

**AGENDA OF THE DIDSBURY LIBRARY BOARD MEETING ON AUGUST 19 , 2026 AT THE
DIDSBURY MUNICIPAL LIBRARY, 2033 - 19 AVENUE COMMENCING AT 7:00 P.M.**

PRESENT:

REGRETS:

CALL TO ORDER:

AGENDA: a) Additions/Deletions
 b) Adoption of the Agenda

MINUTES: Adoption of June 2026 minutes

CONSENT The following items were presented as part of the consent agenda;
AGENDA:

- a) Balance sheet, Income statement (to July 31)
- b) September Calendar *not finalized
- c) Director's report
- d) June and July statistics summary
- e) System Salary wages and compensation
- f) July 8th regulations: July 23 CAPLibraries status update; July 10 CAPLibraries letters to ADM Bayne and Minister Williams; July 17 Key Messages update
- g) Privacy statistics fact sheet for public bodies (Govt of AB)
- h) Communication: Pat Harty, Airdrie Library visit

**COMMITTEE
REPORTS**

- a) Board Chair
- b) Policy Committee
Meeting on July 30th to begin discussion and preparation for policies needed by January 1 2026 to comply with changes to the Libraries Act
- c) Finance Committee
Meeting on Tuesday July 28 to discuss 2027 budget
- d) Fundraising Committee
Garage sale photos and online sales
Bottle drive Aug 5th: trailer was filled (total will be in about two weeks time, I will email once complete). We had 4 board members, 8 staff members (volunteering, not being paid), and 8 community members out that evening. Also thanks to everyone who brought bottles, shared our social media posts, etc.
- e) Personnel Committee
- f) Library Task Force

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DIDSBURY MUNICIPAL LIBRARY, 2033 - 19 AVENUE COMMENCING AT 7:00 P.M.**

NEW BUSINESS:

- a) MVC agreement email motion
Documents: MVC Letter to Library board, Email motion, Funding agreement
- b) 2027 Wage grid
Motion: to approve adding COLA of 2.75% to the 2027 wage grid
Data: In June 2026, Alberta's Consumer Price Index (CPI) all-items annual inflation rate stood at 3.4% year-over-year, with the overall provincial index level resting at approximately 178.2. Tracking data over the prior 12 months shows consumer price increases averaging between 2.0% and 3.7% across the province.
Source:
<https://economicdashboard.alberta.ca/dashboard/consumer-price-index/>
Document: 2027 Wage grid
- c) 2027 Budget
Motion: to approve the 2027 Town of Didsbury Library Board budget as presented/as amended with the following amendments.
Or
Have further discussions in September.
Documents: 2027 budget
- d) Alberta Public Libraries day of Action (October 1)
Documents: Invitation to Participate, Day of Action statement

CLOSED SESSION:

NEXT MEETING DATE: September 15 2026

ADJOURNMENT:

DIDSBURY MUNICIPAL LIBRARY

Balance Sheet As at 31/07/2026

ASSET

ASSETS

PETTY CASH	50.00
REGISTER FLOAT	75.00
CURRENT ACCOUNT101	164,671.24
M.V.C.U. SHARES	1,392.76
SUMMIT SAVINGS 6989 CONTINGENCY	159,559.84
SUMMIT SAVINGS 0556 CAPITAL	25,307.34
TOTAL ASSETS	351,056.18

TOTAL ASSET	351,056.18
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LIABILITY

LIABILITIES

ACCOUNTS PAYABLE	(200.01)
TOTAL LIABILITES	(200.01)

TOTAL LIABILITY	(200.01)
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EQUITY

EQUITY

EQUITY	249,068.81
Current Earnings	102,187.38
EQUITY TOTAL	351,256.19

TOTAL EQUITY	351,256.19
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LIABILITIES AND EQUITY	351,056.18
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DIDSBURY MUNICIPAL LIBRARY

Comparative Income Statement

	Actual 01/01/2026 to 31/07/2026	Budget 01/01/2026 to 31/12/2026	Percent
REVENUE			
REVENUE			
RURAL SERVICES GRANT	13,171.20	13,176.00	(0.04)
MUNICIPAL APPROPRIATION/COUNTY GRANT	200,297.99	282,357.00	(29.06)
PROVINCIAL GRANT	38,501.00	38,501.00	0.00
FCSS GRANT	4,950.00	5,000.00	(1.00)
OTHER GRANTS	17,923.30	11,000.00	62.94
FRIENDS	10,000.00	10,000.00	0.00
EMPLOYMENT GRANTS	0.00	5,000.00	(100.00)
FUND RAISING	1,351.65	3,000.00	(54.95)
DONATIONS	1,801.45	5,000.00	(63.97)
DONATIONS - TAX RECEIPTED	3,531.00	1,000.00	253.10
CORPORATE DONATIONS-TAX REC.'D	2,000.00	1,000.00	100.00
SALES (LOBBY BOOK SALE)	243.25	500.00	(51.35)
TOTAL DONATIONS AND FUNDRAISING	8,927.35	10,500.00	(14.98)
SERVICE REVENUE: PRINTING	3,045.00	4,400.00	(30.80)
SERVICE REVENUE: 3D PRINTING	6.35	300.00	(97.88)
SERVICE REVENUE: LAMINATING	67.50	200.00	(66.25)
COPIER INVOICING	524.35	600.00	(12.61)
TOTAL SERVICE REVENUE	3,643.20	5,500.00	(33.76)
BANK INTEREST	1,086.82	150.00	624.55
DIVIDENDS - SHARES	0.00	0.00	0.00
GST REBATE	2,899.57	2,100.00	38.07
LOST/DAMAGED ITEMS	633.66	500.00	26.73
FACILITY RENTAL INCOME	0.00	50.00	(100.00)
FOIP REQUESTS	0.00	0.00	0.00
COUPONS AND REBATES	0.00	100.00	(100.00)
TOTAL OTHER INCOME	3,533.23	2,750.00	28.48
DO NOT USE	0.00	0.00	0.00
TOTAL FUND RAISING	0.00	0.00	0.00
TOTAL REVENUE	302,034.09	383,934.00	(21.33)
TOTAL REVENUE	302,034.09	383,934.00	(21.33)
EXPENSE			
EXPENSES			
WAGES	155,657.92	287,795.00	(45.91)
PENSION FUND	3,410.07	6,145.00	(44.51)

BENEFITS	5,317.66	7,875.00	(32.47)
WORKERS' COMPENSATION	540.57	870.00	(37.87)
SOURCE DEDUCTIONS EI	3,629.92	6,159.00	(41.06)
SOURCE DEDUCTIONS CPP	8,206.92	15,675.00	(47.64)
PAYROLL SERVICES	616.00	1,100.00	(44.00)
COURSE OR CONFERENCE EXPENSE -STAFF	2,080.58	2,000.00	4.03
STAFF APPRECIATION	13.38	600.00	(97.77)
TOTAL STAFF EXPENSES	179,473.02	328,219.00	(45.32)
AUDIT	525.00	550.00	(4.55)
BOOKS PURCHASED	154.65	8,500.00	(98.18)
PERIODICALS	625.80	650.00	(3.72)
AV MATERIALS	1,414.17	5,240.00	(73.01)
BACKPACK EQUIPMENT	592.26	500.00	18.45
PHYSICAL RESOURCES	2,786.88	14,890.00	(81.28)
DIGITAL RESOURCES	646.08	1,500.00	(56.93)
DO NOT USE	0.00	0.00	0.00
EBOOKS/EADIOBOOKS	605.67	4,000.00	(84.86)
DO NOT USE	0.00	0.00	0.00
TOTAL DIGITAL RESOURCES	1,251.75	5,500.00	(77.24)
BOARD EXPENSES CONFERENCE	150.00	250.00	(40.00)
BOARD EXPENSES	61.89	250.00	(75.24)
TOTAL BOARD EXPENSES	211.89	500.00	(57.62)
MAT SERVICES - DO NOT USE	0.00	0.00	0.00
SECURITY SYSTEM	199.65	400.00	(50.09)
TOTAL EQUIPMENT AND SERVICES	199.65	400.00	(50.09)
CONSULTANT FEES	0.00	0.00	0.00
EXTERNAL ADMIN FINANCE FEES	127.50	100.00	27.50
BANK CHARGES	20.25	50.00	(59.50)
CASH SHORT / OVER	42.65	0.00	0.00
BANK REC. ADJUSTMENTS	0.00	0.00	0.00
GST PAID GENERAL	736.53	1,750.00	(57.91)
GST PAID BOOKS ONLY	6.62	650.00	(98.98)
TOTAL GST PAID	933.55	2,550.00	(63.39)
LIBRARY SUPPLIES - DO NOT USE	0.00	0.00	0.00
TOTAL LIBRARY SUPPLIES- DO NOT USE	0.00	0.00	0.00
ASSOCIATION MEMBERSHIPS	155.00	300.00	(48.33)
FREIGHT	0.00	400.00	(100.00)
POSTAGE	0.00	100.00	(100.00)
TOTAL POSTAGE/ SHIPPING	0.00	500.00	(100.00)
PUBLICITY AND ADVERTISING	240.62	700.00	(65.63)
FUND RAISING EXPENSES	30.99	300.00	(89.67)
PROGRAM EXP.-AUTHORS/STORYTELLERS	0.00	1,000.00	(100.00)
PROGAM EXP. SUPPLIES/CRAFTS/REFRESH	875.78	3,000.00	(70.81)
PROGRAM EXP. INSTRUCTORS	0.00	2,000.00	(100.00)

VOLUNTEER APPRECIATION	258.05	600.00	(56.99)
TOTAL PROGRAM EXPENSES	1,405.44	7,600.00	(81.51)
OFFICE SUPPLIES	610.28	900.00	(32.19)
PAPER	194.97	475.00	(58.95)
B&W COPIES CONTRACT	208.90	600.00	(65.18)
COLOUR COPIES CONTRACT	699.41	1,500.00	(53.37)
LAMINATING	25.89	25.00	3.56
STATIONERY,PRINTING COPIER COSTS	1,739.45	3,500.00	(50.30)
TELEPHONE	326.48	575.00	(43.22)
TELECOMMUNICATIONS	326.48	575.00	(43.22)
TRAVEL AND HOSPITALITY (STAFF)	66.21	350.00	(81.08)
HEALTH AND SAFEY SUPPLIES	58.18	0.00	0.00
JANITORIAL SUPPLIES	498.34	625.00	(20.27)
REPAIRS AND MAINTENANCE	171.52	625.00	(72.56)
MAINTENANCE	728.04	1,250.00	(41.76)
FURNITURE AND EQUIPMENT	363.06	3,000.00	(87.90)
COMPUTER & PRINTERS	259.64	750.00	(65.38)
TOTAL CAPITAL	622.70	3,750.00	(83.39)
CONTENTS INSURANCE	1,255.00	1,185.00	5.91
GENERAL LIABILITY	2,095.00	2,115.00	(0.95)
INSURANCE	3,350.00	3,300.00	1.52
GAS	2,355.43	3,400.00	(30.72)
ELECTRIC	3,192.37	5,775.00	(44.72)
WATER AND SEWER	523.85	1,025.00	(48.89)
CARBON LEVY	0.00	0.00	0.00
UTILITIES	6,071.65	10,200.00	(40.47)
BAD DEBT	0.00	0.00	0.00
LEGAL	0.00	0.00	0.00
TOTAL EXPENSES	199,846.71	383,934.00	(47.95)
 TOTAL EXPENSE	 199,846.71	 383,934.00	 (47.95)
 NET INCOME	 102,187.38	 0.00	 0.00

Generated On: 10/08/2026

SEPTEMBER 2026

Event Calendar

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

1



2

2:00 PM
Midday Reads

3

2:00 PM
Help Desk
7:00 PM
Pen To Paper

4

5



7



8

4:00 PM
Teen Scene

9

3:30 PM
Crafternoon

10

2:00 PM
Help Desk

11



12

14

1:00 PM
Seniors Games

15

10:00 PM
Munchkin Mania

4:00 PM
Teen Book Club

16

3:30 PM
Crafternoon

7:00 PM
Adult Book Club

17

2:00 PM
Help Desk
6:30 PM
Money Matters

18

2:00 PM
Day off
Discoveries

19

21



22

10:00 PM
Munchkin Mania

4:00 PM
Teen Scene

23

11:00 AM
Adventure Babies

3:30 PM
Crafternoon

24

2:00 PM
Help Desk

25

10:00 AM
Friends of the
Didsbury Library
Book Sale

6:00 PM
Teen Drop-In

26

10:00 AM
Friends of the
Didsbury Library
Book Sale

28

1:00 PM
Seniors Games

29

10:00 PM
Munchkin Mania

4:00 PM
Teen Book Club

30



Library Director's Report

August 9, 2026

Reporting: Maia Foster

Items for Information

a. Statistics and Programs

- Summer programming went well this year. We tried a few changes: having our year-round programmer run the program, to provide continuity; registration for programs; and three days of programming vs. four. There were some challenges to the registration, but it did allow for staff to prepare in advance how many kids would be attending. Last minute cancellations were frustrating to staff and something we would try to find a way to mitigate next year.
- We have had some really positive feedback on a social media post regarding an upcoming evening adult program. A past staff member, who has a PhD in English Literature is coming in for an evening talk on Jane Austen and her books.
- Seniors Games continued through the summer and attendance is 18-24 each Monday. I had an attendee ask to speak with me two weeks ago and she wanted to pass along thanks for hosting the program and providing a safe and friendly environment that gives people who might otherwise feel shut in a place to go each week.
- The Town of Didsbury requested the removal of the family swim pass that they have provided for the past 10 years. They have also removed the skate pass. I asked Nicole Aasen for clarification on why the decision was made, wanting to make sure it was not a patron or library issue. She replied that it was the request of the CAO but no further reason was able to be passed along to library staff.

b. Administrative Details

- Staff have begun registering for the Parkland wide conference on September 21st in Lacombe. A reminder to board members that they are also invited to attend and that it is free to attend for Parkland staff, board members, and Friends of the Library. If you would like the registration link, please reach out.
- The Town of Didsbury maintenance completed was
 - A new toilet in the women's washroom to replace a leak.
 - Flooring transition in the back area of the library (between carpet and lino) was replaced
 - The roof leak cannot be repaired – it needs to be considered for capital repair.
- Noah Gorecki, a staff member since 2015, and started volunteering first in 2014, has resigned to begin his post-secondary education in computer science at the University of Calgary.
- Parkland completed two facility visits over the summer. Jessica Dinan, our area consultant, came for an annual check-in. Andrea Newland and four cataloguing staff visited both here and Carstairs to see the Juvenile genrefication project.

I would like to respectfully acknowledge that my home and workplace are situated on Treaty 7 territory, traditional lands of First Nations and Métis Peoples. I am grateful for the Knowledge Keepers and Elders who have gone before me.

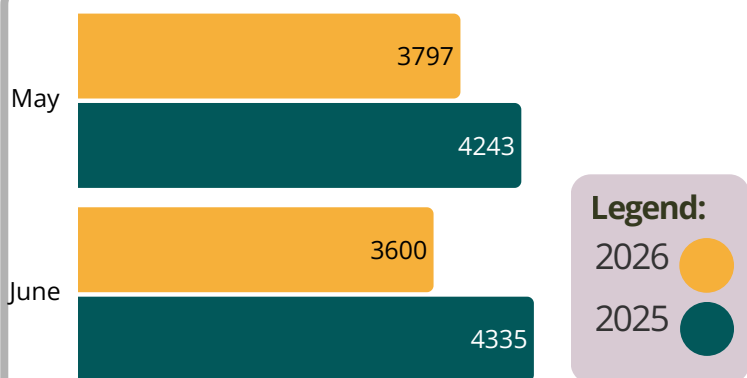
- JNT construction capital projects: All three projects have been started. The browser boxes for the early collection will be delivered by the end of August. The circulation desk and back cupboard are awaiting back-ordered arborite.

c. Finances

- The Q3 Municipal grant was received on July 10 for \$59119.49
- We received a \$300 donation from a community member in appreciation of the services of borrowing a DAISY reader (specialized device for print disabled) and coordinating audiobooks from CNIB
- We discovered that there was a CALP payment in December that had not gone through from the Olds Library. In July we received the 2026 CALP funding (\$11000) as well as half of our 2025 funding (\$6000). A reminder that this is for Adult Learning programs that we are running and we are in our final year of the initial grant cycle.

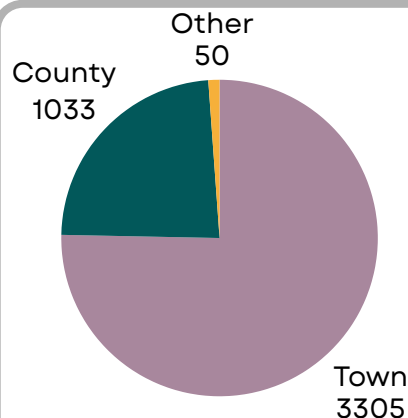
I would like to respectfully acknowledge that my home and workplace are situated on Treaty 7 territory, traditional lands of First Nations and Métis Peoples. I am grateful for the Knowledge Keepers and Elders who have gone before me.

Library Visits



May and June 2026 #s based on averages and estimates, door counter broken in accident.

June Circulation



Total Collection Checkouts

4316

Items Lent to Other Libraries: 1369

Items Borrowed From Other Libraries: 1563

Total ELibrary Checkouts

410 audio
177 ebook
96 emag

683

Program Attendance Statistics

June Highlight:

Even with minimal programming in June, Seniors continue to enjoy their weekly connection and cribbage.



Top Checkouts by Collection:

Adult Fiction - 923
Early - 444
Adult DVD/ Blu Ray - 422
Adult Non Fiction - 309
Junior Graphic Novel - 272

Other Fun Facts

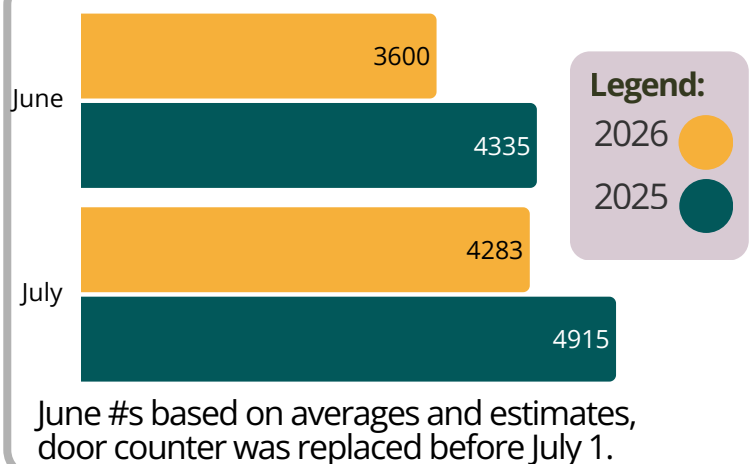


The Station 5 Stories project facilitated by summer staff Brandon Holliday is picking up steam! Many local stories are pouring in.

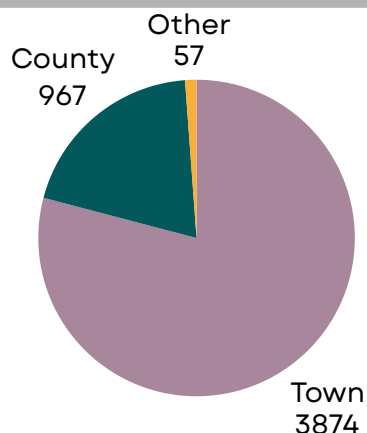


Art Mural Fundraiser artworks are being purchased and turned in with multitudes of creativity.

Library Visits



July Circulation



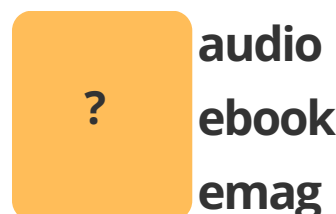
Total Collection Checkouts

4846

Items Lent to Other Libraries: 1477

Items Borrowed From Other Libraries: 1791

Total ELibrary Checkouts

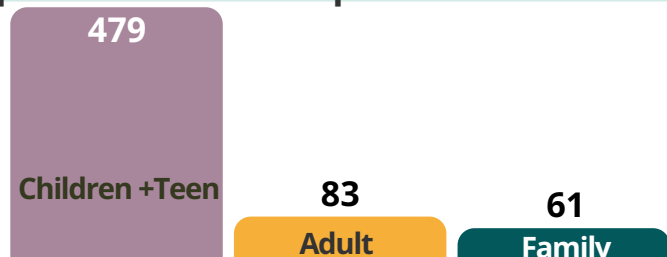


Parkland
hasn't released
E-Content Stats
as of August 4

Program Attendance Statistics

July Highlight:

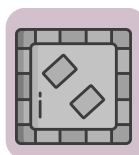
Summer Library Crew has begun with two themed programs per day, 3 days per week! Create! Explore! Connect!



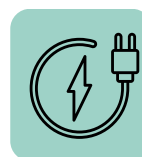
Top Checkouts by Collection:

Adult Fiction - 990
Adult DVD/ Blu Ray - 532
Early - 460
Junior Fiction - 369
Junior Graphic Novel - 352

Other Fun Facts



An interactive "Bookopoly" sheet is available for patrons to challenge their reading and enter to win a prize!



A local adult had an exam proctored by us for ABSA Power Engineering 101.



*Photo courtesy of
Bibliothèque de
Beaumont Library*

2025-26

System Salary, Wages and Compensation

*Alberta Library Systems Survey
Results for Public Libraries*

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Population: 1,201 - 3,000	12
Population: 3,001 - 5,000	16
Population: 5,001 - 10,000	20
Population: 10,001 - 50,000	24
Population: 50,001 - 200,000	28
Comparison Wages - Alberta Municipalities	32

Introduction

In early 2026, representatives from each of Alberta's seven regional library systems formed a System Salary, Wage and Compensation committee to begin updating information for libraries within their systems. The previous salary, wage and compensation report prepared by regional library staff was completed in 2024.

In March 2026, the member public libraries of seven regional library systems¹ in Alberta were asked to participate in a confidential, online total compensation survey based on their 2025 fiscal year or more recent data. Some libraries not affiliated with Alberta's regional library systems were asked to participate in the survey to enable a more comprehensive analysis of data.² A total of 191 responses were received. Please note that a small number of respondents did not fully complete the survey, meaning some of the data may not match the total responses for that section. Data presented in this report relies on self-reported measures, meaning responses were collected directly from participants without independent verification.

The public library survey results are grouped by service population to be relevant and meaningful to all sizes of public libraries. The data has been aggregated so that no results are identifiable to a single person or library. The reported results are an indicator of the wages and other forms of compensation, such as health and pension benefits, vacation allotment, etc., among common positions across Alberta's public libraries.

Wherever possible, municipal compensation data sources³ have been included to provide a comparative benchmark. This comparison with municipality compensation was included in the report, in limited form, at the request of many member public libraries. Each library system has access to the full municipal data for the different types of municipalities (cities, towns, counties, villages, summer villages, etc.). Upon request to the library system representative listed below, member public libraries can access the full municipality compensation reports that includes information on wages, staffing hours, paid vacations and sick days, benefits and pension.

When reviewing wages and other forms of compensation at your library, it may be beneficial to gather information from other local nonprofit organizations to evaluate whether compensation levels are keeping pace with those of comparable organizations, along with the cost of living. It is also important to ensure your organization is meeting the obligations set out in Alberta's employment standards. Salary ranges for publicly funded organizations should be available online and/or through an Access to Information (ATI) request. This information will assist in determining and planning for wages and other compensation benefits in future budget years.

The 2026 System Salary, Wage and Compensation committee would like to thank member public libraries for participating in this survey. We hope that this report will help in defining your library's upcoming compensation strategies. If you have any questions about the report, please reach out to your library system's representative listed below.

Dothlyn McFarlane, Chinook Arch Regional Library System

Joey Going, Chinook Arch Regional Library System

Laura Taylor, Marigold Library System

Jessie Morris, Northern Lights Library System

Andrea Newland, Parkland Regional Library System

Paige Mueller, Parkland Regional Library System

Jill Kergan, Peace Library System

Meghan Stewart, Shortgrass Library System

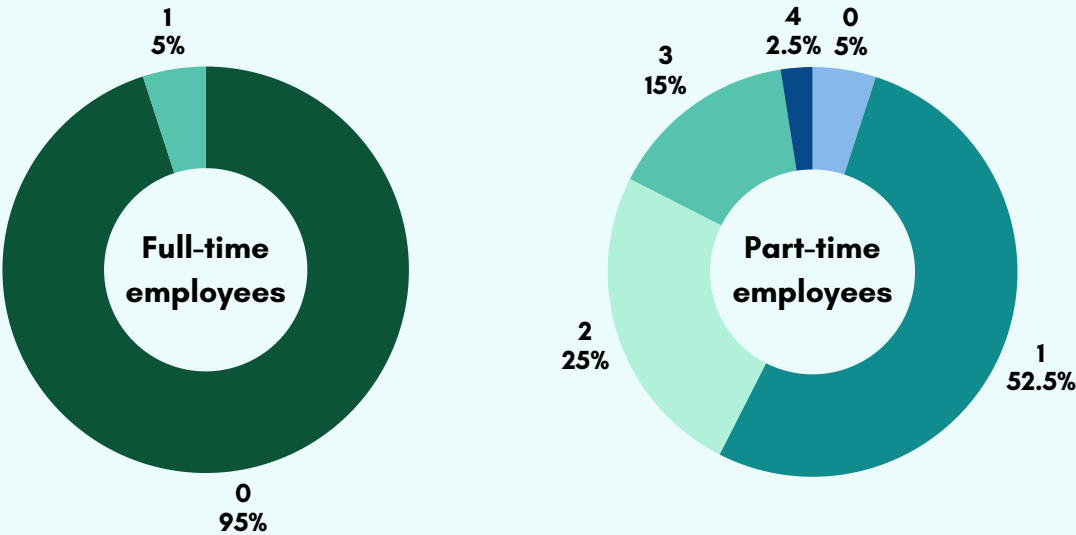
Jocie Wilson, Yellowhead Regional Library

[1] Chinook Arch Regional Library System (33 libraries), Marigold Library System (37 libraries), Northern Lights Library System (53 libraries), Parkland Regional Library System (49 libraries), Peace Library System (46 libraries), Shortgrass Library System (14 libraries), and Yellowhead Regional Library (44 libraries).

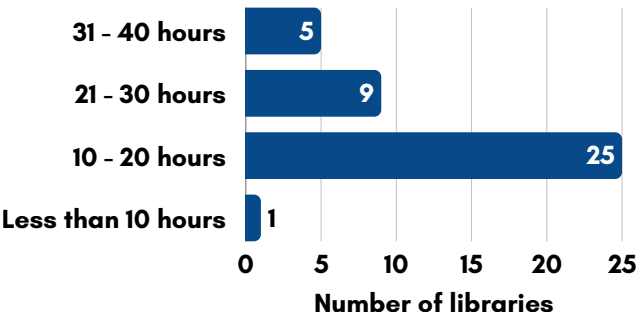
[2] Other Library locations include Red Deer Public Library, Lloydminster Public Library, St. Albert Public Library and Strathcona County Library.

[3] 2025 Wage and Compensation Survey, Alberta Municipalities, conducted and prepared by Y Station, 2025.

