house-for...

Brendle is known for his work on the **Denver Public Library's** Schlessman Family Branch, at 100 Poplar St. There, he created a two-story atrium using four kinds of clear and sandblasted glass, according to LIV Sotheby's.

MEDIA OUTLET	KUSA-TV (Denver, CO)
PUBLISHED	Nov. 30, 2023, midnight
SIMILARWEB UVM 🜓	2,883,028
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$26,668.01

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://coloradocommunitymedia.com/2023/11/29/a-roundup-of-festive-things-to-do-in-denver-during-th...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Colorado Community Media
PUBLISHED	Nov. 29, 2023, 5:31 p.m.
SIMILARWEB UVM 🚯	14,304
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$132.31

A roundup of festive things to do in Denver during the 2023 holidays

https://muckrack.com/link/gUawq5/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

MEDIA OUTLET	Standard Blade
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,350.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUJdep/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Arvada Press (Colorado)
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBYkJM/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Commerce City Sentinel Express
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM ()	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,268.00

A roundup of festive things to do in Denver during the 2023 holidays

https://muckrack.com/link/gUOyxq/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple

MEDIA OUTLET	Highlands Ranch Herald
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0

Sinai: 4-6 p.m.

SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,772.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUdh2k/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Lone Tree Voice
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$79,113.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUOoKL/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Parker Chronicle
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$9,065.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBYkAu/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Fort Lupton Express
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🔇	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$900.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gB9ndq/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Parker Chronicle
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$9,065.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gB9nFF/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

Englewood Herald
Nov. 29, 2023, 7 a.m.
Data Not Applicable
0
0
0
Positive
Data Not Applicable
\$500.00

A roundup of festive things to do in Denver during the 2023 holidays

https://muckrack.com/link/gUdhIJ/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Englewood Herald
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🚯	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$500.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBRmUv/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

MEDIA OUTLET	Arvada Press (Colorado)
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🔇	Data Not Applicable
JOURNALIST SHARES	0

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBRKLN/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

Highlands Ranch Herald
Nov. 29, 2023, 7 a.m.
Data Not Applicable
0
0
0
Positive
Data Not Applicable
\$2,772.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBYkvN/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

Clear Creek Courant
Nov. 29, 2023, 7 a.m.
Data Not Applicable
0
0
0
Positive
Data Not Applicable
\$882.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBYk38/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Canyon Courier
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable

A \ / E	¢000 00	ı
AVE	\$899.00	,

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBRmHH/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Golden Transcript (Colorado)
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUaV6B/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Fort Lupton Express
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$900.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBRKyM/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Douglas County News-Press
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,894.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBRm4R/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Westminster Window (Colorado)
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gB9nvm/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Littleton Independent (Littleton, CO)
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,268.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBRKRE/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Elbert County News
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🚯	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,512.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

MEDIA OUTLET	Standard Blade
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 6	Data Not Applicable

https://muckrack.com/link/gBYk72/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,350.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUOoLp/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Douglas County News-Press
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,894.00

A roundup of festive things to do in Denver during the 2023 holidays

https://muckrack.com/link/gUawDB/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Canyon Courier
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 6	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$899.00

A roundup of festive things to do in Denver during the 2023 holidays

https://muckrack.com/link/gUawm3/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Clear Creek Courant
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive

PITCH PLACEMENT	Data Not Applicable
AVE	\$882.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUJsXU/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Westminster Window (Colorado)
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🜓	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gBRKob/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Centennial Citizen
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,638.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUOoHo/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Littleton Independent (Littleton, CO)
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🚯	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,268.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUawXM/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Commerce City Sentinel Express
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM 🜓	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,268.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gB9nJn/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Lone Tree Voice
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$79,113.00

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUdhx5/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Elbert County News
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,512.00
	, , ,

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUJs0h/a-roundup-of-festive-

MEDIA OUTLET	Golden Transcript (Colorado)
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable

things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUOo9m/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Centennial Citizen
PUBLISHED	Nov. 29, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$1,638.00

Denver Forum -

https://denveriaforum.com/Story.php?story=4445

The craft project will be making a Christmas ornament in the **Denver Public Library** while waiting to see Santa starting at 2:00 p.m. Pictures taken with Santa will be available by Smith Studio. Please bring a new, unwrapped toy, book, game or stuffed animal to receive a free portrait with Santa.

MEDIA OUTLET	Denver Forum
PUBLISHED	Nov. 28, 2023, 4:14 p.m.
SIMILARWEB UVM 🚯	277
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2.56

Remembering Café Nepenthes and the City's '70s Coffeehouse Roots

By Peter Jonas

https://www.westword.com/restaurants/cafe-nepenthes-denver-coffeehouse-18308767

click to enlarge A copy of a Café Nepenthes menu from the **Denver Public Library's** archives. Peter Jonas Schaefer, under the high demands of keeping a restaurant in business, left as the community began to change.

MEDIA OUTLET	Westword
PUBLISHED	Nov. 28, 2023, 9 a.m.
SIMILARWEB UVM 🜓	1,061,987
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral

PITCH PLACEMENT

AVE \$9,823.38

The Spirit of Kwanzaa

By Latrice Owens, Ruby Jones

https://www.denverurbanspectrum.com/2023/11/28/thespirit-of-kwanzaa/

Additionally, the **Denver Public Library** is set to host Kwanzaa events in the community rooms at the Ford-Warren, Green Valley Ranch and Park Hill locations. Before the conception of Kwanzaa, there were no holidays of its kind that celebrated African culture or history.

MEDIA OUTLET	Denver Urban Spectrum
PUBLISHED	Nov. 28, 2023, 5:19 a.m.
SIMILARWEB UVM 🚯	3,801
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$35.16

Homeless rights activists planning Saturday morning protest, urging city leaders to update Cold Weather Shelter plan

By Brianna Clark

https://www.9news.com/article/life/family/homeless-rights-activists-protest-denver-cold-weather-she...

In addition to emergency overnight shelters, Denver is currently operating recreation centers and **Denver Public Libraries** as daytime warming centers and respite locations.

MEDIA OUTLET	KUSA-TV (Denver, CO)
PUBLISHED	Nov. 24, 2023, midnight
SIMILARWEB UVM 🕥	2,883,028
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$26,668.01

Denver activates severe weather shelters ahead of snowstorm

By Andrea Henderson

https://kdvr.com/news/local/denver-activates-severe-weather-shelters-ahead-of-snowstorm/

While not designated as warming centers, open **Denver Public Library** locations are available to the public as a place to get out of the cold.

MEDIA OUTLET	KDVR-TV (Denver, CO)
PUBLISHED	Nov. 23, 2023, 5:28 p.m.
SIMILARWEB UVM	1,925,979
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$17,815.31

Dive into Denver history with the library's new time traveling map

By Kyle Harris, Isaac Vargas, Desiree Mathurin, Rebecca Tauber

https://denverite.com/2023/11/23/denver-history-public-library-time-travelers-map/

Heads up, carto-geeks, **Denver Public Library** has a new rabbit hole for you. They call it the "Time Traveler's Map of Denver," and it may well absorb your morning, says map and geospatial librarian Craig Haggit.

