
DATE: August 7, 2025

TO: Library Board, Pima County Public Library
Pima County Board of Supervisors
Pima County Administration
Friends of the Pima County Public Library, Board of Directors
Friends of the Arivaca Library, Board of Directors
Friends of the Esmond Station Library, Board of Directors
Friends of the Kirk-Bear Canyon Library, Board of Directors
Friends of the Oro Valley Public Library, Board of Directors
Friends of the Pima-Green Valley Library, Board of Directors
Pima Library Foundation, Board of Directors

FROM: Marissa Alcorta
Em DeMeester-Lane
Library Directors (Interim)

SUBJECT: Director and Support Services – June/July 2025

Library Updates:

With the retirement of Amber Mathewson at the beginning of June, Em DeMeester-Lane and I were named Interim Library Directors. We will be in this interim role until the arrival of our new Director, Tess Mayer, on September 2nd. We will continue to focus on Public Services, Community Engagement, and Support Services as well as work closely with Anthony and his teams in Facilities, Finance, and HR. Our hope as interims is to continue to work together, continue to move forward as a library system and provide staff with a stable touchpoint through the summer.

Part of this commitment to moving forward with staff is a focus on staff learning, training, and development. Em and I are working with our Deputy County Administrator Steve Holmes on ideas around future training opportunities for staff, especially around leadership. As a starting point, we participated in a full day workshop with Branch Managers on July 17th at Murphy-Wilmot Library. Steve Holmes attended, talking to Branch Managers and Admin, about finding better ways of working together and reiterating that we must support each other in leadership, now more than ever. Em and I talked about our leadership philosophy. We worked on commitments to each other as Admin and Branch Managers to our staff. We discussed staffing and the processes around hiring of pages and substitute librarians. It was a great day of collaboration, feedback, and making connections as colleagues. We see this as a first step in continuing our commitment to more robust training for our leadership team going forward.

We have some exciting updates to share regarding our LSTA grants. Both of our grants were funded. One will focus on continuing our Writer in Residence program and the other will focus on hiring a consultant to do a community engagement process with community members and stakeholders. The focus will be on focus groups and community forums. We see this as focusing on what the community wants and needs from the library. We hope this process will be folded into a Strategic Planning process for our library system once our new Director is on board.

We have rolled out our Multilingual Pay process for our staff. While Pima County has policies and procedures around this pay benefit it is up to each department to create an internal process that adheres to the county standards. Pay is given in two levels, Associate (.50 an hour) or Journey

(\$1.00 an hour). Staff must take two tests, one speaking and one reading. We are prioritizing Spanish as that is the second language most of our staff use with customers and that is the language used by a very large segment of our county community. We will add more languages going forward and are working with the County to see how we can also implement the benefit for users of ASL. While it's been a long road to get to this rollout, we are seeing staff taking advantage of the benefit and steadily signing up to be tested.

Donations for June 2025:

Deposit Date	RECEIVED FROM	AMOUNT	PURPOSE	In Memory of
6/4/2025	Maura Robinson	250.00		For the support of the Career Online High School in honor of Amber Matthewson on her retirement
6/6/2025	Steven Pack	5.00		
6/13/2025	J.R. Atwood	50.00		In memory of Bonnie Tollefson
6/17/2025	Everett Lathrop	20.00		
6/22/2025	Mikaela Bell	10.00		
6/30/25	Joan M. Smith	100.00		in Memory of Laurie Ann Smith

Donations for July 2025 (to 7/18/2025):

Deposit Date	RECEIVED FROM	AMOUNT	PURPOSE	In Memory of
7/6/2025	Steven Pack	5.00	Subscription Payment	
7/10/25	Friends Of The Pima County Public Library	70,000.00		
7/15/25	Friends of the Kirk Bear Canyon Library	2,500.00	3rd Quarter Donation	