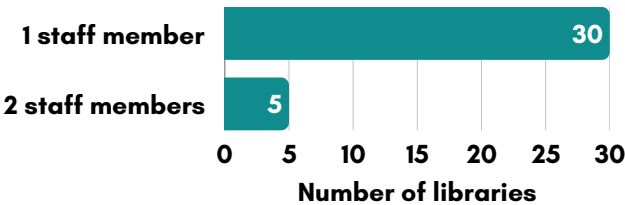
Number of employees



Total hours open per week

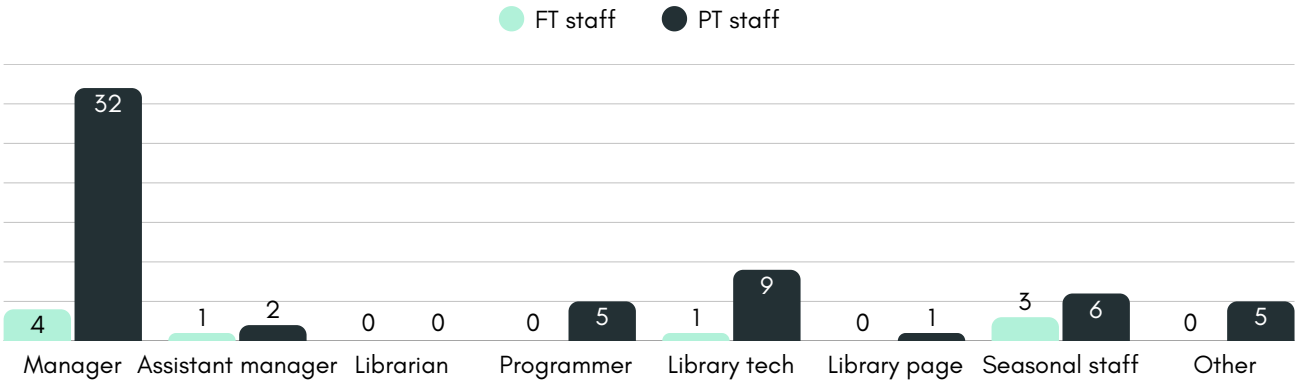


How many paid employees have supervisory/management responsibilities in your library?

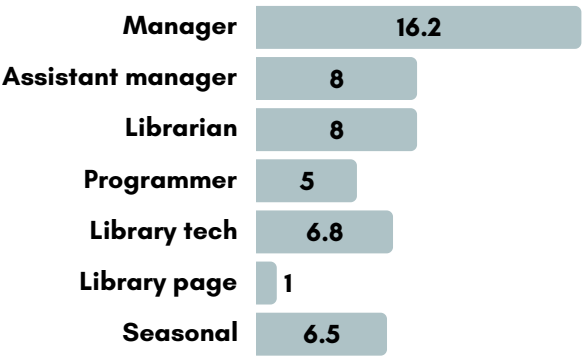


Staffing levels by role

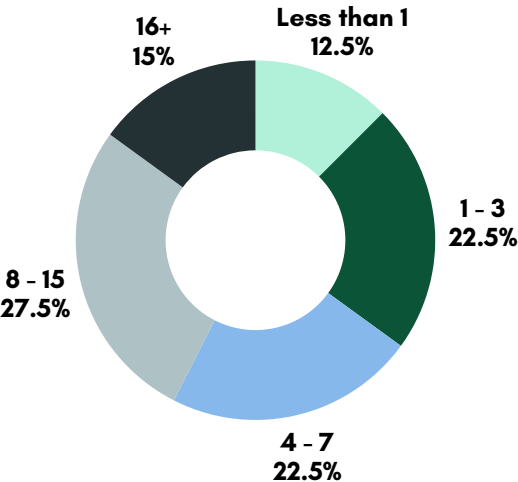
Number of libraries reporting full-time and part-time staff by role



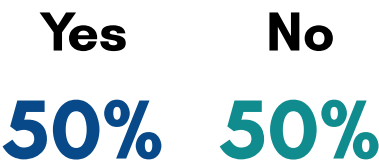
Average number of hours worked by position per week



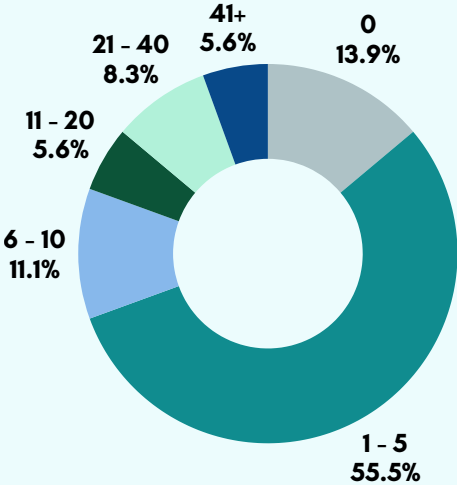
Years of experience the library manager has



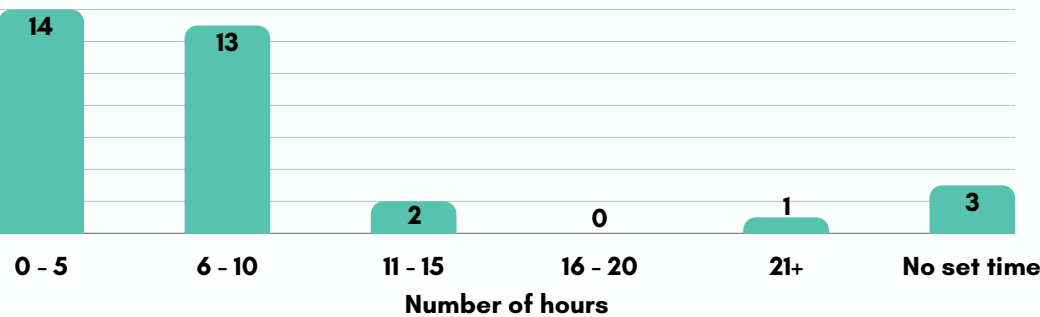
Does the library manager have a written employment contract?



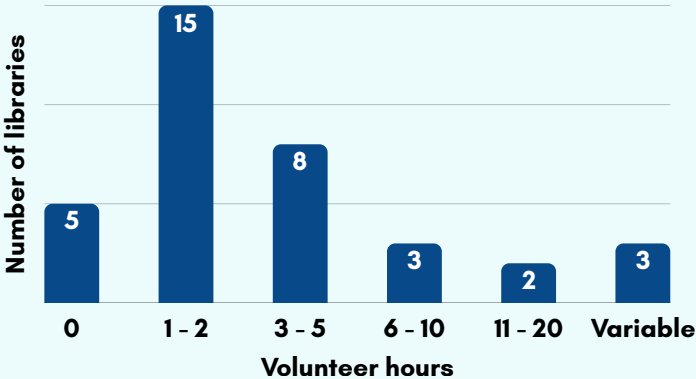
Number of library volunteers



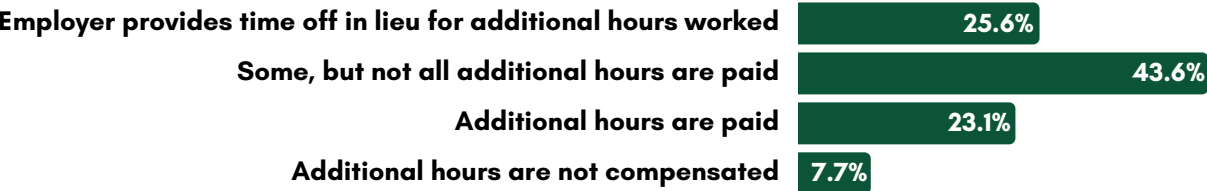
Hours per week the manager has strictly for administrative tasks



Volunteer hours per week



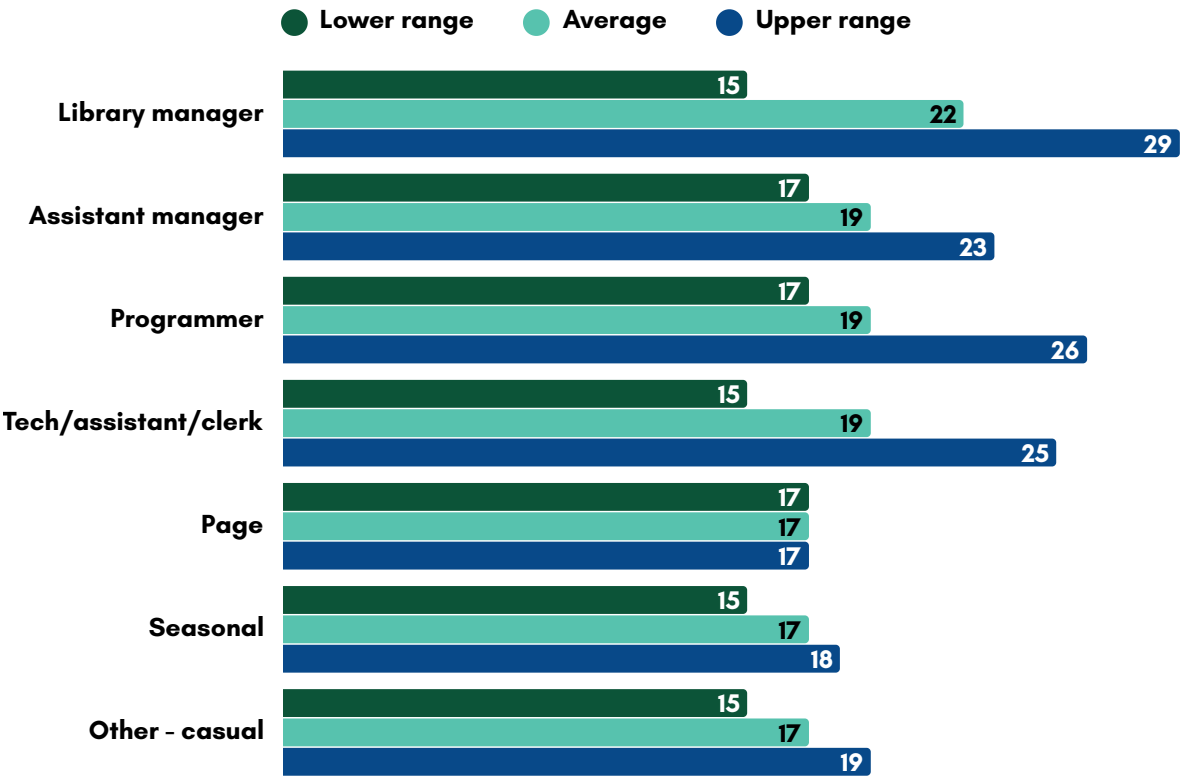
Library manager compensation for overtime worked



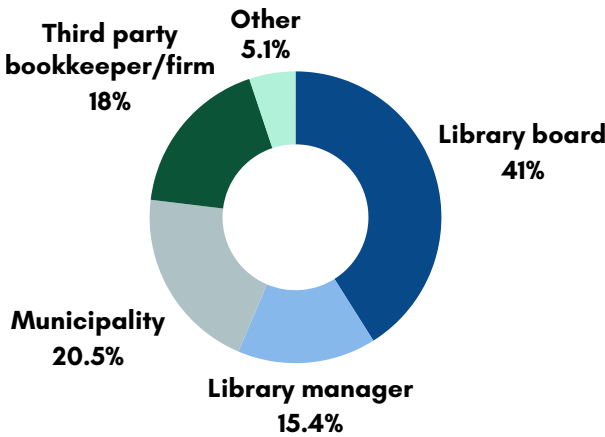
Volunteer tasks include:

- Shelving
- Programming
- Cleaning
- Other
- Special events/fundraisers
- Circulation/membership/holds
- Shelf reading/inventory

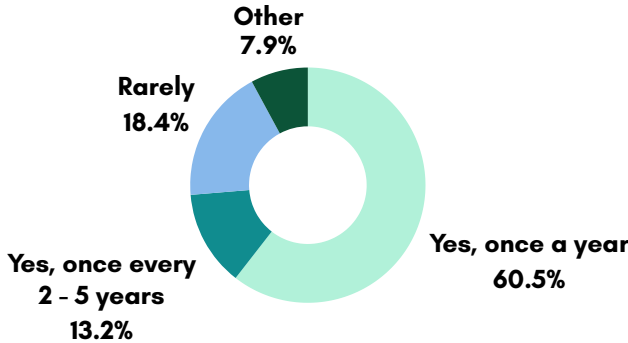
Current hourly wage by role (\$)



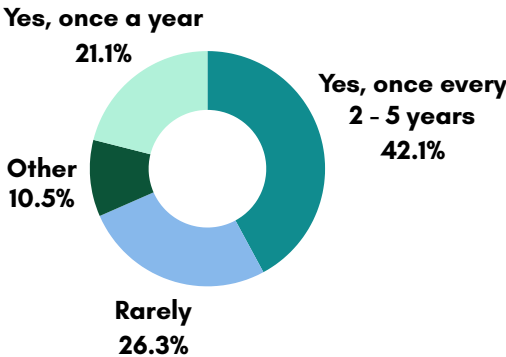
Payroll responsibility



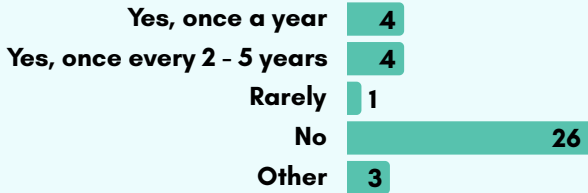
Does your library board regularly review employee salaries?



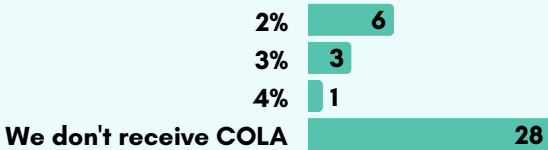
Does your library board regularly provide salary increases?



Does your library board provide a cost of living adjustment (COLA)?



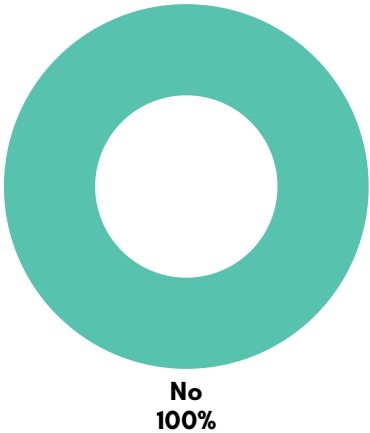
Over the past two years, what is the average per cent of COLA you received?



Does your library board offer an extended health care plan?



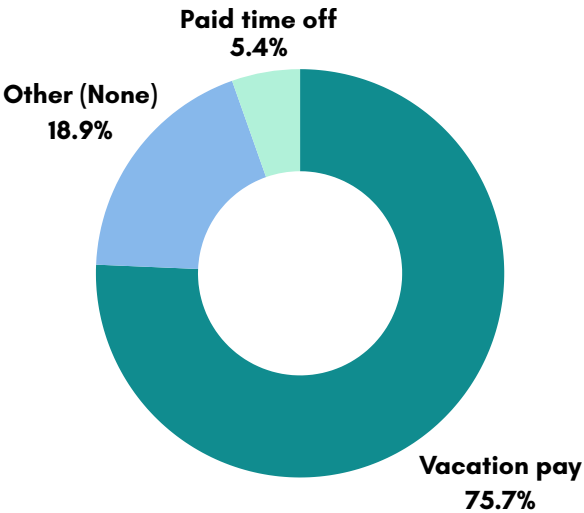
Does your library board offer a pension plan?



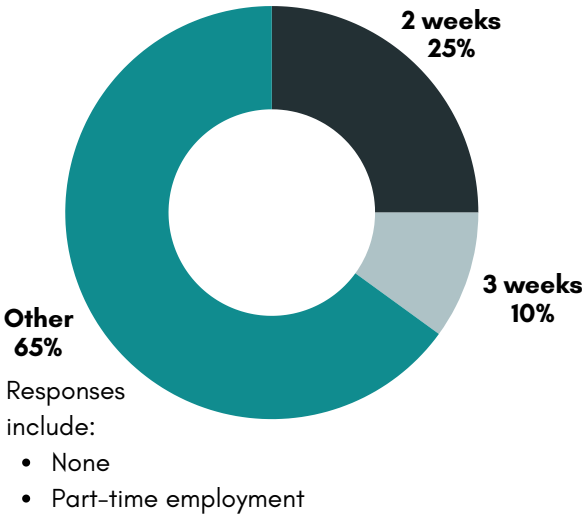
Does your library provide paid sick time?



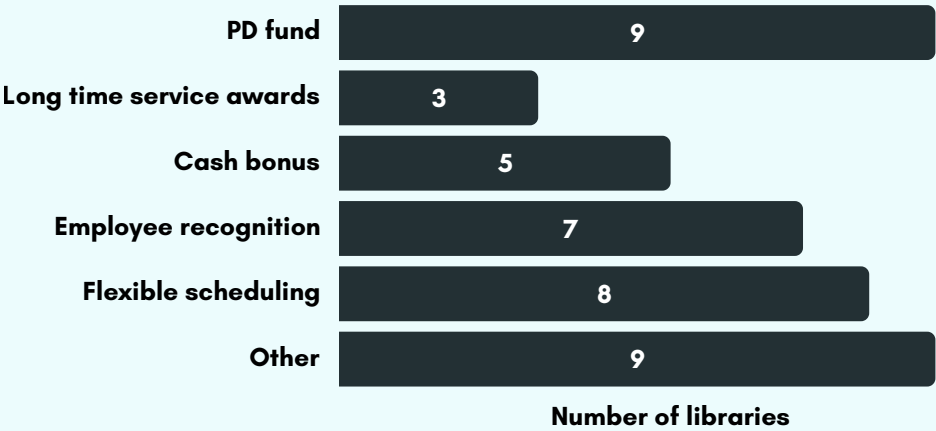
Does your library provide paid vacation time or vacation pay?



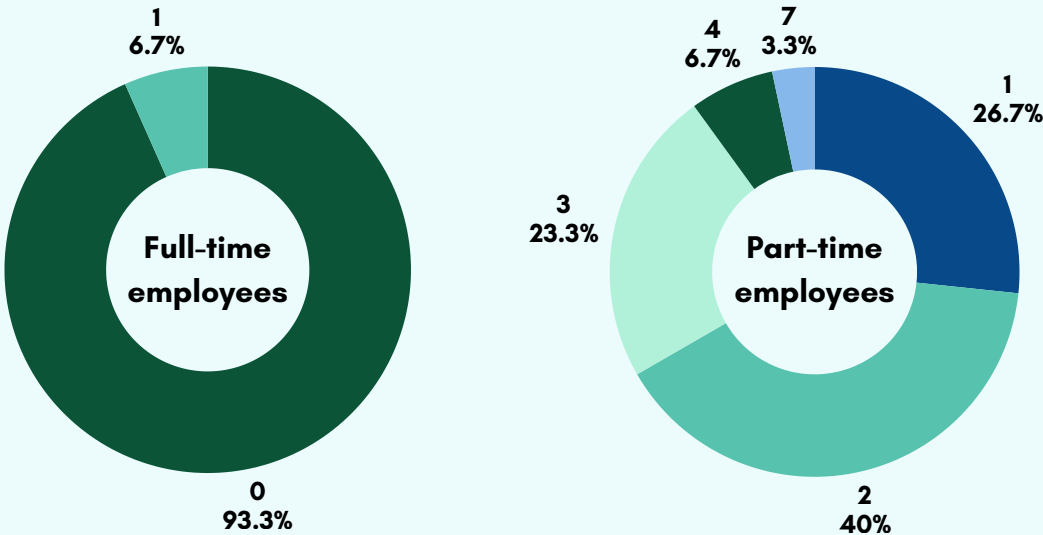
Paid vacation time library manager receives



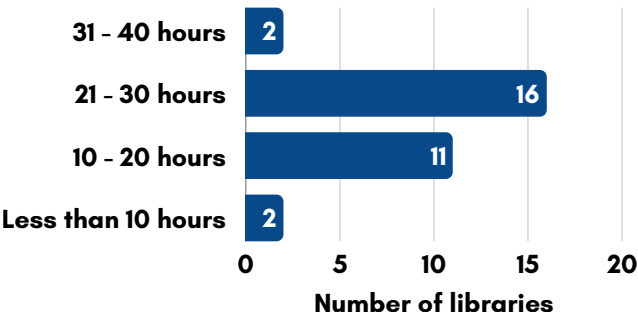
Additional employee benefits that add to overall compensation
(Libraries could choose all that applied)



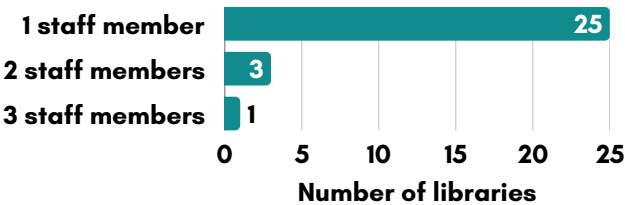
Number of employees



Total hours open per week

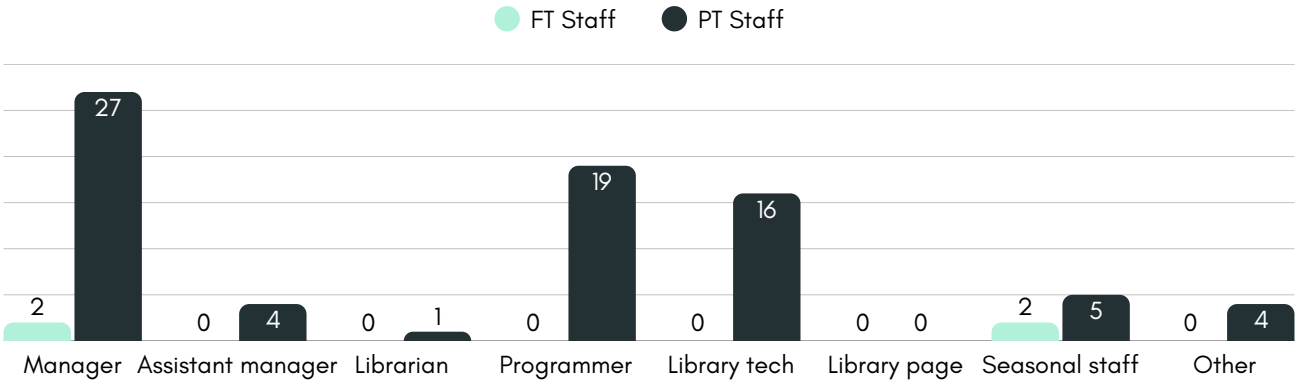


How many paid employees have supervisory/management responsibilities in your library?

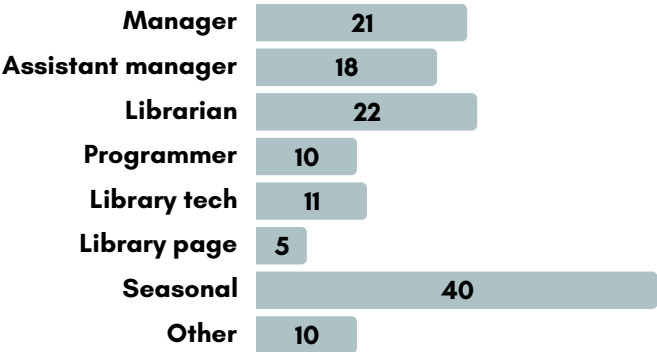


Staffing levels by role

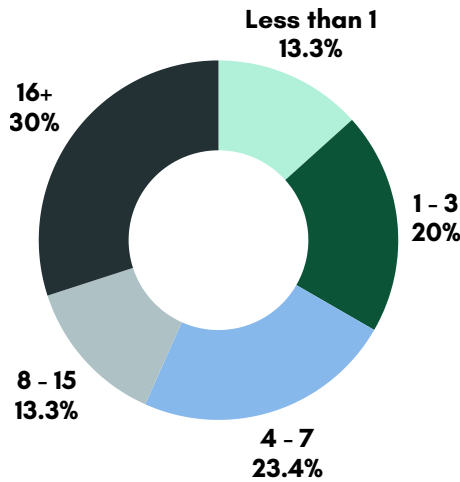
Number of libraries reporting full-time and part-time staff by role



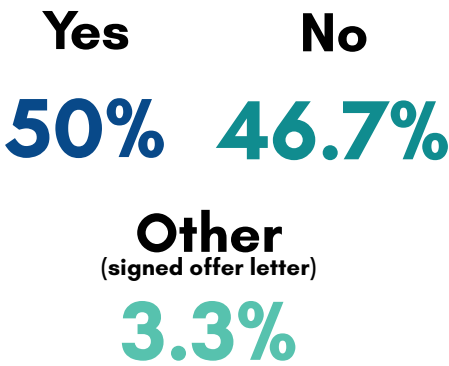
Average number of hours worked by position per week



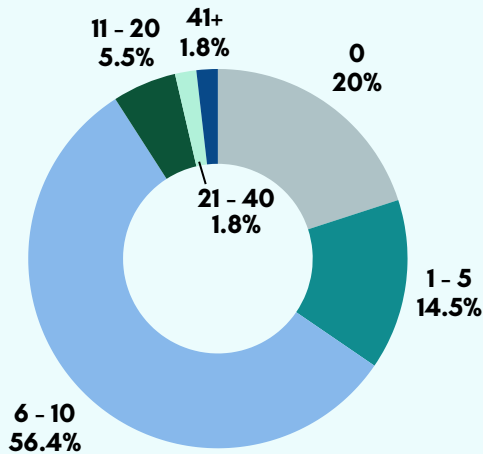
Years of experience the library manager has



Does the library manager have a written employment contract?