MEDIA OUTLET	Denverite
PUBLISHED	Nov. 23, 2023, 7:13 a.m.
SIMILARWEB UVM	495,218
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$4,580.77

7 Trivia Facts to Lighten Your Thanksgiving Dinner

By Izz Scott LaMagdeleine, David Emery, Jessica Lee

https://www.snopes.com/list/thanksgiving-trivia/

According to the DIA and the **Denver Public Library**, the international airport has been central to numerous conspiracy theories since its opening in 1995 – and the animatronic gargoyle was a play on those far-out ideas.

MEDIA OUTLET	Snopes.com
PUBLISHED	Nov. 22, 2023, 5:13 p.m.
SIMILARWEB UVM 🜖	5,491,595
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$50,797.25

Dispensary Opens in Historic South Broadway Firehouse

By Thomas Mitchell

https://www.westword.com/marijuana/dispensary-opens-in-old-denver-firehouse-18317699

Denver Public Library A historic firehouse on South Broadway made a smoking-hot new home for the Center dispensary.

MEDIA OUTLET	Westword
PUBLISHED	Nov. 22, 2023, 10:59 a.m.
SIMILARWEB UVM 🚯	1,061,987
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$9,823.38

Mayor Johnston Poaches from City Departments for Help Housing Denver's Homeless

By Bennito L Kelty

https://www.westword.com/news/denver-mayor-poaches-

MEDIA OUTLET	Westword
PUBLISHED	Nov. 21, 2023, 3:54 p.m.
SIMILARWEB UVM	1,061,987
JOURNALIST SHARES	2

city-employees-to-help-house-the-homeless-182859...

Its solution: attempting to poach employees from other departments — including the Department of Public Safety, Parks & Recreation and even the **Denver Public Library** of all places — to help finish the job.

JOURNALIST REACH	1,761
TOTAL ENGAGEMENT	3
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$9,823.38

The Colorado Hebrew Chorale presents Chanukah in Story and Song! - Dec. 8 and Dec. 10

By Carol Kozak Ward

https://choralnet.org/archives/announcements/the-colorado-hebrew-chorale-presents-chanukah-in-story...

Join the Chorale and guest story-teller Albert Banker on Friday, Dec. 8, 2023, 11 a.m. at the Decker branch of the **Denver Public Library**, 1501 South Logan Street, Denver CO 80210, or Sunday, Dec. 10, 2023, 3 p.m. at the Belmar branch of the Jefferson County Public Library, 555 South Allison Parkway,

MEDIA OUTLET	ChoralNet
PUBLISHED	Nov. 21, 2023, 7:42 a.m.
SIMILARWEB UVM	11,417
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$105.61

Mayor Johnston Poaches From City Departments for Help Housing Denver's Homeless

By Bennito L. Kelty

https://muckrack.com/link/g6FKPL/mayor-johnston-poaches-from-city-departments-for-help-housing-denv...

Its solution: poaching employees from other departments including the Department of Public Safety, Parks & Recreation and even the **Denver Public Library**, of all places to help finish the job.

MEDIA OUTLET	Westword (Denver)
PUBLISHED	Nov. 21, 2023, 7 a.m.
SIMILARWEB UVM 🖴	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

Denver Airport Installed Talking Gargoyle Robot That Said, 'Welcome to the Illuminati Headquarters'?

https://reportwire.org/denver-airport-installed-talking-gargoyle-robot-that-said-welcome-to-the-ill...

That hidden camera footage was posted to YouTube by the airport on Feb. 18, 2019, (archived here) and described the gargoyle as being "243 years old" and "here to clear the air on all the conspiracies" at the airport: According to the DIA and the **Denver Public Library**, the international airport has

MEDIA OUTLET	ReportWire
PUBLISHED	Nov. 17, 2023, 9:57 a.m.
SIMILARWEB UVM 🕥	3,730
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

AVE	\$34.50
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Denver Airport Installed Talking Gargoyle Robot That Said, 'Welcome to the Illuminati Headquarters'?

By Madison Dapcevich

https://www.snopes.com/fact-check/denver-airport-installed-talking-gargoyle-robot/

A Local's Guide to DIA Conspiracy Theories | **Denver Public Library** History. https://history.denverlibrary.org/news/denver/locals-guide-dia-conspiracy-theories. Accessed 10 Nov. 2023. Chatty Gargoyle at Denver International Airport. www.youtube.com, https://www.youtube.com/watch?

MEDIA OUTLET	Snopes.com
PUBLISHED	Nov. 17, 2023, 9:08 a.m.
SIMILARWEB UVM 🜓	5,491,595
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$50,797.25

Understand the Roots of the Environmental Conservation Movement

By Tara Blair

https://blog.gale.com/understand-the-roots-of-the-environmental-conservation-movement/

This includes the **Denver Public Library's** digital collections from those very conservationists, featuring that detail Velma Johnston's efforts throughout the 1950s to protect wild horses—demonstrating how an individual citizen, despite powerful government interest, can stand up for the natural habitat

MEDIA OUTLET	gale.com
PUBLISHED	Nov. 17, 2023, 9 a.m.
SIMILARWEB UVM 🗳	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_cf3b9062-8311...

., **Denver Public Library** • Cedar Valley Civil War Round Table-7 p.m. Community Foundation of Northeast Iowa, 3117 Greenhill Circle, Cedar Falls. The program, "War Is All Hell," will be presented by Dr. Edward J. Blun, professor at San Diego State University.

MEDIA OUTLET	Waverly Newspapers
PUBLISHED	Nov. 15, 2023, 8:26 p.m.
SIMILARWEB UVM	31,997
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$295.97

Breach at Argo Tunnel Water Treatment Facility releases 8K of untreated water

By Stephen Roberts

https://newsleaflets.com/breach-at-argo-tunnel-water-treatment-facility-releases-8k-of-untreated-wa...

Auraria Library via **Denver Public Library** People who use water downstream of the treatment facility received an emergency notification message on Friday. The CDPHE said it is analyzing water samples to learn about any potential impacts.

MEDIA OUTLET	News Leaflets
PUBLISHED	Nov. 15, 2023, 7:29 p.m.
SIMILARWEB UVM 🕥	1,135
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$10.50

7 Ways You Can Help Feed the Community This Holiday Season

By Brittany Anas, Patricia Kaowthumrong

https://www.5280.com/ways-you-can-help-feed-the-local-community-thanksgiving/

But it expanded food access to other Denver communities through partnerships with the **Denver Public Library** and Boys and Girls Clubs, reaching 5,000 community members weekly.