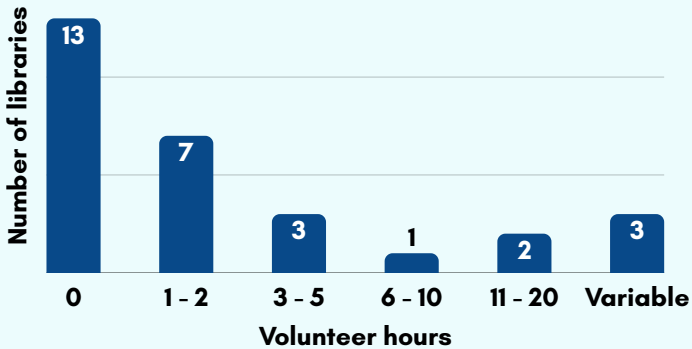
Number of library volunteers



Hours per week the manager has strictly for administrative tasks



Volunteer hours per week



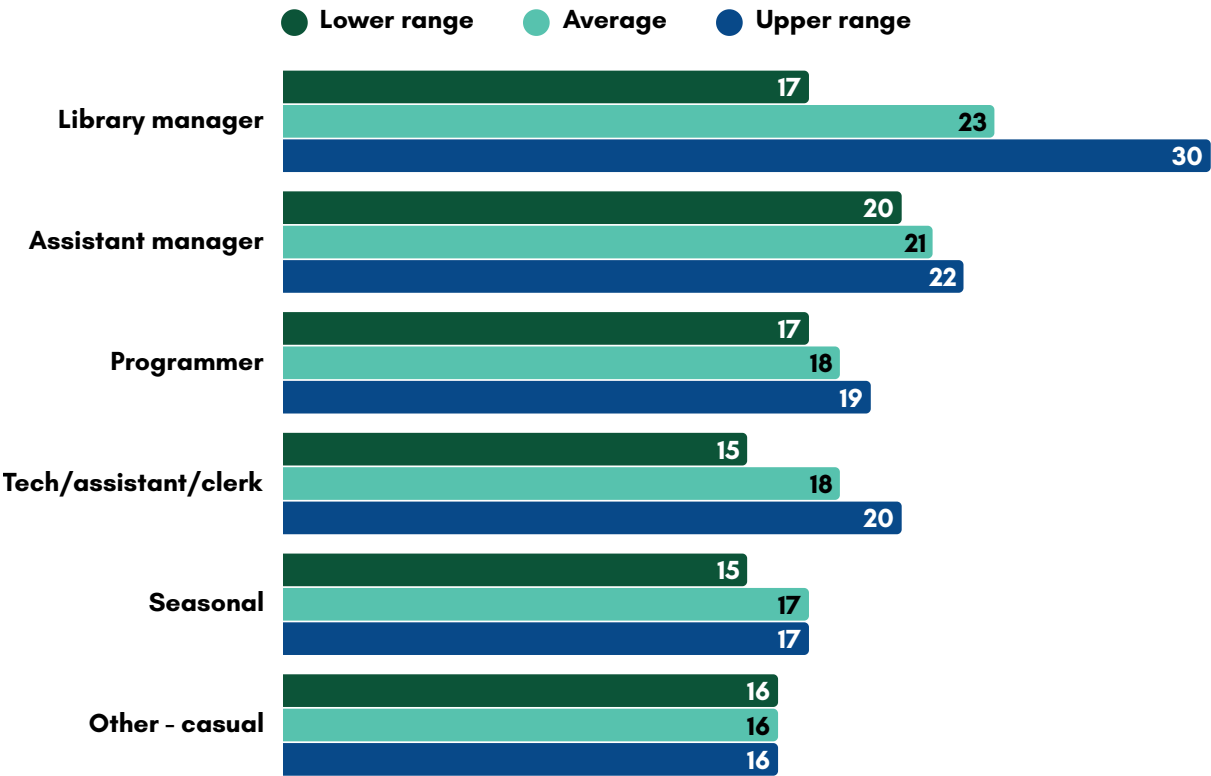
Library manager compensation for overtime worked



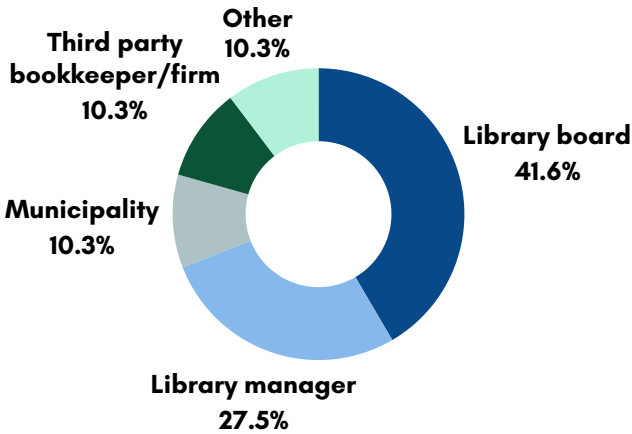
Volunteer tasks include:

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- Circulation/membership/holds
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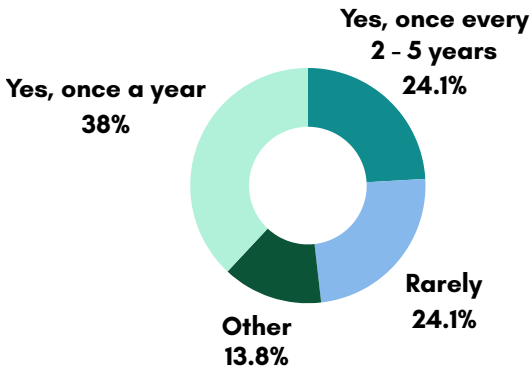
Current hourly wage by role (\$)



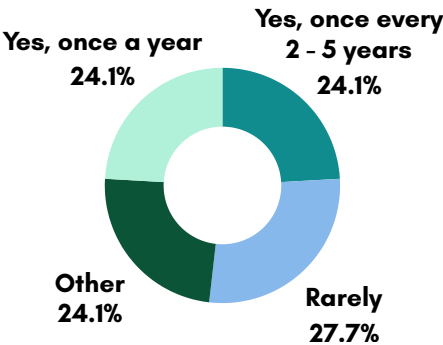
Payroll responsibility



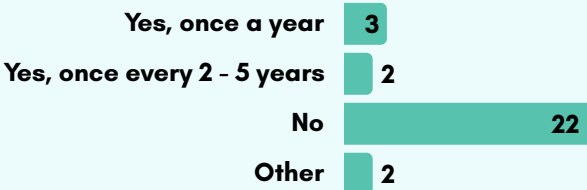
Does your library board regularly review employee salaries?



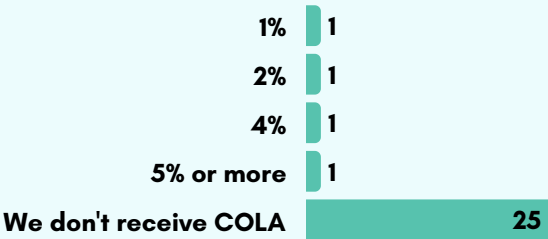
Does your library board regularly provide salary increases?



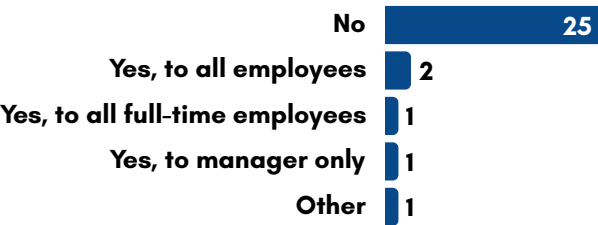
Does your library board provide a cost of living adjustment (COLA)?



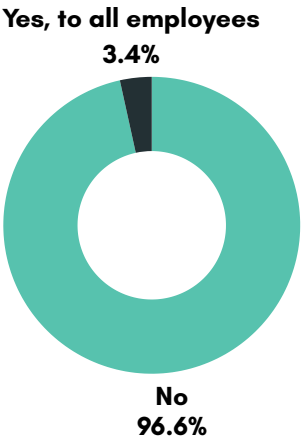
Over the past two years, what is the average per cent of COLA you received?



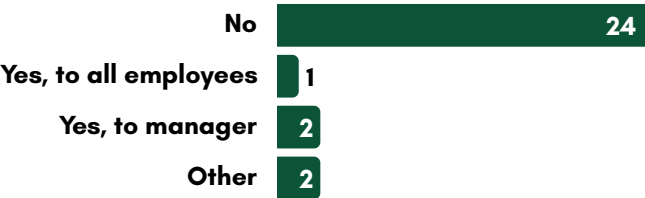
Does your library board offer an extended health care plan?



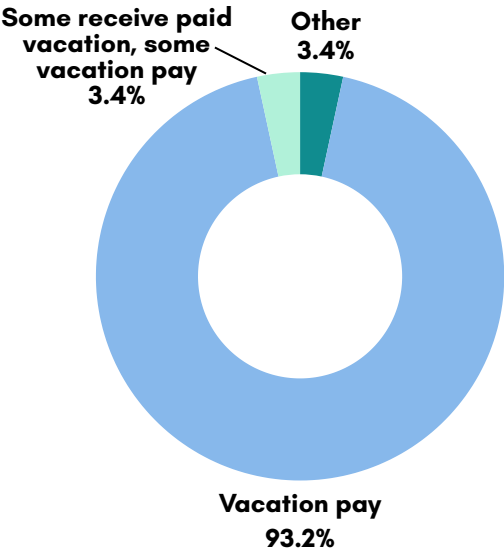
Does your library board offer a pension plan?



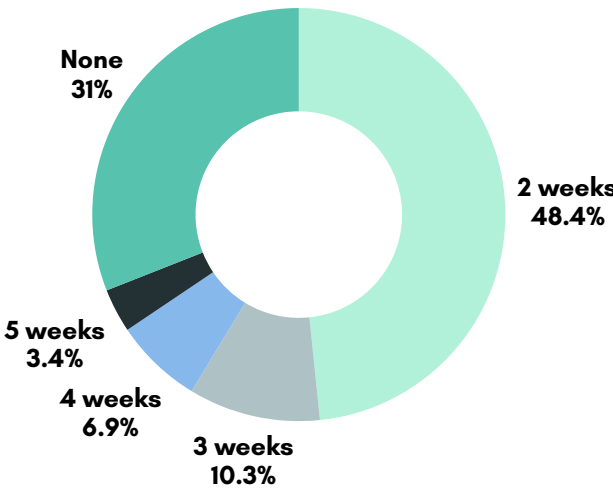
Does your library provide paid sick time?



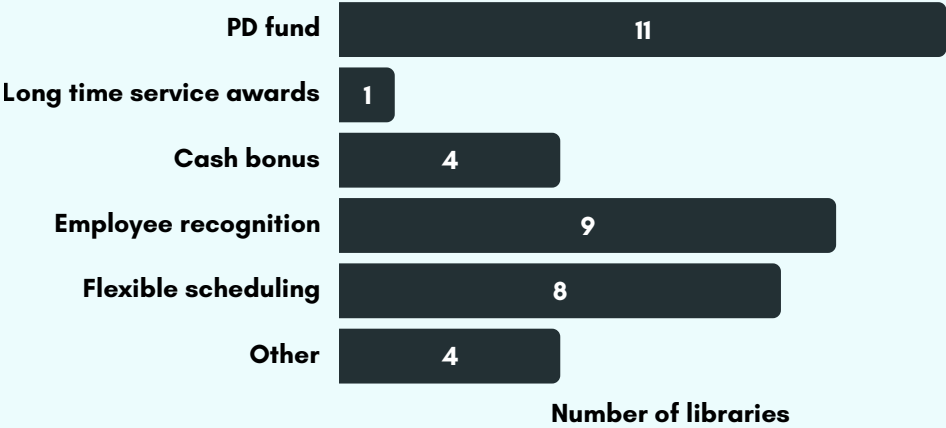
Does your library provide paid vacation time or vacation pay?



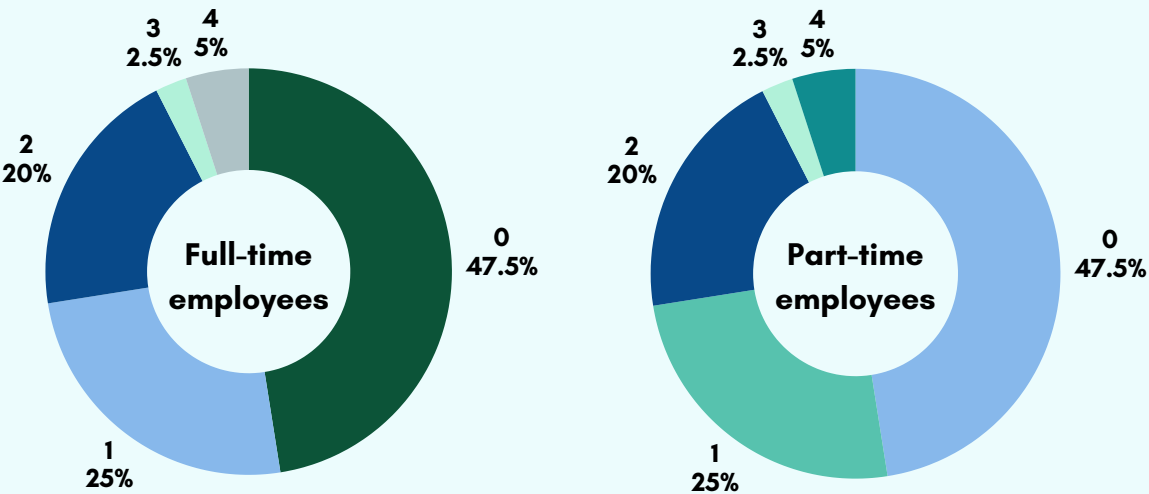
Paid vacation time library manager receives



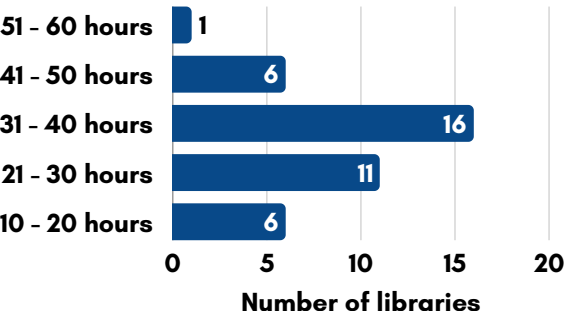
Additional employee benefits that add to overall compensation
(Libraries could choose all that applied)



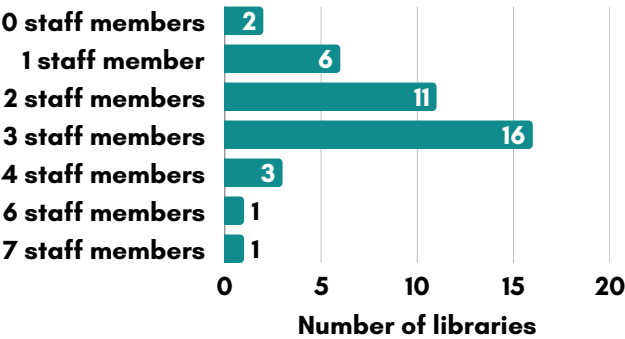
Number of employees



Total hours open per week

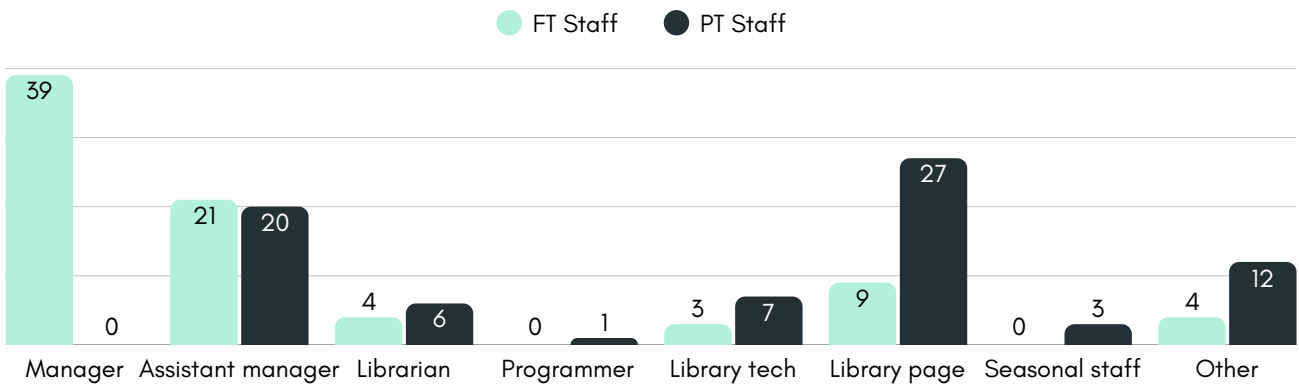


How many paid employees have supervisory/management responsibilities in your library?

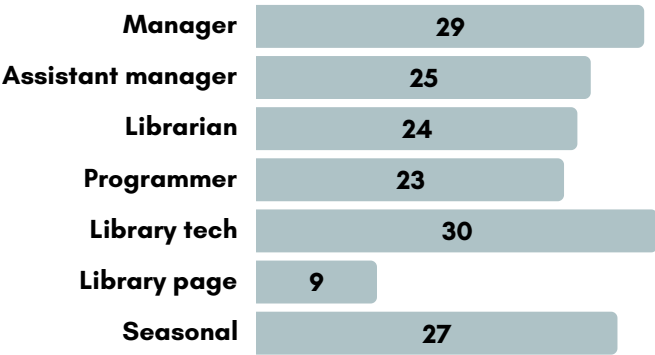


Staffing levels by role

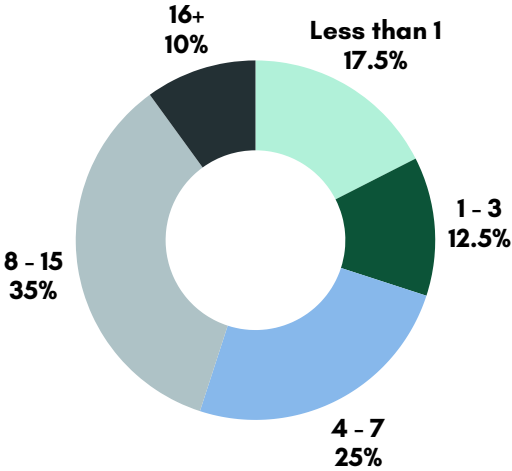
Number of libraries reporting full-time and part-time staff by role



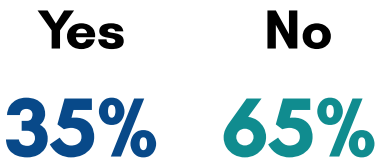
Average number of hours worked by position per week



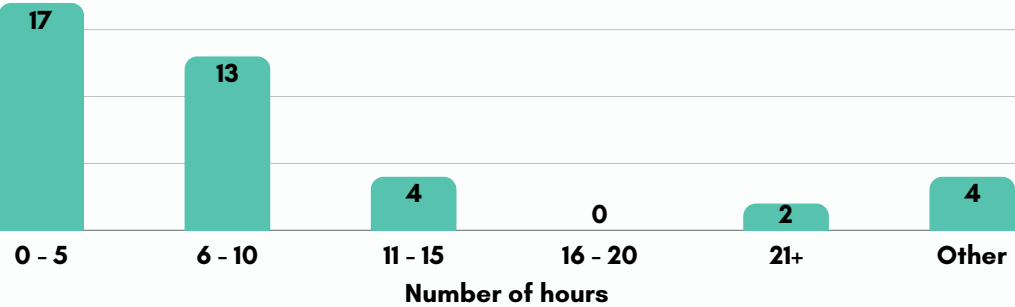
Years of experience the library manager has



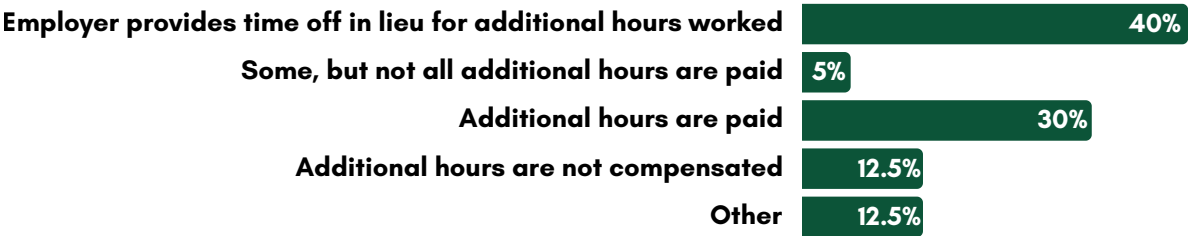
Does the library manager have a written employment contract?



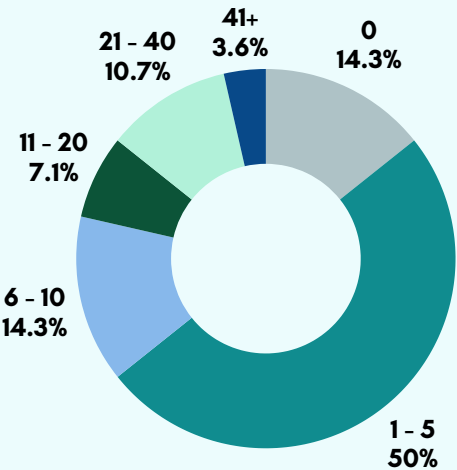
Hours per week the manager has strictly for administrative tasks



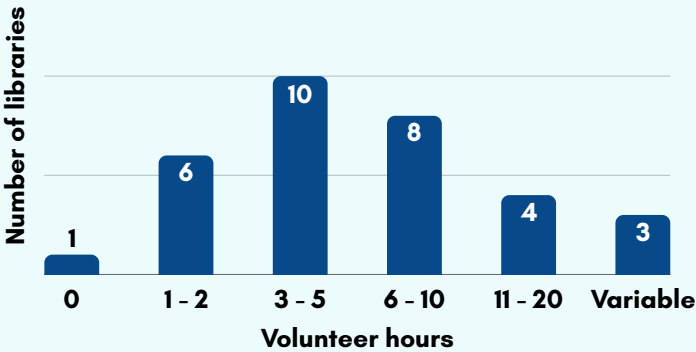
Library manager compensation for overtime worked



Number of library volunteers



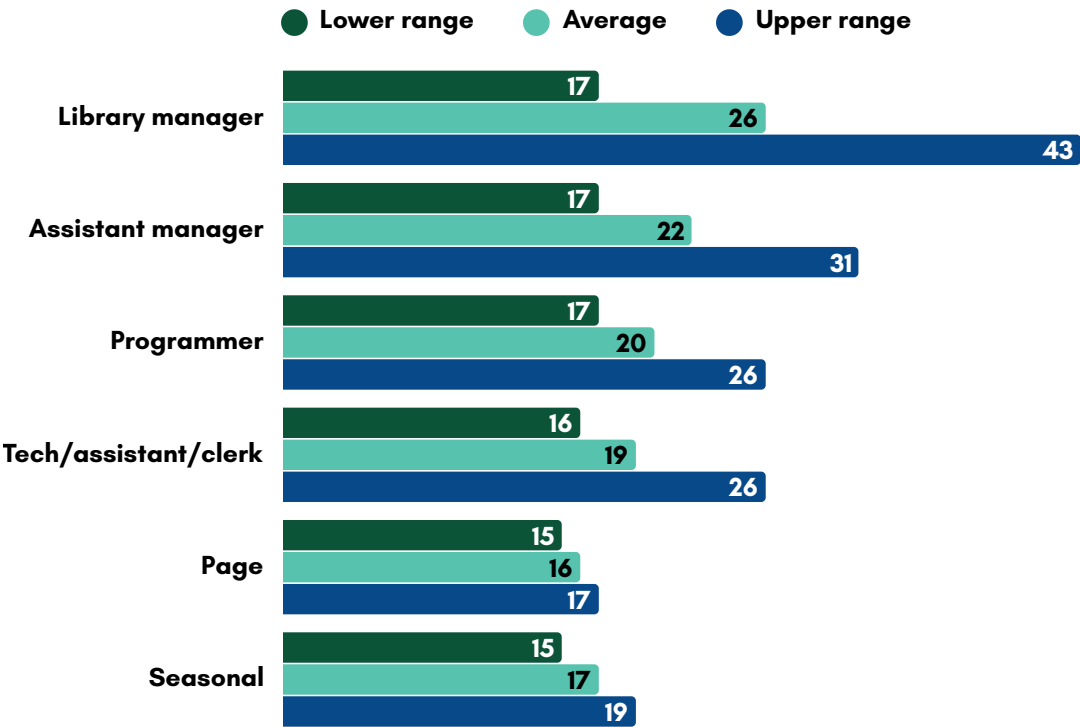
Volunteer hours per week



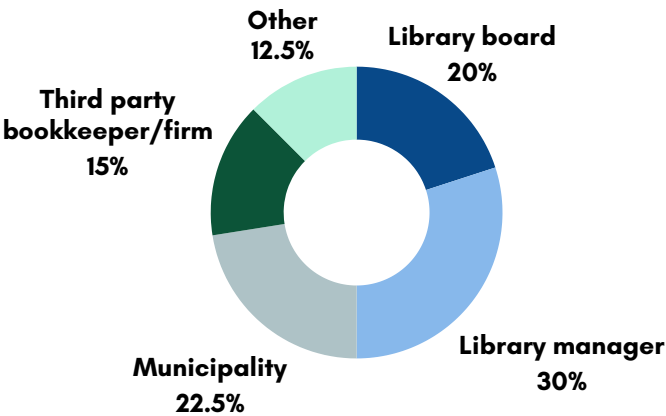
Volunteer tasks include:

- Shelving
- Programming
- Cleaning
- Other
- Special events/fundraisers
- Circulation/membership/holds
- Shelf reading/inventory

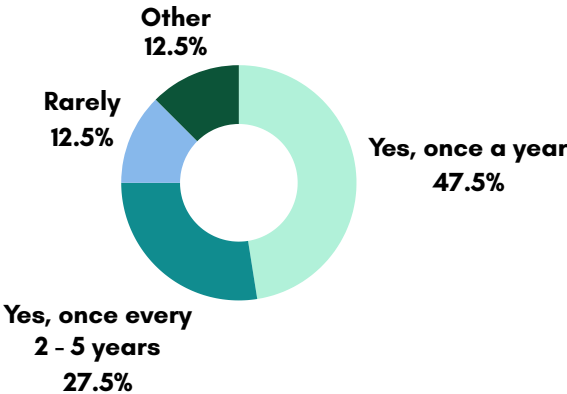
Current hourly wage by role (\$)



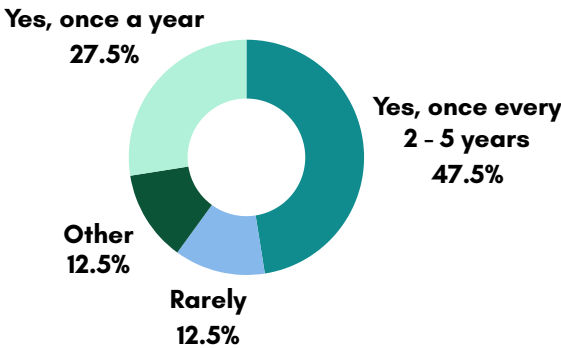
Payroll responsibility



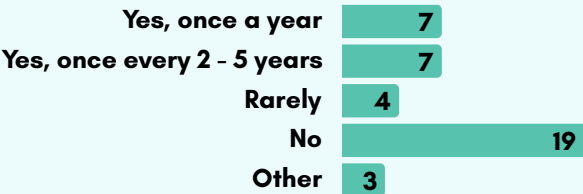
Does your library board regularly review employee salaries?



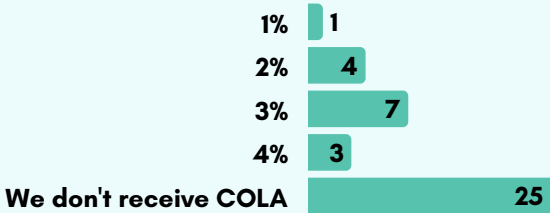
Does your library board regularly provide salary increases?



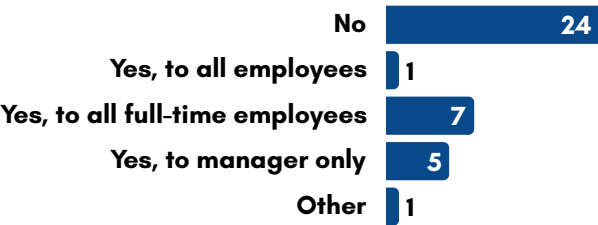
Does your library board provide a cost of living adjustment (COLA)?



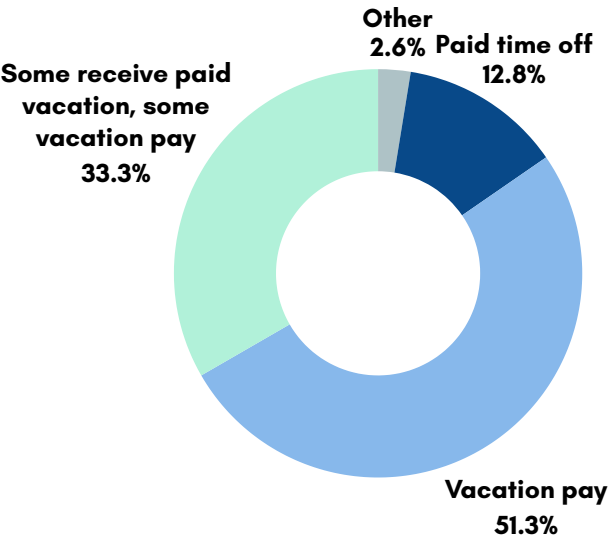
Over the past two years, what is the average per cent of COLA you received?



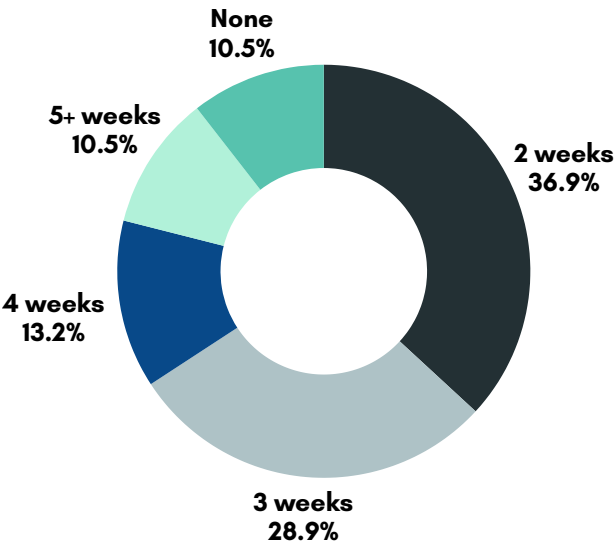
Does your library board offer an extended health care plan?



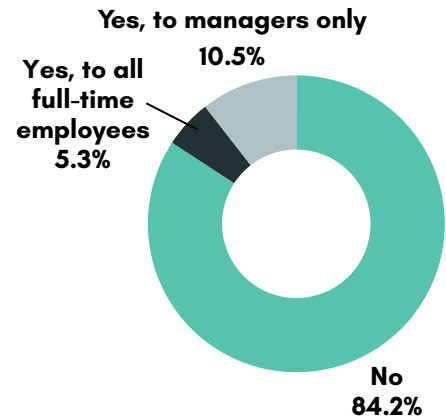
Does your library provide paid vacation time or vacation pay?



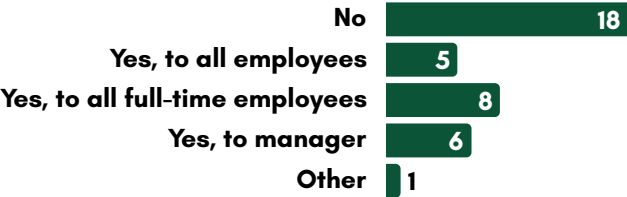
Paid vacation time library manager receives



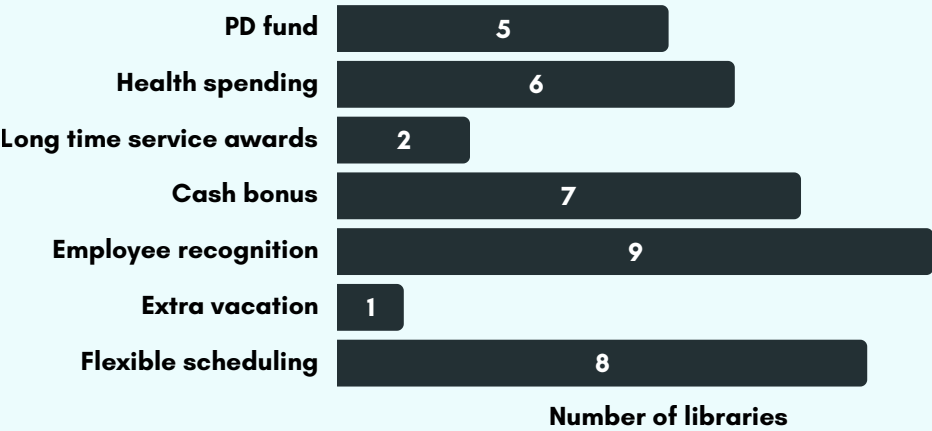
Does your library board offer a pension plan?



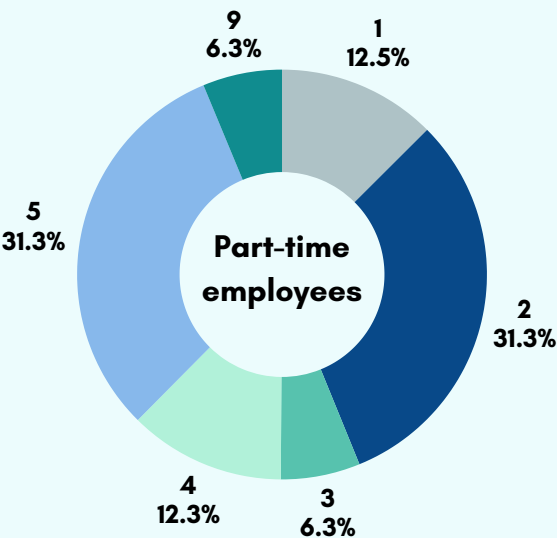
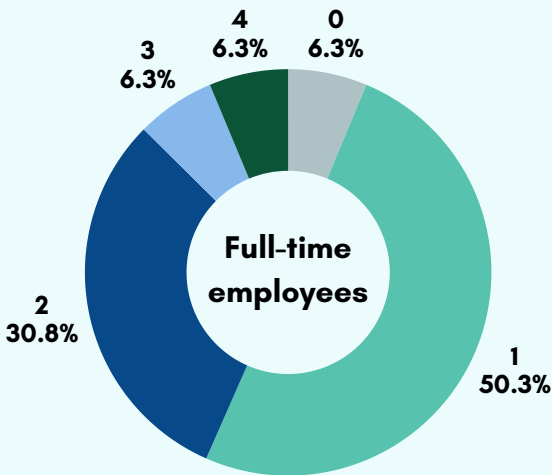
Does your library provide paid sick time?



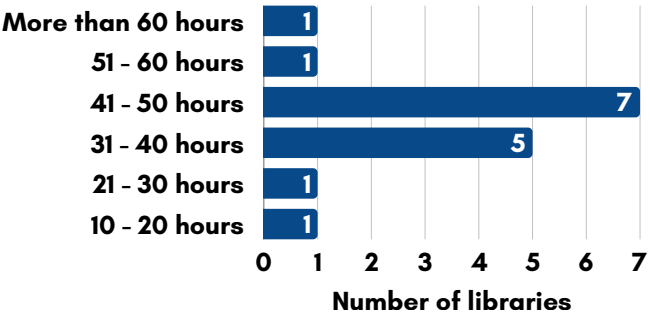
Additional employee benefits that add to overall compensation
(Libraries could choose all that applied)



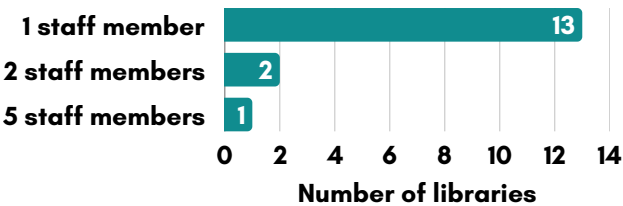
Number of employees



Total hours open per week



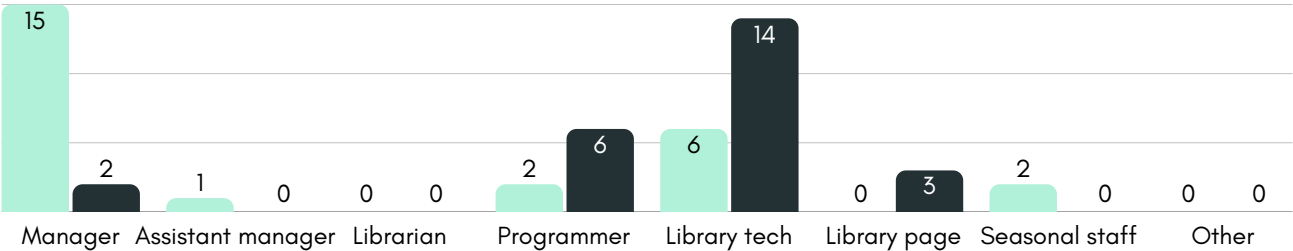
How many paid employees have supervisory/management responsibilities in your library?



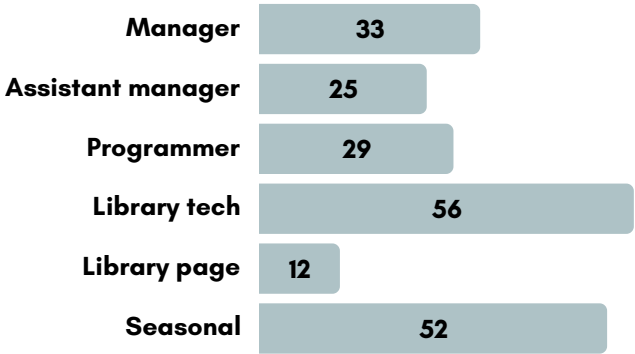
Staffing levels by role

Number of libraries reporting full-time and part-time staff by role

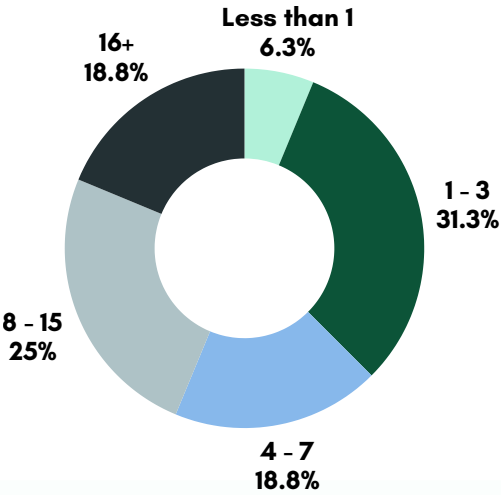
FT Staff PT Staff



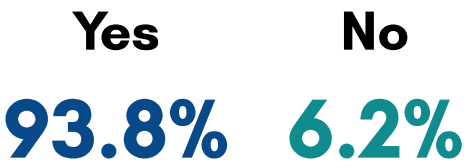
Average number of hours worked by position per week



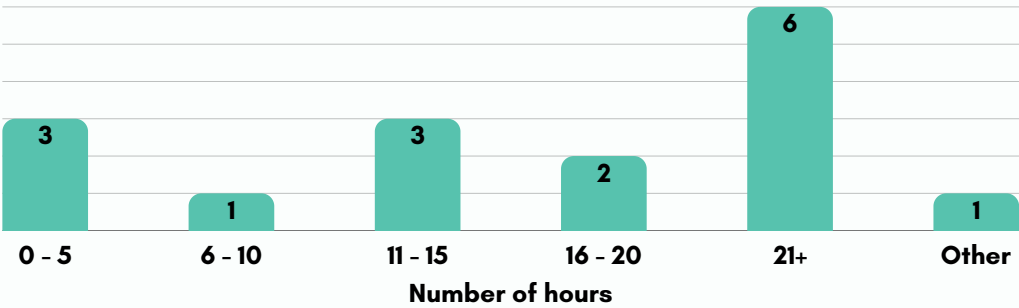
Years of experience the library manager has



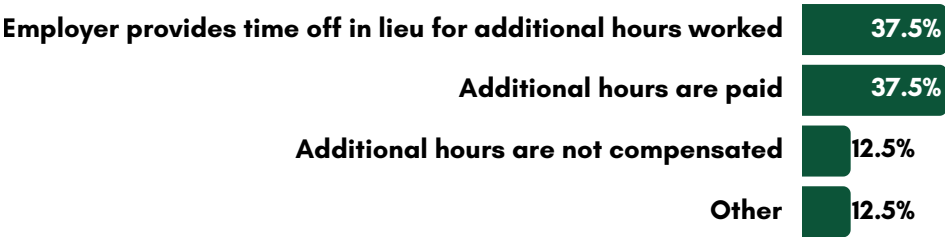
Does the library manager have a written employment contract?



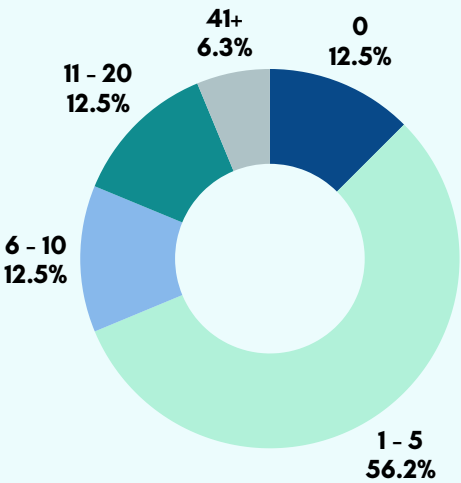
Hours per week the manager has strictly for administrative tasks



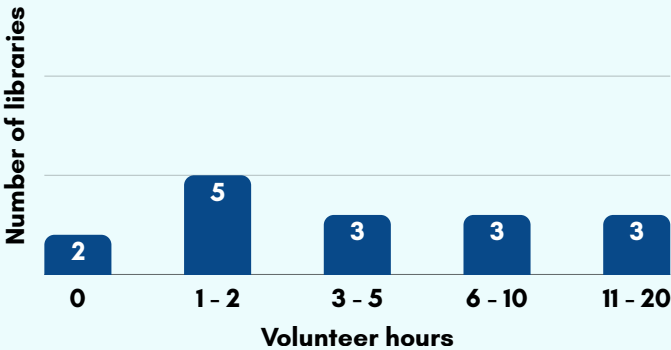
Library manager compensation for overtime worked



Number of library volunteers



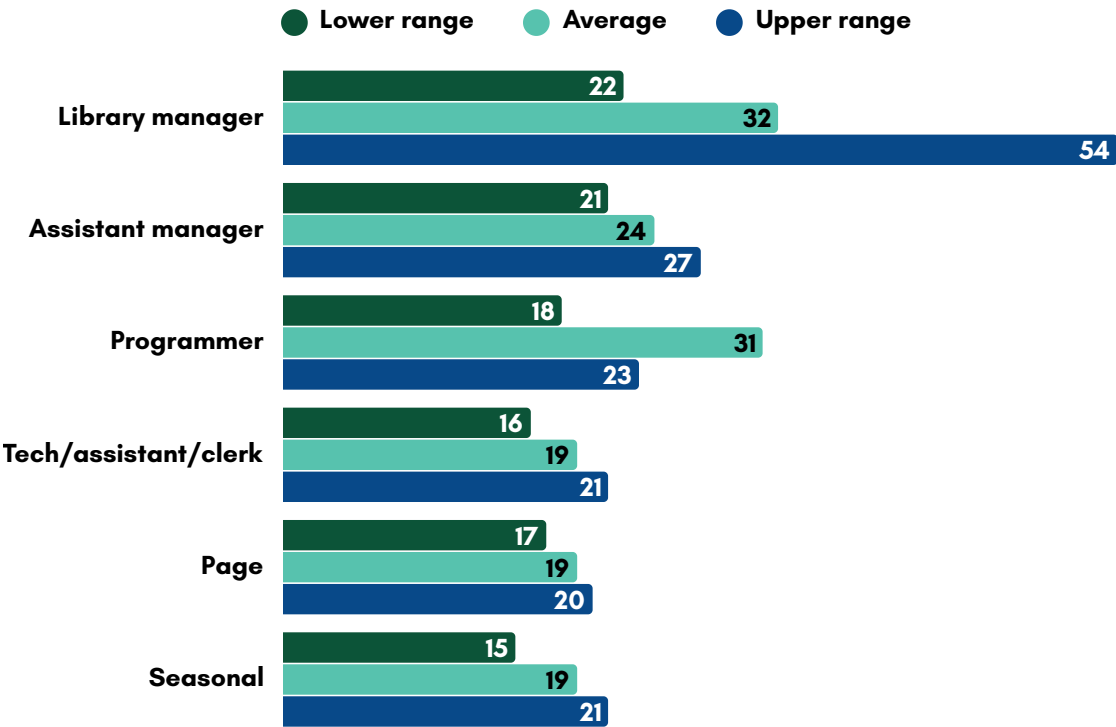
Volunteer hours per week



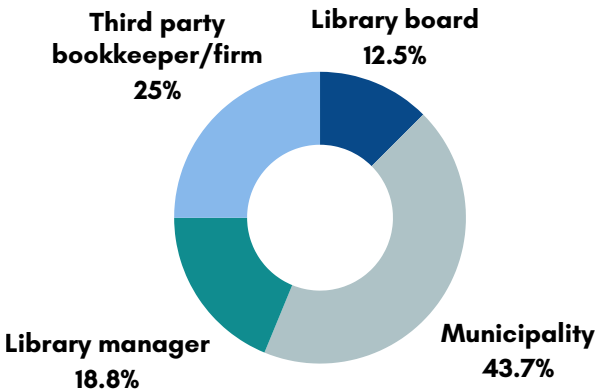
Volunteer tasks include:

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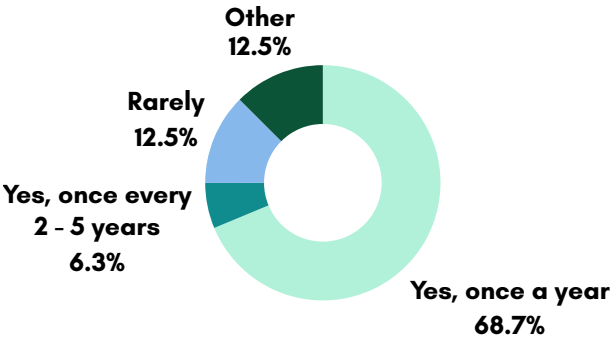
Current hourly wage by role (\$)



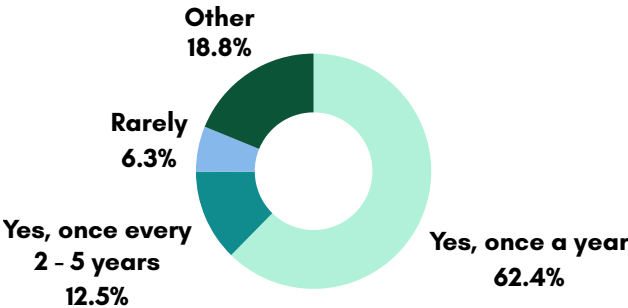
Payroll responsibility



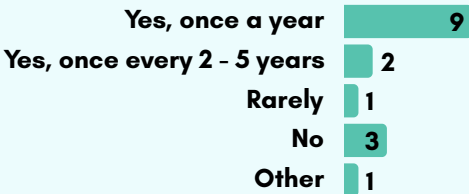
Does your library board regularly review employee salaries?



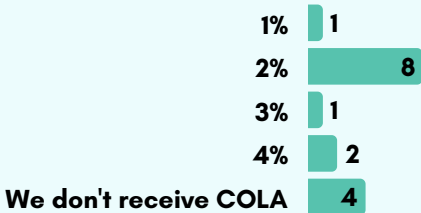
Does your library board regularly provide salary increases?



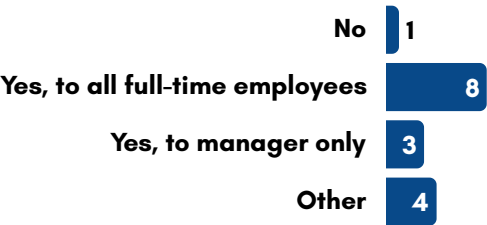
Does your library board provide a cost of living adjustment (COLA)?



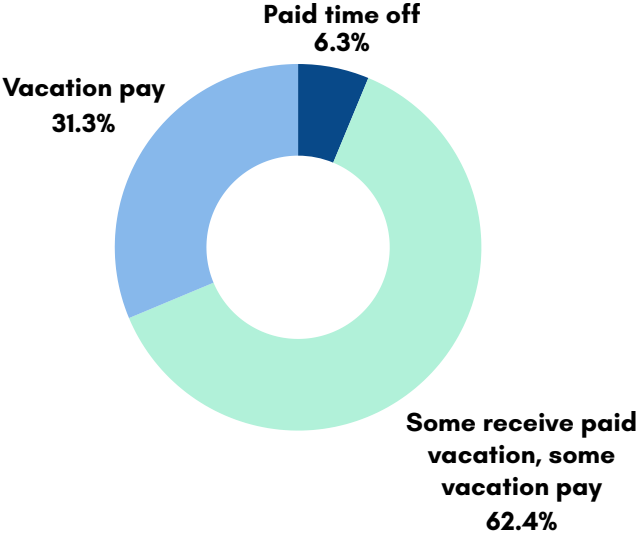
Over the past two years, what is the average per cent of COLA you received?



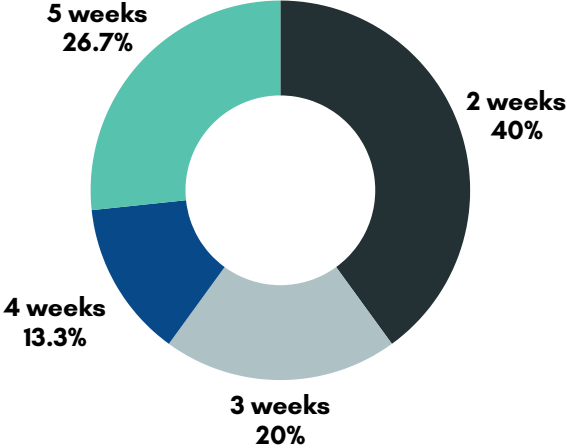
Does your library board offer an extended health care plan?



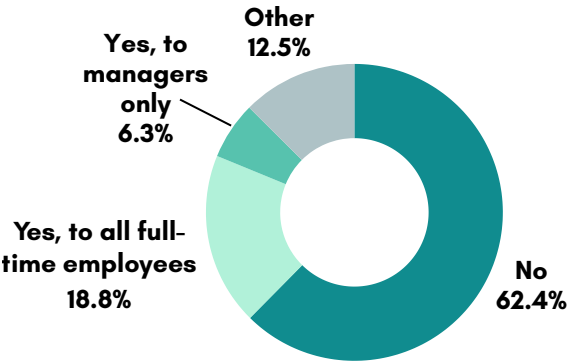
Does your library provide paid vacation time or vacation pay?



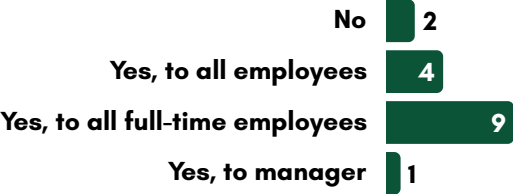
Paid vacation time library manager receives



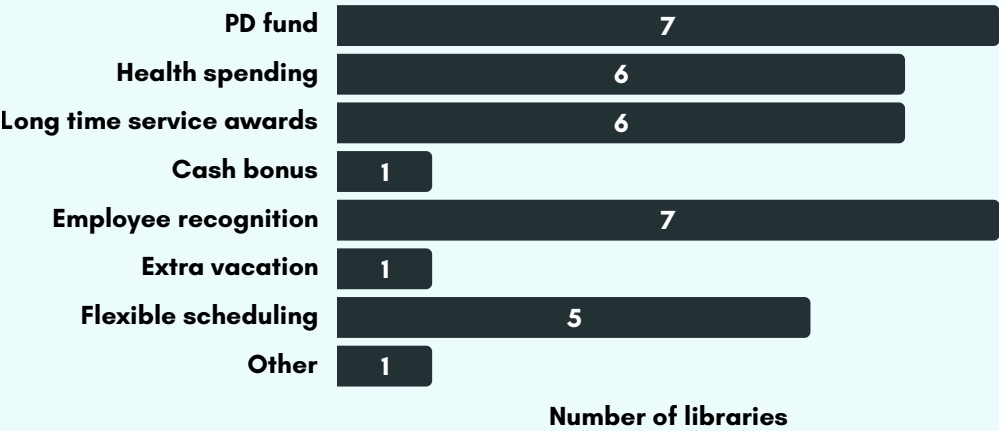
Does your library board offer a pension plan?



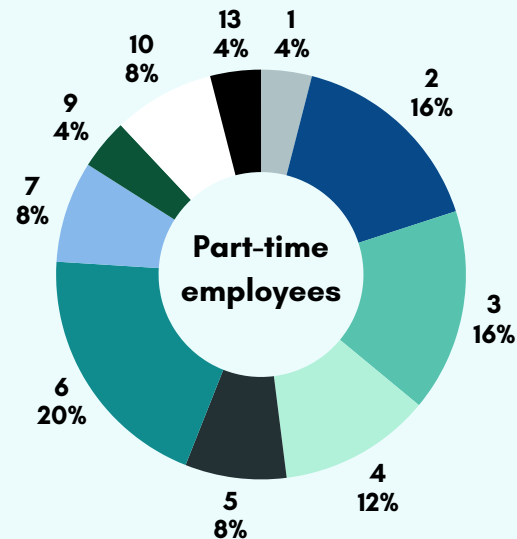
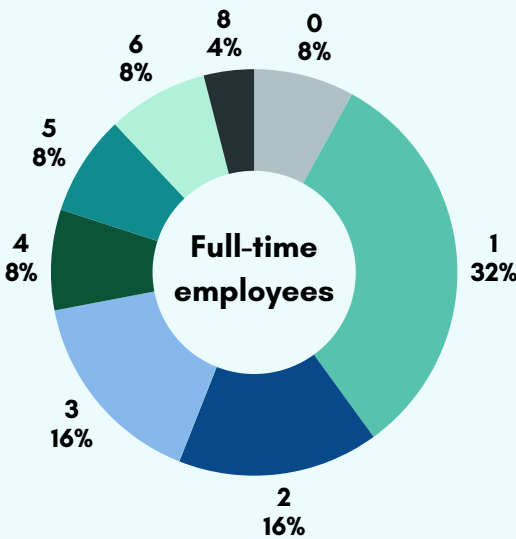
Does your library provide paid sick time?



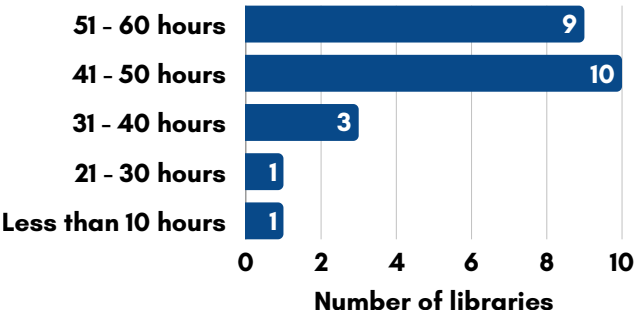
Additional employee benefits that add to overall compensation
(Libraries could choose all that applied)



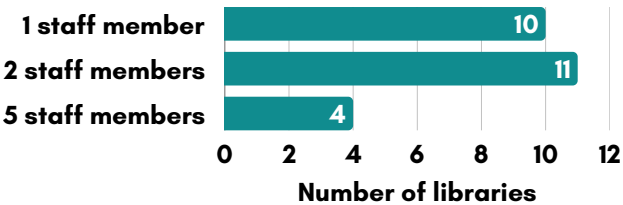
Number of employees



Total hours open per week

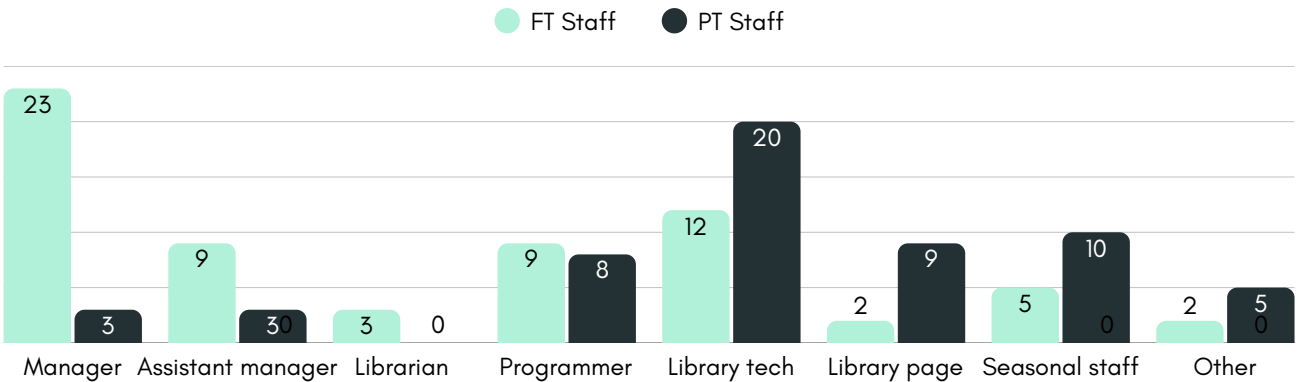


How many paid employees have supervisory/management responsibilities in your library?