MEDIA OUTLET	5280 Magazine
PUBLISHED	Nov. 15, 2023, 1:25 p.m.
SIMILARWEB UVM	351,066
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,247.36

'To Shape a Dragon's Breath' by Moniquill Blackgoose

By Wendy Thomas

https://www.denvernorthstar.com/to-shape-a-dragons-breath-by-moniquill-blackgoose/

Check out this and other great books by Indigenous authors at a **Denver Public Library** Branch near you. Join the Smiley Branch Library for a Ghanaian cooking class on Saturday, Dec. 2, from 11:30 a.m. – 1 p.m. Find more information and register at denverlibrary.org/events.

MEDIA OUTLET	The Denver North Star
PUBLISHED	Nov. 15, 2023, midnight
SIMILARWEB UVM 🕥	
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	

Coming attractions: Pay tribute to 10th Mountain Division at History Colorado

By Clarke Reader

https://coloradocommunitymedia.com/2023/11/14/coming-attractions-pay-tribute-to-10th-mountain-divis...

MEDIA OUTLET	Colorado Community Media
PUBLISHED	Nov. 14, 2023, 11:42 a.m.
SIMILARWEB UVM 🔇	14,304

According to provided information, the exhibit relied on resources from the 10th Mountain Division Resource Center — a collection largely donated by veterans of the unit and maintained by History Colorado and the **Denver Public Library** - and features some never-before-seen items.

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$132.31

'Rosie the Riveter' topic of lowa book

By Melody Parker

https://muckrack.com/link/gTEDtj/rosie-the-riveter-topic-ofiowa-book

Nov. 27 at **Denver Public Library** and Denver Open House from 1 to 4 p.m. Dec. 2 at the **Denver Public Library**.

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Nov. 14, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,069.00

Coming attractions: Pay tribute to 10th Mountain Division at History Colorado

https://muckrack.com/link/glL5Y7/coming-attractions-paytribute-to-10th-mountain-division-at-histor...

According to provided information, the exhibit relied on resources from the 10th Mountain Division Resource Center a collection largely donated by veterans of the unit and maintained by History Colorado and the **Denver Public Library** and features some never-before-seen items.

MEDIA OUTLET	Englewood Herald
PUBLISHED	Nov. 14, 2023, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	Data Not Applicable
JOURNALIST REACH	Data Not Applicable
TOTAL ENGAGEMENT	Data Not Applicable
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$500.00

Coming attractions: Pay tribute to 10th Mountain Division at History Colorado

By Clarke Reader

https://muckrack.com/link/glzgPq/coming-attractions-paytribute-to-10th-mountain-division-at-histor...

According to provided information, the exhibit relied on resources from the 10th Mountain Division Resource Center a collection largely donated by veterans of the unit and maintained by History Colorado and the **Denver Public Library**

MEDIA OUTLET	Highlands Ranch Herald
PUBLISHED	Nov. 14, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0

and features some never-before-seen items.

SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	\$2,772.00

Coming attractions: Pay tribute to 10th Mountain Division at History Colorado

By Clarke Reader

https://muckrack.com/link/glC5kd/coming-attractions-pay-tribute-to-10th-mountain-division-at-histor...

According to provided information, the exhibit relied on resources from the 10th Mountain Division Resource Center a collection largely donated by veterans of the unit and maintained by History Colorado and the **Denver Public Library** and features some never-before-seen items.

MEDIA OUTLET	Westminster Window (Colorado)
PUBLISHED	Nov. 14, 2023, 7 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

Coming attractions: Pay tribute to 10th Mountain Division at History Colorado

By Clarke Reader

https://muckrack.com/link/gIC5f8/coming-attractions-pay-tribute-to-10th-mountain-division-at-histor...

According to provided information, the exhibit relied on resources from the 10th Mountain Division Resource Center a collection largely donated by veterans of the unit and maintained by History Colorado and the **Denver Public Library** and features some never-before-seen items.

MEDIA OUTLET	Arvada Press (Colorado)
PUBLISHED	Nov. 14, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

lowa's 'Rosie the Riveter' topic of latest Linda McCann book

By Melody Parker

https://muckrack.com/link/gTSp6V/iowas-rosie-the-riveter-topic-of-latest-linda-mccann-book

Nov. 27 at **Denver Public Library** and Denver Open House from 1 to 4 p.m. Dec. 2 at the **Denver Public Library**. ____ (c)2023 Waterloo-Cedar Falls Courier (Waterloo, Iowa) Visit Waterloo-Cedar Falls Courier (Waterloo, Iowa) at www.wcfcourier.com Distributed by Tribune Content Agency, LLC.

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Nov. 14, 2023, 7 a.m.
SIMILARWEB UVM 🖴	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	\$5,626.00

lowa's 'Rosie the Riveter' topic of latest Linda McCann book

By Melody Parker

https://wcfcourier.com/news/local/history/linda-mccannrosie-riveters-iowa-book/article_ce10e7b0-7f...

Nov. 27 at **Denver Public Library** and Denver Open House from 1 to 4 p.m. Dec. 2 at the **Denver Public Library**. Love Funny Wow Sad Angry

MEDIA OUTLET	The Waterloo-Cedar Falls Courier
PUBLISHED	Nov. 14, 2023, 6:15 a.m.
SIMILARWEB UVM 🖴	209,863
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	34
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$1,941.23

Top five Denver/Boulder home sales in October all top \$5M

By Kevin Colleran

https://thedailycheck.net/top-five-denver-boulder-home-sales-in-october-all-top-5m/

Hoyt, one of Colorado's best-known architects, also designed the Central **Denver Public Library's** north wing, the Red Rocks State Park amphitheater, and the State Capitol Annex Building. Architect Steve Ekman of Ekman Design Studio oversaw the home's 2017 renovation.

MEDIA OUTLET	The Daily Check
PUBLISHED	Nov. 14, 2023, 1:54 a.m.
SIMILARWEB UVM 🚯	2,284
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$21.13

Iowa's 'Rosie the Riveter' topic of latest Linda McCann book

By Melody Parker

https://www.newspressnow.com/news/regional_news/iowa/iowas-rosie-the-riveter-topic-of-latest-linda-...

Nov. 27 at **Denver Public Library** and Denver Open House from 1 to 4 p.m. Dec. 2 at the **Denver Public Library**. (c)2023 Waterloo-Cedar Falls Courier (Waterloo, Iowa) Visit Waterloo-Cedar Falls Courier (Waterloo, Iowa) at www.wcfcourier.com

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2023, midnight
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31

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_efa74eec-8003...

., Denver Public Library • Cedar Valley Civil War Round Table-

MEDIA OUTLET	Waverly Newspapers
PUBLISHED	Nov. 13, 2023, 8:28 p.m.
SIMILARWEB UVM 🔇	31,997

7 p.m. Community Foundation of Northeast Iowa, 3117 Greenhill Circle, Cedar Falls. The program, "War Is All Hell," will be presented by Dr. Edward J. Blun, professor at San Diego State University.