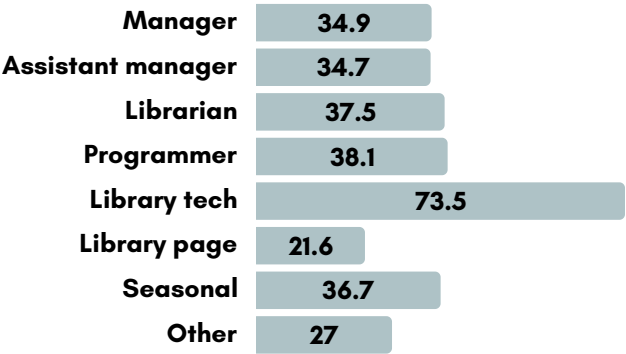


Staffing levels by role

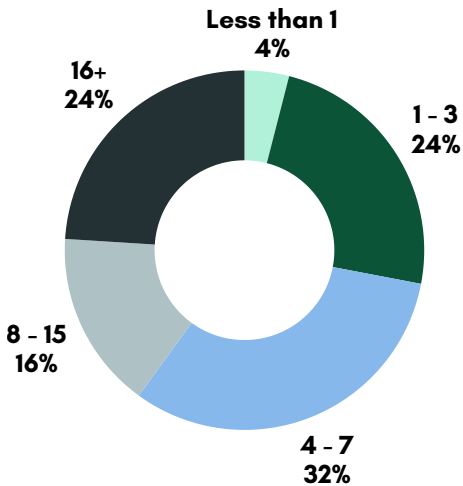
Number of libraries reporting full-time and part-time staff by role



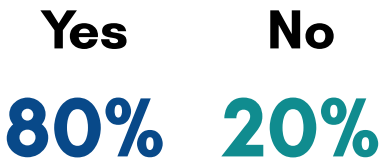
Average number of hours worked by position per week



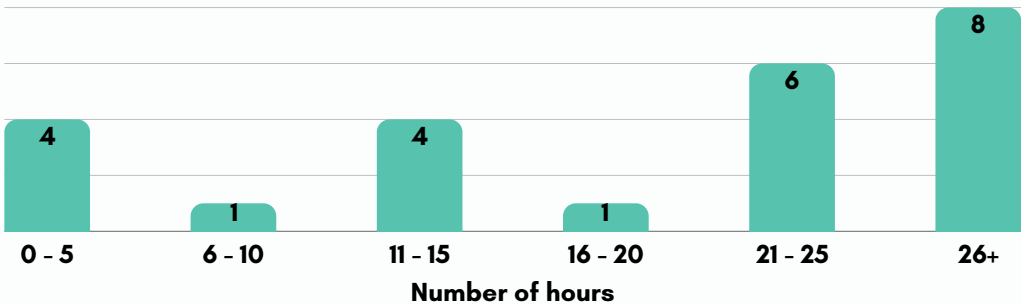
Years of experience the library manager has



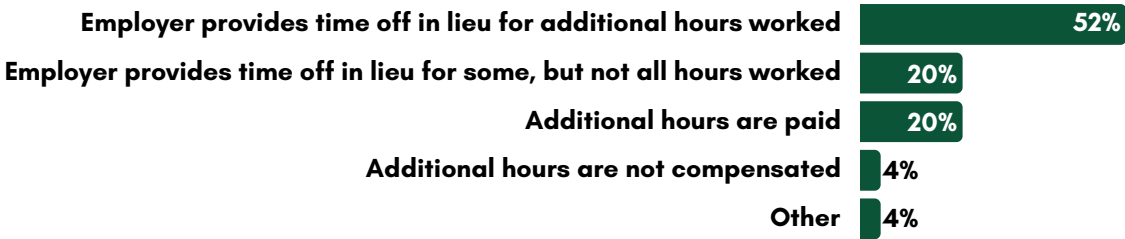
Does the library manager have a written employment contract?



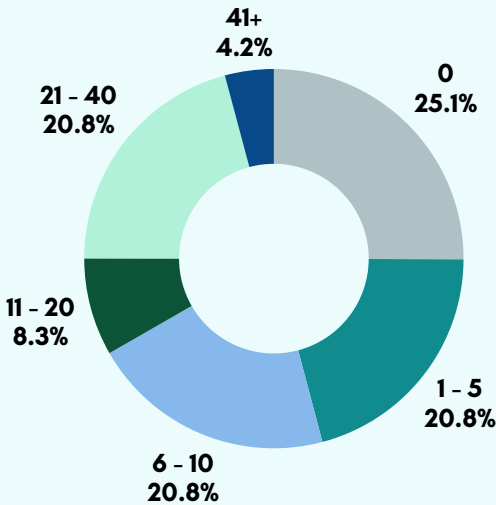
Hours per week the manager has strictly for administrative tasks



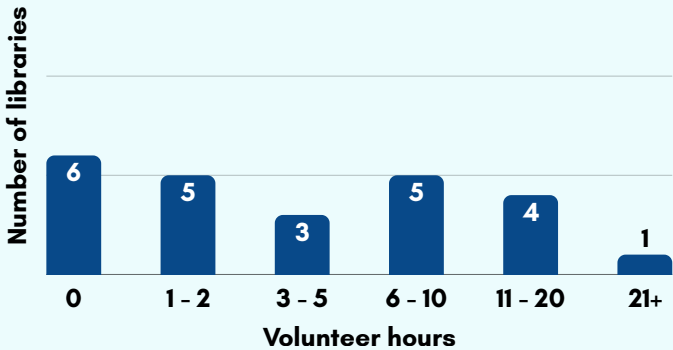
Library manager compensation for overtime worked



Number of library volunteers



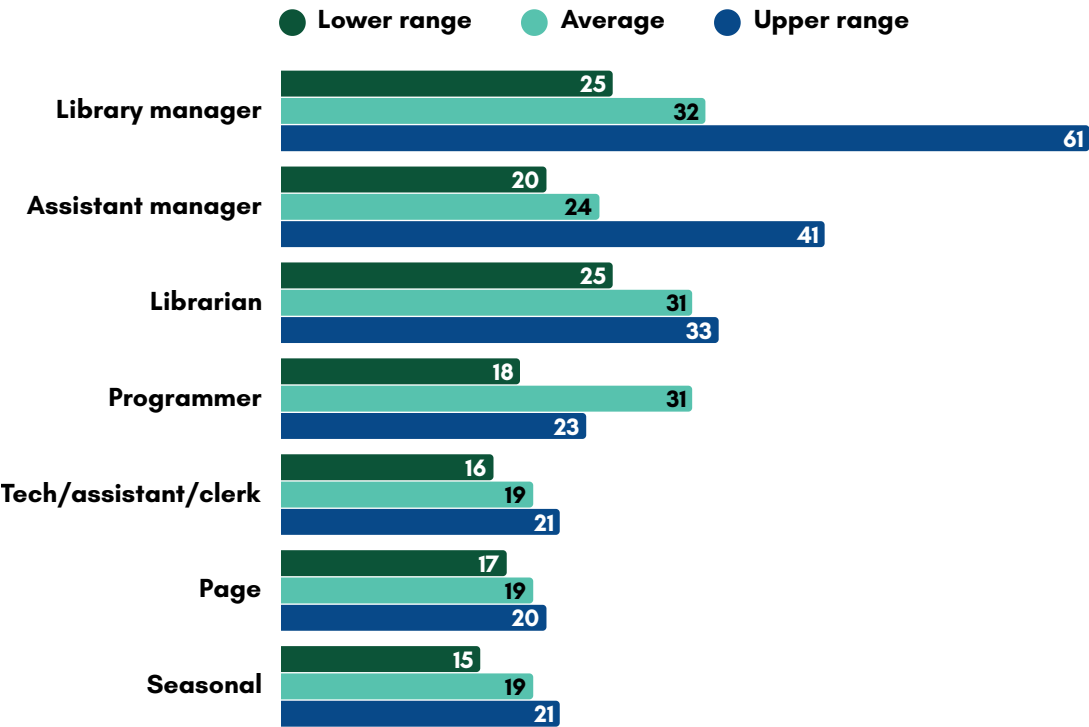
Volunteer hours per week



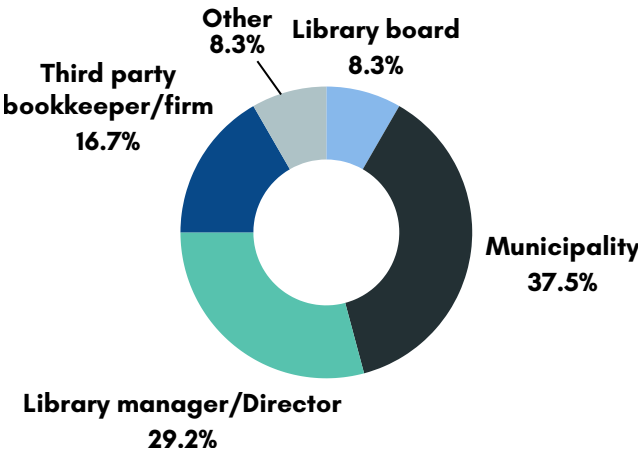
Volunteer tasks include:

- Shelving
- Programming
- Cleaning
- Other
- Special events/fundraisers
- Circulation/membership/holds
- Shelf reading/inventory

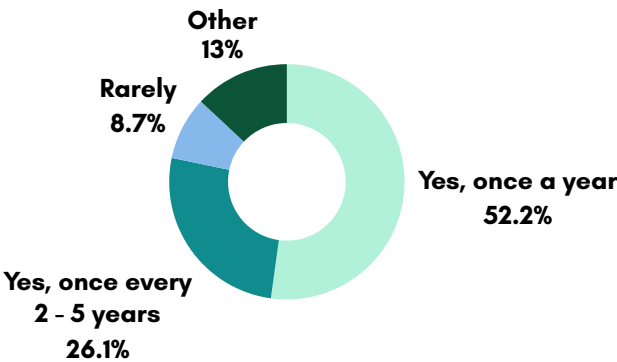
Current hourly wage by role (\$)



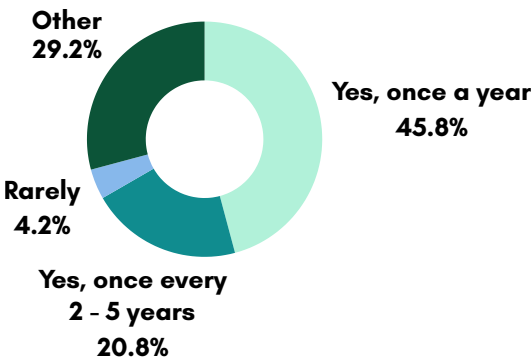
Payroll responsibility



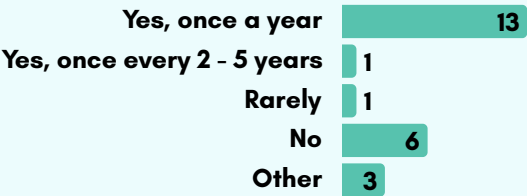
Does your library board regularly review employee salaries?



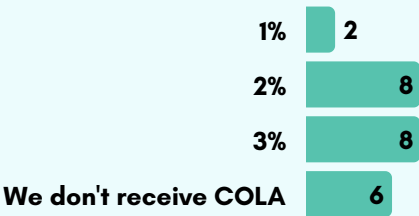
Does your library board regularly provide salary increases?



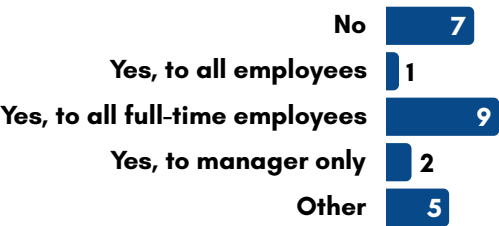
Does your library board provide a cost of living adjustment (COLA)?



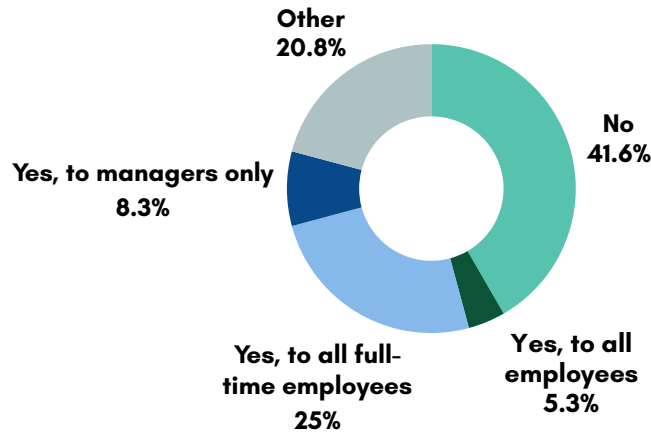
Over the past two years, what is the average per cent of COLA you received?



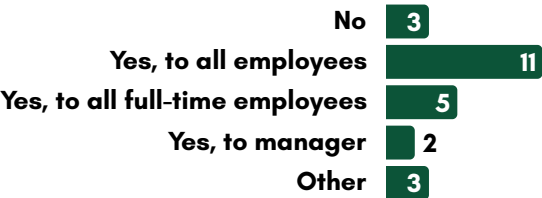
Does your library board offer an extended health care plan?



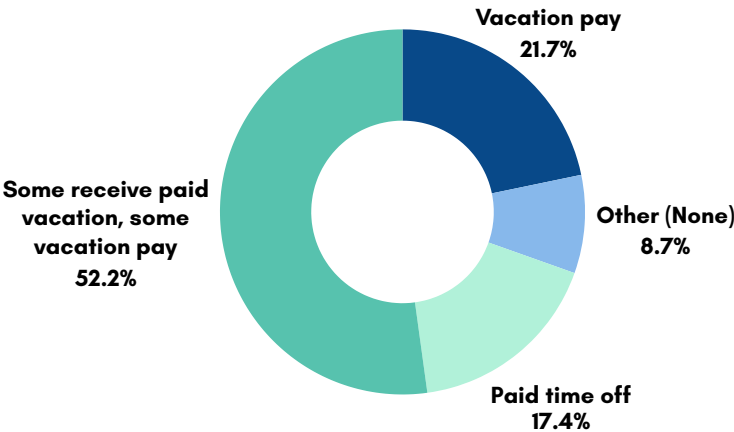
Does your library board offer a pension plan?



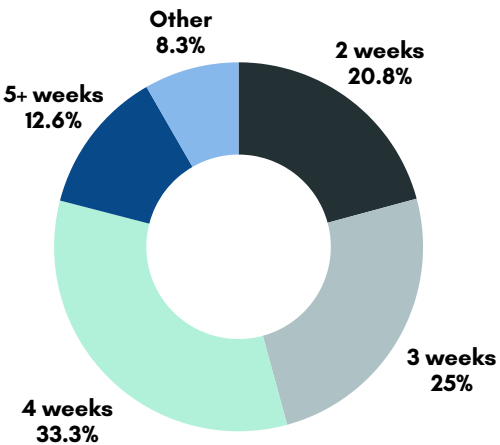
Does your library provide paid sick time?



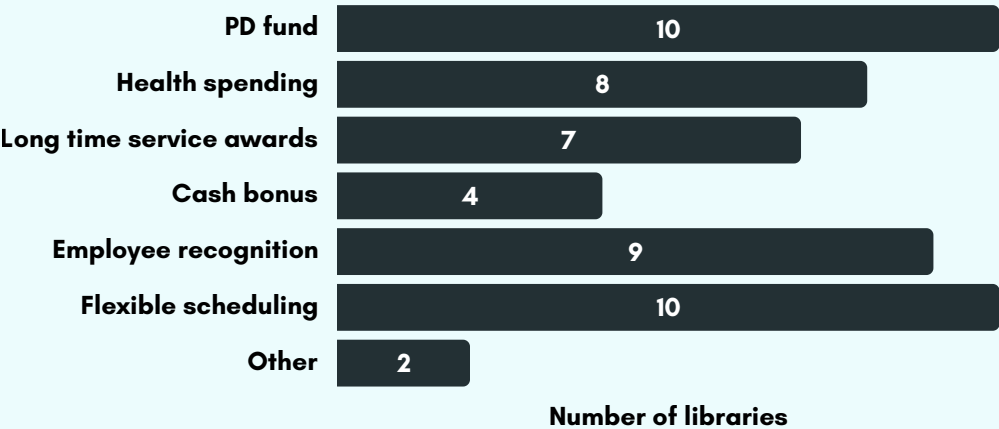
Does your library provide paid vacation time or vacation pay?



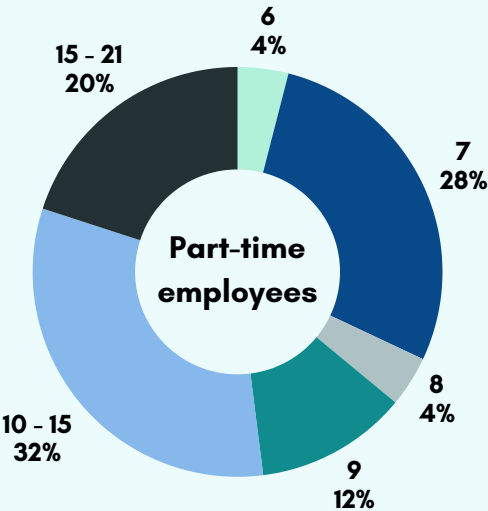
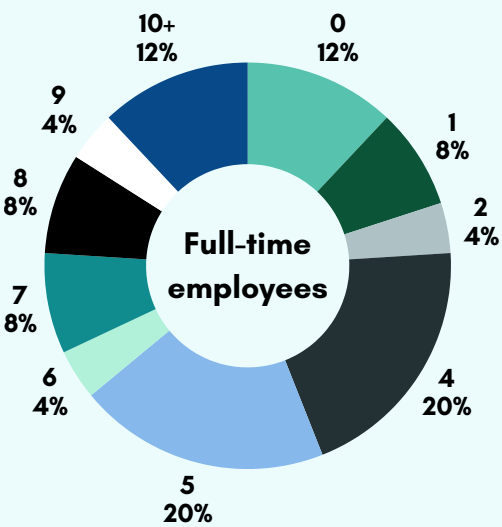
Paid vacation time library manager receives



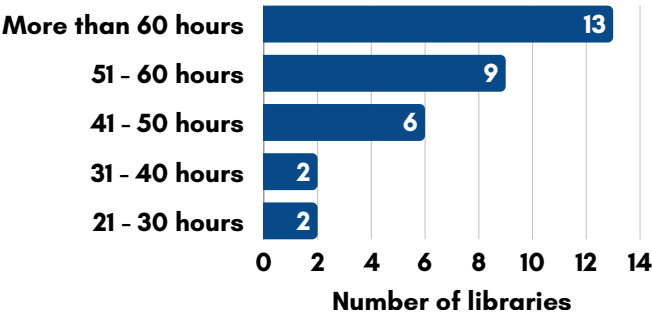
Additional employee benefits that add to overall compensation
(Libraries could choose all that applied)



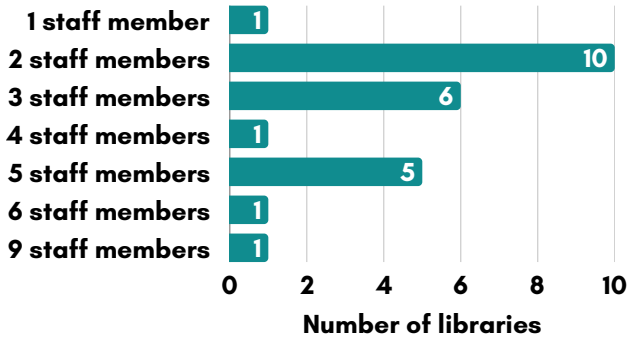
Number of employees



Total hours open per week

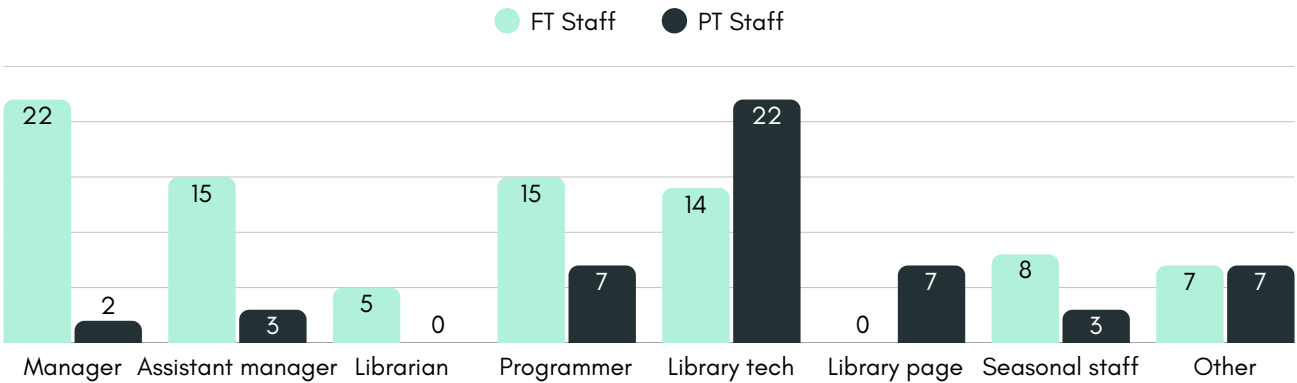


How many paid employees have supervisory/management responsibilities in your library?

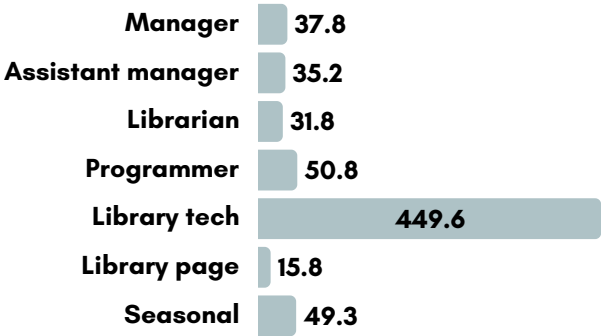


Staffing levels by role

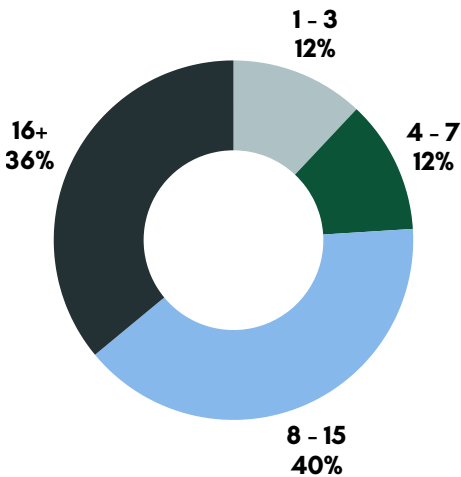
Number of libraries reporting full-time and part-time staff by role



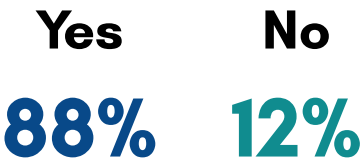
Average number of hours worked by position per week



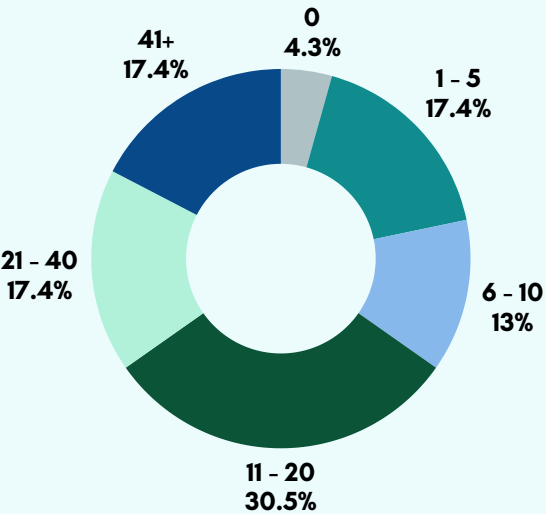
Years of experience the library manager has



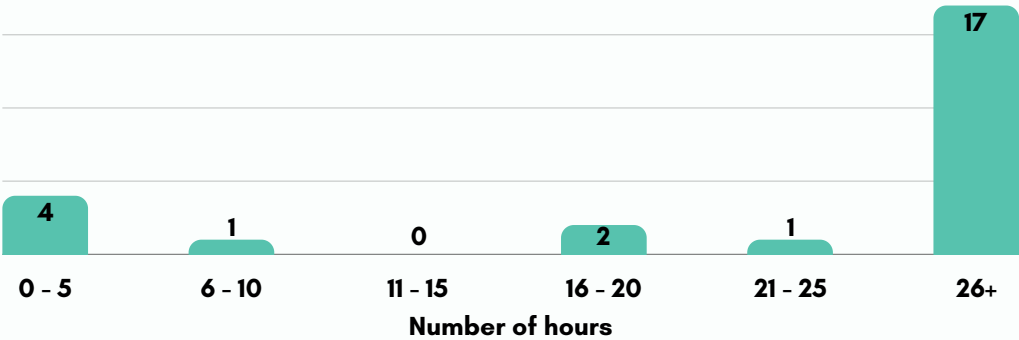
Does the library manager have a written employment contract?



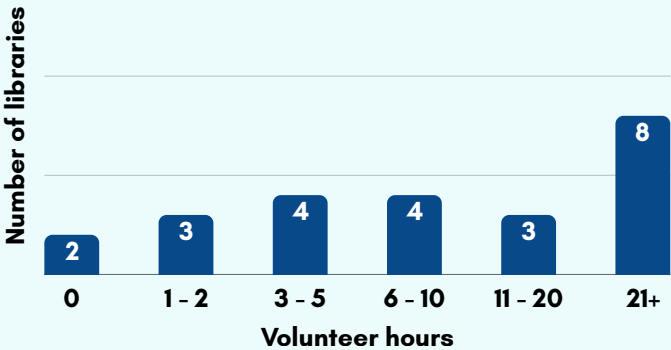
Number of library volunteers



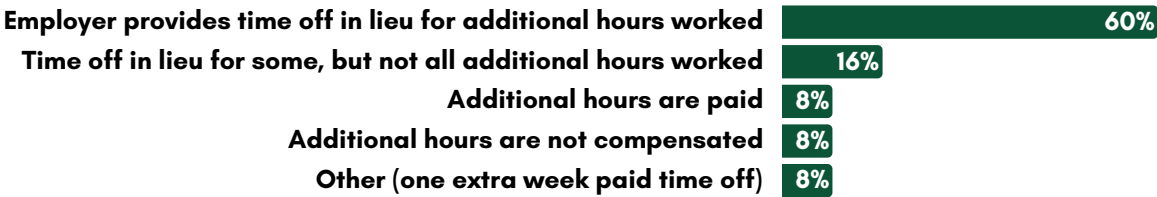
Hours per week the manager has strictly for administrative tasks



Volunteer hours per week



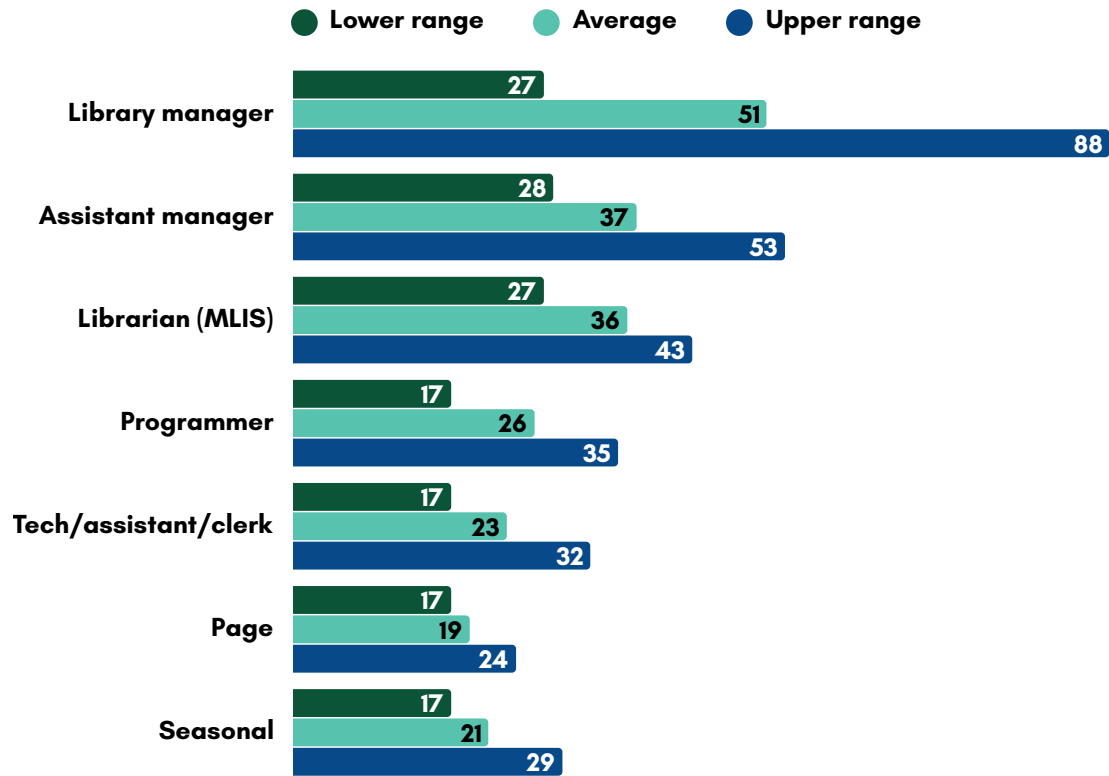
Library manager compensation for overtime worked



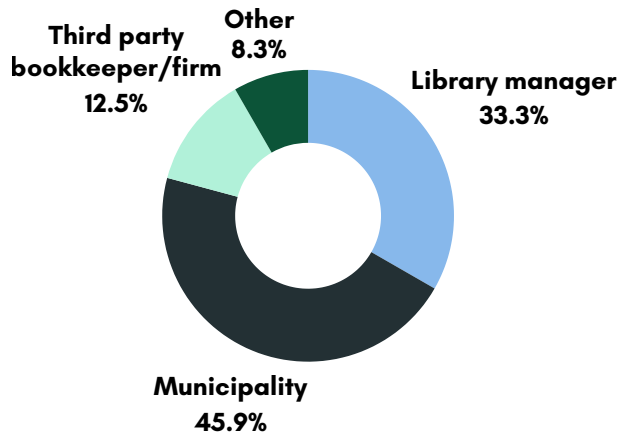
Volunteer tasks include:

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- Shelf reading/inventory

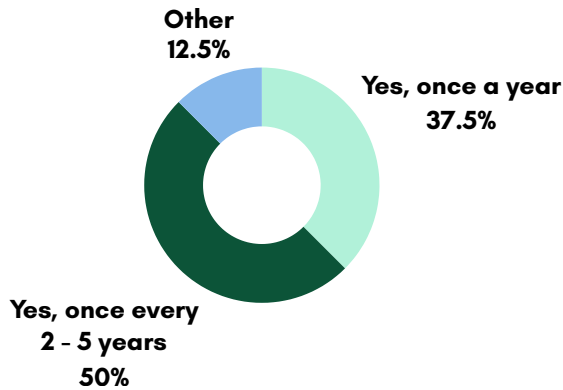
Current hourly wage by role (\$)



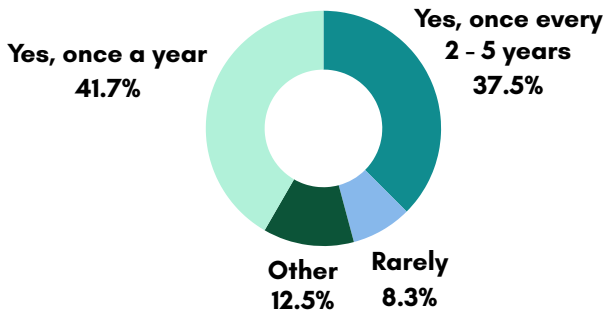
Payroll responsibility



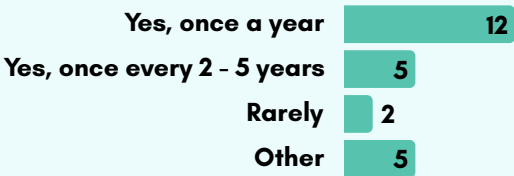
Does your library board regularly review employee salaries?



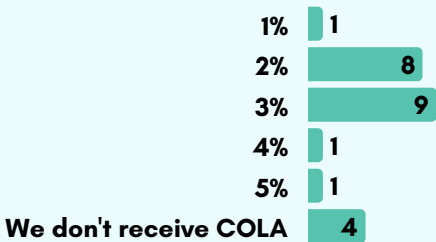
Does your library board regularly provide salary increases?



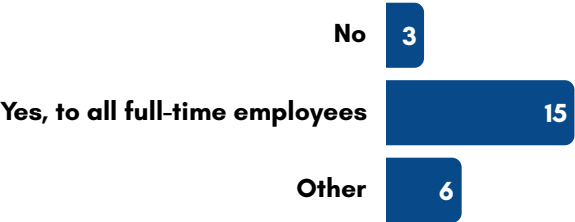
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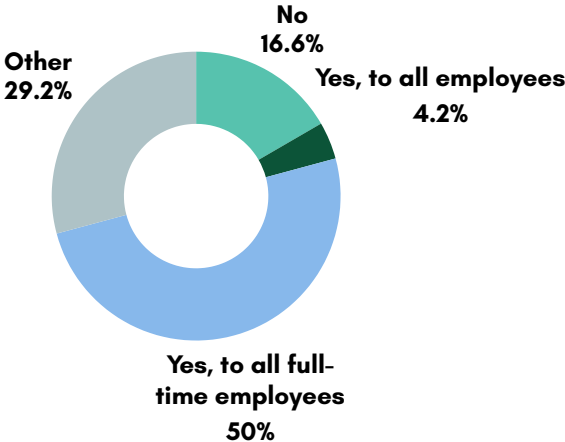
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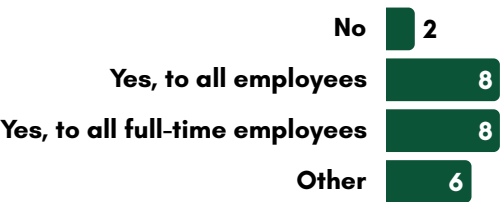
Does your library board offer an extended health care plan?



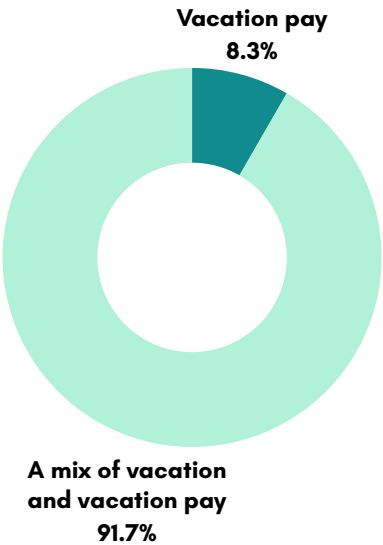
Does your library board offer a pension plan?



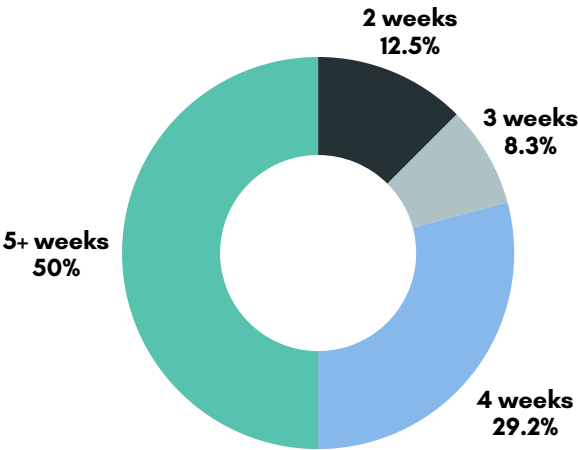
Does your library provide paid sick time?



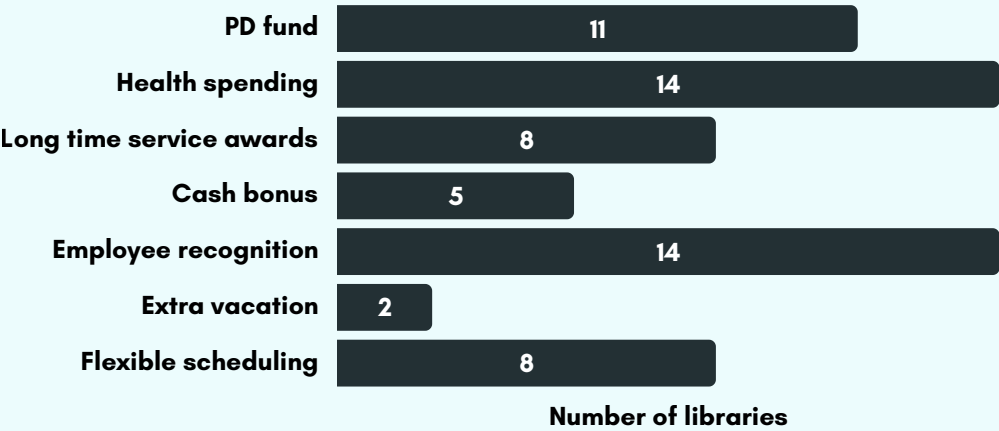
Does your library provide paid vacation time or vacation pay?



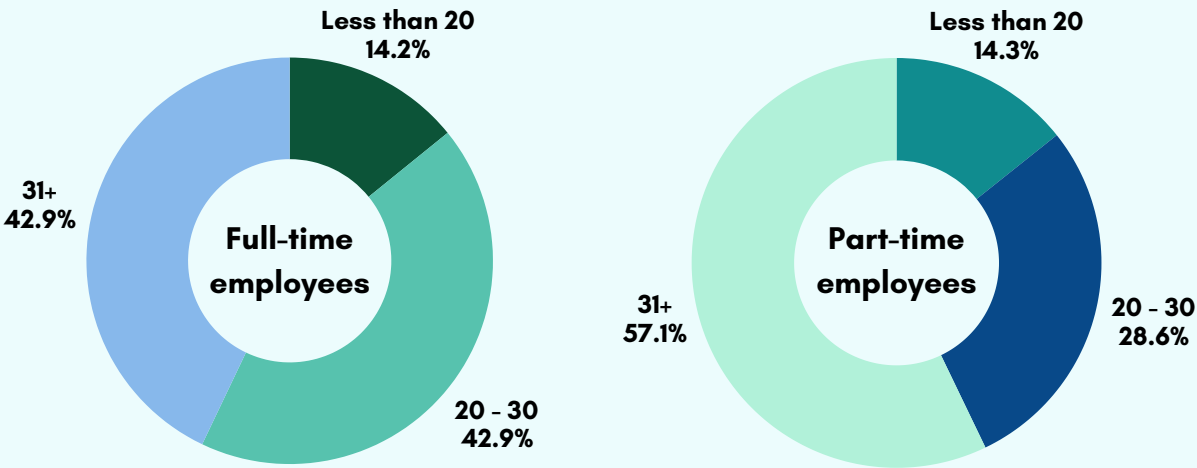
Paid vacation time library manager receives



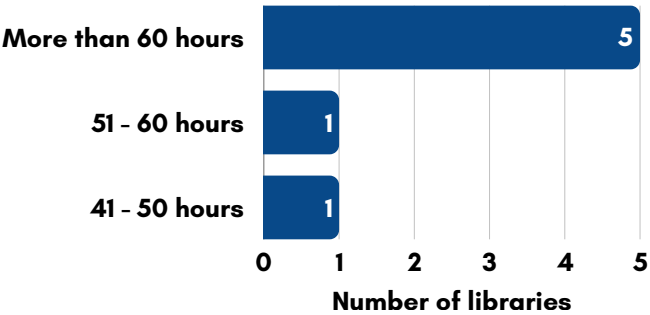
Additional employee benefits that add to overall compensation
(Libraries could choose all that applied)



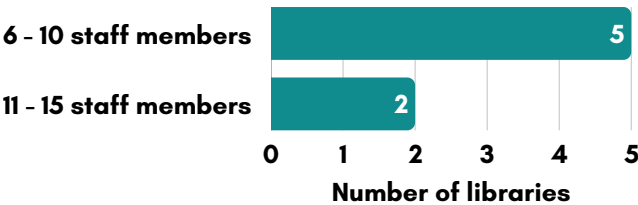
Number of employees



Total hours open per week



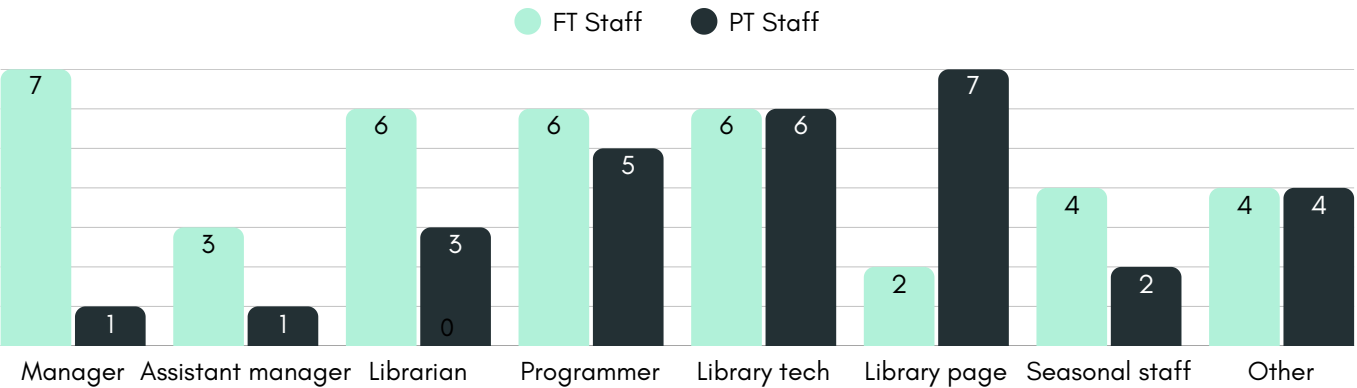
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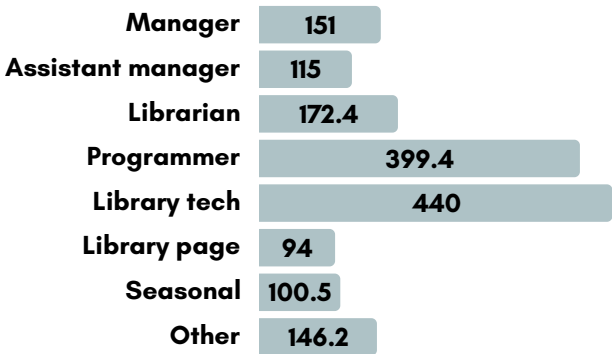
Staffing levels by role

Number of libraries reporting full-time and part-time staff by role

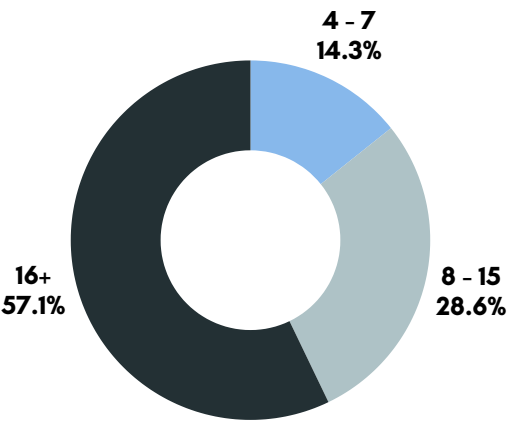
**Note: This size library has various positions that do not fit into these categories. They include IT staff, fund development, cataloguing, security, administration coordinators, etc.*



Average number of hours worked by position per week



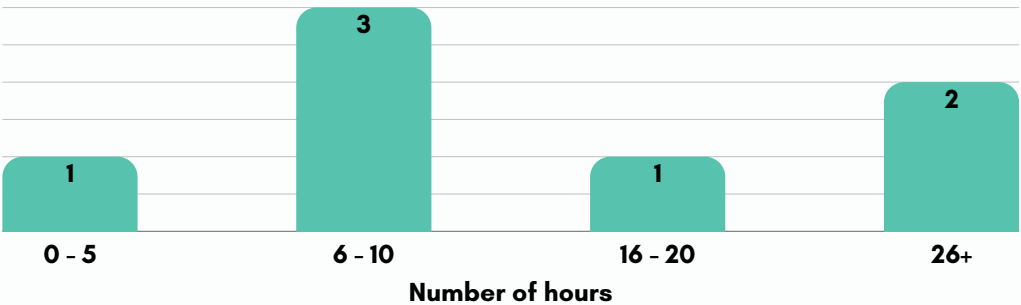
Years of experience the library manager has



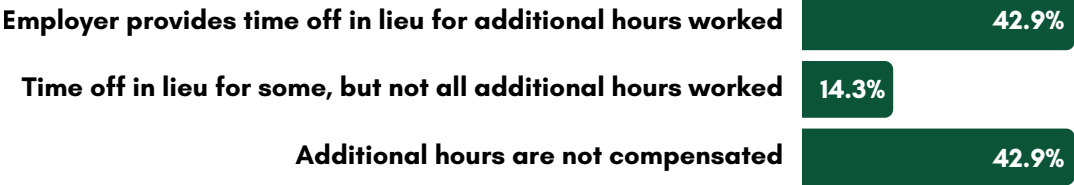
Does the library manager have a written employment contract?

Yes
100%

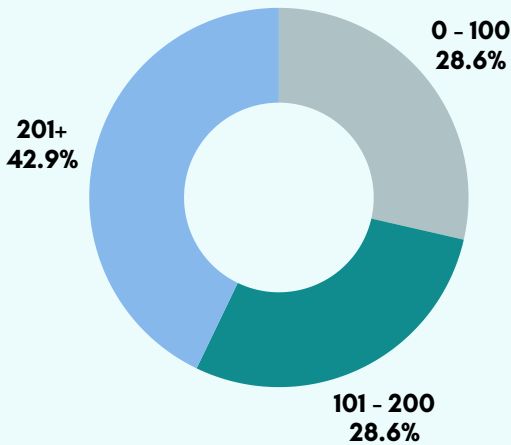
Hours per week the manager has strictly for administrative tasks



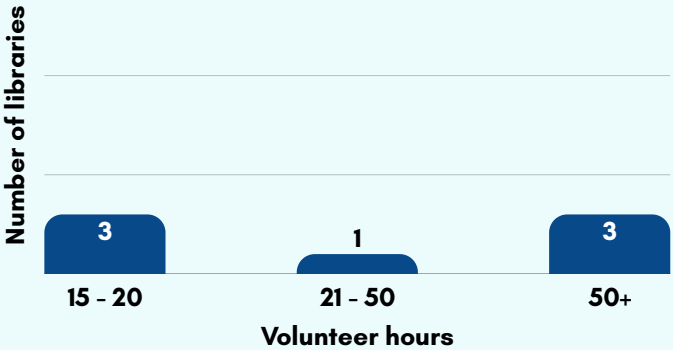
Library manager compensation for overtime worked



Number of library volunteers



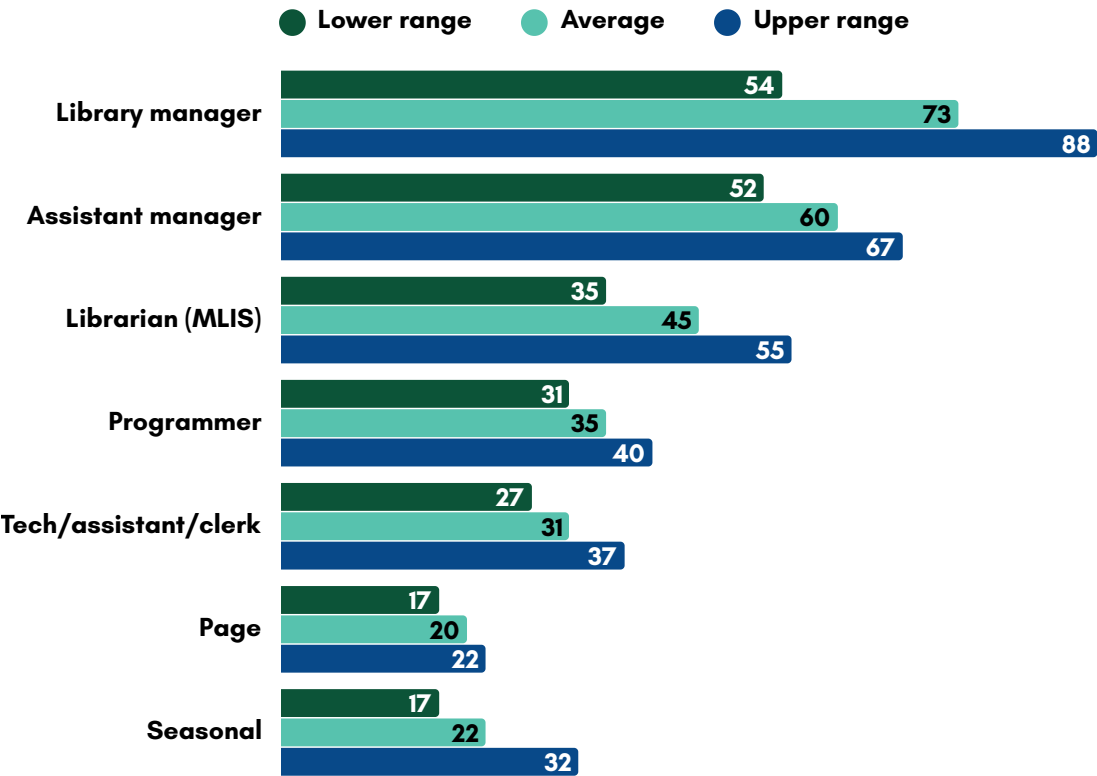
Volunteer hours per week



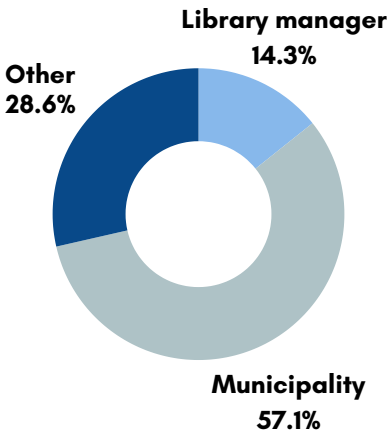
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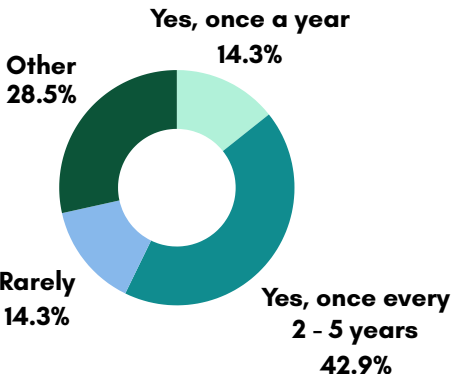
Current hourly wage by role (\$)



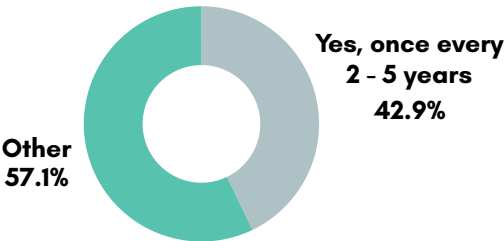
Payroll responsibility



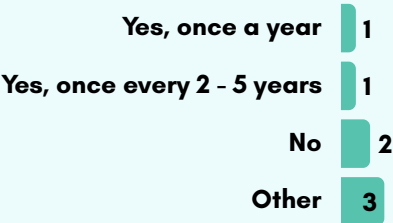
Does your library board regularly review employee salaries?



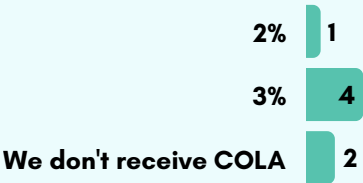
Does your library board regularly provide salary increases?



Does your library board provide a cost of living adjustment (COLA)?



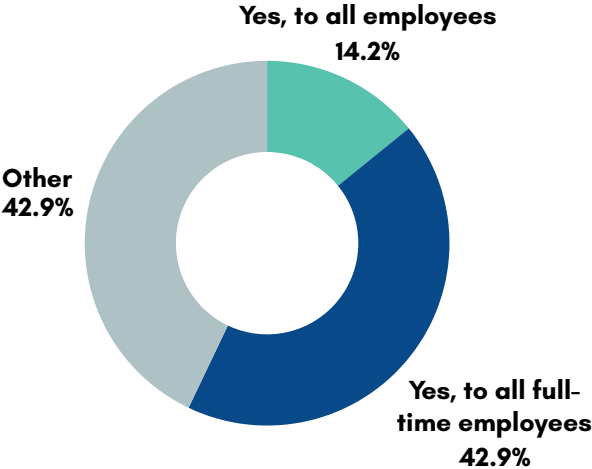
Over the past two years, what is the average per cent of COLA you received?



Does your library board offer an extended health care plan?



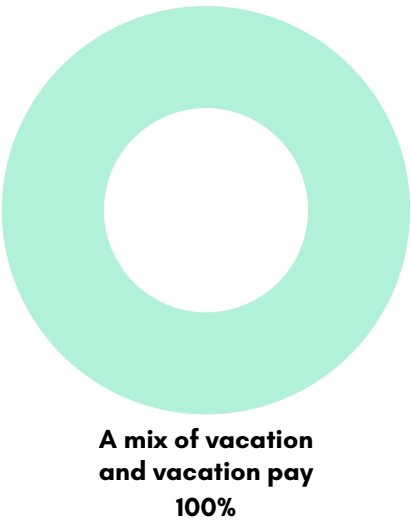
Does your library board offer a pension plan?