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$295.97

Top five Denver/Boulder home sales in October all top \$5M

By Helen Gray

https://technoblender.com/top-five-denver-boulder-home-sales-in-october-all-top-5m/

Hoyt, one of Colorado's best-known architects, also designed the Central **Denver Public Library's** north wing, the Red Rocks State Park amphitheater, and the State Capitol Annex Building. Architect Steve Ekman of Ekman Design Studio oversaw the home's 2017 renovation.

MEDIA OUTLET	TechnoBlender
PUBLISHED	Nov. 12, 2023, 12:57 p.m.
SIMILARWEB UVM	754
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$6.97

Top five Denver/Boulder home sales in October all top \$5M

http://metajaunnews.com/top-five-denver-boulder-home-sales-in-october-all-top-5m/

Hoyt, one of Colorado's best-known architects, also designed the Central **Denver Public Library's** north wing, the Red Rocks State Park amphitheater, and the State Capitol Annex Building. Architect Steve Ekman of Ekman Design Studio oversaw the home's 2017 renovation.

MEDIA OUTLET	Meta Jaun News
PUBLISHED	Nov. 12, 2023, 12:48 p.m.
SIMILARWEB UVM 🜓	26,470
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$244.85

Top five Denver/Boulder home sales in October all top \$5M

By Sara B. Hansen

https://www.denverpost.com/2023/11/12/top-denverboulder-home-sales-october-2023/

Hoyt, one of Colorado's best-known architects, also designed the Central **Denver Public Library's** north wing, the Red Rocks State Park amphitheater, and the State Capitol Annex Building. Architect Steve Ekman of Ekman Design Studio oversaw the home's 2017 renovation.

MEDIA OUTLET	The Denver Post
PUBLISHED	Nov. 12, 2023, 12:46 p.m.
SIMILARWEB UVM 🜓	2,876,066
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive

PITCH PLACEMENT

AVE \$26,603.61

Top five Denver/Boulder home sales in October all top \$5M

By Sara B. Hansen

https://muckrack.com/link/gTk0NT/top-five-denverboulder-home-sales-in-october-all-top-5m

Hoyt, one of Colorado's best-known architects, also designed the Central **Denver Public Library's** north wing, the Red Rocks State Park amphitheater, and the State Capitol Annex Building. Architect Steve Ekman of Ekman Design Studio oversaw the home's 2017 renovation.

MEDIA OUTLET	The Denver Post: Web Edition Articles (Colorado)
PUBLISHED	Nov. 12, 2023, 7 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	Data Not Applicable
JOURNALIST REACH	Data Not Applicable
TOTAL ENGAGEMENT	Data Not Applicable
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

Top five local home sales in October all top \$5M

By Sara B. Hansen

https://businessden.com/2023/11/10/top-five-local-home-sales-in-october-all-top-5m/

Hoyt, one of Colorado's best-known architects, also designed the Central **Denver Public Library's** north wing, the Red Rocks State Park amphitheater, and the State Capitol Annex Building.

MEDIA OUTLET	BusinessDen
PUBLISHED	Nov. 10, 2023, 7:22 a.m.
SIMILARWEB UVM 🖴	51,830
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$479.43

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_11a75126-7d99...

., **Denver Public Library** • Cedar Valley Civil War Round Table-7 p.m. Community Foundation of Northeast Iowa, 3117 Greenhill Circle, Cedar Falls. The program, "War Is All Hell," will be presented by Dr. Edward J. Blun, professor at San Diego State University.

MEDIA OUTLET	Waverly Newspapers
PUBLISHED	Nov. 8, 2023, 7:16 p.m.
SIMILARWEB UVM	26,179
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$242.16

You can go to these 11 library branches on Mondays starting Nov. 13

By Isaac Vargas, Rebecca Tauber, Kyle Harris, Kevin Beaty

https://denverite.com/2023/11/07/denver-public-library-mondays-extended-hours/

A number of **Denver Public Library** locations will also start offering extending hours and programming. Extended hours will be coming to 11 branches across the **Denver Public Library** system starting on Monday, Nov. 13.

MEDIA OUTLET	Denverite
PUBLISHED	Nov. 7, 2023, 4:12 p.m.
SIMILARWEB UVM 🚯	325,416
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	1
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$3,010.10

Area of deadly Park Hill shooting has a history of violent crime

By Vicente Arenas

https://kdvr.com/news/local/area-of-deadly-park-hill-shooting-has-a-history-of-violent-crime/

This area of the Park Hill neighborhood includes a **Denver Public Library**, a Boys and Girls Club, as well as a post office and other businesses. Marchman said something must be done to make this area safer and he has no doubt this crime problem will be discussed in the weeks to come.

MEDIA OUTLET	KDVR-TV (Denver, CO)
PUBLISHED	Nov. 7, 2023, 1:56 p.m.
SIMILARWEB UVM 🜖	1,750,681
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$16,193.80

The Most Polluted Zip Code

https://www.rmpbs.org/coloradoexperience/season-10/the-most-polluted-zip-code/

"It's not a good sign when your community is named after the smelter that will continue to pollute you for the next 107 years," said Alex Hernandez, a special collections librarian with **Denver Public Library**.

MEDIA OUTLET	KRMA-TV (Denver, CO)
PUBLISHED	Nov. 7, 2023, 10:51 a.m.
SIMILARWEB UVM 🚯	66,448
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$614.64

Denver Forum -

https://denveriaforum.com/Story.php?story=4431

MENU Home News Sports Obituary Classified Contact Subscribe The Friends of the **Denver Public Library** are preparing for the annual Theme Basket Silent Auction.

MEDIA OUTLET	Denver Forum
PUBLISHED	Nov. 7, 2023, 10:08 a.m.
SIMILARWEB UVM 🔇	5,977
JOURNALIST SHARES	0

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$55.29

Historic Highland home mirrors life in early Denver

By Amy Norton

https://yourhub.denverpost.com/blog/2023/11/mackay-home-historic-highlands-home-denver/311559/

The **Denver Public Library** Western History Collection holds an impressive number of original photos and documents related to the home and the Mackay family including letters, and North High report cards.

MEDIA OUTLET	Your Hub
PUBLISHED	Nov. 7, 2023, 12:02 a.m.
SIMILARWEB UVM 🔇	18,182
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$168.18
JOURNALIST REACH TOTAL ENGAGEMENT SENTIMENT PITCH PLACEMENT	0 0 Positive

Bell Projects presents "Feel the City," a onenight pop-up by Ed Natan

https://yourhub.denverpost.com/blog/2023/11/bell-projects-feel-the-city-ed-natan/311674/

His paintings hang in many private homes and collections and have been displayed at the Denver Art Museum gift shop, the Aspen Music Festival, and are archived at The Western History Collection of the **Denver Public Library**.

MEDIA OUTLET	Your Hub
PUBLISHED	Nov. 6, 2023, 8:27 p.m.
SIMILARWEB UVM	18,182
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$168.18

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_5abb5890-7a69...

., **Denver Public Library** • Waverly Senior Center — 9 a.m. Seniors in motion Friday, November 10 • Waverly Senior Center — 9 a.m. Seniors in motion, 11:30 a.m.

MEDIA OUTLET	Waverly Newspapers
PUBLISHED	Nov. 6, 2023, 7:50 p.m.
SIMILARWEB UVM 🚯	26,179
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	

COVID rekindled Matt Vincent's love of writing — and launched a short story collection

https://coloradosun.com/2023/11/05/sunlit-matt-vincent-wild-times-true-tales/

I thought about using historic black-and-white photographs but those were largely inaccessible because places like the **Denver Public Library** were shut down due to COVID. But as fate would have it, I met an incredibly talented artist on Facebook.

MEDIA OUTLET	The Daily Sun-Up
PUBLISHED	Nov. 5, 2023, 4:18 a.m.
SIMILARWEB UVM	1,670,570
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$15,452.77

From art and dance to petroglyph tours, check out these events marking Native American Heritage Month across Colorado

By Elaine Tassy

https://www.cpr.org/2023/11/03/native-american-heritage-month-events-in-colorado/

And for those who'd prefer to stay home, both **Denver Public Library** and the Denver-based American Indian College Fund have put together lists of suggested books and films with Native American themes on their websites. You want to know what is really going on these days, especially in Colorado.

MEDIA OUTLET	Colorado Public Radio
PUBLISHED	Nov. 3, 2023, 6 a.m.
SIMILARWEB UVM 6	932,954
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$8,629.82

Historic Denver Honoring Project That Saved Tom's Diner, but the Restaurant Is for Lease

By Patricia Calhoun

https://www.westword.com/restaurants/historic-denver-honoring-project-that-saved-toms-diner-but-the...

Denver Public Library But then Historic Denver will celebrate several victories at the 53rd annual Gala & Awards Dinner tonight, November 2, honoring five past-preserving projects and three people dedicated to advocating for this city's historic places.

MEDIA OUTLET	Westword
PUBLISHED	Nov. 2, 2023, 3:58 p.m.
SIMILARWEB UVM	966,425
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$8,939.43

Signum University - Blackberry

https://blackberry.signumuniversity.org/events/

MEDIA OUTLET signumuniversity.or	MEDIA OUTLET	sianumi	unive	ersity.	ora
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mountainmoot23/

This hybrid event will take place at the Bob Ragland branch of the **Denver Public Library** in Denver, CO, as we consider this year's theme, "The Fellowship of Fandom".

PUBLISHED	Nov. 2, 2023, 2:13 p.m.
SIMILARWEB UVM	
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_695637bc-7802...

., **Denver Public Library** • Waverly Senior Center — 9 a.m. Seniors in motion Friday, November 10 • Waverly Senior Center — 9 a.m. Seniors in motion, 11:30 a.m.

MEDIA OUTLET	Waverly Newspapers
PUBLISHED	Nov. 1, 2023, 7:45 p.m.
SIMILARWEB UVM 🚯	26,179
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$242.16

A roundup of festive things to do in Denver during the 2023 holidays

By Christy Steadman

https://muckrack.com/link/gUJsDa/a-roundup-of-festive-things-to-do-in-denver-during-the-2023-holida...

Denver Public Library Decker Branch, 1501 S. Logan St. denverlibrary.org. Chanukah Wonderland with Chabad of Cherry Creek (celebration and menorah lighting): 5-7 p.m. Dec. 10. Cherry Creek North, 250 Fillmore St., Denver. jewishcherrycreek.com/chanukah. Light the Night at Temple Sinai: 4-6 p.m.

MEDIA OUTLET	Jeffco Transcript (Jefferson County, Colorado)
PUBLISHED	Nov. 1, 2023, 8 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

Dig Into Your History

By Austria Cohn

https://www.coloradoparent.com/dig-into-your-history/

Local Resources Here are some resources that can help you on your journey – the Colorado Genealogical Society, local libraries (**Denver Public Library**), local historical societies, and

MEDIA OUTLET	Colorado Parent
PUBLISHED	Nov. 1, 2023, 12:59 a.m.
SIMILARWEB UVM	21,916
JOURNALIST SHARES	0

cemetery records (websites like FindAGrave or BillionGraves).

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$202.72

Top 7 Kid-Friendly Makerspaces in Denver

By Lauren Taeko Chase

https://www.coloradoparent.com/top-7-kid-friendly-makerspaces-in-denver/

Creators ages four to seven, let loose in the Mini-Makers workshops tailored to nurture their budding creativity. craftsmanandapprentice.com 4. ideaLAB Unlock your family's creativity at ideaLAB in your local **Denver Public Library**, a haven for makers of all ages.

Calamada Danasa
Colorado Parent
Nov. 1, 2023, 12:19 a.m.
21,916
0
0
0
Positive
\$202.72

The Ultimate Gift Guide for Getting Through Life's Hard Moments

By Kasey Cordell, Lindsey B. King, Alyssa Chutka

https://www.5280.com/gifts-for-when-life-is-hard/

Because they... Scrambled their brain (temporarily) in a crash on the South Platte River Trail Get them... A **Denver Public Library** e-card (you'll need their mailing and email addresses) So... They can enjoy a screen-free activity while resting their gray matter thanks to the library's vast collection of

MEDIA OUTLET	5280 Magazine
PUBLISHED	Oct. 31, 2023, 9:24 p.m.
SIMILARWEB UVM	324,685
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,003.34

Denver artist shares a dozen Día de los Muertos altars across Colorado

By Angelika Albaladejo

https://www.koaa.com/news/covering-colorado/denver-artist-shares-a-dozen-dia-de-los-muertos-altars-...

1836 S Broadway, Denver, CO 80210 Pirate Contemporary Art Until November 12 7130 W 16th Ave, Lakewood, CO 80214 Fine Arts Center Until November 2 30 W Dale St, Colorado Springs, CO 80903 University of Northern Colorado Campus Commons Gallery Until November 23 1051 22nd St, Greeley, CO 80639 Denver ... Public Library Rodolfo "Corky" Gonzales

MEDIA OUTLET	KOAA-TV (Pueblo, CO)
PUBLISHED	Oct. 31, 2023, 10:53 a.m.
SIMILARWEB UVM 🔇	284,483
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

Branch 1498 Irving St, Denver, CO 80204 Museo de las Americas November 3 from 5pm to 9:30pm 861 Santa Fe Drive, Denver, CO 80204 Chicano Humanities and Arts Council (CHAC) Gallery 834 Santa Fe Dr, Denver, CO 80204

Genealogy Program "In Their Time" on Nov. 9

https://muckrack.com/link/gxwzSy/genealogy-program-in-their-time-on-nov-9

Roger retired in 2019 as an archivist and reference librarian from the **Denver Public Library** in the Western History and Genealogy Department. This month's program will provide an overview of his book, which will soon be available on the shelves at the Estes Valley Library.