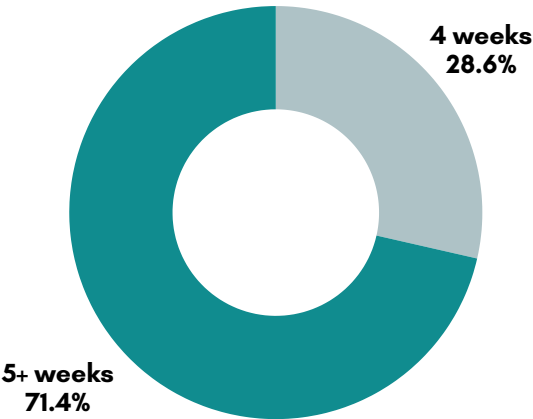
Does your library provide paid sick time?



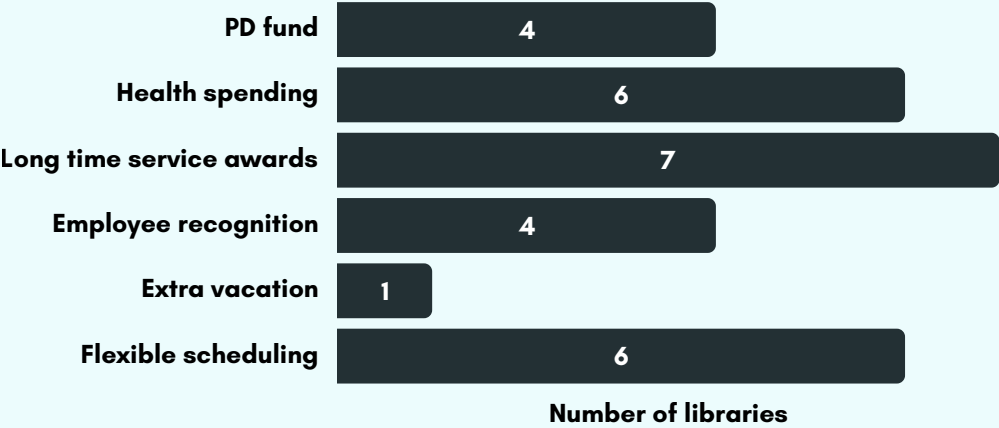
Does your library provide paid vacation time or vacation pay?



Paid vacation time library manager receives



Additional employee benefits that add to overall compensation
(Libraries could choose all that applied)



Comparison Wages - Alberta Municipalities

Position	Overall aggregate			Rural aggregate			Small town aggregate			Urban aggregate		
	Min	Max	Mean	Min	Max	Mean	Min	Max	Mean	Min	Max	Mean
Library assistant/librarian	\$15.00	\$34.06	\$25.44	N/A			N/A			\$15.00	\$34.06	\$25.44
Library manager/head librarian	\$25.00	\$85.96	\$48.57	N/A			N/A			\$25.00	\$52.47	\$41.09
Accounting/finance clerk/coordinator	\$21.00	\$40.78	\$75.57	\$30.67	\$75.57	\$50.05	\$23.00	\$42.00	\$31.65	\$29.40	\$83.35	\$44.13
Accounting/finance manager	\$28.70	\$98.53	\$60.70	\$51.64	\$95.52	\$69.34	\$31.40	\$54.38	\$43.19	\$45.19	\$123.76	\$65.87
Administrative assistant/receptionist	\$18.00	\$58.05	\$32.15	\$18.00	\$46.93	\$30.55	\$20.83	\$47.44	\$29.78	\$20.68	\$50.99	\$33.11
Clerk/coordinator	\$25.16	\$71.91	\$39.08	\$28.97	\$71.91	\$44.83	\$26.27	\$42.81	\$29.93	\$27.16	\$56.19	\$38.57
Community development coordinator/liaison	\$32.91	\$65.52	\$44.63	N/A			N/A			\$35.75	\$64.63	\$45.41
Customer service representative	\$15.74	\$51.90	\$27.87	\$27.00	\$36.42	\$32.30	\$18.98	\$33.00	\$22.78	\$19.67	\$44.10	\$30.55
Director of community services	\$26.00	\$153.15	\$79.15	\$71.28	\$105.48	\$90.39	\$26.00	\$76.70	\$53.79	\$57.21	\$128.27	\$89.00
FCSS coordinator	\$24.00	\$70.99	\$41.74	\$48.23	\$60.40	\$52.39	\$29.31	\$38.16	\$34.24	\$29.39	\$64.78	\$44.37
FCSS director	\$37.38	\$83.88	\$61.39	N/A			N/A			\$43.88	\$83.83	\$62.33
Janitor/custodian	\$18.50	\$45.42	\$29.51	\$25.00	\$40.78	\$32.05	\$18.50	\$31.25	\$25.70	\$22.80	\$39.21	\$30.22
Manager, administration services	\$30.85	\$98.53	\$52.97	\$30.85	\$34.33	\$33.75	N/A			\$30.85	\$98.53	\$50.22
Marketing/communications assistant	\$15.15	\$69.14	\$40.00	N/A			N/A			\$21.88	\$66.44	\$40.96
Marketing/communications coordinator	\$32.83	\$69.82	\$46.94	\$34.80	\$69.82	\$48.94	N/A			\$33.94	\$61.19	\$45.74
Parks, arena, facilities laborer	\$18.54	\$49.59	\$29.08	\$22.78	\$47.06	\$29.10	\$18.54	\$35.25	\$28.13	\$20.93	\$43.08	\$30.04
Parks, area, facilities supervisor/manager	\$23.50	\$107.69	\$47.63	\$37.65	\$95.52	\$68.87	\$30.00	\$52.79	\$39.81	\$37.02	\$91.30	\$56.62
Payroll/benefits clerk	\$28.34	\$73.05	\$42.97	\$34.99	\$73.05	\$46.01	\$28.34	\$49.76	\$39.74	\$31.58	\$57.98	\$42.95
Program coordinator	\$16.52	\$53.32	\$36.91	\$40.82	\$53.32	\$47.58	\$29.59	\$32.90	\$31.59	\$24.62	\$50.56	\$37.27
Records/records manager clerk/coordinator	\$30.33	\$63.14	\$43.19	\$36.26	\$63.14	\$44.31	N/A			\$34.83	\$55.27	\$43.89
Summer laborers/interns	\$15.00	\$34.32	\$20.98	\$17.00	\$34.32	\$24.52	\$15.00	\$24.25	\$19.70	\$16.66	\$28.72	\$21.62

Coalition of Alberta Public Libraries

Status Update – July 23, 2026

Meeting with Assistant Deputy Minister

- The CAP Steering Committee met with Assistant Deputy Minister Ethan Baynes on July 22.
- The Steering Committee expressed the need for some clarity in advance of the operating guidelines, as many libraries have limited staff and do not have the ability to wait until fall.
- The four points below were raised at the meeting:

- 1 Scope: physical and digital collections
- 2 The educational exclusion and incidental content
- 3 Recognition of established classification systems
- 4 The compliance date and the January 1 attestation

Scope: Physical and Digital Collections

- Clarification was sought on whether digital collections were included in the same way as print materials
- **The Takeaway:** libraries can deal with this through policies, and through parental consent. Due to the nature of digital collections, youth will either have access to all digital content, or none.

Educational Exclusion and Incidental Content

- Clarification was sought on whether educational materials (such as art books) or incidental content (e.g. one small image in a book) meant the entire work had to be restricted.
- **The Takeaway:** no clarification was provided.

Recognition of Established Classification Systems

- Clarification was sought on whether libraries could rely on established, third-party classification systems (e.g. movie ratings, video game ratings, etc.) to help determine restricted materials
- **The Takeaway:** libraries can apply these systems if they set a policy to identify the classification systems in use for each type of materials.

Compliance Date and January 1 Attestation

- Clarification was sought as to whether a two-stage approach: policies in place by January 1, with full implementation by April 30, would satisfy the regulations.
- **The Takeaway:** Policies and implementation must be in place by January 1 to the extent that is reasonably possible within the time allocated.

Workshop to Identify Working Group Topics

- Next week, Coalition members will participate in a facilitated workshop to identify working group topics and requirements.
- The purpose is to share the workload by developing resources that all libraries can use.
- Because the facilitation will occur online, the facilitator has limited the number of participants.
- Watch for information and a meeting notice to be shared shortly.

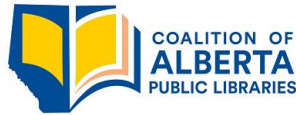
Working Groups

- After the scope and parameters have been set at the workshop, a call for volunteers for each of the Working Groups will go out to all Coalition members.
- Each Working Group will establish its own meeting schedule and process.
- A common deadline will be set to receive the work product (policies, checklists, processes, etc.) from each Working Group.
- The work products will be shared out to all libraries.

Public Statement

- The CAP Steering Committee met with ADM Ethan Baynes on July 22. It was a positive meeting and we are hopeful our input will shape the operational guidelines currently being created.
- We received clarification that use of established third-party classification systems (e.g. film ratings) may be stated by libraries in their policies as acceptable means for identifying restricted items.

- We asked whether educational materials may be subject to restrictions, and hope this will be addressed in the forthcoming operational guidelines.
- We continue to express concerns for the challenges in meeting the January 1, 2027 compliance mandate. As well, lack of provincial funding for any extra costs arising from implementing the requirements will mean municipalities will have to pay. Finally, we are also concerned this initiative could create significant service changes and privacy issues. We remain available to the Ministry to consult as they finalize the operational guidelines, set to be available in the fall.



Coalition of Alberta Public Libraries

Messaging Overview

Updated: July 17, 2026

Elements and Use

This document includes all current and approved messaging to support the Coalition of Alberta Public Libraries (CAP Libraries) in its response to new Libraries Regulations.

- Key Messages
 - FAQs
-

KEY MESSAGES

Response to Changes to Libraries Regulations

- On July 8, the Province of Alberta released new library regulations to guide the implementation of Bill 28, which was passed in May. These regulations outline new age-based restrictions for library spaces and collections.
- The Coalition of Alberta Public Libraries (CAP Libraries) is supporting its members in their request to the Minister of Municipal Affairs for clarity around scope of the age-based restrictions, review of materials in collections, development of needed policies and procedures, and potential construction requirements. As such, libraries request for more time before implementation to adequately adjust operations.
- Additional costs to implement the requirements remain unfunded, with the burden falling on municipalities.
- CAP Libraries remains eager to collaborate with the Province on practical, operational steps to address concerns and reduce disruption to public services.
- CAP Libraries and its members share Minister Williams' goal of ensuring users under the age of 16 have access to age-based materials.
- On July 10, CAP Libraries sent letters to the Minister and Assistant Deputy Minister seeking clarity on the regulations and asking for a deadline extension. The Province has noted that operating guidelines based on the new regulations will be provided in the fall. Without seeing these, Alberta public libraries are requesting that the compliance date be extended from January 1, 2027, to late spring. A meeting with the Assistant Deputy Minister is to be scheduled for the week of July 20.

- There are 324 public library service points in Alberta, serving 99 per cent of Albertans. These service points look very different community to community, and time is needed to understand the implications of new regulations in these varying spaces.

What Changes to Expect

- After reviewing the new Libraries Regulations, Alberta public libraries view the following as the main operational impacts:
 - Physically relocate restricted materials across print, video, and video games collections based on the definition provided in the regulations.
 - Draft and pass new policies related to the regulations and age-based restrictions to access to materials and also to access the internet on library provided computers unless parental consent is provided.
 - Alter processes used for library cards, borrowing, and technology-use for those 15 years of age and younger
 - Complete staff training
 - Where needed, physically change library spaces and points of access
- These changes may look different in libraries across Alberta. We appreciate the public's patience as we await further direction on guidelines adjust spaces and services to ensure compliance.

How People can Support their Local Libraries

- The best way to support your local library is to visit. We encourage all Albertans to get a library card, visit their local library, and show their support with library staff.
- Changes to library operations may look different for each community. Thank you for your patience as libraries review new regulations and await guidelines to implement changes to local operations and reduce disruption as much as possible.

FAQs

Do libraries have to comply with the new Libraries Regulations?

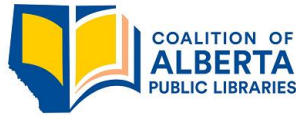
Yes. Libraries are a public body who must operate in a legal manner. The new legislation and regulations have created a pathway for enforcement and libraries will be taking steps to ensure compliance.

Is the Government of Alberta banning books in public libraries?

Public libraries in Alberta are concerned with any action to limit access to materials. Libraries continue to uphold a commitment to intellectual freedom as we comply with new Libraries Regulations related to age-based restrictions.

Will libraries remove the same books that were banned in schools?

The new Libraries Regulations do not call for the removal of any materials from libraries; rather, it's a call for the restriction of access. Libraries are reviewing new regulations and awaiting operating guidelines to better understand which materials will be impacted.



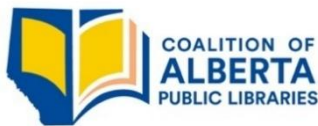
It's important to remember that school libraries and public libraries operate very differently. One key distinction is that public libraries do not operate *in loco parentis* (in place of parents), like schools do. With libraries, parents and guardians are responsible for the materials and programs accessed by their children or teens and have the right to choose what is best for themselves and their own families.

Why did libraries in Alberta form a coalition?

Public libraries in Alberta are working together to champion the value and impact of libraries for our Province. Through greater collaboration and connection, libraries can better support each other and the needs of their respective communities.

How was CAP Libraries formed?

The coalition was formed to support a resolution at Alberta Municipalities and the Rural Municipalities of Alberta regarding increased funding for Alberta's public libraries. The resolution was approved by a high majority vote of both organizations. Public libraries then united around collective advocacy for funding. At the same time, another issue emerged in September 2025 when school boards in Alberta responded to a government order to remove certain materials in their libraries. This initiated a new goal – to advocate for the value and role of public libraries as critical community spaces, and as organizations committed to the foundational value of intellectual freedom.



July 10, 2026

Ethan Bayne

Assistant Deputy Minister, Municipal Services
Alberta Municipal Affairs
Commerce Place
10155 102 Street NW
Edmonton, AB T5J 4L4

Sent via email to: Ethan.bayne@gov.ab.ca

Re: Implementation of the amended Libraries Regulation: operational concerns and request to extend the compliance date

Dear Mr. Bayne:

We are writing today to respond to Deputy Minister Mozeson's message of July 8, 2026 regarding the amendments to the Libraries Regulation, and the accompanying fact sheet and frequently asked questions. Building on our previous conversation from June 16, 2026, the Coalition of Alberta Public Libraries (CAP Libraries) wishes to set out some key operational issues our member boards have identified as they begin implementation planning, and to ask that the department support an extension of the compliance date from January 1, 2027 to April 1, 2027 or later.

The central difficulty for Alberta libraries is sequencing. The Deputy Minister's message indicates that the operational guidelines will be available early this fall, while the regulation requires boards to establish and publicly post the required policies and confirm compliance in writing by January 1, 2027. In practice, boards cannot responsibly classify materials, finalize policies, or configure systems until the guidelines are in hand. The current dates therefore leave roughly three months, including the December holiday period, for work that touches every part of library operations, and boards typically meet monthly, with many policies requiring more than one meeting cycle to approve. Set out below are the four areas where the compressed timeline interacts most directly with unresolved operational questions.

1. Scope of materials and content to be restricted

The largest single implementation task facing boards is reviewing collections to identify restricted materials, and it is also the task most affected by remaining ambiguity. It would assist boards considerably if the guidelines addressed, at minimum: how the section 35.1 definitions of "visual depiction" and "sexual act" apply to works in which qualifying content is brief or incidental to the work as a whole; how the exclusion for content that is not distinctly sexual in nature is to be applied to categories such as graphic novels, art books, health materials, and film; whether

the requirements extend to digital collections and eContent delivered through the Public Library Network or third-party platforms; and how restricted status is to be handled for holds, interlibrary loans, and self-service checkout, which the FAQ currently leaves to local policy. Until these questions are answered, classification work done now risks having to be redone, which shortens the effective compliance window well below the nominal one.

2. Operationalizing the identification requirements for access

The regulation requires that access to restricted materials be controlled by staff, with access for those 15 years of age and younger conditional on parental or guardian authorization. To operationalize this, staff need a reliable and privacy-compliant way to establish age and authorization status at the point of access. Current realities complicate that: many patrons, particularly youth, carry no government identification; integrated library systems do not uniformly record birthdates; and recording authorization on borrower accounts will require configuration or development work by third-party vendors. We ask that the guidelines specify what forms of age determination and evidence of authorization will be considered sufficient, and that the department's compliance expectations account for vendor timelines that boards do not control.

3. Use of external classification systems

The cost and duration of the classification effort would be substantially reduced if boards could rely on recognized external classification systems as their primary guide in identifying restricted materials, for example film classification ratings for video recordings, ESRB ratings for video games, and publisher or vendor audience metadata for print materials. This approach would also promote the provincewide consistency the framework is intended to achieve. We ask the department to confirm, in the guidelines or in advance of them, whether reliance on such systems will satisfy a board's obligation under section 35.4(b) to establish a process for identifying restricted materials.

4. Library card privileges for those 15 years of age and younger

Section 35.5 requires policies, each including the method by which age will be identified, governing card issuance, internet use, and video gaming for those 15 years of age and younger. Applying these requirements to existing cardholders is a significant undertaking: accounts were not created with these categories in mind, privileges attached to borrowing, holds, and self-checkout will need to be adjusted by age category, and parental authorization will need to be captured and recorded against accounts. As with the identification requirements above, much of this work depends on vendor development schedules.

We note the FAQ's statement that impacts are expected to be manageable within existing operations. Our members' early assessments suggest that the combined staff time, space changes, and system work is material, particularly for small and rural boards. A longer timeline is the least costly way to address this while working together with the province to meet the government's goals in this regard.

Accordingly, CAP Libraries respectfully asks that the department: (a) support an extension of the compliance date to April 1, 2027 or later, maintaining an interval of at least six months between the release of the operational guidelines and the compliance date; (b) release the

guidelines in draft form for sector comment before they are finalized; and (c) work with CAP Libraries and the Public Library Services Branch to convene a small implementation working group of practitioners from urban, rural, and regional system libraries.

Alberta's library boards intend to comply with the regulation and to work with the Government of Alberta to meet Minister Williams' stated purpose and address concerns. However, we are deeply concerned that the current timeline would require them do so at higher cost and with more disruption to service than is necessary. We would welcome a meeting with you or your officials at your earliest convenience.

Sincerely,



Pilar Martinez, CEO, Edmonton Public Library



Sarah Meilleur, CEO, Calgary Public Library



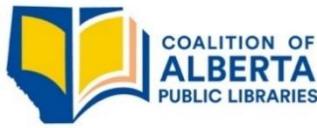
Ronald Sheppard, Director, Parkland Regional Library System



Sharon Siga, CEO, Strathcona County Library

**The Steering Committee
Coalition of Alberta Public Libraries**

cc: Jonah Mozeson, Deputy Minister of Municipal Affairs



July 10, 2026

Hon. Dan Williams

Minister of Municipal Affairs
320 Legislature Building
10800 - 97 Avenue
Edmonton, AB T5K 2B6

Sent via email to: minister.municipalaffairs@gov.ab.ca

Re: Request to extend the compliance date under the amended Libraries Regulation to April 1, 2027

Dear Minister Williams:

On behalf of the Coalition of Alberta Public Libraries (CAP Libraries), we are writing in response to the amendments to the Libraries Regulation and the supporting materials released by your ministry on July 8, 2026. As we wrote in our letter of April 7, 2026, Alberta's public libraries share the goal of ensuring that children have age-appropriate access to materials and that parents play the central role in guiding their children's choices. Library boards across the province are now turning to implementation, and it is on that subject that we write today.

Our requests are twofold and specific:

- **that the compliance date in the Libraries Regulation be extended from January 1, 2027 to April 1, 2027 or later, and**
- **that existing ambiguity in the regulations be clarified quickly to ease the potential operational impacts related to compliance with the Government of Alberta's policies.**

These requests are about capacity and cost, not willingness. The Deputy Minister has advised that the operational guidelines boards will need to apply the new requirements will not be available until early this fall. That leaves boards roughly three months, spanning the December holiday period, to identify and physically relocate restricted materials across their print, video, and video game collections; to draft, approve, and publicly post the policies required under sections 35.4, 35.5 and, where applicable, 35.6 of the regulation through board meeting cycles that in most communities run monthly; to alter library card, borrowing, and technology-use processes for those 15 years of age and younger, including changes to library management systems that depend on outside vendors; to train staff; and to confirm compliance to you in writing. For libraries of every size, and particularly for small and rural systems with few staff, we believe that current timelines contained in the regulations do not offer a realistic window in which to classify a significant volume of material and rebuild the processes around it.

Four issues in particular drive the time and cost involved:

- **Continued ambiguity about the materials covered.** Boards cannot begin classifying their collections until they know where the boundaries lie. Boards need guidance on how the definitions of “visual depiction” and “sexual act” in section 35.1 apply in practice: how a work in which qualifying content is brief or incidental is to be treated, how the exclusion for content that is not distinctly sexual in nature applies to categories such as graphic novels, art books, and film, and whether digital collections and eContent platforms are in scope. Until the operational guidelines resolve these questions, classification work done now risks having to be redone.
- **Operationalizing the identification requirements.** Restricted materials must be kept where staff control access, which requires a workable way to determine a patron's age, and any parental or guardian authorization, at the point of access. Many patrons, including youth, do not carry government identification; library systems do not uniformly record birthdates; and any new collection of personal information must comply with privacy legislation. Designing and implementing these processes is substantially more than a policy-drafting exercise.
- **Use of external classification systems.** The cost of classification would fall considerably if boards could rely on established third-party classification systems as their primary guide, for example film classification ratings for video recordings, ESRB ratings for video games, and publisher or vendor audience designations for print materials. We ask that the ministry confirm, in the operational guidelines or sooner, whether reliance on such systems will be considered acceptable.
- **Library card privileges for those 15 years of age and younger.** Boards must establish policies for issuing cards to those 15 years of age and younger and alter the borrowing, holds, self-checkout, and technology privileges attached to a large number of existing cardholder accounts. Much of this work runs through integrated library system vendors whose development and configuration timelines are outside boards' control.

The ministry's FAQ states that impacts are expected to be manageable within existing operations. Respectfully, the early assessments of our member boards suggest the work described above carries real costs in staff time, space reconfiguration, and system changes, and no dedicated implementation funding has been identified. An extended timeline would not eliminate those costs, but it would allow boards to absorb them in an orderly way rather than through a compressed year-end effort that pulls staff away from front-line service.

CAP Libraries believes that an April 1, 2027 compliance date would preserve the framework your government has adopted while providing a reasonable interval, roughly six months, between the release of the operational guidelines and the deadline for compliance. If the guidelines are delayed beyond early fall, we ask that the compliance date move correspondingly.

We renew our request for a meeting with you and senior officials to discuss implementation, and we remain ready to bring forward practical examples from urban, regional, rural, and system libraries to inform the operational guidelines. Thank you for your consideration.

Sincerely,



Pilar Martinez, CEO, Edmonton Public Library



Sarah Meilleur, CEO, Calgary Public Library



Ronald Sheppard, Director, Parkland Regional Library System



Sharon Siga, CEO, Strathcona County Library

The Steering Committee
Coalition of Alberta Public Libraries

cc: Jonah Mozeson, Deputy Minister of Municipal Affairs

Fact Sheet: Privacy statistics

This document provides a summary of the [Protection of Privacy Act](#) (POPA) statistics that the Government of Alberta is tracking for annual reporting.

Overview

Under POPA, the Minister of Technology and Innovation is responsible for annual reporting on the operation of the Act.

Starting with Fiscal 2026-2027, public bodies are required to track the following statistics:

- **Formal requests for correction of personal information:** Number received, number closed/addressed, and the outcome.
- **Privacy incidents:** Number of incidents, the cause of the incidents, the level of risk, and the types of incidents.
- **Privacy impact assessments (PIAs):** Number prepared as required under section 26 of the Act.
- **Complaints:** Number received, number closed/addressed, and that outcome.
- **Requests for advice:** Number received

The reporting period is April 1 to March 31 each year. Requests for statistics will be issued annually in April.

As this legislation is new, tracking and reporting requirements may evolve. Any changes will be communicated in advance of the reporting period.

If you have questions, please contact the POPA Stats team, Technology and Innovation at POPA.stats@gov.ab.ca.

Formal Requests for Correction of Personal Information

Under POPA, an individual has the right to make a formal request under section 7 of the Act for a correction of personal information and it's the public body's responsibility to review and address the request. The request must include sufficient proof of the change.

In many cases, individuals request correction to personal information that do not require a formal request under the Act. Public bodies can usually make these corrections informally. Examples include:

- Request to change an address, email or phone number or other contact information
- Requests to change to information that is not personal information
- Incorrect date of birth due to data entry error

Only requests considered a formal request under POPA must be reported as POPA-related statistics.

For annual reporting purposes, public bodies must track:

- The total number of requests for correction of personal information that your organization received during the reporting period
- The total number of requests for correction of personal information that your organization closed during the reporting period

- The outcomes of each request for correction of personal information, where the categories are:
 - Corrected - a correction was made to the file
 - Annotated - a correction was not made to the file, but an annotation or linkage was applied to the file to indicate that a correction was requested (please refer to the correction of personal information fact sheet for clarification)
 - Transferred - the request was transferred to another public body
 - Not corrected - a correction wasn't made because it was an opinion or there wasn't enough evidence to make a correction

For more information on correction of personal information, see page 12 of the [POPA Guide](#).

A fact sheet on the [Request for Correction of Personal Information](#) is also available.

Privacy Incidents

A privacy incident, as described in section 10(2) of POPA, occurs when there is a loss of, unauthorized access to, or unauthorized disclosure of personal information in the custody or control of a public body where there exists a real significant harm (RROSH) to an individual as a result of the incident.

For annual reporting purposes, public bodies must track:

- The cause of the incidents are:
 - Unauthorized access
 - Unauthorized disclosure
 - Loss of personal information
- The level of risk associated with the incident:
 - Number considered to be a real risk of significant harm (RROSH)
 - Number of other considered to be low/medium risk
- The types of incidents are:
 - Compromised electronic information system
 - Failure to properly secure personal information (e.g., not locking a cabinet or logging out of a system)
 - Theft
 - Human error (e.g., content transmitted to wrong recipient, attaching incorrect document in system or email, misplacing or losing files, uploading personal information to the wrong system or shared drive, mailing documents to the wrong address, printing documents and leaving them unattended on a shared printer, etc.)
 - Other

For more information on incidents, see page 15 of the [POPA Guide](#).

Privacy impact assessments (PIAs)

PIAs are prepared to assist public bodies in identifying and addressing privacy risks associated with the implementation of any new administrative practice, program, project, or service.

For annual reporting purposes, public bodies must track:

- The total number of PIAs that were prepared, under section 26 of the Act, by or for your public body during the reporting period.

For more information on PIAs, see page 14 of the [POPA Guide](#).

A fact sheet on [PIAs](#) is also available.

Complaints regarding the collection, use, of disclosure of personal information

If an individual believes that their personal information has been improperly collected, accessed, used, or disclosed by a public body, they can submit a formal privacy complaint to the public body.

For annual reporting purposes, public bodies must track:

- The total number of complaints that your organization received during the reporting period
- The total number of complaints that your organization closed (i.e., addressed and now consider to be completed) during the reporting period
- The outcome of complaints:
 - Number determined to be a founded (i.e. where personal information was improperly collected, accessed, used or disclosed)
 - Number determined not to be founded (i.e. where personal information was not improperly collected, accessed, used or disclosed)

For more information on complaints, see page 23 of the [POPA Guide](#).

Requests for Advice

A request for advice is when a public body's Privacy Officer/Office has provided guidance or recommendations to an internal program area of a public body related to the application or interpretation of POPA.

For instance, has assessed scenarios for determining authority for the collection, use, or disclosure of personal information, has reviewed collection notices, agreements (MOUs) or other legal, policy, or procedural documents to ensure privacy considerations or compliance with POPA are appropriately addressed.

For annual reporting purposes, public bodies must track:

- Number of requests for advice received

Helpful links

- [Protection of Privacy Act \(POPA\)](#)
- [Resources specific to public bodies](#), including the [POPA Guide](#) and [training for public bodies](#)

Maia Foster

From: Pat Harty <mrhartywriter@gmail.com>
Sent: Monday, July 20, 2026 8:46 AM
To: Brittany Stevens; Angela Look; Diane Arbuckle; Trudy Woodlands; Melynda Crampton; Troy Lambert; Aimee Hunter; jennifer bommarito; Pat Harty; Maia Foster; Jaimee Reese; Bill Windsor
Subject: Airdrie Library Invite!

Hey all,

Early this year I emailed the manager of the Airdrie Library (Deb Cryderman) to ask why they did what they did when building the new facility. She said she'd show me around some time, and a few weeks ago I finally went.

We met in the foyer and she showed me around: they have storage rooms all over the place, a few of their bathrooms have interesting items (tiny toilets for kids and a 'change table' that is adult sized (supports up to 500lb) for handicapped adults), there are lots of offices for staff, the children's area is dedicated to play as much as books, teens have a giant screen for watching TV or video games, the study/meeting rooms come in a number of sizes, the Maker Spaces are very cool and well stocked (it would be interesting to know the cost of the space, equipment, and supplies compared to how much the public uses it).

Many decisions Airdrie had to make when designing their new building are irrelevant to us because the scaling down of the population served makes them moot. But the basic decisions should be similar enough to make the people involved a valuable source of info and encouragement. I have the business card of the fund raiser they have on staff. He said he'd love to help us in any way he can.

During our chat, Deb said she would love to have our board come for a tour and/or have a board meeting there (their meetings last three or more hours. Egads!). It would be fun and interesting to at least have some of the board tour it. Holding a board meeting there might be more difficult to arrange around everyone's schedule.

Deb also gave me a number of binders from the professional fundraiser they hired and the company that designed of the facility. I can share them with any of you interested in browsing through them - the fundraising committee might want to take a deeper dive. There's no time frame to return them, but she does want them returned at some point (I'm sure we could have them for a year or more if we're regularly in contact with her and her staff).

Anyways, it's something to think about.

Cheers,
Pat Harty

Maia Foster

From: Brittany S <dmlboard@gmail.com>
Sent: Sunday, August 9, 2026 1:00 PM
To: Angela Look; Diane Arbuckle; Trudy Woodlands; Troy Lambert; Aimee Hunter; jennifer bommarito; Pat Harty; Maia Foster; Jaimee Reese; Bill Windsor
Subject: [Action Needed] Email Vote: RE Mountain View County Library Services Funding Agreement
Attachments: Town of Didsbury Library Board Funding Agreement - Unsigned (ID 930650).pdf; 20260715 Letter to Library Board (ID 954429).pdf

Hello all,

I hope your summer has been well. I am writing to call an **email vote** on the proposed 2026 Library Services Funding Agreement between the Didsbury Municipal Library Board and Mountain View County.

I ask that each Board member reply to this email with their **vote (In Favour / Opposed / Abstained)** by **Tuesday, August 11th at 9:00 PM.**

Motion: The Didsbury Municipal Library Board moves to accept the 2026 Library Services Funding Agreement with Mountain View County and proceed with signing the agreement and receiving County funding.

Background and Rationale

The Committee has reviewed both the cover letter from Mountain View County (dated July 15, 2026) and the full draft agreement, and believes this to be a beneficial partnership for the following reasons:

1. **Guaranteed Annual Funding:** The agreement provides a County contribution of \$19.64 per capita for each County resident within the Didsbury Library Service Area, offering a reliable source of operating revenue. **Remaining 2026 payments will be processed as soon as a signed agreement is received.**
2. **CPI-Indexed Contributions:** Annual funding rates are adjusted in accordance with the Alberta Consumer Price Index, ensuring the County's contribution keeps pace with rising operating costs over time.
3. **Expanded Community Access:** County residents within the service area will enjoy equal access to the Library with the same rights and privileges as Town of Didsbury residents, reinforcing the Library's role as a regional and community resource.

Please do not hesitate to reach out if you have any questions. I have attached a copy of the full agreement for your review prior to voting.

Brittany Stevens
Chair, Didsbury Municipal Library Board



July 15, 2026

Via email

Dear Municipal Library Board

Re: 2026 Library Services Agreement

On July 8, 2026, Mountain View County Council provided direction regarding the drafted Library Services Agreements. Enclosed you will find the version of the agreement reflecting Council's direction.

I would like to express appreciation for the valuable feedback provided by the Library Boards, the Town's and Village, and the Intermunicipal Collaboration Committees throughout this process. Your input has been instrumental in helping to finalize these agreements.

Please note, the name of your library board is per the establishing bylaw. Should you need this amended, please advise. Once a signed agreement has been received, the remainder of the 2026 funding payment will be processed.

Thank you for your continued partnership and commitment to providing quality library services throughout Mountain View County. If you have any questions, please do not hesitate to contact our office.

Sincerely,

Jeff Holmes
Chief Administrative Officer

MOUNTAIN VIEW COUNTY

AND

TOWN OF DIDSBURY LIBRARY BOARD

Library Funding Agreement

Library Funding Agreement
Between
Mountain View County and Town of Didsbury Library Board

PREAMBLE

WHEREAS, the Town of Didsbury has established a Library Board and owns the facilities that library services are delivered from.

WHEREAS, the Library Board operates a library facility (the 'Library') within the Town of Didsbury and provides equal access to residents within the County;

WHEREAS, the County is prepared to contribute financial assistance annually to assist with Library Operating Costs

WHEREAS, The Signatories recognize that a Trustee appointed to the Library Board must act in the best interests of the Library Board.

WHEREAS, The County's representative is responsible for serving as liaison between the County and Library Board, maintaining confidentiality, and sharing information such as board minutes, service plans, policies, and other correspondence as necessary.

NOW THEREFORE THIS AGREEMENT BEARS WITNESS that the Town of Didsbury Library Board and Mountain View County agree as follows:

1. DEFINITIONS

1.1. "CONSUMER PRICE INDEX (CPI)" means the annual Alberta Consumer Price Index for all goods, as published by Statistics Canada and measured from October to October of the preceding year. The year-over-year change in the CPI will be used to determine annual adjustments to County Contributions.

1.2. "COUNTY" means Mountain View County.

1.3. "LIBRARY BOARD" means the board established by the Town of Didsbury to operate the library.

1.4. "LIBRARY SERVICE AREA" means the Town of Didsbury recreation and culture area as shown on Schedule A of this Agreement.

1.5. "OPERATING COSTS" means the library's costs to operate the library.

1.6. "POLICY 8006" means Mountain View County Policy 8006 "Intermunicipal Collaboration Capital Reserve" as amended from time to time, and available on the County website.

1.7. "SIGNATORIES" means the Town of Didsbury Library Board and Mountain View County.

1.8. "TOWN" means the Town of Didsbury.

2. TOWN OF DIDSBURY LIBRARY BOARD SHALL

- 2.1. Allow County residents to use the library with the same rights and privileges as residents from the Town and at the same cost.
- 2.2. When appropriate, ensure that public and promotional information for the library recognizes the partnership and cooperation between the Town and the County.
- 2.3. The Library Board will advocate for the County's ability to nominate one member to the Library Board and will communicate between the Town of Didsbury and the County regarding the status of Board Trustee appointments by November 30 of each year.
- 2.4. Operate and maintain the Didsbury Library.

3. MOUNTAIN VIEW COUNTY SHALL

- 3.1. Agree to make annual financial contributions for Operating Costs to the Library Board.
- 3.2. The annual contribution by the County for 2026 will be \$19.64 per capita for each County resident residing within the Library Service Area. In the years following the annual rate will be amended by the Consumer Price Index increase or decrease.
- 3.3. Update the rural Library Service Area population after the release of Federal Census data. The updated population figures will apply to the following budget year.
- 3.4. Notify the Town of a nomination for Library Board appointment. The nominee may be either an elected official or a resident at the County's discretion.
- 3.5. Consider requests in accordance with Policy 8006 for Capital repairs, replacement or enhancements. As per Policy 8006, all requests from the Town of Didsbury Library Board must be endorsed by the Town of Didsbury and considered by the Didsbury Intermunicipal Collaboration Committee as a component of the Town's annual request to the County for capital funding.

4. TERM

- 4.1. The term of this Agreement shall begin on the execution of the agreement and renew automatically on January 1st until termination.

5. TERMINATION

- 5.1 Any Signatory may terminate this Agreement by providing twelve months' written notice to the other Signatories.

6. SCHEDULE OF PAYMENTS

- 6.1. The County's contribution to Operating Costs will be paid directly to the Didsbury Library on January 30th of each year during the term of this Agreement, pending all conditions of this Agreement being satisfied prior to that date. The County's funding may be contingent upon appointment of a Mountain View County representative by the Town to the Library Board.

7. AMENDMENTS

- 7.1. This Agreement may only be altered or amended in any of its provisions when any such changes are put in writing and signed by the signatories.

8. INDEMNITY

- 8.1. The Town of Didsbury Library Board and Mountain View County shall indemnify and save harmless each other from and against any and all claims, demands, losses, costs, damages, actions, suits and proceedings arising out of the performance or non-performance of this Agreement except where such claims, demands, losses, costs, damages, actions, suits and proceedings arise to the extent caused by the negligence, willful misconduct, or breach of this Agreement by the other party, its employees or agents.
- 8.2. Nothing in the foregoing shall be interpreted to require the Town of Didsbury Library Board or Mountain View County to indemnify each other for any claims, demands, losses, costs, damages, suits or proceedings by a third party against either of the Signatories with respect to the operation and maintenance of the library.

9. SEVERABILITY

- 9.1. If any provision or provisions of this Agreement shall be held to be invalid, illegal, unenforceable or in conflict with the law of any jurisdiction, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

IN WITNESS WHEREOF the signatories have hereunto affixed their seals by the hands of their proper offices in that behalf as of the day and year first below written.

Signed this _____day of _____, 20__ at _____, Alberta.

MOUNTAIN VIEW COUNTY:

Reeve, Angela Aalbers

Chief Administrative Officer, Jeff Holmes

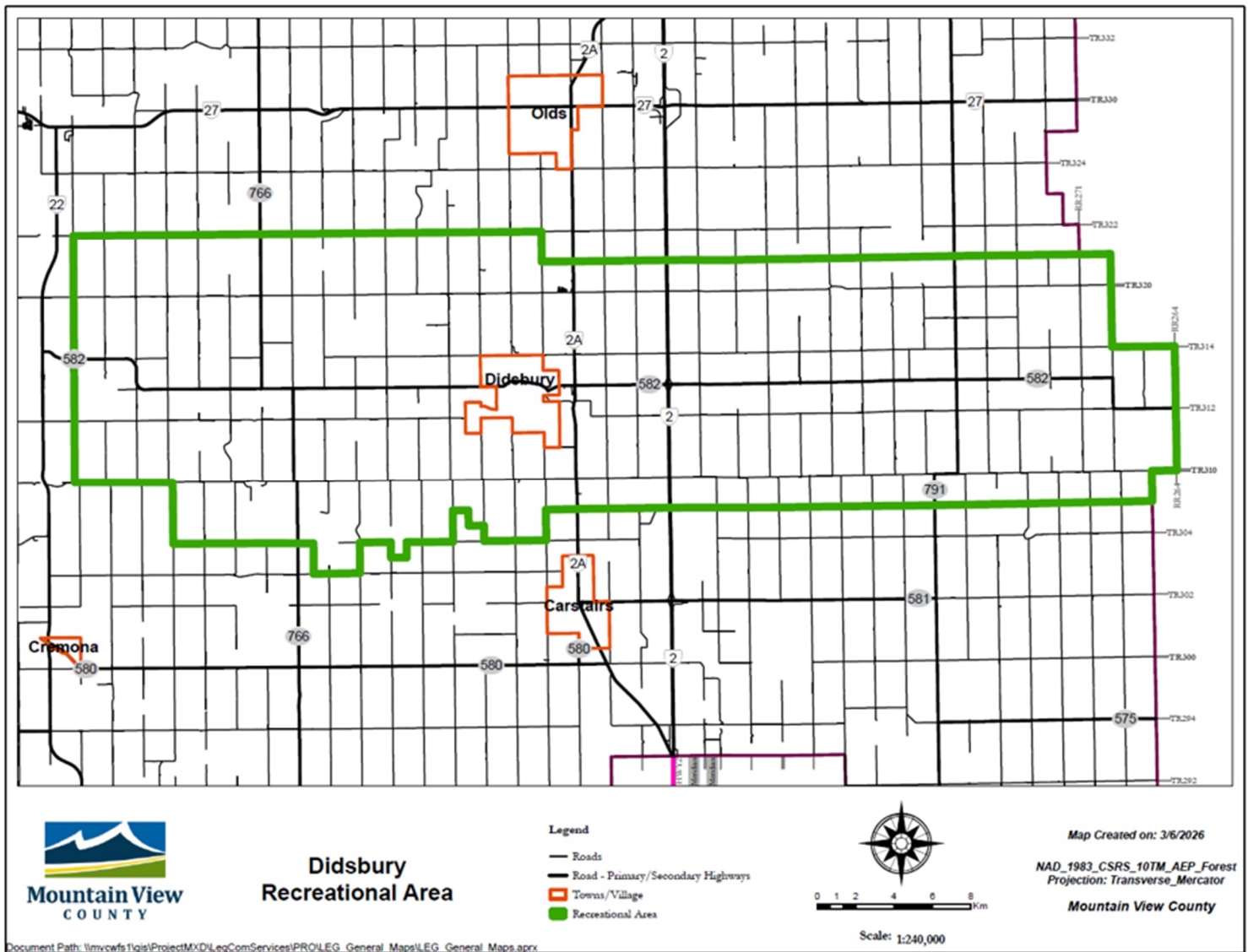
TOWN OF DIDSBURY LIBRARY
BOARD:

Library Board Chair _____

Library Manager _____

Schedule A

2021 Federal Census Library Service Area Population: 2,336



[illegible]

	REVENUE	Actual 2024	Actual 2025	Budget 2026	Budget 2027	Notes
R01	Rural Services Transfer Grant	\$ 13,176	\$ 13,176.00	\$ 13,176	\$ 13,176	
R02	Municipal Grant	\$ 259,645	\$ 276,866.87	\$ 236,478	\$ 254,577	7.43% increase request
R03	County Grant			\$ 45,879	\$ 46,796	adding 2% increase
R04	Provincial Library Operating Grant	\$ 38,501	\$ 38,501.00	\$ 38,501	\$ 38,501	
R05	TOTAL LOCAL APPROPRIATION	\$ 311,322	\$ 328,543.87	\$ 334,034	\$ 353,050	
R06	Other Grants	\$ 8,656	\$ 16,876.00	\$ 6,000	\$ 6,000	
R07	CALP		\$ 11,181.41	\$ 11,000	\$ 10,000	
R08	Friends	\$ 10,302	\$ 14,782.34	\$ 10,000	\$ 10,000	
R09	Employment Grants	\$ 13,640	\$ 11,592.96	\$ 5,000	\$ 6,000	
R10	TOTAL GRANTS	\$ 32,599	\$ 54,432.71	\$ 32,000	\$ 32,000	
R11	DONATIONS/FUNDRAISING	\$ 11,313	\$ 22,241.76	\$ 10,000	\$ 10,000	
R12	BOOK SALES	\$ 565	\$ 340.91	\$ 500	\$ 250	
R13	TOTAL DONATIONS	\$ 11,879	\$ 22,582.67	\$ 10,500	\$ 10,250	
R14	SERVICE REVENUE	\$ 5,727	\$ 6,441.11	\$ 5,500	\$ 5,500	
R15	LOST/DAMAGED ITEMS	\$ 904	\$ 1,086.55	\$ 500	\$ 500	
R16	TOTAL SERVICE REVENUE	\$ 6,631	\$ 7,527.66	\$ 6,000	\$ 6,000	
R17	BANK INTEREST/REBATES	\$ 3,571	\$ 2,084.94	\$ 150	\$ 100	
R18	GST REBATE	\$ 1,411	\$ 1,974.79	\$ 2,100	\$ 2,000	
R19	Other income (Facility rental, Misc, dividends)	\$ 757	\$ 1,422.88	\$ 150	\$ 150	
	TOTAL other income	\$ 5,739	\$ 5,482.61	\$ 2,400	\$ 2,250	
	TOTAL REVENUE	\$ 368,169	\$ 418,569.52	\$ 384,934	\$ 403,550	

	EXPENSES	Actual 2024	Actual 2025	Budget 2026	Budget 2027	Notes
E01	WAGES	\$ 243,387	\$ 253,590.05	\$ 287,795.00	\$ 298,807.00	this is no increase in staffing hours but is a CPI increase of 2.75%
E02	PENSION FUND	\$ 9,409	\$ 6,279.02	\$ 6,145.00	\$ 6,492.58	
E03	BENEFITS	\$ 3,808	\$ 5,241.98	\$ 7,875.00	\$ 8,182.12	
E04	WORKERS' COMPENSATION	\$ 434	\$ 1,618.75	\$ 870.00	\$ 870.00	
E05	SOURCE DEDUCTIONS EI	\$ 5,828	\$ 5,837.17	\$ 6,159.00	\$ 6,673.22	
E06	SOURCE DEDUCTIONS CPP	\$ 12,750	\$ 12,973.77	\$ 15,675.00	\$ 17,114.51	
E07	TOTAL Salaries and benefits	\$ 275,616	\$ 285,540.74	\$ 324,519.00	\$ 338,139.43	
E08	COURSE OR CONFERENCE EXPENSE -STAFF	\$ 483	\$ 1,225.90	\$ 2,000.00	\$ 2,500.00	
E09	Staff and Meeting expenses	\$ 1,504	\$ 759.20	\$ 600.00	\$ 800.00	
E10	Honoraria (Volunteer appreciation)	\$ 405	\$ 505.69	\$ 600.00	\$ 600.00	
E11	TRAVEL AND HOSPITALITY (STAFF)	\$ 31	\$ -	\$ 350.00	\$ 350.00	
E12	Total other staff expenses	\$ 2,422	\$ 2,490.79	\$ 3,550.00	\$ 4,250.00	
E13	TOTAL STAFF COSTS	\$ 278,038	\$ 288,031.53	\$ 328,069.00	\$ 342,389.43	
E14	BOOKS PURCHASED	\$ 9,981	\$ 14,096.48	\$ 12,500.00	\$ 14,942.00	6% increase from 2025 actual
E15	PERIODICALS	\$ 1,950	\$ 2,292.59	\$ 650.00	\$ 700.00	
E16	AV MATERIALS	\$ 4,099	\$ 2,371.53	\$ 5,240.00	\$ 4,000.00	
E17	PHYSICAL MATERIALS		\$ 296.05	\$ 500.00	\$ 500.00	backpack refresh, games+puzzles, physical items for loan
E18	DIGITAL RESOURCES	\$ 1,574	\$ 1,649.11	\$ 1,500.00	\$ 1,950.00	MeeScan 575, PC Res 215, AudioCine 498.75, Entandem 140, Website and additional apps
E19	TOTAL MATERIALS EXPENSES	\$ 17,605	\$ 20,705.76	\$ 20,390.00	\$ 22,092.00	
E20	Audit	\$ 363	\$ 525.00	\$ 550.00	\$ 1,500.00	change in auditor
E21	BOARD EXPENSES	\$ 274	\$ 138.07	\$ 500.00	\$ 500.00	
E22	Contracts for services (Payroll)	\$ 983	\$ 1,014.00	\$ 1,100.00	\$ 1,100.00	
E23	Legal fees, bank charges, refunds, deposits	\$ 101	\$ 202.77	\$ 150.00	\$ 100.00	
E24	LIBRARY SUPPLIES - COLLECTION		\$ -	\$ 1,000.00	\$ 1,000.00	
E25	Postage and Freight	\$ 1,149	\$ 184.38	\$ 500.00	\$ 500.00	
E26	ASSOCIATION MEMBERSHIPS	\$ 310	\$ 250.00	\$ 300.00	\$ 250.00	AUMA, LAA
E27	PUBLICITY AND ADVERTISING	\$ 659	\$ 589.51	\$ 700.00	\$ 700.00	
E28	Fundraising supplies		\$ 1,089.96	\$ 300.00	\$ 300.00	
E29	General Program Expenses	\$ 3,597	\$ 7,687.50	\$ 6,000.00	\$ 6,180.00	
E30	General Office Supplies	\$ 4,392	\$ 3,645.22	\$ 3,500.00	\$ 3,500.00	
E31	Administrative Expenses	\$ 11,827	\$ 15,326.41	\$ 14,600.00	\$ 15,630.00	
E32	TELEPHONE	\$ 527	\$ 563.66	\$ 575.00	\$ 600.00	6% increase from 2025 actual
E33	SECURITY SYSTEM	\$ 397	\$ 396.00	\$ 400.00	\$ 420.00	6% increase from 2025 actual
E34	Telecommunications	\$ 924	\$ 959.66	\$ 975.00	\$ 1,020.00	
E35	CASH SHORT / OVER	\$ 26	\$ 119.82	\$ -	\$ -	
E36	GST PAID	\$ 1,975	\$ 3,222.16	\$ 2,400.00	\$ 2,500.00	

E37	TOTAL ADMINISTRATIVE EXPENSES	\$ 2,001	\$ 19,628.05	\$ 17,975.00	\$ 19,150.00	
E38	Janitorial and Maintenance	\$ 1,198	\$ 1,674.84	\$ 1,250.00	\$ 1,775.00	6% increase from 2025 actual
E39	Insurance	\$ 2,893	\$ 3,204.00	\$ 3,300.00	\$ 3,396.24	
E40	GAS	\$ 2,789	\$ 2,563.87	\$ 3,400.00	\$ 2,717.84	
E41	ELECTRIC	\$ 5,923	\$ 6,742.77	\$ 5,775.00	\$ 7,147.33	
E42	WATER AND SEWER	\$ 907	\$ 1,030.90	\$ 1,025.00	\$ 1,133.00	10% increase from 2025 actual
E43	CARBON LEVY	\$ 983	\$ 828.20			
E44	Utilities	\$ 10,602	\$ 11,165.74	\$ 10,200.00	\$ 10,998.17	
E45	TOTAL BUILDING EXPENSE	\$ 14,693	\$ 16,044.58	\$ 14,750.00	\$ 16,169.41	
E46	Computers/Makerspace	\$ 1,287	\$ 816.13	\$ 750.00	\$ 750.00	
E47	FURNITURE AND EQUIPMENT	\$ 1,099	\$ 4,245.23	\$ 3,000.00	\$ 3,000.00	
E48	Total Capital	\$ 2,387	\$ 5,061.36	\$ 3,750.00	\$ 3,750.00	
E49	Bad Debt	\$ 447	\$ -	\$ -	\$ -	
E50	Consultant	\$ -	\$ 22,261.35	\$ -	\$ -	
	TOTAL EXPENSE	\$ 327,476	\$ 371,732.63	\$ 384,934.00	\$ 403,550.84	
	NET INCOME					



Invitation to Participate: Alberta Public Libraries Day of Action

August 27, 2026

Dear Library Director and Board Chair,

On behalf of the Library Association of Alberta (LAA), we invite your library and board to participate in the **Alberta Public Libraries Day of Action** on **October 1, 2026**, the first day of Canadian Library Month.

This province-wide initiative is intended to highlight the critical role public libraries play in Alberta communities while acknowledging the significant work required to implement recent changes to the Libraries Regulation before the January 1, 2027 compliance deadline.

Public libraries have long served as trusted community hubs, providing access to information, literacy support, digital services, lifelong learning opportunities, cultural enrichment, and welcoming spaces for all Albertans. Every day, libraries support students, families, seniors, newcomers, job seekers, entrepreneurs, and community organizations. The Day of Action is an opportunity to celebrate and promote that work while educating the public about the challenges and responsibilities facing Alberta libraries.

Many libraries are now undertaking substantial policy development, collection review, staff training, operational planning, and public communication efforts in response to the new regulatory requirements. The Day of Action provides an opportunity for libraries to dedicate time to this important work while demonstrating the collective value of Alberta's public library system.

Participation is entirely voluntary and may take a variety of forms, including:

- Full-day library closure
- Partial-day closure
- Community awareness activities
- Social media campaigns
- Media engagement
- Public education initiatives

The Day of Action is not intended as opposition to legislative compliance. Rather, it is an opportunity to demonstrate the importance of public libraries, raise awareness of the resources required to



Invitation to Participate: Alberta Public Libraries Day of Action

implement the changes, and reinforce our sector's commitment to serving Albertans effectively and responsibly.

Libraries that register to participate will receive a comprehensive participation toolkit, including:

- Ready-to-use social media content and graphics
- Key messages and talking points
- Sample media materials
- Public communication templates
- A sample board communication package
- Advocacy resources highlighting the value and impact of public libraries

We encourage you to discuss this opportunity with your board and leadership team and consider how your organization might participate in a way that reflects the needs of your community.

To register your library, please complete the participation form at the link below:

Registration Form:

<https://forms.gle/KmHmoW315LivgpoC7>

Kind regards,
Library Association of Alberta

Learn More: <https://www.libraryassociationofalberta.com/events/25/>

Alberta Public Libraries Day of Action and Closure

October 1, 2026: Alberta Public Libraries Day of Action

On October 1, the first day of Canadian Library Month, public libraries across Alberta will participate in a coordinated day of action and public closure in response to the Province's recent changes to the Libraries Regulation. This action is intended to raise awareness about the significant impact these regulatory requirements will have on public libraries, their staff, and the communities they serve. The regulation requires libraries to implement new policies, access controls, age-verification processes, and collection management procedures by January 1, 2027.

While libraries remain committed to complying with provincial legislation, the scale and complexity of these changes will require substantial planning, staff training, policy development, collection review, and operational adjustments. The October 1 closure will provide libraries with an opportunity to begin implementing these required changes while also drawing public attention to the challenges they present.

Public libraries are cornerstones of Alberta communities. They provide free access to information, literacy programs, technology, lifelong learning opportunities, cultural resources, and welcoming public spaces for people of all ages and backgrounds. Libraries support students, families, seniors, job seekers, newcomers, entrepreneurs, and vulnerable community members every day.

By holding this Day of Action on the first day of Canadian Library Month, Alberta libraries aim to highlight the vital role libraries play in a healthy, informed, and connected society. This is not a protest against communities or library users. Rather, it is a call for meaningful dialogue about how libraries can continue to fulfill their mission of equitable access to information while meeting new regulatory requirements.

We encourage community members to learn about the proposed changes, engage with their local libraries, and join the conversation about the future of public library service in Alberta. Together, we can ensure that public libraries remain inclusive, accessible, and responsive to the needs of the communities they serve.

Libraries matter. Communities matter. The future of public access to information matters