Estes Park Trail-Gazette
Oct. 31, 2023, 3:13 a.m.
Data Not Applicable
0
0
0
Neutral
Data Not Applicable
\$1,260.00

Genealogy Program "In Their Time" on Nov. 9

By Matthew Poust

https://www.eptrail.com/2023/10/30/genealogy-program-in-their-time-on-nov-9/

Roger retired in 2019 as an archivist and reference librarian from the **Denver Public Library** in the Western History and Genealogy Department. This month's program will provide an overview of his book, which will soon be available on the shelves at the Estes Valley Library.

MEDIA OUTLET	Estes Park Trail-Gazette
PUBLISHED	Oct. 31, 2023, 12:53 a.m.
SIMILARWEB UVM 🔇	35,275
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$326.29

Denver artist shares a dozen Día de los Muertos altars across Colorado

https://247newsaroundtheworld.com/news/denver-artist-shares-a-dozen-dia-de-los-muertos-altars-acros...

Broadway, Denver, CO 80210 Pirate Contemporary Art Until November 12 7130 W 16th Ave, Lakewood, CO 80214 Fine Arts Center Until November 2 30 W Dale St, Colorado Springs, CO 80903 University of Northern Colorado Campus Commons Gallery Until November 23 1051 22nd St, Greeley, CO 80639 Denver ... Public Library Rodolfo "Corky" Gonzales Branch 1498 Irving St, Denver, CO 80204 Museo de las Americas November 3 from 5pm to 9:30pm 861 Santa Fe Drive, Denver, CO 80204 Chicano Humanities and Arts Council (CHAC) Gallery November 3 from 5pm to 9:30pm 834 Santa Fe Dr, Denver, CO 80204 The

MEDIA OUTLET	247 News Around The World
PUBLISHED	Oct. 30, 2023, 10:55 p.m.
SIMILARWEB UVM 🔇	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

Community Calendar

https://www.communitynewspapergroup.com/waverly_newspapers/community-calendar/article_f6323a0c-74ea...

., **Denver Public Library** • Waverly Senior Center — 9 a.m. Seniors in motion Friday, November 10 • Waverly Senior Center — 9 a.m. Seniors in motion, 11:30 a.m.

MEDIA OUTLET	Waverly Newspapers
PUBLISHED	Oct. 30, 2023, 7:18 p.m.
SIMILARWEB UVM 🜓	26,179
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$242.16

Environmental History Conservation and Public Policy in America

https://www.gale.com/intl/c/environmental-history-conservation-and-public-policy-in-america

Records housed at the **Denver Public Library** of the American Bison Society, an organization that sought to save the American bison from extinction and succeeded as the first American wildlife reintroduction program.

MEDIA OUTLET	gale.com
PUBLISHED	Oct. 30, 2023, 12:52 p.m.
SIMILARWEB UVM 🚯	
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	

Arapahoe Basin Ski Area, CO, Opened for the Season on Sunday

https://snowbrains.com/arapahoe-basin-ski-area-co-is-open-for-the-season-since-sunday/

October 29th: Concert and Costume Contest November 18th-19th: Passholder Appreciation Weekend Expanding the Community A-Basin has partnered with the Colorado Blackpackers, SOS Outreach, **Denver Public Library**, and local public schools to lower barriers to entry for skiing, riding, and outdoor summer

MEDIA OUTLET	SnowBrains
PUBLISHED	Oct. 30, 2023, 3:39 a.m.
SIMILARWEB UVM 6	855,779
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$7,915.96

A cannibal, killer in the attic and headless chicken: Real-life horror stories of Colorado

By Seth Boster

https://gazette.com/premium/a-cannibal-killer-in-the-attic-and-headless-chicken-real-life-horror-st...

MEDIA OUTLET	The Gazette (Colorado Springs, CO)
PUBLISHED	Oct. 29, 2023, 8:09 a.m.
SIMILARWEB UVM 6	1,141,546

Meanwhile Peters' widow and her caretaking friend "reported strange happenings" around the house, reads an account posted by **Denver Public Library**, "food missing, strange sounds, things out of place." The women fled the house. Officers kept watch.

JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$10,559.30

A cannibal, killer in the attic and headless chicken: Real-life horror stories of Colorado

https://muckrack.com/link/gxY2OG/a-cannibal-killer-in-the-attic-and-headless-chicken-real-life-horr...

Meanwhile Peters' widow and her caretaking friend "reported strange happenings" around the house, reads an account posted by **Denver Public Library**, "food missing, strange sounds, things out of place." The women fled the house. Officers kept watch.

MEDIA OUTLET	The Gazette (Colorado Springs, CO)
PUBLISHED	Oct. 29, 2023, 8 a.m.
SIMILARWEB UVM 🕥	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	\$5,037.00

A cannibal, killer in the attic and headless chicken: Real-life horror stories of Colorado By Seth Boster

https://denvergazette.com/premium/a-cannibal-killer-in-the-attic-and-headless-chicken-real-life-hor...

Meanwhile Peters' widow and her caretaking friend "reported strange happenings" around the house, reads an account posted by **Denver Public Library**, "food missing, strange sounds, things out of place." The women fled the house. Officers kept watch.

Denver cold weather safety and snow shoveling tips for you, your neighbors and pets

By Isaac Vargas, Kevin Beaty, Paolo Zialcita, Lauren Antonoff Hart

https://denverite.com/2023/10/27/denver-cold-weather-safety-and-snow-shoveling-tips-for-you-your-ne...

Denver Public Libraries are not designated warming centers,

MEDIA OUTLET	Denverite
PUBLISHED	Oct. 27, 2023, 3:05 p.m.
SIMILARWEB UVM 6	325,416
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0

but anybody can go inside, warm up and drink water there when they are open. Check here for dates and times. If you have nowhere to go at night, the Department of Housing Stability will ensure emergency shelters are available.

SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,010.10

From Trans Healthcare to Transhumanism: Reality vs. Conspiracy at LGBT-related Rallies | Colorado Pols

By Erik Maulbetsch

https://www.coloradopols.com/diary/193994/from-transhealthcare-to-transhumanism-reality-vs-conspir...

Asked if GAG's position on removing books that reference sex or sexuality from libraries extends to public libraries, such as the main branch of the **Denver Public Library** across the street, as well as school libraries, Guggenheim confirmed that it does. "It applies to any library."

MEDIA OUTLET	Colorado Pols
PUBLISHED	Oct. 27, 2023, 3:02 p.m.
SIMILARWEB UVM 🚯	11,922
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$110.28

From Trans Healthcare to Transhumanism: Reality vs. Conspiracy at LGBT-related Rallies

By Erik Maulbetsch

https://coloradotimesrecorder.com/2023/10/from-transhealthcare-to-transhumanism-reality-vs-conspir...

Asked if GAG's position on removing books that reference sex or sexuality from libraries extends to public libraries, such as the main branch of the **Denver Public Library** across the street, as well as school libraries, Guggenheim confirmed that it does. "It applies to any library."

MEDIA OUTLET	Colorado Times Recorder
PUBLISHED	Oct. 27, 2023, 1:44 p.m.
SIMILARWEB UVM 6	17,603
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$162.83

Arapahoe Basin Ski Area, CO, Will Open for the 2023/24 Winter Season Sunday, Oct. 29

https://snowbrains.com/arapahoe-basin-ski-area-co-will-open-for-the-2023-24-winter-season-sunday-oc...

We have partnered with the Colorado Blackpackers, SOS Outreach, **Denver Public Library**, and our local public schools to lower barriers to entry for skiing, riding, and outdoor summer adventures.

MEDIA OUTLET	SnowBrains
PUBLISHED	Oct. 27, 2023, 1:32 p.m.
SIMILARWEB UVM	855,779
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	10
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$7,915.96

Lessons in Co-Locating: A Q&A with the Denver Public Library and Denver Zine Library

By Adam Rozan

https://www.aam-us.org/2023/10/27/lessons-in-co-locating-a-qa-with-the-denver-public-library-and-de...

In that same DIY spirit, the Denver Zine Library maintains itself as an independent non-profit organization, not a **Denver Public Library** collection.

MEDIA OUTLET	aam-us.org
PUBLISHED	Oct. 27, 2023, 9 a.m.
SIMILARWEB UVM	40,359
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$373.32

The Scenic History of Denver Cemeteries: Phil Goodstein Is Back With More Denver History Hocus-Pocus

By Teague Bohlen

https://muckrack.com/link/glqnF8/the-scenic-history-of-denver-cemeteries-phil-goodstein-is-back-wit...

Saturday, January 13: The Smiley branch of the **Denver Public Library**, 4501 West 46th Avenue, will host a lecture and book sale/signing from 1 to 2:30 p.m.

MEDIA OUTLET	Westword (Denver)
PUBLISHED	Oct. 27, 2023, 8 a.m.
SIMILARWEB UVM 🖴	Data Not Applicable
JOURNALIST SHARES	Data Not Applicable
JOURNALIST REACH	Data Not Applicable
TOTAL ENGAGEMENT	Data Not Applicable
SENTIMENT	Neutral
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

The Scenic History of Denver Cemeteries: Phil Goodstein Is Back With More Denver History Hocus-Pocus

By Teague Bohlen

https://www.westword.com/arts/scenic-history-denver-cemeteries-cheesman-park-to-riverside-18110022

Saturday, January 13: The Smiley branch of the **Denver Public Library**, 4501 West 46th Avenue, will host a lecture and book sale/signing from 1 to 2:30 p.m.

MEDIA OUTLET	Westword
PUBLISHED	Oct. 27, 2023, 7:30 a.m.
SIMILARWEB UVM 🔇	966,425
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	9
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$8,939.43

Paper mache 'Las Catrinas' exhibit opens Saturday

https://sentinelcolorado.com/a-town-magazine/lifestyle/paper-mache-las-catrinas-exhibit-opens-satur...

AURORA | The **Denver Public Library** will exhibit new

MEDIA OUTLET	The Sentinel Colorado
PUBLISHED	Oct. 25, 2023, 6:47 p.m.
SIMILARWEB UVM 🗳	68,941
JOURNALIST SHARES	0

sculptures to celebrate Dia de Muertos Recuerdos and honor Chicano culture.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$637.70

Banned book author visits FREIGHT

By Finn McNally

https://www.leadvilleherald.com/newsletter/article_9a642da8-72b4-11ee-b74a-7f9b74601601.html

After speaking, Johnson sat down with the **Denver Public Library** Marketing and Communications Specialist Devin Cochran to talk about "All Boys Aren't Blue" and Johnson's thoughts on book bans.

MEDIA OUTLET	The Herald Democrat
PUBLISHED	Oct. 24, 2023, 5:53 p.m.
SIMILARWEB UVM 🚯	2,172
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$20.09

Justice with Jessica: 50th anniversary of the 'Gay Revolt' at Denver City Council meeting

By Jessica Crawford

https://www.koaa.com/news/covering-colorado/justice-with-jessica-50th-anniversary-of-the-gay-revolt...

According to the **Denver Public Library**, 35 people signed up to speak. They were initially limited to 30 minutes of speaking in total. "When the crowd applauded the first speaker, Koch warned them that he would have them all hauled away on sheriff's buses," according to the library.

MEDIA OUTLET	KOAA-TV (Pueblo, CO)
PUBLISHED	Oct. 24, 2023, 11:48 a.m.
SIMILARWEB UVM	284,483
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$2,631.47

Denver Forum -

https://denveriaforum.com/Story.php?story=4418

MENU Home News Sports Obituary Classified Contact Subscribe The **Denver Public Library** will host an Early Out Day LEGO Halloween Party on Wednesday, October 25 from 2:30-3:45 p.m. at the Library.

MEDIA OUTLET	Denver Forum
PUBLISHED	Oct. 24, 2023, 11:05 a.m.
SIMILARWEB UVM 🔇	5,977
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	

AVE	\$55.29
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50th anniversary of the 'Gay Revolt' at Denver City Council meeting

https://247newsaroundtheworld.com/news/50th-anniversary-of-the-gay-revolt-at-denver-city-council-me...

According to the **Denver Public Library**, 35 people signed up to speak. They were initially limited to 30 minutes of speaking in total. "When the crowd applauded the first speaker, Koch warned them that he would have them all hauled away on sheriff's buses," according to the library.

MEDIA OUTLET	247 News Around The World
PUBLISHED	Oct. 23, 2023, 10:24 p.m.
SIMILARWEB UVM	
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	

Justice with Jessica: 50th anniversary of the 'Gay Revolt' at Denver City Council meeting

By Jessica Crawford

https://www.denver7.com/news/front-range/denver/justice-with-jessica-50th-anniversary-of-the-gay-re...

According to the **Denver Public Library**, 35 people signed up to speak. They were initially limited to 30 minutes of speaking in total. "When the crowd applauded the first speaker, Koch warned them that he would have them all hauled away on sheriff's buses," according to the library.

MEDIA OUTLET	KMGH-TV (Denver, CO)
PUBLISHED	Oct. 23, 2023, 10:02 p.m.
SIMILARWEB UVM 🚯	1,031,336
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	2
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$9,539.86

From the Nuggets to Knives the dog, here are Denver-themed pumpkin patterns

By Kyle Harris, Bente Birkeland, Chandra Thomas Whitfield, Isaac Vargas

https://denverite.com/2023/10/22/from-the-nuggets-to-knives-the-dog-here-are-denver-themed-pumpkin-...

This is a reimagining of **Denver Public Library's** funky building in Cherry Creek, which has been closed since last year. Denverite readers have been sending us emails, asking when it will ever reopen. We don't have a date yet, though DPL says it should return to readers by the year's end.

MEDIA OUTLET	Denverite
PUBLISHED	Oct. 22, 2023, 11:49 a.m.
SIMILARWEB UVM	325,416
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$3,010.10

Frederick, Firestone, and Dacono: Building on what matters

By Doug Geiling

https://yellowscene.com/2023/10/20/frederick-firestone-and-dacono-building-on-what-matters/

HISTORICAL PHOTOS PROVIDED BY THE CARNEGIE LIBRARY FOR LOCAL HISTORY, **DENVER PUBLIC LIBRARY** SPECIAL COLLECTIONS, GREELEY HISTORY MUSEUM, LONGMONT MUSEUM, AND USGS HISTORICAL MINING PHOTOGRAPHS. The year 1864 was full of monumental events and circumstances in American history.

MEDIA OUTLET	Yellow Scene Magazine
PUBLISHED	Oct. 20, 2023, 5:24 p.m.
SIMILARWEB UVM	26,580
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$245.86

How the Denver Airport Became an Icon of the Illuminati

https://www.thrillist.com.au/travel/nation/denver-airport-conspiracy-theories

"My favorite conspiracy I've ever heard of is, if you touch it the right way, it's a kind of keypad that's connected with aliens or the release of toxic gas," he says.Later, as I flip through newspaper microfilm at the main branch of the **Denver Public Library**, I find mention of the ceremony among articles

MEDIA OUTLET	Thrillist Australia
PUBLISHED	Oct. 20, 2023, 9:29 a.m.
SIMILARWEB UVM 🜖	31,361
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$290.09

Thirty Years After His Death, Not-So-Famous Novelist John Williams Is Finding His Audience

By Alan Prendergast

https://muckrack.com/link/gLylCt/thirty-years-after-his-death-not-so-famous-novelist-john-williams-...

A fuss was made, finally, on March 29, 1986, with a series of readings and panels at DU and the **Denver Public Library** focusing on Williams's work. The guest of honor drove out from Fayetteville and basked in the appreciation and opportunity to see old friends in some cases, for the last time.

MEDIA OUTLET	Westword (Denver)
PUBLISHED	Oct. 20, 2023, 8 a.m.
SIMILARWEB UVM 🔇	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	Data Not Applicable
AVE	Data Not Applicable

19 Popular Denver Neighborhoods: Where to Live in Denver in 2023

By Alison Bentley

https://www.redfin.com/blog/denver-co-neighborhoods/

West Highland also boasts several parks, including Highland

Redfin
Oct. 18, 2023, 5:55 p.m.
35,382,132
0

Park, where you can find the Woodbury Branch of the **Denver Public Library**.

JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$327,284.72

Ritualistic crucifixions may have taken place in scenic Colorado canyon | OutThere Colorado

By Spencer McKee

https://denvergazette.com/outtherecolorado/news/ritualistic-crucifixions-may-have-taken-place-in-sc...

"Outsiders saw Penitentes as a secretive cult employing deviant practices," reads a description of the public's perception of the group that's published on the **Denver Public Library** website.

MEDIA OUTLET	The Denver Gazette
PUBLISHED	Oct. 18, 2023, 1:55 p.m.
SIMILARWEB UVM ()	1,479,277
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	31
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$13,683.31

Colorado Authors: How an Environmental Movement Foiled a Disney Ski Resort

By Teague Bohlen

https://www.westword.com/arts/how-an-environmental-movement-foiled-a-disney-ski-resort-18021702

They'll also be appearing at the Sam Gary Branch of the **Denver Public Library** at 3:30 p.m. on November 18, where books will also be available for purchase courtesy of the Bookies.

MEDIA OUTLET	Westword
PUBLISHED	Oct. 17, 2023, 11:36 a.m.
SIMILARWEB UVM	966,425
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	6
SENTIMENT	Neutral
PITCH PLACEMENT	
AVE	\$8,939.43

Colorado Authors: How an Environmental Movement Foiled a Disney Ski Resort

By Teague Bohlen

https://muckrack.com/link/g98trm/colorado-authors-how-an-environmental-movement-foiled-a-disney-ski...

They'll also appear at the Sam Gary Branch of **Denver Public Library** at 3:30 p.m. on November 18, where books will also be available for purchase courtesy of the Bookies. Glasgow and Mayer, a married couple living in Parker, are also local writers in their own rights.

MEDIA OUTLET	Westword (Denver)
PUBLISHED	Oct. 17, 2023, 8 a.m.
SIMILARWEB UVM	Data Not Applicable
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Neutral
PITCH PLACEMENT	Data Not Applicable

AVE Data Not Applica	ble
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Denver homeless emergency considered for its third extension

By Noah Festenstein

https://denvergazette.com/news/homelessness/denver-homeless-emergency-november-extension/article_1b...

A bill making a rescission from the **Denver Public Library** Special Revenue Fund for a cash transfer of \$1,575,000 to support upgrades for the Athmar Park Branch and Robinson Branch library facilities.

MEDIA OUTLET	The Denver Gazette
PUBLISHED	Oct. 15, 2023, 6:44 a.m.
SIMILARWEB UVM	1,479,277
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$13,683.31

Denver homeless emergency considered for its third extension

By Noah Festenstein

https://denvergazette.com/news/denver-homeless-emergency-november-extension/article_1b21ecb0-6b7a-1...

A bill making a rescission from the **Denver Public Library** Special Revenue Fund for a cash transfer of \$1,575,000 to support upgrades for the Athmar Park Branch and Robinson Branch library facilities.

MEDIA OUTLET	The Denver Gazette
PUBLISHED	Oct. 15, 2023, 6:44 a.m.
SIMILARWEB UVM	1,479,277
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Negative
PITCH PLACEMENT	
AVE	\$13,683.31

'Advika and the Hollywood Wives' by Kirthana Ramisetti

By Wendy Thomas

https://www.denvernorthstar.com/advika-and-the-hollywood-wives-by-kirthana-ramisetti/

Check it out at the **Denver Public Library** branch near you. October is Digital Inclusion Month at the library. Check out denverlibrary.org or visit the Smiley Branch Library to learn more about our resources and programs to promote digital literacy and technology access for all.

MEDIA OUTLET	The Denver North Star
PUBLISHED	Oct. 12, 2023, 7:15 a.m.
SIMILARWEB UVM	
JOURNALIST SHARES	
JOURNALIST REACH	
TOTAL ENGAGEMENT	
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	

Denver Forum -

https://denveriaforum.com/Story.php?story=4408

MEDIA	OUTLET	Denver Forur
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You can learn more about these fascinating creatures, along with owls and other nocturnal animals, at a special after school program at the **Denver Public Library** on Wednesday, Oct. 11 from 2:30 to 3:45 p.m. This is an early out day for Denver students.

PUBLISHED	Oct. 10, 2023, 10:01 a.m.
SIMILARWEB UVM 🜓	5,977
JOURNALIST SHARES	0
JOURNALIST REACH	0
TOTAL ENGAGEMENT	0
SENTIMENT	Positive
PITCH PLACEMENT	
AVE	\$55.29

Learn more about this data on <u>muckrack.com</u>.